

# AGREEMENT

BETWEEN THE

CITY OF MILLVILLE

AND THE

MILLVILLE PBA LOCAL # 213

(THE COUNTY OF CUMBERLAND, NEW JERSEY)

January 1, 2016 through December 31, 2019

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# AGREEMENT

**THIS AGREEMENT**, between the **CITY OF MILLVILLE**, hereinafter referred to as "Employer", and the **POLICEMEN'S BENEVOLENT ASSOCIATION, MILLVILLE LOCAL # 213**, hereinafter referred to as "Employee" is effective as of the 1<sup>st</sup> day of January, 2016;

## WITNESSETH:

**WHEREAS**, the parties have carried on collective bargaining for the purpose of developing a contract covering wages, hours of work, and certain other terms and conditions of employment;

**NOW, THEREFORE**, in consideration of the promises and mutual agreements herein contained, the parties hereto agree with each other in respect to the Employees of the Employer recognized as being represented by the PBA as follows:

## ARTICLE I

### RECOGNITION

The Employer hereby recognizes the aforementioned PBA as the exclusive representative for all its Patrolmen (including Patrolmen periodically assigned as Detectives), but excluding anyone with the rank of Sergeant or above.

**ARTICLE II**  
**MANAGEMENT RIGHTS**

A. The City hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to signing of the Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the City, its properties and facilities, and the activities of its employees, subject to the New Jersey Employer-Employee Relations Act;
2. To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment, assignment, promotion and to transfer employees or to provide for their dismissal, fine or suspension, or demotion all in accordance with applicable laws, regulations and terms of this agreement;
3. To establish programs and objectives, including special programs, and to provide for all needs and services for residents of the City and persons who utilize City services, all as deemed necessary or advisable by the City limited only by the specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States.

4. To decide upon the means and methods of providing all services, to provide for the selection of equipment, materials and the utilization thereof by City employees of every kind and nature so long as same is within recognized safety standards;
  5. To determine work schedules, the starting and ending hours of employment, and the duties, responsibilities, and assignments of employees with respect thereto limited only by the specific and express terms of this Agreement and so long as they are in conformance with the laws of the State of New Jersey and its Agencies; and
  6. To determine emergencies and the means or manner to cope therewith and to determine when said emergencies have terminated in accordance with any applicable regulations promulgated by any Federal, State, or County agency having jurisdiction over said emergency.
  7. To make, modify, adopt policies, rules, regulation, procedures in connection with the foregoing powers, rights and authority, subject to N.J.S.A. 34:13A-5.3, and fifteen (15) days prior notice to the PBA, except if, an emergent situation arises which requires immediate action by the City.
- B. The exercise of the foregoing powers, rights, authority, duties or responsibilities of the City, the adoption of policies, rules, regulations, procedures and practices and furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States.

- C. Nothing contained herein shall be construed to deny or restrict the City of its rights, responsibilities and authority under any national, state, county or local laws, regulation, resolutions or ordinances.
- D. The City shall not discharge, discriminate or cause any unfavorable action in any way against any employee for Union activities or for Union membership, as long as such activity does not in any way disrupt normal operations of the Police Department. The Union shall not discriminate or cause any unfavorable action in any way against any employee for failing to be a Union member.
- E. This Agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties thereto.
- F. The parties to this contract agree that they shall not enter into any agreement or contract or negotiations with any individual or group of individuals pertaining to terms and conditions of employment which are outside of the scope of this contract. The parties further agree that any such extra contractual agreement shall be null and void.
- G. The City and its representatives agree not to meet with any other organization of individuals not authorized by the majority representative for the purpose of hearing or discussing views on negotiable working conditions, grievances or the terms and conditions of this Agreement.
- H. No employee may be dismissed, suspended or disciplined except in accordance with the rules and regulations of the New Jersey Department of Personnel and the laws of the State of New Jersey.
- I. The PBA shall be provided with a copy of the notice forwarded to the employee/member of his/her disciplinary hearing.

### **ARTICLE III**

#### **NO STRIKE**

There shall be no strikes, work stoppages or slowdowns of any kind during the life of this Agreement. No officer or representative of the majority representative shall authorize, institute or condone any such activity. The Employer shall have the right to take disciplinary action, including discharge, against any Employee participating in a violation of the provisions of this Article.

### **ARTICLE IV**

#### **GRIEVANCE PROCEDURE**

##### SECTION 1

To provide for the expeditious and mutually satisfactory settlement of grievances arising with respect to the interpretation or application of this Agreement, the following procedures shall be followed:

Step 1. An Officer with a grievance shall file a written grievance with the Captain of Police, with copies to be simultaneously filed with the Chief of Police and the Director of Public Safety. A meeting on the written grievance shall be held within five (5) business days of the filing of the written grievance between the Captain of Police, the aggrieved party and the PBA's designated representative. A decision thereon shall be rendered in writing by the Captain of Police within five (5) business days after the holding of such meeting. In the event no person is serving in the position of Captain of Police, then the matter shall proceed directly to Step 2 below.



Step 2. If the aggrieved party is not satisfied with the disposition of his grievance at Step 1, or if no decision has been rendered within five (5) business days after presentation of that grievance at Step 1, he may then submit the written grievance to the Chief, with a copy to be simultaneously filed with the Director of Public Safety. A meeting on the written grievance shall be held within five (5) business days of the filing of the written grievance between the Chief, the aggrieved party and the PBA's designated representative. A decision thereon shall be rendered in writing by the Chief of Police within ten (10) business days after the holding of such meeting.

Step 3. If the aggrieved party is not satisfied with the disposition of his grievance at Step 2, or if no written decision has been rendered within ten (10) business days after the presentation of that grievance at Step 2, the matter may be referred by the PBA through its designated representative to the Director of Public Safety. A meeting on the grievance shall be held between the PBA and the Director of Public Safety at which meeting the parties may be represented. The Director of Public Safety shall render a written decision within ten (10) business days of the meeting.

Step 4. If the aggrieved party is not satisfied with the disposition of the grievance at Step 3, or if no written decision has been rendered within the (10) business days after the presentation of the grievance at Step 3, the matter may be filed within 20 business days by the PBA through its designated representative to the Public Employment Relations Commission (PERC) for arbitration. The arbitrator shall be chosen in accordance with the rules and regulations of PERC.

The decision of the arbitrator shall be submitted to the grievant/Association and the City, and shall be binding on the parties.

## SECTION 2

The costs for the services of the arbitrator shall be borne equally between the Association and the City, unless the Association elects to withdraw the grievance, in which case any fees of the Arbitrator shall be paid by the Association.

The time limits specified in the grievance procedure shall be construed as being maximum; however, they may be extended upon mutual agreement between the parties.

## SECTION 3

A grievance must be presented at Step 1 within fifteen (15) business days from the date of occurrence of the facts which gave rise to the grievance. If it is not presented within the aforementioned time period, it shall not thereafter be considered a grievance under this Agreement. Any Employee may be represented at all steps of the grievance procedure by himself, or at his option, by a representative selected or approved by the PBA. When an Employee is not represented by the PBA, the PBA shall have the right to be present and state its views at all stages of the grievance procedure.

## SECTION 4

Necessary witnesses shall be excused from their normal work duties to participate in grievance and/or disciplinary hearings and shall suffer no loss in regular pay. Off duty police officers who are necessary witnesses in a grievance and/or disciplinary hearing during off duty hours shall receive a payment equal to the Municipal Court appearance fee set forth in Article XVIII as full payment for attendance at such hearing during off duty hours.

SECTION 5

For the purposes of this Agreement, a Grievance shall include the appeal of the minor discipline of suspensions of three (3) days or more or cumulative suspensions of four (4) days or more during a calendar year.

SECTION 6

The settlement or other disposition of any grievance prior to arbitration shall be subject to review and approval of a designated committee established by the governing body which shall include the Chief of Police or his/her designee so as to assure compliance with City policy and/or philosophy.

SECTION 7

The arbitrator shall limit himself/herself to the interpretation and application of the terms of this Agreement and to the issues submitted to him/her and consider no other.

SECTION 8

The arbitrator shall have no authority to add to, detract from, alter, amend, modify any provision of this Agreement or to impose on any party thereto a limitation or obligation not provided in this Agreement.

SECTION 9

For the purposes of this Article, a "business day" shall be defined as any day that is not Saturday, Sunday or a state or federal holiday.

## ARTICLE V

### SALARIES

1. Effective January 1, 2016, a new wage guide shall apply to all bargaining unit members. The new wage guide is attached to this Agreement as Exhibit "A" and shall be part of the final agreement.
2. Effective January 1, 2016, employees receiving Senior Officer pay under the previous wage guide shall receive Senior Officer pay under the new wage guide and employees on Step 16 of the previous wage guide shall be placed on Step 19 of the new wage guide.
3. For the purposes of clarification, an employee shall only receive "Senior Officer Pay" upon 20 years of service with the City of Millville. Therefore, once an employee reaches Step 19, he/she shall remain at Step 19 and only advance to Senior Pay upon 20 years of service with the City.
4. For employees hired prior to January 1, 2016, placement on the new wage guide (except for officers referenced in paragraph 2) shall take place on the employee's 2016 anniversary date. An employee's anniversary date shall be on the first day of the month hired if he/she commences employment on or before the fifteenth (15<sup>th</sup>) day of the month and shall be on the first (1<sup>st</sup>) day of the following month if he/she commences employment after the fifteenth day of the month of hire.
5. For employees hired prior to January 1, 2016, employees shall be placed on the step closest to but not less than his/her base rate of pay as of December 31, 2015.
6. All employees hired on or after January 1, 2016 shall be placed on Step 1 of the new wage guide. Thereafter those employees shall move annually on the wage guide upon their anniversary date. The first movement shall take place on the employee's anniversary date. An employee's anniversary date shall be on the first day of the month hired if he/she commences employment on or before the fifteenth (15<sup>th</sup>) day of the month and shall be on the first (1<sup>st</sup>) day of the following month if he/she commences employment after the fifteenth (15<sup>th</sup>) day of the month of hire.

This paragraph 6 may not be applicable in the event the City hires a new employee with police experience, by way of a transfer from another government agency. In that event, the placement of the employee on the new wage guide shall be within the sole discretion of the City.

7. Effective January 1, 2017, the wage guide shall be increased, at all steps, by three quarters of a percent (0.75%). Officers shall move one step upon their anniversary date. An employee's anniversary date shall be on the first day of the month hired if he/she commences employment on or before the fifteenth (15<sup>th</sup>) day of the month and shall be on the first (1<sup>st</sup>) day of the following month if he/she commences employment after the fifteenth (15<sup>th</sup>) day of the month of hire.

8. Effective January 1, 2018, the wage guide shall provide for a one (1.0%) percent increase to all steps of the wage guide. Officers shall move one step upon their anniversary date. An employee's anniversary date shall be on the first day of the month hired if he/she commences employment on or before the fifteenth (15<sup>th</sup>) day of the month and shall be on the first (1<sup>st</sup>) day of the following month if he/she commences employment after the fifteenth (15<sup>th</sup>) day of the month of hire.
9. Effective January 1, 2019, the wage guide shall provide for a one (1.0%) percent increase to all steps of the wage guide. Officers shall move one step upon their anniversary date. An employee's anniversary date shall be on the first day of the month hired if he/she commences employment on or before the fifteenth (15<sup>th</sup>) day of the month and shall be on the first (1<sup>st</sup>) day of the following month if he/she commences employment after the fifteenth (15<sup>th</sup>) day of the month of hire.
10. Wage increases shall only apply to employees covered by this contract on date of execution. Any employee who has terminated employment with the City prior to execution of the Agreement is not entitled to any benefits under this Agreement, including but not limited to salary increases or retroactive pay thereafter unless said termination resulted from a voluntary retirement of a City employee who is eligible to receive retirement benefits under the rules of the Police and Fireman's Retirement System (PFRS).
11. All employees shall be paid on a bi-weekly basis. Employees shall receive paychecks by direct deposit.
12. Step increases shall apply for the duration of this Agreement only. In the event a successor agreement is not reached prior to the expiration of this Agreement, no step movement shall take place.

## ARTICLE VI

### LONGEVITY

#### SECTION 1

Longevity shall be frozen at the amount received by each employee on December 31, 2015. The amount received shall mean the dollar amount, not the percentage. For employees hired on or after January 1, 2016, longevity shall be eliminated.

## ARTICLE VII

### WORK WEEK AND OVERTIME

#### SECTION 1

The work week schedule of Police Officers shall be 2080 hours annually or 40 hours per week. Employees shall normally work eight (8) hour shifts. The schedule of shifts shall be determined by the City depending upon its determination of its public safety needs and requirements and to promote the effective and efficient operation of its Police Department function. The City shall have the right to exercise any election or option available to it under the FLSA or the regulations provided under Section 7(K)

#### SECTION 2

Overtime for the purposes of this contract is defined as time worked by employees in excess of their normal regularly scheduled work hours.

Overtime hours worked shall be calculated weekly and paid in the following pay period. Overtime hours shall be paid to each employee at a rate equal to one and one-half the normal hourly rate, or at the option of the City, compensatory time at the rate of one and one-half hours for all hours worked in excess of the normal regularly scheduled hours during the seven day period.

Sick leave hours taken off do not count as time worked for overtime purposes. Overtime shall include all courses and/or training that the City directs the employee to undertake. The overtime rate of pay shall be determined by dividing the Officers Annual Base Wage Rate by 2080.

Further, the parties agree as follows:

- (1) With respect to DWI grant, seat belt grant, and block grant, the officer shall be entitled to the hourly rate allowed for in the respective grant or grants without regard to their regular hourly rate or their regular overtime rate.
- (2) With respect to the rate of compensation for outside contractors such as the Millville Board of Education or private companies, the officer shall be entitled to the hourly rate set forth in the Ordinance adopted by the City of Millville for contracted off-duty employment without regard to their regular hourly rate or their regular overtime rate.
- (3) Hours worked under subsections (1) and (2) above shall not count as hours worked in excess of an employee's normal regularly scheduled work hours for the purpose of computing overtime with the City.

### SECTION 3

All voluntary courses, training, and other non-college police related studies taken with the prior approval of the Chief of Police, shall be reimbursed in the form of compensatory time off on an hour-for-hour class basis, excluding regular shift hours and travel time.

### SECTION 4

In the event an Employee is called to duty when he otherwise would have been off duty, he shall be compensated in accordance with Section 2 above, and the Employer guarantees that said Employee shall receive a minimum of three (3) hours pay or compensatory time (four and one-half hours as computed at the premium rate herein provided). The minimum three (3) hours guarantee does not

apply to an early call in preceding the regular shift when said Employee continues to work into said shift or to hold over after a regularly scheduled shift.

## **ARTICLE VIII**

### **RETENTION OF BENEFITS**

Except as otherwise provided herein, and except as provided by changes by law, all rights, privileges and benefits which the Employees shall have heretofore enjoyed and are presently enjoying, shall be maintained and continued by the Employer during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provision of all municipal ordinances and the resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in this Agreement as if set forth herein at length. It is understood that the provisions of this Article are subject to the provisions of State Law.

## **ARTICLE IX**

### **LEGAL AID**

In accordance with N.J.S.A. 40A:14-155 and 40A:14-28 whenever an Employee covered by this Agreement is a defendant in any action or legal proceeding arising out of and directly related to the lawful exercise of Police powers in the furtherance of his official duties, the Employer shall provide said Employee with the necessary means for the defense of such action or proceeding. In the event that an Employee utilizes counsel other than that supplied by the Employer, the fees and costs shall be agreed upon by the



attorney and the employer prior to the attorney performing such services.

The above does not apply for the defense of an Employee in a disciplinary proceeding instituted against him by the Employer or in criminal proceeding instituted as a result of a complaint on behalf of the Employer. If any such disciplinary or criminal proceeding instituted by or on complaint of the Employer shall be dismissed or finally determined in favor of the Employee, he shall be reimbursed for the expense of his defense.

## **ARTICLE X**

### **DISCRIMINATION OR COERCION**

There shall be no discrimination, interference, or coercion by the Employer or any of its agents against the Employees represented by the PBA because of membership or activity in the PBA. The PBA or any of its agents shall not intimidate or coerce Employees into membership.

The City and the PBA agree that each provision of this Agreement shall equally apply to all covered employees and that there shall be no harassment or intimidation of, interference with, or illegal discrimination against any employee because of: age, sex, race, creed, skin color, national origin, nationality, ancestry, marital or civil union status, disability, handicap, genetic information, affectional or sexual orientation, blood trait, political activity, United States or State Armed Services activity. Harassment shall also include sexual harassment. All references to employees in this Agreement refer to both sexes and wherever the male gender is used, it shall be construed to include both male and female employees.

## **ARTICLE XI**

### **SAVINGS CLAUSE**

In the event that any Federal or State Legislation, governmental regulation or court decision causes invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect, and the parties shall negotiate concerning any such invalidated provisions.

The parties agree that any new law enacted during the term of this contract which effects the City's obligation to compensate employees for unused sick and/or vacation days shall be effective immediately and shall supersede any conflicting provisions of this agreement.

## **ARTICLE XII**

### **ADMINISTRATIVE DAYS OFF**

#### SECTION 1

All employees shall receive twenty-four (24) hours of Personal Leave Time off per year which may be used by said Employee for any reason. Personal Leave Time is subject to prior approval as established by policies of the Millville Police Bureau so as to not interfere with the operation of said Bureau. Personal Leave Time off is not cumulative. New Employees will have Personal Leave Time pro-rated according to the time served at the rate of eight (8) hours of Personal Leave Time for every four (4) months of service.

**SECTION 2**

All Employees shall receive twenty-four (24) hours working time off in the event of a death in the Employee's immediate family. The immediate family is defined as a spouse, son, stepson, daughter, stepdaughter, father, stepfather, mother, stepmother, brother, stepbrother, sister, stepsister, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents and other close relatives residing with the employee, provided the employee has filed a written notice with the personnel office prior to the event of death. Regarding family members other than those specified, any authorized time off shall be chargeable as sick days. All time off provided under this Section shall be non-cumulative.

**SECTION 3**

In the event the City adopts a "rotation schedule", days referred to as designated days or "D" days may be accumulated to a maximum of forty (40) hours off to be taken upon the timely request of the Employee with the approval of the shift supervisor subject to the review of management. The Employer will incur no overtime liability for any hours worked to arrange any accumulation of "D" days. The Employer reserves the right to change the present schedule, but the Employer will effect no change which could eliminate accumulated "D" days in accordance with this Section.

**ARTICLE XIII**

**MEDICAL AND DENTAL BENEFITS**

**SECTION 1. HEALTH INSURANCE**

The City shall provide comprehensive medical and health insurance for all members of the bargaining unit

through the New Jersey State Health Benefits Plan, under the terms of the plan as it exists or as modified by the New Jersey State Health Benefits Plan (or any other substantially similar health benefit plan), including any changes in co-pays or deductibles that may be implemented by the New Jersey State Health Benefits Plan, for all employees and eligible dependents covered by this Agreement. Employees shall only be permitted to enroll in the type of coverage for which the employee is eligible. Effective January 1, 2016, or as soon thereafter as is practicable, the base plan to be offered to employees by the City shall be the Direct 15 Plan. The City shall continue to offer the Direct 10 Plan as well as others available through the SHBP. If the employee selects a plan with a higher premium cost than the Direct 15 Plan, the difference in such premium shall be borne by the employee in equal payments through payroll deductions.

## SECTION 2. PRESCRIPTION PLAN

The City presently provides a Co-Pay Prescription Plan for employees and dependents through Benecard. The City reserves the right to provide prescription coverage through the New Jersey State Health Benefits Plan, Benecard, or any other carrier subject to the provisions of Section 5 of this Article.

In the event the City changes the provider of its Prescription Plan to a carrier other than the New Jersey State Health Benefits Plan or Benecard, the Prescription Co-Pays (including Specialty Pharmaceuticals) other than Prescription Drugs dispensed by a Mail-Order Pharmacy will remain the following:

- a. A \$10.00 co-payment is required for Generic Prescription Drugs.
- b. A \$20.00 co-payment is required for Brand Name Prescription Drugs.

Co-Payments for Prescription Drugs dispensed by a Mail-Order Pharmacy:

- a. A \$10.00 co-payment is required for Generic Prescription Drugs.
- b. A \$20.00 co-payment is required for Brand Name Prescription Drugs.

All benefits under the Prescription Drug Program are subject to the terms of the Group Policy.

### SECTION 3. EYE CARE PLAN

The City shall provide the United Healthcare Vision Plan Program for the employee and his/her eligible dependents. The Employer reserves the right to substitute an optical plan with substantially similar benefits.

### SECTION 4. DENTAL CARE

The Employer shall provide a Dental Insurance Program, which includes all of the benefits which are currently included in the Dental Insurance Program, at the date of this Agreement, for the employee and his family. Said dental program shall provide coverage for orthodontia care for employees and their eligible dependents in accordance with existing practice. The orthodontia payment shall be limited to \$3,000 per person, in accordance with the dental plan.

As soon as practical after ratification of this Agreement, the City's Dental Plan shall provide coverage for white dental fillings. Also at that time, the City's Dental Plan will provide a maximum benefit of \$3,000 per person, per year.

### SECTION 5. CHANGE IN PLANS AND PROVIDERS

The City may, at its option, change any of the existing insurance plans or carriers providing the benefits under Sections 1, 2, 3 and 4 above, so long as substantially similar benefits are provided to the

employees and their dependents. The City further reserves the right, at its option, to self-insure any of the plans or coverages so long as substantially similar benefits are provided to the employees and their dependents. Prior notice must be made to the Union of any change.

SECTION 6. COST CONTRIBUTION

All employees shall pay a cost contribution for Health Insurance Plan coverages according to the provisions of P.L. 2011, Chapter 78, Pension and Health Benefit Reform Law adopted June 2011 or \$500 for single coverage or \$1,100 for all other coverage (i.e., Parent/child, Adult/Family) whichever is greater as a cost contribution for their health benefits. Payment shall be made by the way of withholdings from each employee's payroll checks.

SECTION 7. COVERAGE ON ASSIGNMENT

Any employee attending an assigned school within or outside the State of New Jersey or on duty outside the State of New Jersey shall be entitled to the same health benefit program or worker's compensation coverage in the normal course of duty. Any police officer responding to a call at any time, whether on duty or not at the time, shall be covered as if on duty for purposes of the health benefit program and worker's compensation, or any other benefits provided to those injured on duty.

SECTION 8. RETIREE HEALTH BENEFITS

Upon an employee's retirement (after he/she has had twenty-five (25) years of service in the Police Department of the City of Millville or who retired on a State approved disability pension based on fewer years of service credit) he or she and his/her spouse and dependents shall be entitled to receive all of the then health care benefits provided by the employer, at the expense of the employer, for the shorter of the

following periods:

- (a) maximum of twelve (12) years;
- (b) when said retired employee obtains full time permanent employment having comparable health benefits (once the job is obtained, the benefits permanently terminate, even if the new employment terminates within the twelve (12) years);
- (c) when the retired employee becomes eligible for Medicare (age 65).

The coverages that retirees receive are the same health care benefits being received by the active current employees of the City NOT the benefits which were in effect when they retired and are subject to the deductibles and co-payments required under the then active employees' existing plan. In addition, the existing retirees shall continue to pay to the City the Cost Contribution which was in effect when the employee retired. Employees who retire after the enactment of P.L. 2011, Chapter 78, Pension and Health Reform Law, adopted June 28, 2011, will make cost contributions pursuant to said law. Except that employees with 20 or more years of service credit in a state or locally administered retirement system as of June 28, 2011, shall pay a cost contribution as follows:

The City agrees to pay 100% of the costs of Retiree Health Benefits for the individual retiree only (i.e. Single Person Coverage) Retirees may elect to secure health benefit insurance coverage for an eligible spouse and/or dependents (i.e., Husband/Wife, Parent/Child or Family Coverage) but shall be responsible to pay Six Hundred (\$600.00) Dollars plus ten (10%) percent of the annual increase in the health insurance premium for the selected coverage over the annual premium cost for the selected coverage paid by the City for the preceding year, commencing with year 2007 as the base year and then each year thereafter, subject to

a maximum contribution of Eleven Hundred (\$1,100) Dollars per annum.

For the purposes of this Agreement, the 2007 base year shall mean the premium cost for premiums paid by the City using the health benefit contract period ending February 28, 2008. Future increases shall be based on the premium increases in future health benefit contract periods. A Retiree's payments for his/her cost for providing the health insurance plans which covers the Retiree's eligible spouse and/or dependent(s) (i.e., Husband/Wife, Parent/Child, or Family Coverage) will be invoiced to the Retiree on a monthly basis. The above coverages pertain to the employee and are provided so long as the employee remains eligible for extended coverage as provided above. In the event the employee dies, coverage shall continue for the retiree's spouse and dependents for the remainder of the twelve (12) year period unless the spouse re-marries or obtains employment with comparable health benefits in which event coverage shall terminate.

Employees employed prior to June 15, 1990 who purchase military time according to the provisions of the Police and Fireman's Retirement System of New Jersey or who have service credit for time employed as a law enforcement employee covered by the Police and Fireman's Retirement System of New Jersey shall be granted an exemption of up to two (2) years from the twenty-five (25) year requirement of service to the City of Millville. Employees employed after June 15, 1990 are not granted this exemption and all such employees employed after June 15, 1990 must have twenty-five (25) years of service in the Police Department of the City of Millville in order to be eligible for the continuation of coverage provided under this Section 8.

#### SECTION 9. OPT-OUT

The New Jersey State Health Benefits Program (SHBP) provides that a municipality may allow an



employee as a dependent by a spouse's employer to waive SHBP health benefits coverage. The decision of a municipality to allow its employees to waive coverage and the amount of consideration to be paid are not subject to collective bargaining.

Consistent with the provisions of the applicable law, the City is willing to adopt an Opt-Out Payment Plan as follows:

Employees enrolled in the health insurance coverage plan provided in Article 13 Section 1 may elect to waive all coverage, provided proof of coverage through another source can be demonstrated. Employees who waive all coverage shall receive an annual payment in the amount of twenty-five (25%) percent of the applicable premium for the insurance plan or Three Thousand Dollars (\$3,000) per annum whichever is less, in lieu of the insurance, based on the number of months that the insurance was waived during the year. Payment shall be in the amount of twenty-five (25%) percent of the applicable premium, or Three Thousand (\$3,000) dollars, whichever is less. Checks for opting out will be issued quarterly.

An employee who waives coverage shall be permitted to resume coverage by making an application for coverage during an open enrollment period in accordance with the provisions of the State Health Benefits Program.

Further, an employee who waives coverage shall be permitted to immediately resume coverage if the employee ceases to be eligible for other health care coverage for any reason, including, but not limited to, the retirement or death of the spouse or divorce. An employee who resumes coverage shall repay, on a pro rata basis, any amount received from the employer, which represents an advance payment for a period of time during which coverage is resumed. An employee who wishes to resume coverage shall notify the employer

in writing and file a declaration with the division, in such form as the director of the division shall prescribe, that the waiver is revoked.

In the event a husband and wife are both employed by the City, neither spouse shall be eligible for an "opt-out" waiver payment. Likewise if the employee's spouse receives health care benefits through the State Health Benefits Plan, the employee shall not be eligible for the "opt-out" waiver payment.

Further in accordance with the provisions of the applicable law which provides that the decision of a municipality to allow its employees to waive coverage and the amount of consideration to be paid are not subject to collective bargaining, the City maintains the right to terminate, revise and modify the Opt-Out Payment Plan set forth herein.

#### ARTICLE XIV

#### VACATIONS

A. For employees hired prior to January 1, 2016, annual vacation leave with pay shall be granted to employees with ninety (90) days of service according to the following schedule:

<u>Length of Service</u>	<u>Number of Hours</u>
Beginning 1st year	8 hours per full month employed
Beginning of 2nd - 9th year	120 hours annually
Beginning of 10th - 14th year	160 hours annually
Beginning of 15th - 19th year	200 hours annually
Beginning of 20+ years	240 hours annually

For employees hired on or after January 1, 2016, annual vacation leave with pay shall be granted to employees with ninety (90) days of service according to the following schedule:

<u>Length of Service</u>	<u>Number of Hours</u>
Beginning 1 <sup>st</sup> year	8 hours per full month employed
Beginning 2 <sup>nd</sup> – 9 <sup>th</sup> year	120 hours annually
Beginning 10 <sup>th</sup> – 14 <sup>th</sup> year	160 hours annually
Beginning of 15 <sup>th</sup> year – Retirement	200 hours annually

B. All full-time employees employed on January 1<sup>st</sup> shall be entitled to annual paid vacation leave as provided above. Annual paid vacation leave shall be credited at the advance of each calendar year in anticipation of continued employment, based on the employee's years of continuous service. Continued employment shall mean employment without interruption due to death, retirement, resignation or removal. Paid vacation leave shall not accrue after the last day of employment, nor shall it accrue during a leave of absence without pay or during a suspension without pay. An employee who terminates employment before the end of the calendar year shall reimburse the City for paid vacation days used in excess of his or her pro-rated and accumulated vacation entitlements.

C. Vacation shall be scheduled in advance by employees in accordance with Department procedures. Vacation time must be taken in no less than one-half (1/2 ) day increments. Vacation allowance may be taken at such time as permitted by the Chief or his designee unless the Chief determines that it cannot be taken because of pressure of work. Normally, vacations shall be scheduled by Sergeants with the approval of the Lieutenant in Charge and/or Captain of Police taking seniority into consideration as to preference.

D. An employee's annual vacation allowance may be carried over for one succeeding year provided that at no time can more than two year's annual vacation allowance be so accumulated. Carried over vacation allowance not taken at the expiration of the succeeding calendar year shall be lost.

## **ARTICLE XV**

### **SCHOOLING**

#### **SECTION 1**

Each member of the Bureau will receive an annual increment of Fourteen (\$14.00) Dollars for each college credit hour earned. All credits earned up to the signing of the 1978 Agreement shall be covered by the "Grandfather clause", whereby all employees will continue to enjoy all benefits previously agreed.

Upon the present employee reaching the minimum requirement of thirty (30) credits, that said employee shall not be reimbursed again for college credits until attaining an additional thirty (30) credits. Each increment step thereafter shall be reached by attainment of an additional thirty (30) credits. The maximum college credits which can be earned under this Article are one hundred twenty (120) college credits.

The courses of study are to include: Political Science, Psychology, Sociology, Criminal Justice (Law Justice), Police Science, or any other program by LEEP or the City of Millville leading to a degree. Increments for college credits will be adjusted quarterly on January 1, April 1, July 1, and October 1. Effective for new employees hired on or after January 1, 2013, only college credits earned after being

employed by the City of Millville will be eligible for payment.

## SECTION 2

The Employer shall reimburse all Employees who attend police school outside of Cumberland County for meals, up to the amounts listed below, tolls while attending police school, and shall reimburse for mileage in accordance with the IRS rate for that year. In lieu of mileage reimbursement for use of the Employee's vehicle, the Employer may, at its option, supply a safe City vehicle for Employee's use in such instances as may be required by this Article.

Meal Allowance: The City shall reimburse all Employees for meals in accordance with the provisions of City of Millville Resolution No. A-842, or as amended, for overnight travel. In all other eligible instances, the meal allowance shall be Ten (\$10.00) Dollars.

## SECTION 3

The Chief of Police shall post notices of all available schools or seminars for all members of the department.

## **ARTICLE XVI**

### **SICK LEAVE AND INJURY LEAVE**

#### **(A) SICK LEAVE**

##### **SECTION 1. Service Credit for Sick Leave.**

- A. All employees shall be entitled to sick leave with pay as specified hereunder.
- B. Sick leave for purposes herein is defined to mean absence from work of an employee because

of personal illness by reason of which such employee is unable to perform the usual duties of his/her position, exposure to contagious disease, a short period of emergency attendance upon a member of his immediate family seriously ill and requiring the presence of such employee. For the purpose of these rules, "member of the immediate family" is interpreted as meaning, father, mother, husband, wife, child, sister, brother or other near relative residing in the employee's residence.

SECTION 2. Amount of Sick Leave.

- A. The minimum sick leave with pay shall accrue to a full-time employee on the basis of eight (8) hours per month during the remainder of the first calendar year of employment after initial appointment; and one hundred and twenty (120) working hours in every calendar year thereafter at the beginning of each calendar year in anticipation of continued employment.
- B. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year, to be used if and when needed for such purpose.
- C.
  - (i) Employees shall receive compensation for accrued unused sick hours upon retirement at the rate of seventy (70%) percent of the total accrued unused sick hours up to a maximum payment of Twelve Thousand (\$12,000.00) Dollars.
  - (ii) "Retirement," for purposes of this Article, shall mean the termination of the employee's active service with a retirement allowance granted and paid under the provisions of the Act creating the Police and Fireman's Retirement System of New Jersey.
  - (iii) Any member of the bargaining unit who files his retirement papers, or who resigns from

employment with the City of Millville Police Bureau shall be paid for all accumulated compensatory time.

Any sum so due under this Section 3(c), part (i), (ii), and (iii), shall upon the death of a unit member, be paid to a designee named by the unit member, or to his Estate if no designee has been named.

- D. An employee who terminates employment before the end of the calendar year shall reimburse the City for paid working days in excess of his or her prorated and accumulated sick leave entitlements.

SECTION 3. Reporting of Absence on Sick Leave.

- A. If an employee is absent for reasons that entitle him to sick leave, he/she shall make an immediate report to the commanding officer and, if unable to contact the commanding officer, shall report to the desk officer in person or by telephone. If unable to report, a relative or other responsible person shall notify the commanding officer or desk officer of all pertinent facts, either in person or by telephone. These reporting requirements may be modified or changed from time-to-time by an order or directive of the Chief of Police. The latest order or directive of the Chief of Police shall be the controlling procedure.
- B. Employees, when sick or injured, shall be responsible for notifying their supervisors as to their places of confinement or any subsequent change in their places of confinement.
- C. Employees taken sick or injured on duty shall report the facts to their commander and shall remain on duty until relieved, unless excused by a superior officer. The only exception to

this rule would be where the sickness or injury is disabling to the point of preventing compliance.

- D. Employees who absent themselves in an improper manner shall be subject to disciplinary action being preferred against them in accordance with Departmental Regulations.
- E. For employees assigned to the Patrol Division, absence without notice for five(5) consecutive work days shall constitute a resignation not in good standing.

SECTION 4. Verification of Sick Leave.

- A. For employees assigned to the Patrol Division, an employee who shall be absent on sick leave for five (5) or more consecutive working days or totaling more than fifteen (15) working days in one calendar year, may be required to submit acceptable medical evidence substantiating the illness from a physician acceptable to the Employer.

The Employer may also require a physician's certificate for illnesses whenever such requirement seems reasonable and further may adopt such other sick leave verification procedures as it may deem appropriate.

Furthermore, the Employer may require an employee to be examined by an Employer-designated physician at the expense of the Employer.

- B. In case of a leave of absence due to exposure to contagious disease, a Certificate from the Department of Health may be required prior to the employee's return to work. Any cost incurred for such certification shall be borne by the Employer.
- C. The Employer may require an employee who has been absent because of personal illness, as



a condition of his return to work, to be examined, at the expense of the Employer, by a physician designated by the Employer. The sole purpose of such examination shall be to establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health or safety of other employees.

SECTION 5. Incentive for Non-Use of Sick Leave

On or about January 1 of each year, employees who did not take any sick leave during the previous calendar year may, at their option, sell back to the City up to forty (40) accumulated sick leave hours at their rate of pay as of December 31 of the previous calendar year. Payment will be made on or before January 31st.

On or about January 1 of each year, employees who used only twelve (12) hours of sick leave during the previous calendar year may, at their option, sell back to the City up to twenty-four (24) accumulated sick leave hours at their rate of pay as of December 31 of the previous calendar year. Payment will be made on or before January 31<sup>st</sup>.

(B) INJURY LEAVE

The Employer shall continue the Injury Leave Policy consistent with NJSA 40A: 14-137.

If an employee is incapacitated and unable to work because of an injury sustained in the performance of his police duties, as evidenced by a Certificate of an Employer-designated physician or other doctor acceptable to the Employer, he shall be granted in addition to his annual sick leave with pay or any accumulations thereof, leave of absence with pay for a period of three hundred sixty five (365) days or so

much thereof as may be required, as evidenced by Certificate of an Employer-designated or accepted physician, but not longer than a period of which worker's compensation payments are allowed.

If at the end of such three hundred sixty five (365) day period the employee is unable to return to duty, a Certificate from the Employer-designated or accepted physician shall be presented, certifying to this fact, and the employee may elect, if he or she so desires, to use all or any part of the sick leave accumulated to supplement compensation payments so that the combined compensation payments and sick leave and allowance will approximate the employee's regular basic wage or salary payment.

During the period in which the full salary or wages of any employee on disability leave is paid by the City of Millville, any workers compensation payments made to or received by or on behalf of such employee shall be deducted from the amount carried on the payroll for such employee or shall be assigned to the City of Millville by the insurance carrier or the employee.

Whenever the Employer-designated physician or physician acceptable to the Employer shall report in writing that the employee is fit for duty, such disability leave shall terminate and such employee shall forthwith report for duty.

Furthermore, an employee during the period of his disability may be assigned a temporary work assignment known as Transitional Duty in accordance with the provision of the City of Millville Ordinance No. 31-2001.

Employees on job-related disability leave and authorized to return from said leave on Transitional Duty are required to report same to the Chief of Police.

Any employee on injury leave resulting from injury while on duty shall continue to accrue sick leave

credits while he remains on the payroll.

## ARTICLE XVII

### CLOTHING ALLOWANCE AND MAINTENANCE

#### SECTION 1

All clothing allowance and maintenance allowance hereinafter set forth shall be the annual amount.

The clothing allowance shall be paid in two equal installments on January 10th and August 15th.

The clothing maintenance allowance shall be paid in one installment on August 15th.

Employees shall maintain their uniforms in good and clean condition and failure to maintain uniforms in good and clean condition shall be cause for disciplinary action.

#### SECTION 2

The Detectives shall receive a clothing allowance in each year of seven hundred fifty (\$750.00) dollars.

## ARTICLE XVIII

### COURT APPEARANCES

Employees (including retirees who are called back to testify on an active case) shall be compensated for all court appearances when said appearances would be required when an Employee would otherwise be off duty. Said appearance shall be compensated at the following rates for each appearance.

Municipal Court	\$45.00
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County Court, Grand Jury, Motor Vehicles, ABC, and other required Agency Hearings	\$75.00
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GRUCCIO, PEPPER, De SANTO & RUTH, P.A.  
817 LANDIS AVENUE, VINELAND, NEW JERSEY 08360

Federal Court

\$75.00

In the event any officer is required to stay in Municipal Court in excess of four continuous hours, then he/she shall receive an additional payment of the Municipal Court stipend. Such payment must be authorized and approved by Municipal Court personnel. (Judge, Prosecutor, Clerk)

For the purposes of this Article, a court appearance shall be defined as attendance at any one court for any one case unless a police officer is subpoenaed to attend two or more cases in any one court. However, if the subpoenas are for different times and one or more is A.M. and one or more is P.M., then each would be considered a separate appearance.

Mileage shall be reimbursed by the Employer in accordance with the provisions of Article XV, Section 2, for any required Court appearance outside of Cumberland County.

## ARTICLE XIX

### ASSOCIATION RIGHTS

#### SECTION 1

The Employer agrees to grant time off with pay to the duly authorized representatives of the PBA to attend any state or national convention of such organization. A certificate of attendance to the State or National convention shall be submitted by the representative so attending. The time off granted shall be for a period inclusive of the duration of the convention with a reasonable time allowed for time to travel to and from the convention. The employee shall provide seventy-two (72) hours written notice to the Chief of

Police. All other conditions shall be governed by N.J.S.A. 11A:6-10.

## SECTION 2

With the approval of the Chief of Police, the Employer shall grant the Local PBA President the right to attend to local PBA business as long as it does not interfere with Department operations.

During collective negotiations, authorized P.B.A. representatives, not to exceed three (3) shall be excused from their normal work duties to participate in collective negotiations sessions that are reasonable and necessary and shall suffer no loss of regular pay. No time off is granted if employees participate in collective negotiations during normal work hours and thereafter are scheduled for duty.

## SECTION 3

The PBA State Delegate may be excused from his/her tour of duty to attend State meetings of the New Jersey State Policeman's Benevolent Association with reasonable prior notice to and approval of the Chief of Police or his/her designee.

# **ARTICLE XX**

## **MISCELLANEOUS**

### SECTION 1

All personal items of Employees covered herein that are damaged, destroyed or lost through active pursuit in the line of duty, which are not covered by insurance, shall be replaced by the Employer, subject to Employee submitting a report for said claim, together with a voucher, subject to a maximum reimbursement of Two Hundred Fifty (\$250.00) Dollars per item. Misaid or misplaced

items are not covered by this Section.

## SECTION 2

Inoculation shots will be made available to all Employees covered herein at the City of Millville designated occupational/medical health facility.

## SECTION 3

Employees certified to carry weapons shall have the option to carry a Department-approved back-up hand gun, at the Employee's expense, after qualifying with such a weapon.

## SECTION 4

- (a) All employees are subject to Law Enforcement Drug Screening Guidelines as promulgated by the New Jersey Department of Law and Public Safety, Division of Criminal Justice.
- (b) In consultation with the Association, the City may institute a reasonable drug and alcohol testing policy.
- (c) In the event it is determined that an Employee has a drug or alcohol related problem, said employee shall undergo such counseling and/or therapy as the City deems necessary.
- (d) The cost of such counseling and/or therapy shall be borne by the City.
- (e) Should such counseling and/or therapy require release time from work, the Employee shall suffer no loss of pay.
- (f) In the event that a drug or alcohol related problem should reoccur in an Employee who has successfully completed counseling and/or therapy for a similar previous problem, said

Employee shall be dismissed.

**SECTION 5**

The procedures for PBA dues deductions and agency shop fees shall be in accordance with Appendix A, attached hereto and made a part hereof.

**ARTICLE XXI**

**PRORATION OF BENEFITS**

1. Employment. During the first calendar year of employment, proration shall occur only as outlined in other articles of this contract.

2. Termination. Upon termination of employment, vacation leave, sick leave and personal leave shall be prorated on the basis of the number of full months employed. Death or State approved retirement shall not be considered termination and will not result in proration of sick leave and personal leave but will result in proration for vacation leave in accordance with Article XIV (B).

3. Suspensions. No paid time off or any other compensation provided for in this Agreement shall accrue during an employee's suspension..

4. Leave of Absence Without Pay No paid time off or any other compensation provided for in this Agreement shall accrue during an employee's leave of absence without pay.

## ARTICLE XXII

### K-9 UNIT OFFICERS

1. The City agrees to pay officers assigned to the K-9 Unit for their personal care of the dog and the facilities in which the dog resides a stipend per annum. This annual stipend shall be two (2) hours pay a week at the New Jersey Prevailing Minimum Wage rate an hour (currently \$8.38/hour) for 52 weeks in a year. The annual stipend shall be pro-rated for the period of time during which the officer is assigned to serve as a member of the K-9 Unit. The two (2) hours pay a week shall not be paid or be counted toward contractual overtime, but rather shall be paid as straight time at the New Jersey Prevailing Minimum Wage rate per hour under the applicable provisions of the FLSA, Section 7(K).
2. The PBA agrees that the two (2) hours of compensable care for the canine provided under this addendum is an adequate and reasonable computation of the time necessary to care for the canine outside of normal working hours.
3. Payment made by the City is intended to cover the cost of normal feeding, care and grooming of the dog. It is further understood that the cost for food, veterinary care materials and boarding away from the officer's residence when necessary shall be paid by the City to a kennel of quality reputation of the City's choice.
4. K-9 Officers shall work their normal duty shift and shall not be released early from their normal work shift. To the extent possible, the City agrees to schedule mandatory training for K-9 officers on their regular duty days and the officer shall be released to attend the training.



**ARTICLE XXIII**

**MATERNITY/PATERNITY LEAVE**

Maternity/Paternity Leave shall be governed by the Family Medical Leave Act, 29 U.S.C. §2601 ("FMLA") and the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 *et seq.* (NJFLA) as well as the City of Millville Personnel Policy Manual.

**ARTICLE XXIV**

**SCHEDULE CHANGE**

The City and the PBA shall implement the terms of the twelve (12) hour shift schedule as agreed to by the City and PBA and Millville Police Supervisors Association as set forth in the Memorandum of Agreement attached as Exhibit B of this Agreement.

**ARTICLE XXV**

**DRUG TESTING POLICY**

Any random drug testing administered by the Police Department shall maintain the privacy of an employee's personal information via a sealed envelope and comply with all applicable law, notably the Americans with Disabilities Act and the Federal Confidentiality Act, as well as NJ Attorney General guidelines and City Policy.

**ARTICLE XXVI**

**DURATION**

A. This Agreement shall be in full force and effect as of January 1, 2016 and shall remain in effect to and including December 31, 2019.

B. The parties agree that negotiations for a successor agreement modifying, amending, or altering the terms and provisions of this Agreement shall commence no later than one hundred and twenty (120) days prior to the date on which this collective bargaining Agreement is to expire. At least three (3) negotiation sessions must take place before either party can file for Interest Arbitration with the Public Employee Relations Commission (PERC). The term of this Agreement and all practices shall remain in full force and effect until said successor agreement is reached.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures this 13 day of January, 2016.

Attest:

Susan Robostello  
Susan Robostello, City Administrator

CITY OF MILLVILLE

By:

Michael Santiago  
Michael Santiago, Mayor

MILLVILLE P.B.A. LOCAL # 213

By:

[Signature] (President)

APPENDIX A

DUES DEDUCTION and AGENCY SHOP

- A. The City agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Association. Such deductions shall be made in compliance with N.J.S.A. (R.S.) 52:14-15.9e, as amended.
- B. A check-off shall commence for each employee who signs an authorization card, supplied by the Association and verified by the City's Chief Financial Officer during the month following the filing of such card with the City.
- C. If during the life of this Agreement there shall be any change in the rate of membership dues, the Association shall furnish the City written notice thirty (30) days prior to the effective date of such change and shall furnish to the City either new authorizations from its members showing the authorized deduction for each employee, or an official notification on the letterhead of the Association and signed by the President of the Association advising of such changed deduction.
- D. The Association will provide the necessary "check-off authorization" form and the Association will secure the signatures of its members on the forms and deliver the signed forms to the City Clerk.
- E. Any such written authorization may be withdrawn at any time by filing of notice of such withdrawal with the City Clerk. The filing of notice of withdrawal shall be effective to halt deductions in accordance with N.J.S.A. 52:14-15.9e as amended.

F. The City agrees to deduct the fair share fee from the earnings of those employees who elect not to become members of the Association and transmit the fee to the majority representative.

G. The deduction shall commence for each employee who elects not to become a member of the Association during the month following written notice from the Association of the amount of the fair share assessment. A copy of the written notice of the amount of the fair share assessment must also be furnished to the New Jersey Employment Relations Commission.

H. The fair share fee for services rendered by the Association shall be in an amount equal to the regular membership dues, initiation fees and assessments of the Association, less the cost of benefits financed through the dues available only to members of the Association, but in no event shall the fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.

I. The sum representing the fair share fee shall not reflect the costs of financial support of political causes or candidates, except to the extent that it is necessary for the Association to engage in lobbying activity designed to foster its policy goals in collective negotiations and contract administration, and to secure for the employees it represents advances in wages, hours and other conditions of employment which ordinarily cannot be secured through collective negotiations with the City.

J. Prior to January 1st and July 31st of each year, the Association shall provide advance written notice to the New Jersey Public Employment Relations Commission, the City and to all employees within the unit, the information necessary to compute the fair share fee for services enumerated above.

K. The Association shall establish and maintain a procedure whereby any employee can

challenge the assessment as computed by the Association. This appeal procedure shall in no way involve the City or require the City to take any action other than to hold the fee in escrow pending resolution of the appeal.

L. The Association shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon salary deduction authorization cards or the fair share assessment information as furnished by the Association to the City, or in reliance upon the official notification on the letterhead of the Association and signed by the President of the Association, advising of such changed deductions.

## EXHIBIT "A"

### SALARY SCHEDULE

NEW GUIDE	2016	2017	2018	2019
Step 1	36920	37197	37569	37945
Step 2	39127	39420	39815	40213
Step 3	41334	41644	42060	42481
Step 4	43541	43868	44306	44749
Step 5	45748	46091	46552	47018
Step 6	47955	48315	48798	49286
Step 7	50162	50538	51044	51554
Step 8	52369	52762	53289	53822
Step 9	54576	54985	55535	56091
Step 10	56783	57209	57781	58359
Step 11	58990	59432	60027	60627
Step 12	61197	61656	62273	62895
Step 13	63404	63880	64518	65164
Step 14	65611	66103	66764	67432
Step 15	67818	68327	69010	69700
Step 16	70025	70550	71256	71968
Step 17	72232	72774	73501	74236
Step 18	74439	74997	75747	76505
Step 19	76646	77221	77993	78773
<b>Sr. Pay (20 yrs.)</b>	<b><del>79839</del></b>	<b><del>80438</del></b>	<b><del>81242</del></b>	<b><del>82055</del></b>

Senior Officer Rate applies only to Patrolmen who have completed twenty (20) years of service with the Department.

Detective Assignment Allowance - \$600 per annum

K-9 Unit Assignment Allowance - \$600 per annum

For all salary adjustments and longevity payments, an employee's anniversary date shall be on the first day of the month hired if he/she commences employment on or before the fifteenth (15th) day of the month and shall be the first (1st) day of the following month if he/she commences employment after the fifteenth (15th) day of the month of hire.