

Contract no. 1222

COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE MOUNT LAUREL SUPERIOR OFFICERS ASSOCIATION
AND
THE TOWNSHIP OF MOUNT LAUREL
JANUARY 1, 1991 - DECEMBER 31, 1993

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ARTICLE I

RECOGNITION

- A. The Township of Mt. Laurel (hereinafter referred to as "The Township") hereby recognizes the Mount Laurel Superior Officers Association (hereinafter referred to as "MLSOA") as the exclusive collective bargaining agent for all sworn officers of the rank of Lieutenant and Sergeant employed by the Township of Mount Laurel.
- B. The titles of Lieutenant and Sergeant shall be defined to include the plural as well as the singular and to include males and females.

ARTICLE II

MANAGEMENT RIGHTS

- A. The Township 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, and the following rights:
 - 1. To the executive management and administrative control of the Township Government and its properties and facilities and the activities of its employees;
 - 2. To hire all employees, subject to the provisions of the Department of Personnel, State of New Jersey (formally known as Department of Civil Service); to determine

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 - 1. To the executive management and administrative control of the Township Government and its properties and facilities and the activities of its employees;
 - 2. To hire all employees, subject to the provisions of the Department of Personnel, State of New Jersey (formally known as Department of Civil Service); to determine

their qualifications and conditions for continued employment or assignment and to promote and transfer employees;

3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to the Department of Personnel, State of New Jersey laws.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations and practices in 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 the State of New Jersey and of the United States of America.

ARTICLE III

CHECKOFF OF ASSOCIATION DUES

A. The Township agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the MLSOA. Such deduction shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S.) 52:14-15.9e, as amended. The Township shall promptly remit quarterly any and all amounts so deducted, along with a list of such deductions to the Secretary/Treasurer of the MLSOA.

- B. If during the life of this Agreement, there shall be any change in the rate of membership dues, the MLSOA shall furnish to the Township new authorizations from its members, showing the authorized deduction for each member. Said notice of change is to be made to the Township at least thirty (30) days prior to the effective date of change.
- C. The MLSOA will provide the necessary checkoff authorizations and deliver them to the Township Treasurer. The MLSOA shall indemnify, defend and save the Township 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 Township in reliance upon salary deduction authorizations submitted by the MLSOA to the Township of Mount Laurel.

ARTICLE IV

MAINTENANCE OF OPERATIONS

(NO STRIKE/NO LOCKOUT PLEDGE)

- A. The MLSOA covenants and agrees that during the term of this Agreement, neither the MLSOA nor any person acting on its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e. the concerted failure to report for duty, or willful absence of any employee from his position or stoppage of work or abstinence in whole or in part, from the full and faithful performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the Township. The MLSOA

agrees that such action would constitute a material breach of this Agreement.

- B. In the event of a strike, slowdown or walkout, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall be deemed grounds for disciplinary action up to and including termination of employment of such employee or employees with due process of law.
- C. The MLSOA will actively discourage and will take whatever affirmative action or steps necessary to prevent or terminate any strike, work stoppage, slowdown or walkout or other action against the Township.
- D. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek injunctive relief from damages in the event of such breach by the MLSOA or its membership.
- E. The Township agrees it shall not engage in any lockout of any department personnel during the term of this Agreement.

ARTICLE V

SEPARABILITY CLAUSE

- A. If any part of this Agreement is nullified through an act of the Legislature of the State of New Jersey, the courts of the State of New Jersey, all other Articles of this Agreement will remain in full force and effect.

ARTICLE VI

SALARY

A. LIEUTENANTS

Effective January 1, 1991 (Retroactive)

STEP A: \$45,347

STEP B: \$47,467

STEP C: \$50,302

Effective January 1, 1992

STEP A: \$47,841

STEP B: \$50,077

STEP C: \$53,068

Effective January 1, 1993

STEP A: \$50,711

STEP B: \$53,081

STEP C: \$56,252

B. SERGEANTS

Effective January 1, 1991 (Retroactive)

STEP A: \$38,478

STEP B: \$40,598

STEP C: \$43,227

Effective January 1, 1992

STEP A: \$40,594

STEP B: \$42,830

STEP C: \$45,604

Effective January 1, 1993

STEP A: \$43,029

STEP B: \$45,400

STEP C: \$48,340

- C. Lieutenants and Sergeants, who have reached the maximum step reflected in A & B above (Step C), will receive an annual merit bonus of Three Hundred Dollars (\$300.00). This payment will be made the first pay period in July of the calendar year that it is due. If the Lieutenant or Sergeant ceases to be employed, for any reason, his/her payment will be pro-rated to cover the time he/she has worked in the year he/she ceases to be employed.
- D. The differential between each of the steps listed above represents a merit increase.
- E. Personnel promoted to the rank of Lieutenant or Sergeant between January 1 and June 30 (inclusive) of any calendar year will become eligible for a merit increase effective January 1 of the following calendar year. Personnel promoted to the rank of Lieutenant or Sergeant between July 1 and December 31 (inclusive) of any calendar year will become eligible for a merit increase effective July 1 of the following calendar year and each year thereafter.

ARTICLE VII

LONGEVITY CLAUSE

- A. This Article provides for the appropriate differential salary recognition as a reward for long years of continuous

faithful service. The Longevity Plan provides for the following increases above the ceiling of the appropriate salary:

1. \$500 after ten (10) years of continuous service;
2. \$1,000 after fifteen (15) years of continuous service;
3. \$2,000 after twenty (20) years of continuous service;
4. \$2,500 after twenty-five (25) years of continuous service.

ARTICLE VIII

OVERTIME CLAUSE

- A. Lieutenants will not receive compensation for overtime worked.
- B. Compensation for overtime worked by Sergeants and/or payment in lieu of overtime shall be in accordance with the following paragraphs:
 1. Overtime at the rate of time and one-half will be paid for hours worked in excess of the regularly scheduled work day, including court time;
 2. Overtime at the rate of double time will be paid to Sergeants for hours worked in excess of eight (8) continuous hours of overtime worked;
 3. All overtime shall be approved by the Director of Public Safety and lost time due to on-the-job injury will not be counted against the employee for purposes of overtime computation.

- C. Applicability - Sergeants who work more than five (5) consecutive days shall receive overtime as described above. Detective Sergeants are specifically excluded from receiving overtime payments, unless the pay differential in lieu of overtime is eliminated, in which case they shall be paid overtime in accordance with the provisions of this Article, and except when Detective Sergeants are assigned by the Director of Public Safety to perform duties normally assigned to the Operations Division.
- D. Detective Sergeants shall be granted a salary differential in lieu of overtime in an amount equal to 17% of the applicable salary payable in equal monthly installments over the period of a year. If the Township begins to pay actual overtime, the 17% differential will be eliminated.
- E. Lieutenants and Detective Sergeants will receive five (5) compensatory days annually because of their standby time. If scheduling precludes use of compensatory time, Lieutenants or Detective Sergeants will be paid the value of any unused days at straight time rates. If standby time is reduced, the compensatory time will be reduced pro-rata.

ARTICLE IX

MEDICAL BENEFIT CLAUSE

- A. The Township assumes the full cost of New Jersey Blue Cross (365 Expanded Program 650) and New Jersey Blue Shield (UCR Plan), Major Medical and Rider J Health Insurance Policies or the Medalion Plan, as determined by the Township.

- B. The Township of Mount Laurel will assume fifty percent (50%) of the costs of Dental, Optical and Prescription Plans with the employee assuming the costs of the remaining fifty percent (50%) through payroll deduction. The Township shall make the necessary arrangements to maintain the plans in effect at coverage levels equivalent to those presently in force at the time of this Agreement.
- C. The Township will assume that portion of the cost of HIP of New Jersey, US Healthcare/HMO Pennsylvania-New Jersey or any other health plan, equal to that cost assumed by the Township for costs of New Jersey Blue Cross and Blue Shield as provided in item A. Any additional cost above that provided will be assumed by the employee through payroll deduction.

ARTICLE X

BEREAVEMENT LEAVE

- A. Bereavement leave, without loss of regular pay, shall be granted to employees covered under this Agreement for death in the family up to a maximum of two (2) consecutive working days, and for death in the immediate family up to a maximum of five (5) consecutive days. One of the aforementioned days shall be that of the funeral. For the purpose of this Article, death in the family is defined as brother, sister or parent-in-law. Death in the immediate family is defined as spouse, parents or child.

ARTICLE XI

VACATION LEAVE

- A. Lieutenants and Sergeants shall be entitled to an annual vacation as follows:
1. Twelve (12) working days for employees with two (2) to ten (10) years of service; fifteen (15) working days vacation for those with eleven (11) to fifteen (15) years of service; eighteen (18) working days vacation for those with sixteen (16) to twenty (20) years of service; and twenty (20) working days vacation for employees with twenty (20) or more years of service.
- B. Lieutenants and Sergeants are guaranteed that at least one (1) week of his vacation will occur between June 1 and September 6 during the years this contract is in force.
- C. In addition to the vacation enjoyed by Lieutenants and Sergeants as per Subparagraph A of this Article, each member is entitled to three (3) personal days vacation. No personal day which is taken pursuant to this Subparagraph C shall be cumulative from year to year unless approved by the Director of Public Safety. Additionally, there shall be no pay in lieu of such personal day. Each and every personal day not taken by the employee during the calendar year will be lost as of January 1 of the following year. All personal days must be requested pursuant to Departmental policies regarding the formal filing of vacation requests.

ARTICLE XII

AGENCY SHOP PROVISION

- A. During the term of this Agreement, all non-member employees in the collective bargaining unit represented by the MLSOA shall be required to pay the MLSOA a representative fee in lieu of dues for services rendered by the MLSOA. The representation fee shall be the maximum amount authorized by law. Once a month the MLSOA shall submit to the Township a list of those employees which it claims are non-members of the MLSOA and the amount of dues claimed for each person and give notice to each employee named thereon that the claimed representation fee will be deducted from the employee's pay. Within thirty (30) days after receipt of said list, the Township will begin deduction of the claimed representation fee from the pay thereafter due to the employees named on the list, in equal installments, and will transmit the amount so deducted to the MLSOA all in the same manner as membership dues deductions for MLSOA members are customarily handled.
- B. It is understood and agreed that the Township shall have no duty or responsibility to determine membership of any employee in the MLSOA or to verify the accuracy of any claim for representation fee submitted by the MLSOA. In consideration of the Township making the deduction herein provided for, the MLSOA hereby indemnifies and saves the Township harmless from and against any and all claims,

demands, proceedings, actions, suits, damages, costs and fees and all forms of liability to any employee or otherwise that arise out of or by reason of action taken by the Township pursuant to the provisions of this Article.

ARTICLE XIII

MILITARY LEAVE PROVISION

- A. Military Leave will be granted as provided for under Section 40-15H of the Township Personnel Ordinance and as per applicable Rules and Regulations of the New Jersey Department of Personnel, the State of New Jersey and the United States of America.

ARTICLE XIV

HOLIDAY COMPENSATION CLAUSE

- A. 1. Lieutenants and Sergeants assigned to the Patrol Bureau who work a shift schedule will be compensated for all holidays in December of each year.
2. Lieutenants and Sergeants not assigned to work shift work but who are required to work on a holiday will be compensated for the holiday in December of each year in lieu of having the day off.
3. In addition those Lieutenants and Sergeants in paragraph 2 who are scheduled off may charge the day off to vacation, personal, compensatory or incentive days and be compensated in December of each year.

B. The Township holidays shall be:

1. New Year's Day
2. Martin Luther King's Birthday
3. Presidents' Day
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. Thanksgiving Day
10. Friday following Thanksgiving
11. Christmas Eve
12. Christmas Day

ARTICLE XV

SERVICE RECORDS CLAUSE

- A. Once a year, during normal working hours, all members shall be permitted to review their Personnel Files. At least three (3) working days' notice will be given to the Township Manager's Office.
- B. The members have the right to one (1) interview with the psychologist to review their psychological report at the expense of the Township. In the event of a subsequent psychological report, the members will be entitled to an additional interview with the psychologist at the expense of the Township.

ARTICLE XVI

LAYOFF AND DISCHARGE CLAUSE

- A. Any formal layoff proceeding taken or initiated by the Township will be done on the basis of seniority in accordance with the State of New Jersey Department of Personnel Law.

ARTICLE XVII

CLOTHING MAINTENANCE ALLOWANCE

- A. The annual clothing maintenance allowance shall be reimbursed as follows:

Uniformed Officers-\$500.00 Non-Uniformed Officers-\$700.00.

1. The pay shall be in two equal installments, the first payable in the first pay period in April of each year and the second payable in the first pay period of October of each year.

ARTICLE XVIII

TRANSPORTATION CLAUSE

- A. The Township shall reimburse employees at the rate of \$.22 per mile for two (2) trips to and from the location of any school where the employee is staying for five (5) days; and for four (4) trips to and from the location of any school where the employee is staying for ten (10) days.

ARTICLE XIX

SHIFT DIFFERENTIAL PROVISION

- A. Members of the bargaining unit working a 3:00 P.M. to 11 P.M. shift shall receive a 1% Shift Differential.
- B. Members of the bargaining unit working a 11 P.M. to 7:00 A.M. shift shall receive a 2% Shift Differential.
- C. The appropriate Shift Differential shall apply to all hours worked when the employee's regular schedule is a shift calling for a differential. When the employee's regular

schedule is a shift without a differential, then all hours will be without a differential. In the event that an employee is called in on a day off, he shall be paid based upon the shift called to, including differential if applicable.

ARTICLE XX

JUST CAUSE PROVISION

- A. No officer shall be discharged, disciplined, reprimanded, reduced in rank or compensation, or deprived of any occupational advantage, or given an adverse evaluation of his services without just cause. Any such action asserted by the Township Council, or any agent or representative thereof, shall be subject to the Grievance Procedure herein set forth.

ARTICLE XXI

CONTRACT ADMINISTRATION AND ENFORCEMENT

GRIEVANCE PROCEDURE

- A. Purpose:
1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of the employee having a grievance, to discuss this matter informally with any appropriate member of the department supervisory staff and having the grievance adjusted without the intervention of the MLSOA.

B. Definition:

The term "grievance" as used herein, means any controversy arising over the interpretation, application or violation of policies, agreements and administrative decisions affecting the terms and conditions of employment covered under this Agreement and may be raised by an individual, the MLSOA, at the request and on behalf of an individual or group of individuals, or the Township.

C. Contents of a Grievance:

The written statements made by an aggrieved party in a grievance shall:

1. Specifically state the essential facts constituting the controversy;
2. State the relief sought;
3. Contain a concise procedural history of the grievance including any decisions that may have been rendered or actions that may have been taken in previous steps.

D. Steps of the Grievance Procedure:

The following constitutes the sole and exclusive method for resolving a grievance between the parties covered by this

Agreement, with the exception of a Township initiated grievance, which will proceed in accordance with Section E hereafter. The following steps (1 through 4) shall be followed in their entirety unless any step is waived, in writing, by mutual consent of the parties, in all cases other than a Township initiated grievance; the failure to proceed in a timely way to the next step of a grievance is a conclusive presumption of the abandonment of the grievance. Failure to respond in a timely fashion to the next step of a grievance by any party is a conclusive presumption that the relief sought is granted. An extension of time to file or respond to a grievance will be considered, if the request for an extension is filed in writing stating the reason for the request. If the extension is granted, the extension shall be limited to the same number of days originally allowed for response at the relevant step. If the extension is not granted, the period will be extended from the time period between receipt of the request and delivery of the response to the parties actually involved.

Step #1: The aggrieved party shall institute action by filing a written statement to his immediate Supervisor. (Lieutenants to Director of Public Safety; and Sergeants to Lieutenants.) This shall be done no later than ten (10) days after the event giving rise to the grievance. An earnest effort shall be made to settle the differences between the aggrieved party, within ten (10) days of the

filing of the grievance. (If Lieutenants have a grievance involving the Director of Public Safety or his policies, they will follow this First Step by filing a written statement to the Township Manager; likewise, if Sergeants have a grievance involving a Lieutenant, they will file a written statement directly to the Director of Public Safety.)

Step #2: If the aggrieved party is not satisfied with the handling or the results of the grievance at the First Step, and such grievance concerns the interpretation, application or alleged violation of this Agreement only, the aggrieved party may make a written request for a Second Step meeting within five (5) calendar days after the answer is received from the aggrieved party's immediate supervisor as required in the First Step. The Township Manager or his/her designee shall set a meeting within ten (10) calendar days after the written request for such Second Step meeting. Said Second Step meeting shall be between the Township Manager and/or his/her designee, the aggrieved party and a representative of the MLSOA, if such representative is requested to be present by the aggrieved party. The answer, in writing, by the Township Manager or his designee shall be given to the aggrieved party and a copy of the same shall be forwarded to the MLSOA within ten (10) calendar days after the meeting, in the event that a representative of the same was present at the Second Step meeting pursuant to the request of the

aggrieved party. If a Lieutenant has a grievance involving the Director of Public Safety or his policies, they will bypass the Second Step and proceed to the Third Step.

Step #3: If the aggrieved party is not satisfied with the handling or the results of the grievance procedure at the Second Step, he/she may, within five (5) calendar days after the answer is received from the Township Manager or designee, notify, in writing, the Township Manager that he/she wishes to have the Township Council rule on the grievance in question. A meeting shall be established within twenty (20) days after the Township Manager, or his/her designee, has received the request that the Township Council rule on the matter. At such meeting, the aggrieved party may appear with a representative of the MLSOA, if such representative is requested to be present by the aggrieved party. The Township Council's response to the grievance in this Third Step shall be delivered to the aggrieved party and a copy of the same shall be forwarded to the MLSOA within ten (10) calendar days after the meeting, in the event that a representative of the same was present at the Third Step meeting pursuant to the request of the aggrieved party.

Step #4:

- a. If the aggrieved party is not satisfied with the decision of the Township Council, such person may, within five (5) calendar days, request, in writing,

that the matter proceed to arbitration. The arbitrator shall be chosen in accordance with the rules of the New Jersey Public Employment Relations Commission (PERC).

- b. However, no arbitration hearing shall be scheduled sooner than thirty (30) calendar days after the final decision by the Township Council. In the event the aggrieved party elects to pursue the New Jersey Department of Personnel Procedures, the arbitration hearing shall be cancelled, the matter withdrawn from PERC and the MLSOA shall pay whatever costs may be incurred in processing the case to PERC.
- c. 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 further be bound by the laws of the State of New Jersey and of the United States. The Arbitrator shall not add to, modify, detract from or alter in any way the provisions of this Agreement. In rendering this written decision, the Arbitrator shall indicate his findings of fact and reasons for making his decision. The Arbitrator's findings will be binding on both parties to the contract.

E. Township Grievances:

Grievances initiated by the Township shall be filed directly with the MLSOA within ten (10) calendar days after the event giving rise to the grievance has occurred. A meeting shall

be held within ten (10) calendar days after the filing of the grievance between the representatives of the Township and the MLSOA in an earnest effort to adjust the differences between the parties. In the event the matter is not resolved, the Township may proceed to arbitration.

ARTICLE XXII

SICK TIME PROVISION

All Lieutenants and Sergeants are entitled to fifteen (15) sick days per year. Sick days are days off for illness without loss of regular pay. Sick days are cumulative throughout an employee's career with no maximum number of days that can be accumulated.

ARTICLE XXIII

SEPARATION, DEATH AND RETIREMENT

- A. 1. At the time of an employee's retirement pursuant to the terms of the applicable State Pension Plan, and provided he has at least eighteen (18) years of continuous service with the Mount Laurel Police Department, or he becomes permanently disabled prior to his 18th year, he may sell back fifty percent (50%) of his unused sick days to a maximum of thirty (30) days.
2. Alternatively, he may elect to have the sell back amount added to his yearly gross salary (this includes longevity as well) during the final twelve (12) months of employment prior to retirement and shall be reported

as such to the appropriate pension plan. This is subject to the guidelines of the Division of Pensions. In that event, he shall give the Township at least fourteen (14) months written notice prior to retirement.

- a. Other pay calculations, including overtime and paid time off, shall be based upon the applicable salary as set forth in Article VI.
- b. In the event that the retirement is rescinded, the employee shall reimburse the Township for all monies related to the add-on of the sell back to his regular pay.

B. The Township will assume the full cost of coverage set out in Subparagraph A of Article IX for the following classes of employees and/or their families:

1. Families of deceased members of the Police Department whose deaths arose out of and in the course of employment within the meaning of the New Jersey Police and Fire Retirement System;
2. Retired members and their families in the event that retirement was based upon disability arising out of and in the course of employment within the meaning of the New Jersey Police and Fire Retirement System;
3. Lieutenants and Sergeants retiring for service under the provisions of the New Jersey Police and Firemen Retirement System. Coverage shall cease as follows:

- a. For employees of the Police Department on or before 12/31/85 - thirty-six (36) months after retirement;
 - b. For employees of the Police Department on or after 1/1/86 - eighteen (18) months after retirement.
- C. The benefits given in this Article, Subsection B are to be received by those people enumerated in Subsection B, only so long as those receiving the benefit do not receive a similar benefit. The benefits to be received by any dependent child of a retired or deceased member of the Police Department is to be received only until such dependent child reaches the age of nineteen (19) years. The word "Family" is agreed to mean the spouse of the employee and the children of the employee.

The recipient of the benefits under Paragraph B of this Article are responsible to keep the Township informed of current addresses, ages of dependent children or other information relevant to the maintenance of the benefits. Failure to do so shall not only relieve the Township of any responsibility for coverage or for failure to provide its contribution but shall also result in permanent ineligibility for the benefits. The recipient shall have 30 days from the date of any change of address, etc. to notify the Township in writing of such changes.

ARTICLE XXIV

USE OF TOWNSHIP VEHICLES

- A. Lieutenants assigned as Division Commanders shall be assigned a Township Motor Vehicle, when available, for the purpose of responding to and from work to conduct Township Police business.
- B. A Sergeant assigned to the Detective Bureau shall be assigned a Township Motor Vehicle, when available, to respond to and from work and while conducting Township Police business.
- C. No unofficial use of a Township Motor Vehicle is permitted.

ARTICLE XXV

SUPERCEDING CLAUSE

This Agreement supercedes any and all other Agreements, Ordinances and/or Resolutions dealing with working conditions and terms and conditions of employment which are inconsistent with the terms of this Collective Bargaining Agreement.

ARTICLE XXVI

WORK SCHEDULE

HOURS OF WORK

- A. The parties understand and agree that the standard weekly work schedule for employees covered by this Agreement requires superior officers' services continually throughout the seven (7) day week.

- B. Lieutenants' normal work week shall be five (5) days on and two (2) days off throughout the year.
- C. Sergeants assigned to other than the Patrol Bureau shall work a five (5) on, two (2) days off schedule throughout the year.
- D. In the Patrol Bureau, the work week for Sergeants will be five (5) days on, followed by two (2) days off; five (5) days on, followed by two (2) days off; and finally, five (5) days on, followed by one (1) day off. It is agreed that the eighteen (18) days accumulated by the employees shall be scheduled so that five (5) consecutive working days will be given off for the employee three (3) times a year with the additional three (3) days to be scheduled so that they are also taken off consecutively. These days will be scheduled with the concurrence of the Department.

ARTICLE XXVII

NON-DISCRIMINATION CLAUSE

The Township and the MLSOA agree that there shall be no discrimination against any Police Officer because of race, creed, color, religion, sex, national origin or political affiliation.

ARTICLE XXVIII

DURATION AND RENEWAL CLAUSE

- A. This Agreement shall be in full force and effect as of January 1, 1991, unless otherwise provided, and shall be in effect to and including December 31, 1993, unless otherwise

provided. All provisions of this Agreement shall remain in force and intact pending the ratification of a successor agreement.

B. The parties shall commence negotiations for the 1994 contract not earlier than one hundred fifty (150) days prior to the expiration of this Agreement.

ATTEST:

Patricia Halbe
Municipal Clerk

TOWNSHIP OF MOUNT LAUREL

BY: Ralph Ciurlo
Mayor

MOUNT LAUREL SUPERIOR OFFICERS ASSOC.

Saunders Weinstein
Witness

BY: Paul Modugno

BY: Marti Katalak

BY: Michael Raga