

AGREEMENT

BETWEEN

THE BOROUGH OF CRESSKILL

BERGEN COUNTY, NEW JERSEY

AND

P.B.A. LOCAL #180 (CRESSKILL UNIT)

JANUARY 1, 2016 THROUGH DECEMBER 31, 2019

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PREAMBLE

THIS AGREEMENT, made this 1st day of Jan 2016 by and between the Borough of Cresskill, a body politic and corporation of the State of New Jersey, (hereinafter referred to as the "Employer"); and the P.B.A. Local 180 (Cresskill Unit), (hereinafter referred to as the "PBA").

WHEREAS, the Employer and the PBA recognize that it will be to the benefit of both to promote mutual understanding and foster a harmonious relationship between the parties to the end that continuous and efficient services will be rendered to and by both parties.

NOW, THEREFORE, it is agreed as follows:



ARTICLE I

EMPLOYEES' BASIC RIGHTS

A. Pursuant to Chapter 303, Public Laws 1968, the Employer hereby agrees that every Employee shall have the right freely to organize, join and support the PBA and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a body exercising governmental power under the Laws of the State of New Jersey, the Employer undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any Employee in the enjoyment of any rights conferred by Chapter 303, Public Laws, 1968, or other laws of New Jersey or the Constitution of New Jersey and of the United States.

B. The Employer further agrees that it shall not discriminate against any Employee with respect to hours, wages or any terms or conditions or employment by reason of his membership in the PBA and its affiliates, his participation in any activities of the PBA and its affiliates, collective negotiations with the Employer, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment, as prescribed by the Statutes of the State of New Jersey.

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ARTICLE II

EXCLUSIVITY OF ASSOCIATION REPRESENTATIVES

The Employer agrees that it will not enter into any contract or memorandum of agreement with anyone but the recognized Association (PBA Local 180, Cresskill Unit) on behalf of the bargaining unit, as herein defined, during the term of this Agreement.

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ARTICLE III

EXISTING PLAN

The provisions of this Agreement shall be subject to and subordinate to, and shall not annul or modify existing applicable provisions of State or Federal Law.

ARTICLE IV

ASSOCIATION RECOGNITION

A. The Employer recognizes PBA Local 180 (Cresskill Unit) only as the exclusive bargaining representative for the purpose of collective negotiations with respect to all negotiable items of employment of all Employees included in the Bargaining Unit.

B. No Employee in the Bargaining Unit shall be compelled to join the Association, but shall have the option to voluntarily join said Association.

C. The Bargaining Unit shall be defined as including all Police Officers in the Cresskill Police Department with the exception of the Chief of Police and Deputy Chief of Police, and as excluding any and all specials, dispatchers, crossing guards and other Employees of the Cresskill Police Department. The term "Police Officer" or "Employee" as used herein shall be defined as meaning Employees of the Bargaining Unit, the plural as well as the singular, and females as well as males.

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ARTICLE V

ASSOCIATION REPRESENTATIVE

A. The Employer recognizes the right of the Association to designate one representative within the Department and one alternate for the enforcement of this Agreement, provided they are members of the Cresskill Police Department.

B. The Association shall furnish the Employer in writing the names of the representatives and the alternates and notify the Employer of any changes.

C. The authority of the representatives and alternates so designated by the Association shall be limited to, and shall not exceed, the following duties and activities:

1. The investigation and presentation of grievances in accordance with the provisions of the collective bargaining statement.

2. The transmission of such messages and information which shall originate with, and are authorized by the Association or its officers.

D. The designated Association representative shall be granted time with pay during working hours to investigate and seek to settle formal grievances when requested by the Employer. Attendance at all meetings and conferences on collective negotiations with Employer officials shall be without loss of pay. If the Employee is off duty, he shall not be paid.



ARTICLE VI

PROCEDURE FOR INVESTIGATION

A. In an effort to insure that these investigations are conducted in a manner which is conducive to good order and discipline, the following rules are hereby adopted:

1. The interrogations of a member of the force shall be at a reasonable hour, preferably when the member of the force is on duty, unless the exigencies of the investigation dictate otherwise, in which event reassignment of the member of the force should be employed.

2. The interrogations shall take place at a location designated by the Chief of Police. Usually it will be at Police Headquarters or the location where the incident allegedly occurred.

3. The member of the force shall be informed of the nature of the investigation before any interrogation commences, including the name of the complainant. Sufficient information to reasonably apprise the members of the allegations should be provided. If it is known that the member of the force is being interrogated as a witness only, he should be so informed at the initial contact.

4. The questioning shall be reasonable in length. Reasonable respites shall be allowed. Time shall also be provided for personal necessities, meals, telephone calls and rest periods as are reasonably necessary.

5. The member of the force shall not be subject to any offensive language, nor shall he be threatened with transfer, dismissal or other disciplinary

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punishment. No promise of reward shall be made as an inducement to answering questions.

6. The complete interrogations of the member of the force shall be recorded mechanically or by a department stenographer. There will be no "off the record" questions. All recesses called during the questioning shall be recorded.

7. If a member of the force is under arrest or is likely to be, that is, if he is a suspect or the target of a criminal investigation, he shall be given his rights pursuant to the current decisions of the United States Supreme Court.

8. In all cases, and at every stage of the proceedings, in the interest of maintaining the usual high morale of the force, the Department shall afford an opportunity for a member of the force, if he so requests, to consult with counsel and/or his Association representative before being questioned concerning a violation of the Rules and Regulations during the interrogations of a member of the force.

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ARTICLE VII

DATA FOR FUTURE BARGAINING

A. The parties agree to make available to each other all relevant data the Association may require to bargain collectively.

B. The relevant data noted above shall include but shall not be limited to such items as salaries and benefits enjoyed by other employee groups, the cost of various insurance and other programs, information concerning overtime worked by Employees, the total number of sick leave days utilized by Employees, the total number of injuries on duty, the total length of time lost as a result of injuries on duty and other data of a similar nature. The Employees of the Board of Education are excluded.

C. The Borough shall incur no additional expense by virtue of this Article. This Article shall not apply to any attorney-client work product.

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ARTICLE VIII

SALARIES

The base annual salaries of all Employees covered by this Agreement shall be set forth in Appendix A and Appendix A-1.

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ARTICLE IX

WORK DAY, WORK WEEK AND OVERTIME

A. The normal work day tour shall be eight (8) hours, which shall include within eight (8) hours span, an appropriate meal and rest periods, pursuant to prior practice.

B. Work in excess of the Employee's basic work week or tour for a day is overtime.

C. Overtime shall be paid by the following rules: it shall be paid as paid overtime compensation (time and one-half).

D. The 4-2 schedule, in effect as of the date of this Agreement, shall be subject to the discretion of the Chief of Police. It is understood that the stated work schedule results in one thousand nine hundred sixty (1,960) average hours of work each year.

E. All persons assigned to a regular work schedule which calculates to more than 1,960 annual hours shall be provided with owed time, to be used at the request of the Employee, so as to net the same number of hours worked annually (1,960). For example, Employees assigned to a 5-2 work schedule shall be provided with 128 hours of owed time to be used at the request of the Employee.

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ARTICLE X
HOURLY RATE

To compute the base hourly rate of an Employee for overtime and other purposes,
the Employee's annual base salary plus longevity shall be divided by 2,080 hours.



ARTICLE XI
COURT TIME

A. Court time, as referred to in this Article, shall consist of all time, excluding regular hours of duty, during which any Employee covered under this Agreement shall be required to attend any Municipal Court, County Court, Superior Court, Grand Jury proceedings, or other Courts or Administrative Bodies.

B. Cresskill Municipal Court appearances shall be compensated at overtime at the time and one-half rate of pay for a minimum of three (3) hours. Thereafter the Employee will be compensated at the time and one-half rate for any additional hours actually worked for that Court appearance.

C. When an Employee covered under this Agreement shall be required to travel to and from any of the Courts or Administrative Bodies as noted in this Article, such travel time shall be considered and included in the computation of the amount of overtime to which an Employee is entitled, provided, however, that such travel time shall be computed between the Employer's police headquarters and the pertinent Court or Administrative body. Any Employee shall notify Headquarters upon commencing travel to Court, and upon his return.

D. When an Employee is placed on Standby (other than during the Employee's scheduled hours of work) as a result of a Court issued subpoena, he shall be compensated at straight time for that period of time he remains on standby. For purposes of this Agreement, Standby shall commence at the time noted in the subpoena, and shall



terminate when the Employee is notified that he is no longer needed for Court, or at the end of the Court's regular working day, whichever occurs sooner. An Employee shall notify Headquarters upon commencing Standby Time and upon termination of Standby time, and shall submit a copy of the subpoena to the Chief of Police when requesting payment. If an Employee is called to Court, then normal Court time compensation shall apply.

E. The provisions for Standby compensation shall be continued annually so long as the payment does not exceed \$1,000 in any calendar year. In the event the Borough pays up to \$1,000 during any given calendar year, it may cease making payments for the remainder of that calendar year.



ARTICLE XII

TRAINING PAY

The Employer agrees to compensate all Employees covered by this Agreement at the straight time rate for attending required training courses on their own time.

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ARTICLE XIII

RECALL

A. Any Employee who is called back to work after having completed his regularly scheduled shift shall be compensated at time and one-half the straight time hourly rate of pay, with a minimum guarantee of compensation for three (3) hours of work.

B. Any Employee who is contacted *via* telephone or any other method of communication which requires a response shall be deemed recalled to duty and shall be compensated at time and one-half the straight time hourly rate of pay, with a minimum guarantee of compensation for one (1) hour of work. If the duration of the communications exceed one (1) hour, then the employee shall be compensated at time and one-half the straight time hourly rate of pay, with a minimum guarantee of compensation for three (3) hours of work.

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ARTICLE XIV

LONGEVITY

A. In addition to all wages and other benefits, each Employee shall be entitled to a longevity payment as set forth in Appendix "B".

B. Payments for longevity shall be paid on a bi-weekly basis to the Employee entitled to same.

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ARTICLE XV

CLOTHING ALLOWANCE

A. All members of the Department shall receive a five hundred dollar (\$500.00) clothing allowance paid annually in January of 2016 and January of 2017. The clothing allowance shall be increased to seven hundred fifty dollars (\$750.00) in January of 2018 and every January thereafter.

B. All members of the Department are required to maintain a complete uniform at all times and it shall be available for inspection by the Chief of Police at least once per year. The cost of purchase and maintenance of said uniform shall be the obligation of the Police Officer. In addition thereto, all personnel shall be entitled to reimbursement at replacement cost, for clothing and equipment damaged in the line of duty, subject to approval of the Police Chief and Police Committee, which will not be unreasonably withheld. Once a written request is submitted to the Chief of Police and Police Committee for reimbursement of damaged goods, a written response from the Chief of Police and/or the Police Committee shall be made within fourteen (14) days from receipt of the written request. The Employer shall pay for the full cost of replacing damaged uniforms and reimbursement for damaged personal items shall be over and above the regular clothing allowance or clothing maintenance allowance up to a maximum of two hundred dollars (\$200.00), and shall include such items as cellular phones, hands free devices, prescription glasses, dentures, watches. Any request for reimbursement shall be accompanied by documentation that the loss or damage occurred while on duty and was job-related.



C. Each Employee hired after the execution of this Memorandum of Agreement shall receive all of the items set forth in Appendix D annexed hereto, in lieu of a clothing allowance in their first year of employment. The items on Appendix D shall be in addition to the items the Employee will require while attending the Police Academy. In the event the Employer modifies any item or requires any new item, the same shall be deemed to be an amendment to Appendix D.

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ARTICLE XVI

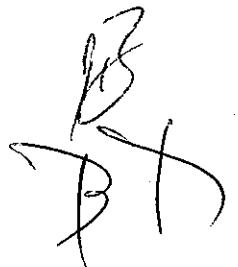
PBA REPRESENTATIVES

Section 1. The Employer agrees to grant the necessary time off without discrimination for the PBA President and Delegate from the Cresskill Police Department to attend State and County PBA Meetings not to exceed one (1) each per month, and in addition, for the hours necessary to attend one (1) meeting per month of the Local PBA Chapter provided two weeks' notice is given in writing to the Chief of Police. The Employer acknowledges that special meetings are called on short notice and/or regular meetings are rescheduled. In the event of a special meeting or the rescheduling of a meeting the PBA will provide as much advance notice as is possible. Any such request shall not be unreasonably denied.

Section 2. Authorized representatives of the Local PBA shall be permitted to visit Police Headquarters or the Office of the Chief of Police for the purpose of ascertaining whether or not this Agreement is being observed. This right shall be exercised reasonably and such visits shall be made upon notice to and at the convenience of the Chief of Police.

Section 3. During the period of contract negotiations, Association representatives from Cresskill Police Department not to exceed two (2) shall be excused from normal duties for the actual time necessary to attend negotiating sessions with the Employer.

Section 4. Two (2) members shall be permitted the necessary time off to attend each of the two (2) annual State PBA conventions; that time not to exceed fifteen (15) days annually and one (1) month's notice shall be given.



ARTICLE XVII

VACATIONS

- A. Annual vacations shall be granted as follows:
- B. After completion of six months service, during the first calendar year of employment, each member shall receive an annual vacation comprising of:
 - 1. A base period of twelve days; plus
 - 2. One additional day for each year worked.

The maximum number of vacation days shall be thirty-two (32).

3. Vacation picks shall be based upon seniority, provided the Chief approves all vacation schedules. Whenever possible, vacations are to be taken in increments of one (1) work week or more.

- a. Junior Officers requesting vacation blocks of one (1) or more work weeks must make a written request to the Senior Officers on his shift requesting approval of the vacation request. If the Senior Officer(s) denies the request he/she must then immediately submit a vacation request for said dates. If there is no response from the Senior Officer within the seven (7) day period then the time off is deemed granted to the Junior Officer.
- b. Senior Officers requesting vacation blocks of one (1) or more weeks should notify the Junior Officer(s) on his/her shift of

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those intentions. Senior Officer should make every effort to communicate regularly with the Junior Officers on his/her shift regarding vacation and other time-off related issues. At no point shall a Senior Officer attempt to rescind a Junior Officer's time off request due to seniority if the proper procedures were followed and the seven (7) day notification period expired.

- c. Every Officer in the Department shall be entitled to at least two (2) work weeks of vacation during the summer months, namely: June, July, and August, if said Officer wishes a summer vacation.

4. Effective upon signing of this Agreement, one-half day vacation requests will be permitted.

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ARTICLE XVIII
PERSONAL DAYS

Each Employee covered by this Agreement shall be provided with twenty-four (24) hours of annual personal leave time. Personal leave days shall be scheduled at the Employee's request subject to prior Departmental notification. The fact that staffing may result in overtime shall not be a reason to deny utilization of personal leave time. Personal leave time may be taken in half ($\frac{1}{2}$) day increments.

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ARTICLE XIX

HOLIDAYS

A. All Employees covered by this Agreement shall be entitled to fifteen (15) paid holidays annually. Said annual holiday benefit shall be folded in and paid along with regular payroll and as such shall be used for all calculation purposes (base rate calculation, overtime calculation, longevity calculation, etc.). Base calculation shall be made upon the individual member's salary (**Appendix A**) together with the holiday benefit.

B. In addition to the above mentioned holidays, whenever all other Borough Employees are granted an additional day off in observance of a Federal, State or Local holiday, the members herein shall be entitled to receive an additional day's pay for every day of observance given other Borough Employees.

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ARTICLE XX

SICK PAY

A. All covered personnel shall be entitled to sick pay for a maximum of ninety-six (96) hours annually. At the end of each year every Employee will be compensated for any unused sick time at the full rate of the Employee's established rate of pay. Sick days shall no longer be accumulated for terminal leave purposes. If an Employee is terminated prior to the year's end, said Employee will be compensated at the time of termination at the Employee's established rate of pay for any unused sick days that have accrued to that date.

B. Any Employee who calls in sick shall remain at home or advise headquarters of his location for the duration of his illness.

C. The Department may require a certificate of illness prepared by a physician to be provided to the Chief, or in the event the Employee does not reasonably provide such a certificate of illness, the Employee will not be paid for the period of illness. Any Employee who does not provide a verifiable justification of illness is subject to discipline. In the event the Borough requires a second opinion, the Borough will pay reasonable and customary charges for examination by a physician of the Borough's choice.


D. Except in the case of a major illness, if an Employee uses more than the allotted ninety-six (96) sick hours in any one calendar year, the Employee shall have the option to have said additional days deducted from the total number of terminal leave days accrued at that time. If an Employee elects not to have additional days deducted from

terminal leave, he shall be deemed to have elected to take those additional days without pay. Any days that have been deducted from the terminal leave days cannot be replaced.

E. In the case of a major illness, only forty-eight (48) hours will be deducted from the ninety-six (96) allotted sick hours and the Employee will be allowed to be out for up to four (4) months with pay. In the event the illness requires more than four (4) months, he will be charged an additional forty-eight (48) allotted sick hours and be able to take off another four (4) months with pay.

F. A major illness is defined as an illness that would cause an Employee to be unable to perform his/her duties and would require an absence of more than five (5) days. It would require a written statement from the Employee's physician certifying that the Employee is unable to perform his or her duties and specifying the Employee's participated illness and estimated length of absence.

G. In the event additional sick leave is needed, each employee shall be able to take any available emergency leave time and convert it to sick leave time. If even more sick leave is needed each employee shall have the option use time from the Employee's accumulated terminal leave days or the Employee's accumulated vacation days (Employee gets option).

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ARTICLE XXI

WORK INCURRED INJURY

A. Where an Employee covered under this Agreement suffers a work-connected injury or disability, the Employer shall continue such Employee at full pay during the continuance of such Employee's inability to work, up to one (1) year from the date of the injury. During this period of time, all temporary disability benefits accruing under the provisions of the Worker's Compensation Act shall be paid over to the Employer.

B. The Employee shall be required to present evidence by a certificate of a responsible physician that he is unable to work, and the Employee may reasonably require the said Employee to present such certificates from time to time.

C. In the event the Employee contends that he is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the Employer, or by its insurance carrier, then in that event, the burden shall be upon the Employee to establish such additional period of disability by obtaining a judgement in the Division of Worker's Compensation, or the final decision of the last reviewing Court shall be binding upon the parties.

D. For the purposes of this Article, injury or illness incurred while the Employee is acting in any Employer-authorized activity shall be considered in the line of duty.

E. In the event a dispute arises as to whether an absence should be computed or designated as sick leave or as an injury on duty, the parties agree to be bound by the decision of an appropriate Worker's Compensation Judgment, or, if there be an appeal



therefrom, the final decision of the last reviewing Court.

F. An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be construed as sick leave or sick leave occasion, under the terms of the sick leave policy heretofore agreed upon between the parties.

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ARTICLE XXII

TIME OFF

A. Members shall be granted time off without deduction from pay or time owed, for the following:

1. Funeral Leave

- a. In the event of death in the employee's immediate family, herein defined as either a spouse, domestic partner, parent, step-parent, grandparent, sibling, child, foster child, step-child, grandchild, parent-in-law, daughter-in-law or son-in-law, grandparent-in-law, guardian, or any other person residing in the employee's home, the employee shall be granted time-off, commencing no later than the day of the funeral, but in no event to exceed five (5) work days.
- b. The employee shall be granted funeral leave for one (1) day with full pay while attending the funeral of an uncle, aunt, brother-in-law, sister-in-law, niece or nephew.
- c. Notwithstanding any other provision of this Article, special leave without loss of pay will be granted to the employee for a period of five work days due to the death of a spouse or

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domestic partner.

2. Emergency Leave

- a. Each employee shall be granted twelve (12) hours of emergency leave time annually. Emergency leave time shall be scheduled at the employee's request subject to prior Departmental notification. The utilization of emergency leave time could only be denied in the event that the public employer is not able to staff the day in question. The fact that staffing may result in overtime shall not be a reason to deny utilization of emergency leave time.
- b. In the event additional emergency leave time is needed, each employee shall be able to take time off from accrued sick leave, subject to prior approval of the Chief of Police and subject to Departmental needs.
- c. In the event additional sick leave is needed, each employee shall be able to take any available emergency leave time and convert it to sick leave time.
- d. At the end of each year, each Employee shall be compensated for any unused emergency leave time at the full rate of the Employee's established rate of pay.
- e. Emergency Leave Time cannot be accumulated.

3. Officer's Leave Time

- a. Each employee shall be granted twenty-four (24) hours of



Officer's Leave Time annually. Officer's Leave Time shall be scheduled at the Employee's request subject to prior Departmental approval. The fact that staffing may result in overtime may be a reason to deny utilization of Officer's Leave Time.

- b. At the end of each year, each Employee shall be compensated for any unused Officer's Leave Time at the full rate of the Employee's established rate of pay.
- c. Officer's Leave Time cannot be accumulated.

4. Paternity Leave

- a. Male employees shall be granted five (5) work days of paternity leave time upon the birth of a child. If the employee requires additional time off applicable Federal and State law shall apply.
- B. Any extension of absence under this Article may, at the Employee's option and with the consent of the Department Head, be charged against available vacation time, or be taken without pay for a reasonable period of time.
 - C. In the case of unusual circumstances not specifically covered under this Article, leave may be granted or extended at the discretion of the Chief of Police.

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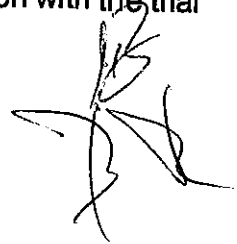
ARTICLE XXIII

INSURANCE, HEALTH AND WELFARE

A. The Borough shall provide Blue Cross, Blue Shield, Rider J and Major Medical insurance for the member and his family, or its equivalent. The Borough shall provide dental insurance for the member and his family, pursuant to N.J. Delta Dental Plan for PBA (Program III-A) or its equivalent. The members shall contribute to the cost of medical insurance pursuant to the percentages as stated in Appendix E.

B. The Borough represents that it has comprehensive general liability insurance including a non-owned automobile endorsement as well as coverages applicable to Employee for false arrest, libel and slander.

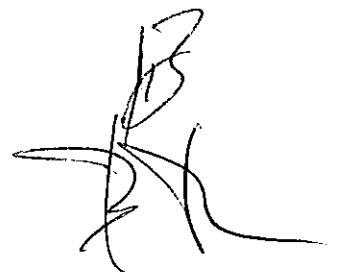
C. Whenever a member or officer of a municipal police department or force is a defendant in any action or legal proceeding arising out of or incidental to the performance of his duties, the Governing Body of the Municipality shall provide said member or officer with necessary means for the defense of such action or proceeding, but not for his defense in a disciplinary proceeding instituted as a result of a complaint on behalf of the Municipality. If any such disciplinary or criminal proceeding instituted by or on complaint of the Municipality shall be dismissed or finally determined in favor of the member or officer, he shall be reimbursed for the expense of his defense. In the event criminal charges instituted against a member arising out of conduct within the scope of said Employee's employment, the member may select an attorney of his choosing, and the Borough agrees to pay all reasonable and necessary legal fees in connection with the trial



court proceedings, provided, however, that the Borough shall be given prior written notice of estimated fees for said defense, and be afforded an opportunity to negotiate with the bargaining unit on the matter of selecting alternate counsel or limiting the Borough liability for fees.

D. The Borough shall provide each Employee \$5,000 life insurance policy and will pay the cost and premiums for same.

E. The Borough shall provide each Employee and covered family member \$200 per year towards eye care, including corrective lenses.

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ARTICLE XXIV

TERMINAL LEAVE

A. Those Employees who were recorded on the payroll as of December 31, 1983 shall receive upon retirement all unused sick leave not to exceed one hundred and eighty (180) days accrued at the rate of pay established by the Employee's last yearly or highest yearly rate of pay applicable to such member upon his retirement. At the Employee's sole option he may take terminal leave with full pay and benefits in an amount of time equal to the accumulated sick days. An Employee entitled to terminal leave may use unused sick leave (not to exceed 180 days) as terminal leave to complete twenty-five years of service.

B. At the Employee's sole option, he may take installment payments for terminal leave over a period of between one (1) and five (5) years. Such payment shall include interest on the unpaid balance at prevailing rates. Unless an Employee elects to receive installment payments, he shall receive payment in one lump sum at retirement.

C. As of January 1, 1991 unused sick time will no longer be accumulated for terminal leave. For those Employees who have already accumulated unused sick time, it shall be capped as of January 1, 1991 and shall not be added to or replaced after that date.

D. Anything to the contrary notwithstanding, the Borough in its sole discretion, may pay out accumulated sick days annually on a one for one basis at the Employee's then current rate of pay beginning on January 1, 1992.

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E. If the Borough elects to pay out accumulated sick time pursuant to Paragraph D, it shall do so as follows:

(I) Subject to the exception contained in (ii) below, the Borough shall pay off sick days in descending order of accumulation across the board. For example, if the largest number of days accumulated by an officer is 170, the Borough will pay out all 170th days, then all 169th days, etc.

(ii) Any officer who has retired by January 1, 1993 will be subject to any payout in 1993 or later and will have their days paid out first until they are reduced to the level of the next highest officer at which point they will all be subject to the across the board payouts referred to in (I) above.

F. A retiring Employee shall give the Borough ninety (90) days notice if the retiring Employee elects to be paid in cash for such accumulated sick time upon retirement.

G. To determine the number of unused sick days an Employee accrued up to December 31, 1990, past contracts and personnel Ordinance will be used. At the end of the year, each Employee shall receive in writing the number of unused sick days and a total number of days accrued in his terminal leave bank.



ARTICLE XXV

LEAVE OF ABSENCE

A. A leave of absence without pay may be granted by the Governing Body for an additional six (6) month period, not exceed two (2) six (6) month periods within a three (3) year period. No member shall receive more than two (2) six (6) month leaves in any three (3) year period.

B. This leave is subject to, renewal for reasons of personal illness, disability or other reasons deemed proper and approved by the Employer.

C. At the expiration date of such leave, the Employee shall be returned to the position from which he is on leave.

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ARTICLE XXVI

BULLETIN BOARD

A. The Employer will supply one (1) bulletin board for the use of the Association, to be placed in a conspicuous place.

B. The Bulletin board shall be for the use of the Association for the posting of notices and bulletins pertaining to Association business and activities or matters dealing with the welfare of Employees.

C. No matter may be posted without receiving permission of the officially designated Association representative.

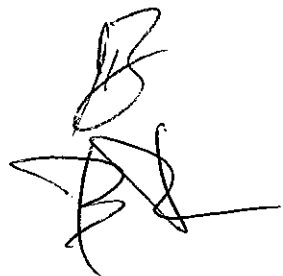


ARTICLE XXVII

CEREMONIAL ACTIVITIES

A. In the event a Police Officer in another department in the State of New Jersey is killed in the line of duty, the Employer will permit a department vehicle subject to availability, to be utilized by the members in the funeral service.

B. Police Officers participating in such funeral services shall not be entitled to any compensation during the time in which they are participating in said funeral service, unless otherwise agreed by the Chief of Police.

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ARTICLE XXVIII

PERSONNEL FILES

A. A separate personal history shall be established and maintained by each Employee covered by this Agreement; personal history files are confidential records and shall be maintained in the office of the Chief of Police.

B. Any member of the Police Department may, by appointment, review his personal file, but this appointment for review must be made through the Chief of Police or his designated representative.

C. Whenever a written complaint concerning an officer of his actions is to be placed in his personal file, a copy shall be given to him, and he shall be given the opportunity to rebut it if he so desires, and he shall be permitted to place said rebuttal in his file.

D. All personal history files will be carefully maintained and safeguarded permanently, and nothing placed in any file shall be removed therefrom.

E. All letters of commendation received by the Borough concerning an Employee or his actions shall be placed in the Employee's personal folder, and a copy given to the Employee.

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ARTICLE XXIX

MILITARY LEAVE

Military leave for Employees training or serving with the National Guard or the Armed Forces of the United States will be granted in accordance with the law applying to such cases.

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ARTICLE XXX

PENSIONS

A. The Employer shall provide pension and retirement benefit to Employees covered by this Agreement pursuant to provisions of the statutes and laws of the State of New Jersey.

B. The Employer will pay to the appropriate Police Retirement Fund all amount which the Fund will accept on account of any payments made to Employees pursuant to this Agreement.

C. It is agreed that in the event the parties have a dispute as to whether a payment should or should not be made to the appropriate police retirement fund, then, and in that event, resolution of said dispute shall be made by the appropriate fund, and the parties to this Agreement agree to be bound thereby.



ARTICLE XXXI

GRIEVANCE PROCEDURE

A. Definitions

1. The term "grievance" means a complaint by a policeman that, as to him, there has been inequitable, improper or unjust application, interpretation, violation, modification or change of policy, agreement or administrative decision affecting the terms and conditions of his employment. Minor discipline shall be included within the definition of grievance. Minor discipline is defined as five (5) days of suspension, or equivalent fine, or any lesser penalty. A grievance to be considered under the procedure must be initiated by the policeman within forty-five (45) calendar days after the event which gives rise to the grievance.

2. An "aggrieved person" is the person or persons making the claim.

3. A "party in interest" is the person or person making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim. At Level Two and above, it shall include the Association or its representatives.

4. Major disciplinary matters shall not be subject to the grievance procedure.

5. Each grievance shall cover a single subject matter.

B. Procedure

1. Level One

A policeman with a grievance shall submit said grievance in writing to his

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Chief of Police either directly or through the Association's designated representative, with the objective of resolving the matter informally.

2. Level Two

If the aggrieved person is not satisfied with the informal disposition of this grievance at Level One, or if no decision has been made by the Chief of Police within five (5) working days after presentation of the grievance in writing with the Police Committee of the Mayor and Council, the Police Committee of the Mayor and Council shall review the grievance and any supporting material submitted to them. They shall discuss the issue with all of the parties in interest present and shall render a written decision within ten (10) days after the filing of the grievance with them.

3. Level Three

If the aggrieved person is not satisfied with the disposition of the grievance at Level Two or if no decision has been rendered within the aforesaid ten (10) working days, he may appeal to the Mayor and Council by filing a written request that the Mayor and Council hear the matter. At the same time, the Employee shall file with the Mayor and Council any documentation. He shall give notice of such appeal to the Chief of Police and any other party in interest. The mayor, at the next Regular Meeting shall determine whether to schedule the hearing for the next Executive Session, or to schedule it for another time. Said hearing shall occur no later than ten (10) working days after the date of receipt of the written request. The Mayor and Council shall review the case and render a written decision within one (1) month from the date of the receipt of the written request.

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4. Level Four

A. If the grievance is not settled through Levels One, Two and Three, either party may refer the matter to the Public Employment Relations Commission within twenty (20) days after the determination by the Mayor and Council. An arbitrator shall be selected pursuant to the Rules of the Public Employment Relations Commission.

B. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be binding.

C. The costs for the services of the arbitrator shall be borne equally between the Borough and the association. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.



ARTICLE XXXII

SAVINGS CLAUSE

A. It is understood and agreed that if any portion of this Agreement or the application of this Agreement to any person or circumstance shall be invalidated by statute, the remainder of this Agreement or the application of such provision to other persons or circumstances shall not be affected thereby.

B. If any such provisions are so invalidated by statute, the Employer and the association will meet for the purpose of negotiating changes made necessary by applicable law.

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ARTICLE XXXIII

OFF DUTY POLICE ACTION

A. Since all Police Officers are presumed to be subject to duty twenty-four (24) hours per day, the parties agree to the following:

1. Any action taken by a member of the force on his time off, which would have been taken by an officer on active duty if present or available, and which action was necessitated by a clear and present danger, shall be considered police action and the Employee shall have all of the rights and benefits concerning such action as if her were then on active duty.

2. Recognizing that the Employer and its residents benefit from the additional protection afforded them by armed off-duty police officers, and further recognizing the weighty responsibility and hazards confronting such armed off-duty police officers, the Employer agrees to pay such Employees an additional sum to be added to the regular and periodic payments the Employees receive in the following amount: One Dollar (\$1.00) per year for off-duty time which shall be deemed included in the Employee's base pay.

3. This clause shall not apply when the Employee is actively engaged as a security guard for another Employer.

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ARTICLE XXXIV

MILEAGE ALLOWANCE

Whenever an Employee shall be required to use his personal vehicle in any job connected capacity, he shall be entitled to an allowance of fifty-five and one-half cents (55.5¢) per mile, or the current amount being paid Borough Employees.

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ARTICLE XXXV
MATERNITY LEAVE

Female Police Officers shall advise the Employer of a pregnancy. The rights of a female Police Officer shall include, but not be limited to, the following provisions:

1. The female police officer shall be permitted to work her normal duties so long as such work is permitted by a doctor's note. Upon recommendation of the female Police Officer's personal physician, said officer shall be temporarily transferred to an administrative position which she is capable of performing. The doctor shall be a physician of the female Police Officer's own choosing.
2. In addition to the other provisions of this Article, the female Police Officer shall be permitted to use sick time, compensatory time off and any other accumulated time benefits which she may have during the period of her pregnancy and the period following childbirth. With regard to sick time, pregnancy/childbirth shall be considered a major illness.
3. In addition, the female Employee shall be granted maternity leave without pay for up to twelve (12) months duration and shall be returned to work without loss of seniority or benefits provided she notifies the Chief of Police no later than after six (6) months of leave that she intends to return.
4. The female Police Officer shall at all times be kept at full benefits and shall be considered as on active duty for all computation purposes. At all times covered by this article, the female Police Officer shall be maintained in the

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pension system with the Employer paying the appropriate contributions to said system.

5. Upon return to active duty status, the female Police Officer shall be placed in the same position which she held before departing for maternity status.
6. At all times covered by this article the female Police Officer shall be permitted to wear appropriate clothing and equipment which is consistent with her medical condition.

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ARTICLE XXXVI

NO WAIVER

A. Except as otherwise provided in this Agreement, the failure to enforce any provision of this Agreement shall not be deemed a waiver thereof.

B. This Agreement is not intended and shall not be construed as a waiver of any right or benefit to which the Employees herein are entitled by law.

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ARTICLE XXXVII

SENIORITY

Traditional principles of seniority shall apply to Employees covered by this Agreement. Such principles shall apply to lay off and recall and other similar acts. Seniority is defined to mean the accumulated length of service with the Department. Time in service by date of appointment shall apply. An Employee's length of service shall not be reduced by time lost due to an absence from his employment or bona fide illness or injury certified by a physician not in excess of one (1) year. Such certification shall be subject to review by the Police Surgeon, if any, or any physician mutually acceptable to the parties.

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ARTICLE XXXVIII

IN-SERVICE TRAINING

The Department will endeavor to provide opportunities for police training to Employees covered by this Agreement.

In addition to their normal pay, members of the Police Department shall receive additional compensation in the amount of Ten Dollars (\$10) for each completed college credit up to seventy (70) credits, received toward a degree, to be paid annually. This additional compensation shall only be paid if the prior approval of the Police Chief or the Police Committee of the Mayor and Council was obtained.

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ARTICLE XXXIX
REPLACEMENTS

No full time Employees covered by this Agreement shall be replaced by any non-police part time or other personnel. The present practice shall continue.

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ARTICLE XL

UNIT MEMBERSHIP

A. Membership in the Employee organization (PBA Local 180, Cresskill Unit), (hereinafter in this clause called "PBA"), is not compulsory. Regular Employees have the right to join, not join, maintain, or drop their membership within the PBA, if they see fit. Neither party shall exert any pressure on or discriminate against any Employee as regarding such matter.

B. Membership in the PBA is separate, apart and distinct from the assumption by one of the equal obligation to the extent that he has received equal benefits. The PBA is required under this Agreement to represent all of the Employees of the bargaining unit fairly and equally without regard to PBA membership. The terms of this Agreement have been made for all Employees in the bargaining unit and not only for members in the PBA, and this agreement has been executed by the Employer after it had satisfied itself that the PBA is a proper majority representative.

C. Accordingly, it is fair that each Employee in the bargaining unit pay his own way and assume his fair share of the obligation along with a grant of equal benefit contained in this Agreement.

D. In accordance with the policy set forth in this clause, all regular full time Employees in the bargaining unit shall pay to the PBA, and the Employer shall deduct from each regular full time Employee's regular pay, an amount of money equal to that paid by other Employees in the bargaining unit who are members of the PBA, which shall be

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limited to an amount of money equal to the union's regular and usual dues.

E. The PBA shall annually advise the Employer of the amount to be deducted from the regular full time Employee's regular pay pursuant to this clause.

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ARTICLE XLI

NO STRIKE PLEDGE

A. It is recognized that the need for continued and uninterrupted operation of the Borough's Departments and Agencies is of paramount importance to the citizens of the community, and that there should be no interference with such operation.

B. The Association covenants and agrees that during the term of this Agreement neither the Association nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in, any strike, work stoppage, slow down or walk-out against the Borough.

C. In the event of a strike, slow-down, walk-out or job action, it is covenanted and agreed that participation in any such activity by the Association member shall entitle the Borough to take appropriate disciplinary action in accordance with applicable law.

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ARTICLE XLII

MANAGEMENT RIGHTS

A. The Borough hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this 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 Borough Government and its properties and facilities;

2. To hire all Employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment, and to promote and transfer Employees;

3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.

B. Nothing contained herein shall be construed to deny or restrict the Borough of its rights, responsibilities and authority under R.S. 40 and R.S. 11, or any other national, or state laws.

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ARTICLE XLIII

FULL PAYMENT FOR DUTIES PERFORMED

Any member assigned to duties commensurate with a higher rank shall notify the Borough Clerk of said assignment, and if he is still performing said duties thirty (30) days after receipt by the Borough Clerk of written notice thereof, he shall be paid the rate of pay for the higher rank beginning from receipt of the notice by the Clerk.

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ARTICLE XLIV

CHANGES AND MODIFICATIONS

Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the majority representatives before they are established.

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ARTICLE XLV

TERM OF CONTRACT

A. The Borough of Cresskill agrees that all benefits, terms and condition of employment relating to the status of Borough of Cresskill Police Officers, which benefits, terms and conditions of employment are not specifically set forth in this Memorandum of Agreement, shall be maintained at not less than the highest standards in effect at the time of the commencement of collective bargaining negotiations between the parties leading to the execution of this Memorandum of Agreement.

B. Unless a contrary intent is expressed in this Memorandum of Agreement, all existing benefits, rights ,duties, obligations and conditions or employment applicable to any Police Officer pursuant to any rules, regulations, instruction directive, memorandum, statute or otherwise, shall not be limited, restricted, impaired, removed or abolished.

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ARTICLE XLVI

TERM AND RENEWAL

This Agreement shall have a term from January 1, 2016 through December 31, 2019. If the parties have not executed a successor agreement by December 31, 2019, then this Agreement shall continue in full force and effect until a successor agreement is executed.


Negotiations for a successor agreement shall be in accordance with the rules of the Public Employment Relations Commission.

ATTEST:




Barbara Nasuto, Borough Clerk


THE BOROUGH OF CRESSKILL:



Benedict Romeo, Mayor



Jason Lanzilotti, State Delegate
P.B.A. LOCAL 180

P.B.A. LOCAL 180
(Cresskill Unit)


John Birnie, PRESIDENT
P.B.A. LOCAL 180



APPENDIX A

SALARY SCHEDULE

	Effective 01/01/16	Effective 01/01/17	Effective 01/01/18	Effective 01/01/19
PATROLMAN				
1ST YEAR	\$63,813	\$65,090	\$66,391	\$67,719
2ND YEAR	\$70,494	\$71,904	\$73,342	\$74,809
3RD YEAR	\$77,173	\$78,717	\$80,291	\$81,897
4TH YEAR	\$88,512	\$90,282	\$92,087	\$93,929
5TH YEAR	\$99,854	\$101,851	\$103,888	\$105,966
6TH YEAR	\$111,191	\$113,415	\$115,683	\$117,997
7TH YEAR (MAX)	\$117,787	\$120,142	\$122,545	\$124,996
SERGEANT	\$125,553	\$128,064	\$130,625	\$133,238
LIEUTENANT	\$133,319	\$135,985	\$138,705	\$141,479
CAPTAIN	\$141,084	\$143,906	\$146,784	\$149,720

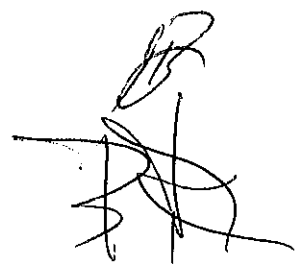


APPENDIX A-1

SALARY SCHEDULE

(Applicable for Employees Hired After January 1, 2012)

	Effective 01/01/16	Effective 01/01/17	Effective 01/01/18	Effective 01/01/19
PATROLMAN				
1ST YEAR-ACADEMY	\$33,502	\$34,172	\$34,855	\$35,552
1ST YEAR-POST CERT.	\$48,657	\$49,630	\$50,623	\$51,635
2ND YEAR	\$56,236	\$57,360	\$58,508	\$59,678
3RD YEAR	\$67,575	\$68,927	\$70,305	\$71,711
4TH YEAR	\$75,152	\$76,655	\$78,188	\$79,751
5TH YEAR	\$81,832	\$83,468	\$85,138	\$86,840
6TH YEAR	\$88,511	\$90,281	\$92,086	\$93,928
7TH YEAR	\$99,854	\$101,851	\$103,888	\$105,966
8TH YEAR	\$105,525	\$107,636	\$109,788	\$111,984
9TH YEAR	\$111,195	\$113,419	\$115,688	\$118,001
10TH YEAR	\$117,787	\$120,142	\$122,545	\$124,996
SERGEANT	\$125,553	\$128,064	\$130,625	\$133,238
LIEUTENANT	\$133,319	\$135,985	\$138,705	\$141,479
CAPTAIN	\$141,084	\$143,906	\$146,784	\$149,720



APPENDIX B

LONGEVITY

A. In addition to other benefits and compensation, each Employee covered by this Agreement shall receive an annual longevity increment as provided herein. Longevity shall be paid to all Employees covered by this Agreement as follows:

- Effective January 1, 2009 and thereafter, longevity shall be paid at the rate of six-twelfths of a percent (0.5%) per year of service.

For all employees hired after January 1, 2008, longevity shall be paid at the rate of one-half of one percent (0.5%) per year of service, however payment shall be made in the January following said new Employee's second anniversary of service.

B. The maximum longevity as calculated in the above paragraph shall be twelve percent (12%) *per annum*. For definition purposes, years of service shall be as is defined by the New Jersey Police and Fire Pension Statutes and Laws.

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APPENDIX C

DETECTIVE STIPEND

Each person serving in the Detective Bureau shall receive an additional payment in the form of an annual Detective Stipend. Said stipend shall be *pro-rated* for the time actually served in the Bureau during the year. Said *pro-ration* shall take place by virtue of dividing the annual number of chart hours into the Detective Stipend amount and paying the Employee this additional stipend during each regular pay day.

The annual Detective Stipend shall be \$2,250.00.

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APPENDIX D

CLOTHING AND APPAREL TO BE ISSUED TO ALL NEW OFFICERS OF THE CRESSKILL POLICE DEPARTMENT. ALL ITEMS MENTIONED BELOW WILL BE IN ADDITION TO ANY EXTRA EQUIPMENT AN OFFICER WILL NEED WHILE ATTENDING THE POLICE ACADEMY.

1. Bulletproof Vest
2. 2 Pants
3. 2 Long Sleeve Shirts
4. 2 Short Sleeve Shirts
5. Ties
6. 2 Black Turtlenecks
7. Trooper Hat
8. Blauer Jacket
9. 3/4 Length Black Winter Jacket,
(Leather type or approved synthetic material jacket)
10. Class A Dress Blouse with Exterior Hooks
11. 1 Class B Utility Pants
12. 2 Class B Long Sleeve Shirt
13. 2 Class B Short Sleeve Shirt
14. 1 Fitted Class B Baseball Cap
15. 1 Pair Black Shoes/Boots
16. 1 Pair Leather Gloves
17. Raingear: Coat, Hat Cover, Rainboots

LEATHER GEAR: Basketweave Type, (Black) listed below.

1. Pants Belt
2. Gun Belt
3. Holster
4. Ammo Pouches
5. Handcuff Case with handcuffs
6. O.C. Holder with O.C.
7. Flashlight Holder
8. ASP Holder with ASP
9. Radio Holder
10. Gun Belt Straps "Keepers" - 4

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APPENDIX E

HEALTH INSURANCE					
PROPOSED SCHEDULE					
SINGLE COVERAGE					
	Prior 4 Year	PERCENTAGES	PERCENTAGES	PERCENTAGES	PERCENTAGES
	ACTUAL	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Dec
	PERCENTAGES	Year 2016	Year 2017	Year 2018	Year 2019
	<u>AVERAGE</u>	<u>YEAR 1</u>	<u>YEAR 2</u>	<u>YEAR 3</u>	<u>YEAR 4</u>
SALARY					
less than 20,000	2.82	3.00	3.00	4.00	6.00
20,000 - 24,999	3.44	3.50	3.50	4.50	6.50
25,000 - 29,999	4.69	4.75	4.75	5.75	7.75
30,000 - 34,999	6.25	6.25	6.25	7.25	9.25
35,000 - 39,999	6.88	7.00	7.00	8.00	10.00
40,000 - 44,999	7.50	7.50	7.50	8.50	10.50
45,000 - 49,999	8.75	8.75	8.75	9.75	11.75
50,000 - 54,999	12.50	12.50	12.50	13.50	15.50
55,000 - 59,999	14.38	14.50	14.50	15.50	17.50
60,000 - 64,999	16.88	17.00	17.00	18.00	20.00
65,000 - 69,999	18.13	18.25	18.25	19.25	21.25
70,000 - 74,999	20.00	20.00	20.00	21.00	23.00
75,000 - 79,999	20.63	20.75	20.75	21.75	23.75
80,000 - 94,999	21.25	21.25	21.25	22.25	24.25
95,000 and over	21.88	22.00	22.00	23.00	25.00

HEALTH INSURANCE

PRESENT SCHEDULE

FAMILY COVERAGE

SALARY	PERCENTAGES	PERCENTAGES	PERCENTAGES	PERCENTAGES	
	AVERAGE	Jan-Dec Year 2016 YEAR 1	Jan-Dec Year 2017 YEAR 2	Jan-Dec Year 2018 YEAR 3	Jan-Dec Year 2019 YEAR 4
less than 25,000	1.88	2.00	2.00	3.00	5.00
25,000 - 29,999	2.50	2.50	2.50	3.50	5.50
30,000 - 34,999	3.13	3.25	3.25	4.25	6.25
35,000 - 39,999	3.75	3.75	3.75	4.75	6.75
40,000 - 44,999	4.38	4.50	4.50	5.50	7.50
45,000 - 49,999	5.63	5.75	5.75	6.75	8.75
50,000 - 54,999	7.50	7.50	7.50	8.50	10.50
55,000 - 59,999	8.75	8.75	8.75	9.75	11.75
60,000 - 64,999	10.63	10.75	10.75	11.75	13.75
65,000 - 69,999	11.88	12.00	12.00	13.00	15.00
70,000 - 74,999	13.75	13.75	13.75	14.75	16.75
75,000 - 79,999	14.38	14.50	14.50	15.50	17.50
80,000 - 84,999	15.00	15.00	15.00	16.00	18.00
85,000 - 89,999	16.25	16.25	16.25	17.25	19.25
90,000 - 94,999	17.50	17.50	17.50	18.50	20.50
95,000 - 99,999	18.13	18.25	18.25	19.25	21.25
100,000-109,999	20.00	20.00	20.00	21.00	23.00
110,000 and over	21.88	22.00	22.00	23.00	25.00

HEALTH INSURANCE

PRESENT SCHEDULE

MEMBER/SPOUSE OR PARENT /CHILD COVERAGE

	PERCENTAGES <u>AVERAGE</u>	PERCENTAGES	PERCENTAGES	PERCENTAGES	PERCENTAGES
		Jan-Dec Year 2016 <u>YEAR 1</u>	Jan-Dec Year 2017 <u>YEAR 2</u>	Jan-Dec Year 2018 <u>YEAR 3</u>	Jan-Dec Year 2019 <u>YEAR 4</u>
SALARY					
less than 25,000	2.19	2.25	2.25	3.25	5.25
25,000 - 29,999	2.82	3.00	3.00	4.00	6.00
30,000 - 34,999	3.75	3.75	3.75	4.75	6.75
35,000 - 39,999	4.38	4.50	4.50	5.50	7.50
40,000 - 44,999	5.00	5.00	5.00	6.00	8.00
45,000 - 49,999	6.25	6.25	6.25	7.25	9.25
50,000 - 54,999	9.38	9.50	9.50	10.50	12.50
55,000 - 59,999	10.63	10.75	10.75	11.75	13.75
60,000 - 64,999	13.13	13.25	13.25	14.25	16.25
65,000 - 69,999	14.38	14.50	14.50	15.50	17.50
70,000 - 74,999	16.25	16.25	16.25	17.25	19.25
75,000 - 79,999	16.94	17.00	17.00	18.00	20.00
80,000 - 84,999	17.50	17.50	17.50	18.50	20.50
85,000 - 99,999	18.75	18.75	18.75	19.75	21.75
100,000 and over	21.88	22.00	22.00	23.00	25.00