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A G R E E M E N T

Between

~~TOWNSHIP OF CRANFORD~~ Township of Cranford

UNION COUNTY, NEW JERSEY

and

POLICE SUPERIOR OFFICERS' BARGAINING UNIT

POLICEMEN'S BENEVOLENT ASSOCIATION, - Local No. 52

X January 1, 1983

through

December 31, 1984

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DESIGNATION OF PARTIES

This Agreement is entered into this 14th day of December 1981, by and between the Township of Cranford, County of Union, New Jersey, a municipal corporation of the State of New Jersey, hereinafter designated "Township",

and the Police Superior Officers' Bargaining Unit, Policemen's Benevolent Association, Local No. 52, Cranford, New Jersey, hereinafter designated as "P.S.O." or "Union".

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ARTICLE I

PREAMBLE

Section 1. Purpose of Agreement The Township and Union agree that the general purpose of this Agreement is to establish an equitable and peaceful procedure for resolution of differences and to establish rates of pay, hours of work, and other terms and conditions of employment.

Section 2. Public Employees The Department of Police and the individual members of this P.S.O. Bargaining Unit agree to regard themselves as Public Employees and are to be governed by the highest ideals of honor and integrity in all their public and personal conduct so that the employees merit the respect and confidence of the general public.

Section 3. Management Personnel The members of the Police Superior Officers' Bargaining Unit, individually and collectively, are to regard themselves as management personnel and to carry out their managerial duties and responsibilities in a manner consistent with generally accepted management theory and practice.

ARTICLE II

RECOGNITION

Section 1. The Township of Cranford hereby recognizes the Police Superior Officers' Unit as the sole and exclusive representative for all "duly sworn officers" of the rank of Sergeant, and Lieutenant for purposes of collective bargaining with respect

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to rates of pay, hours of work, and other terms and conditions of employment but excluding the Chief of Police, Deputy Chief(s) of Police, Deputy(s) to the Chief of Police, Assistant Chief(s) of Police, Captains, Patrolman, Detective Patrolman, clerical employee(s), dispatcher(s), and all other employees of the Township.

Section 2. The term "bargaining unit" as used herein shall include "all duly sworn officers" set forth hereinabove regardless of whether employee(s) are members or non-members of the Patrolmen's Benevolent Association - Local No. 52.

Section 3. The term "employee" as used herein shall mean employee(s) represented by the bargaining unit.

Section 4. All references in this Agreement to Employees of the male gender are used for convenience only and shall be construed to include both male and female Employees.

ARTICLE III

MANAGEMENT RIGHTS

Section 1.

The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey and of the United States and any modifications made thereto, and any ordinances and resolutions passed by Township-elected or appointed governing body.

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Section 2.

a. The Union recognizes that the Township's rights to manage its affairs and direct its work force and, within the existing framework within the Statutes of the State of New Jersey to maintain the Township of Cranford in the County of Union in as efficient a manner as is consistent with good management practices and fair labor standards.

b. The Township has and is vested with all the customary and usual rights, power, functions and authority of management.

c. The Union further recognizes that the management of the Township, the control of its properties and the maintenance of order and efficiency is solely a responsibility of the Township.

Section 3. All rights which ordinarily vest in and are exercised by employers are reserved to and remain vested in the Township. The Township shall have all other rights and prerogatives including those exercised unilaterally in the past subject only to clear and express restrictions governing the exercise of these rights as are expressly provided for in this Agreement.

Section 4. The Township retains the sole rights to suspend, demote, discharge or take other disciplinary action for good and just cause according to law, provided that in the exercise of this right it will not act in violation of the terms of this Agreement.

Section 5.

The Union agrees that the exercise of the foregoing powers, rights, authority, duties or responsibilities of the Township, the adoption of policies, rules, regulations and practices and furtherance thereof, and the use of judgement 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 Law of New Jersey and of the United States and Ordinances of the Township of Cranford provided said Ordinances are not inconsistent with the provisions of the Agreement.

Section 6.

The Township agrees the Management Rights Article shall not be used as a guise to unfairly discriminate against any Employee(s) or the Union.

ARTICLE IV

NON-DISCRIMINATION

Section 1.

The Township and the Union agree that the provisions of this Agreement shall be applied equally to all Employees and there shall be no discrimination as to age, sex, marital status, race, color, creed, national origin or political affiliation.

Section 2. The Township agrees not to interfere with right of Employees to become members of the Union. There shall be no

discrimination by the Township or any of its representatives against any Employee because of Union membership or because of any Employee activity permissible under law or this Agreement in an official capacity on behalf of the Union.

Section 3. The Union recognizes its responsibility as exclusive collective bargaining representative and agrees to represent all Employees in the bargaining unit without discrimination or interference.

ARTICLE V

NO STRIKE PLEDGE

Section 1. The parties to this Agreement mutually recognize the services performed by Employees covered by this Agreement are services essential to the public health, safety and welfare. The P.S.O. therefore covenants and agrees that during the term of this Agreement that there shall be no interruption of these services for any reason whatsoever by the Employees it represents, and that neither the P.S.O. nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (ie. the concerted failure to report for duty, or absence of an Employee from his work or position, or stoppage of work, or abstinence in whole or in part from the full, faithful and proper performance of the Employee's duties of employment), work stoppage, slow-down, walk-out, sit-downs or any acts that interfere in any manner or to any degree with the services of any department of the Township. The P.S.O. further

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agrees that its members, upon the direction of the Department Head or his designee, will respond to cover in the Township or in any contiguous municipality where a Police or emergency or rescue activity is in progress.

Section 2. In the event of a strike, slow-down, walk-out, or other form of job action it is covenanted and agreed that participation in any such activity by any P.S.O. member shall be deemed grounds for disciplinary action, including possible termination of employment of such Employee or Employees.

Section 3. The P.S.O. agrees that it will do everything in its power to prevent its members from participating in any strike, work stoppage, slow down or other activity aforementioned. The P.S.O. actions will include, but not be limited to publicly disavowing such activities and ordering all such members who participate in such activities to cease and desist from same immediately and to return to work, along with such other steps as may be necessary under the circumstances to bring about compliance with its order.

Section 4. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by the P.S.O. or its members.

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ARTICLE VI

MAJORITY BARGAINING AGENT RIGHTS AND DUTIES

Section 1. The Township shall permit members of the P.S.O. Negotiating Committee (not to exceed two (2) members) to attend collective bargaining negotiation meetings with Township Officials during the regular duty tour of the members(s). Such meeting held during the regular duty tour of the member(s) shall be without loss of pay or time provided the conduct of such business shall not diminish the effectiveness of the Police Department or require the recall of off-duty Employee(s) to bring the Police Department to its proper effectiveness.

Section 2. The Township shall permit members of the P.S.O. Grievance Committee (not to exceed one (1) member) to conduct the business of the Grievance Committee, which consists of conferring with Employees and management on specific alleged grievances in accordance with the Grievance Procedure set forth in Article VIII of this Agreement, during the regular duty tour hours of the member(s) without loss of pay or time provided the conduct of such business shall not diminish the effectiveness of the Police Department or require the recall of off-duty Employee(s) to bring the Police Department to its proper effectiveness.

Section 3. The P.S.O. shall be responsible for acquainting its members with the provisions of this Agreement and shall be responsible for the adherence to the terms and conditions of this Agreement by such members.

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ARTICLE VII
DUES CHECK-OFF

Section 1.

Pursuant to N.J.S.A. 52:14-15.9E

The Township agrees to deduct the current uniform dues on a bi-weekly basis provided that at the time of such deduction there is in possession of the Township a current written assignment, individually and voluntarily executed by the Employee, in the form and according to the terms of the authorization form provided by the Township executed annually or upon re-instatement.

Section 2.

The Township will deduct the current uniform dues from the pay of the Employee(s) on a bi-weekly basis provided that if an Employee has no pay coming for such pay period, or if such pay period is the first pay of a new Employee, such dues shall be deducted from the next appropriate pay period.

Section 3.

The Township will deduct from the pay of Employee(s) in any one month only dues incurred while an Employee has been in the employ of the Township and only such amounts becoming due and payable in such month.

Section 4.

In the event that a refund is due any Employee for any sums de-

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ducted from wages and paid to the Union, it shall be the responsibility of such Employee to obtain appropriate refund from the Union.

Section 5.

All sums deducted by the Township shall be remitted to the Treasurer Local Union No. 52, Policemen's Benevolent Association, 8 Springfield Avenue, Cranford, New Jersey not later than the 31st day of the calendar month subsequent to the month in which such deductions are made.

Section 6.

In the event the Union requests that the Township deduct dues in excess of the amounts deducted as the date of execution of this Agreement, such request shall be effective only upon written assurance by the requesting party that the additional amounts have been authorized pursuant to and under the Union's constitution; provided that in the event a new written authorization from the Employee is necessary that such authorization will be secured by the Union and presented to the Township prior to the deduction of the newly certified amounts.

Section 7.

The Employer shall not be liable for the remittance or payment of any sums other than those constituting actual deductions made; and if for any reason it fails to make a deduction for any Employee as above provided, it shall make that deduction from the Employee's next pay in which such deduction is normally deducted after the error has been called to its attention by the Employee or the Union.

Section 8.

The Union agrees that at no time will it solicit or collect monies of any kind on Township time or property.

Section 9.

The Union shall indemnify and hold the Township harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Township for purpose of complying with any of the provisions of this Article.

ARTICLE VIII

GRIEVANCE PROCEDURE

Section 1.

The term "grievance" as used herein is a written dispute, claim or complaint arising under and during the term of the Agreement and filed by either an Employee in the bargaining unit, the P.S.O. or the Township. Grievance(s) are limited to matters of interpretation or application of express provisions or alleged violations of this Agreement.

Section 2. General

The Township and Union, recognizing that an orderly grievance procedure is necessary, agree that the following constitutes the sole and exclusive method of resolving grievances between the parties over this Agreement with the exception of Township initiated griev-

ances which will proceed in accordance with Section 4 of this Article and agree that each step as set forth herein shall be followed in its entirety or the grievance is forfeited unless any step is waived by mutual consent.

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Section 3. Grievance Steps

Step 1. An Employee with a grievance shall first discuss the grievance with his immediate supervisor for the purpose of resolving the matter informally. The immediate superior shall render a decision within five (5) working days after receipt of the grievance.

Step 2. If the aggrieved Employee is not satisfied with the disposition of the grievance the Employee may file a grievance in writing with the Chief of the Police Department or his designated representative within five (5) days of the conclusion of Step 1. A hearing on the grievance may be held between the Chief of Police or his designated representative and the aggrieved Employee. The Chief of Police will render a decision in writing within ten (10) working days.

Step 3. If the aggrieved party is not satisfied with the disposition of his grievance at Step 2, he may submit the matter for review by the Township Administrator within five (5) working days after receiving the decision in Step 2. The Township Administrator shall render a decision from the record before him in writing within ten (10) working days.

Step 4. If the Employee is not satisfied with the disposition of the grievance at Step 3, the Employee may submit the grievance in writing to the Township Grievance Committee through the Office of

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Township Administrator within five (5) working days after the response of the Township Administrator. The Township Grievance Committee shall hold a hearing on such grievance within twenty (20) working days after submission and shall render a decision within ten (10) days after holding such hearings. A representative of the P.S.O. may attend such hearing. The Township Grievance Committee shall set forth its findings and such conclusions in writing with a copy thereof to the P.S.O. and to the Township.

Step 5. If such grievance is not settled by Step 4 above, it may be submitted for arbitration in accordance with the provisions of Grievance Arbitration Article.

Section 4.

The Township may institute action under the provisions of this Article within five (5) working days after the event giving rise to the grievance has occurred. Such grievance shall be filed directly with the Executive Board of the P.S.O. and an earnest effort shall be made to settle the differences between the Township and the P.S.O. If such grievance is not settled, it may be submitted to the American Arbitration Association for the selection of an impartial arbitrator in accordance with their rules and regulations. Such submission shall be made not later than ten (10) working days following failure by the parties to resolve the differences.

Section 5. Grievance in Writing

All grievances shall be in writing on forms agreed to by the parties. The aggrieved party shall state clearly and concisely all facts which

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are the basis for the grievance and if the claim that any Articles of this Agreement are involved, the aggrieved party shall specify such Articles. The grievance shall be dated and signed by the aggrieved party or parties.

Section 6.

Grievance hearings and conferences shall be held at the Municipal Building. Provided prior permission has been secured from the Chief, a representative from the P.S.O. whose presence is required to resolve grievances shall be released from work without loss of regular straight time pay for the purpose of participating in such a grievance resolution and further provided that there shall be no interference with the operation of the Township. In addition, witnesses who are reasonably required for the purposes of appearing at a hearing shall, if prior permission is secured from the Chief, be made available during working hours, if necessary, without loss of regular straight time pay for the purpose of appearing at hearings.

ARTICLE IX

GRIEVANCE ARBITRATION

Section 1.

a. Either party may request arbitration of an unsettled grievance. The party desiring arbitration must notify the other party in writing of such desire within ten (10) working days after the decision in writing is given under the last step of the griev-

ance procedure provided for in this Agreement. In the event either party fails to serve said written notice of desire to arbitrate within ten (10) working days of the date of the written decision handed down under Step 4 of the grievance procedure provided for in this Agreement, the grievance shall be considered as settled on the basis of the written disposition made in the last step of the grievance procedure.

b. After receipt of a notice of a desire to arbitrate, the Township and P.S.O. shall attempt to agree on an arbitrator. If the Township and the P.S.O. are unable to so agree within seven (7) working days, or within a longer period if mutually agreed upon, the grieving party may submit the matter to the American Arbitration Association requesting that an impartial arbitrator be selected in accordance with their rules and regulations.

c. Only the Township or the P.S.O. shall have the right to submit a grievance to arbitration.

d. Unless otherwise agreed to by the parties, only one (1) issue will be submitted to the arbitrator in each case.

Section 2.

a. Any grievance submitted for arbitration shall first be reduced to a written "Submission Agreement" detailing the dispute at issue. If the Township and the P.S.O. cannot agree upon the Submission, each party, at least two (2) days in advance of the hearing, shall submit to the other a statement of the issues it considers in dispute.

b. The joint "Submission Agreement" shall be signed by the Township,

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the P.S.O. and all aggrieved Employee(s), if any. In the event separate statements of the issues are submitted, the Township shall sign its copy and the P.S.O. and the aggrieved Employee(s) if any, shall sign the P.S.O.'s statement of issue.

Section 3.

- a. 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.
- b. The decision of the arbitrator shall be final and binding on both parties. Said arbitration statute does not preclude grievant to file said grievance with PERC.
- c. The cost for the services of the arbitrator shall be borne equally between the Township and P.S.O. Any other expense shall be paid by the party incurring same.
- d. It shall be the obligation of the arbitrator to the Township and to the P.S.O to make his best effort to rule on cases heard by him within thirty (30) days after the hearing.

Section 4.

Arbitration hearings and conferences shall be held at the Municipal Building. Provided prior permission has been secured from the Chief, a representative from the P.S.O. whose presence is required to resolve arbitrations shall be released from work without loss of regular straight time pay for the purpose of participating in such an arbitration hearing and further provided that there shall be no

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interference with the operation of the Township. In addition, witnesses who are reasonably required for the purposes of appearing at an arbitration hearing shall, if prior permission is secured from the Chief, be made available during working hours, if necessary, without loss of regular straight time pay for the purpose of appearing at arbitration hearings.

ARTICLE X

SENIORITY

Section 1. Definition a. An Employee must be regular, full-time, permanent, in full-pay status in order to be eligible to accrue seniority. b. Such Employee's seniority shall date from the most recent starting date of continuous full-time employment with the Township's Department of Police. Such Departmental seniority shall accumulate until there is a break in service. Departmental seniority of an Employee who is reinstated after a period of layoff shall be continued retroactively exclusive of the period of layoff.

Section 2. Seniority Rights An Employee's seniority shall entitle him only to such rights as are expressly provided for in this Agreement.

Section 3. Equal Seniority a. In the event two or more Employees have equal seniority, the Employee's seniority shall be determined on the basis of the total points amassed and used for making the appointment to the Township's Department of Police. b. In the

event two or more Employees have equal total points or said data is not available, then the "high card draw" system shall determine the more senior Employee.

Section 4. Probationary Period a. Any regular, full-time, permanent Employee in full-pay status and actively at work performing assigned duties promoted or transferred into or within the bargaining unit shall serve a probationary period of eighteen (18) consecutive calendar months from date of promotion or transfer uninterrupted by any type of service break during which time Employee will be termed "probationary". b. During said probationary period, an Employee shall be eligible for Employee benefits unless expressly prohibited otherwise in this Agreement. After Employee has successfully completed probationary period as a result of promotion or transfer, Employee shall be eligible for a designation of permanent promotion. c. During the probationary period, an Employee's performance shall be reviewed and evaluated in accordance with the then current procedures every six (6) months. Employee will continue in probationary status automatically unless Department Head recommends to the Township Committee to change status. Department Head must make a recommendation at the end of said eighteen (18) month period to either make the promotion or transfer permanent or to recommend the Employee revert to a position classification held at time of promotion. d. Probationary Employee's promotion or transfer may be reverted at any time by the Township in its sole discretion and neither the Employee so reverted nor the Union shall have recourse to a grievance over such reversion. An Employee reverted during the probationary

period may, however, request a hearing before the Township Administrator and, if not satisfied with the decision of the Township Administrator, request a hearing before the Township Committee.

Section 5. Promotion to Supervisory Position a. An Employee promoted or transferred from a job classification in the Patrolman and Detective Patrolman Bargaining Unit to a supervisory position shall retain the seniority Employee had at the time of such promotion or transfer and shall continue to accumulate seniority while Employee is in such supervisory position for a period not to exceed eighteen (18) consecutive months from date of promotion or transfer. b. An Employee promoted or transferred as described in sub-section (a) of this Section shall have the right to return to the Patrolman and Detective Patrolman Bargaining Unit and be placed on a job to which such seniority would entitle Employee as if the employment with the Township Department of Police had remained unbroken; provided, however, if such Employee is discharged for cause Employee shall not be eligible to return to the Patrolman and Detective Patrolman Bargaining Unit. c. An Employee promoted or transferred from a job classification in the Bargaining Unit to a higher supervisory position within said Bargaining Unit or outside said Bargaining Unit shall retain the seniority Employee had at the time of such promotion or transfer and shall accumulate seniority while Employee is in such higher supervisory position inside or outside said Bargaining Unit for a period not to exceed eighteen (18) consecutive months from date of promotion or transfer. d. An Employee promoted or described in sub-section (c) of this Section shall have the

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right to remain in or return to said Bargaining Unit and be placed on a job to which such seniority would entitle Employee as if the employment with the Township Department of Police had remained unbroken; provided, however, if such Employee is discharged for cause, Employee shall not be eligible to return to said Bargaining Unit.

Section 6. Lay-Off and Recall

- a. Seniority shall prevail in cases of lay-off, recall, and demotion in rank due to a need for reduction in force. Demotion in rank and/or lay-offs shall be in the inverse order of appointment to the rank held and reinstatement shall be in the reverse order of Employee's demotion and/or lay-off.
- b. A demoted Employee, if recalled to a job similar in work content and identical or higher in rate of pay to the job from which Employee was demoted in rank, shall be required to take the recall. Failure to take such offered position shall result in loss of all accrued rights to reinstatement at the higher rank.
- c. A laid-off Employee, if recalled to a job similar in work content and identical or higher in rate of pay to the job from which he was laid off, shall be required to take the recall. Failure to take such offered work shall result in loss of seniority and termination.
- d. Notices of recall shall be sent by certified or registered mail, or telegram to the Employee's last known address as shown on the Township's records and it shall be the obligation of the Employee to provide the Township with a current address and telephone number. A recalled Employee shall give notice of his intent

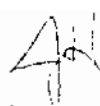
to return to work within five (5) consecutive calendar days of date of notice, and shall return within fourteen (14) calendar days or his employment shall be terminated without recourse to this Agreement.

e. In the event a recall is necessary on less than five (5) days notice, the Township may call upon the laid-off Employee(s) either personally or by telephone, until an Employee able to return to work is located. In such case, the Employee able to return to work immediately will be given a temporary assignment not to exceed fourteen (14) days, and Employees passed over because of their inability to return to work immediately will be given notice to report to work at the end of said fourteen (14) day period.

Section 7. Loss of Seniority

An Employee's seniority and employment shall terminate if:

1. The Employee quits; or
2. The Employee is discharged; or
3. The Employee fails to give notice of his intent to return to work within five (5) calendar days and/or fails to report for work within fourteen (14) calendar days after issuance of the Township's notice of recall by certified mail to the last known address of such Employee as shown by the Employer's records. It shall be the responsibility of the Employee to provide the Township with a current address; or
4. The Employee is absent from work for three (3) consecutive working days without advising the Township of a reason acceptable to the Township for such absence; or

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5. The Employee overstays a Leave of Absence without advising the Township of a reason acceptable to the Township for such overstay; or
 6. The Employee gives a false reason in requesting a Leave of Absence; or
 7. A Settlement with the Employee has been made for total disability; or
 8. The Employee is retired; or
 9. The Employee is laid off or has not, for any reason, worked for a continuous period of two (2) years or more for the Township as "a sworn police officer"; or
 10. The Employee falsified pertinent information on his application for employment.

Section 8. Vacation

Seniority by rank of the members of the Bargaining Unit within the Division and, where appropriate, within the Platoon shall be the basis for determining preference of a vacation.

Section 9. Leaves of Absence

The Employee who takes an authorized Leave of Absence from duty for more than five (5) working days for reasons other than Sick Leave or Vacation shall not earn seniority during said authorized Leave of Absence.

Section 10. Seniority - Exemption

Should a Court or administrative tribunal of competent jurisdiction order or request through its settlement procedures that the Township

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take certain affirmative action to achieve compliance with the order of or settlements with such appropriate tribunal, the Township shall be permitted to invoke such changes without regard to the seniority provisions of this Agreement, and without resort to the Grievance Procedure by the Union or any Bargaining Unit member.

Section 11. Seniority List Posting

The Township agrees to post and update annually a seniority list of the members of the Bargaining Unit seniority and provide a copy to the Union. An Employee's standing on the published list will be final unless protested to the Township Administrator's office not later than thirty (30) calendar days after the list has been posted on the bulletin board in the Township Municipal Building.

Section 12. Resignation

Employees who resign are requested to give thirty (30) days written notice in order to provide sufficient time to appoint and train a successor or rearrange work schedules, if necessary.

ARTICLE XI

HOURS OF EMPLOYMENT

Section 1.

(a) The work day shall consist of eight (8) consecutive hours in a twenty-four (24) hour period, except as mutually agreed to by the parties concerned.

(b) The work week shall consist of five (5) consecutive working days.

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for the proposed system the procedures shall be incorporated into the Police Manual and into the ratified and signed addendum to this contract.

Section 6.

Each Employee covered by this Agreement shall qualify with a service weapon in accordance with the Township Department of Police regulations and procedures twice a year at no additional compensation expense to the Township either in the form of regular straight-time pay, overtime pay or time-off in lieu of pay. Whenever feasible or practical, and at the sole discretion of the Chief of Police or his designated representative, qualifying sessions may occur during the Employee's normal duty tour.

Section 7. Staff Meetings

The Chief of Police or his designated representative has the authority to hold Staff Meetings on a monthly basis or at his discretion, not to exceed twelve (12) per year. The aforesaid meetings are to be held on a rotating basis or at a mutually agreed time and attendance at said Staff Meetings shall be without additional compensation.

ARTICLE XIV

COURT TIME

Employees covered by this Agreement who are required to appear in connection with their Police duties for the Township in Municipal Court or any other Court of Law, petit juries, grand juries, suppression hearings, alcoholic beverage control hearings, State

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Investigating Commission hearings, or State Motor Vehicle hearings whether said appearance is by subpoena, witness or as the complainant shall be paid for all overtime worked at the rate of time and one-half the Employee's regular rate of pay and shall be guaranteed a minimum of one (1) hour overtime to be paid.

ARTICLE XV

MERIT INCENTIVE PROGRAM

Section 1.

In addition to the annual salary, a merit incentive step payment program is hereby instituted for all Sergeants and Lieutenants Such merit incentive step payment shall be determined according to the following schedule and implemented in accordance with Schedule "A".

a. For period starting January 1, 1983:

<u>Incentive Step</u>	<u>Points Required</u>	<u>Dollar Value Per Point</u>	<u>Additional Compensation</u>
1st	30	\$18.20	\$ 546.00
2nd	45	18.20	819.00
3rd	70	18.20	1,274.00
4th	90	18.20	1,638.00
5th	110	18.20	2,002.00
6th	120	18.20	2,184.00
7th	140*	18.20	2,548.00*
8th	160*	18.20	2,912.00*

* Must have obtained a minimum of an Associates Degree to qualify for this additional compensation.

b. For the period starting January 1, 1984:

<u>Incentive Step</u>	<u>Points Required</u>	<u>Dollar Value Per Point</u>	<u>Additional Compensation</u>
1st	30	\$18.72	\$ 561.60
2nd	45	18.72	842.40
3rd	70	18.72	1,310.40
4th	90	18.72	1,684.80

5th	110	18.72	2,059.20
6th	120	18.72	2,246.40
7th	140*	18.72	2,620.80*
8th	160*	18.72	2,995.20*

*Must have obtained a minimum of an Associates Degree to qualify for this additional compensation.

Section 2.

The merit incentive points are to be awarded as follows:

1. Prior to January 1, 1973 each class hour at approved courses of more than ten (10) hours conducted by State, Federal or other training agencies outside of the departmental in-service training programs and initial recruit academy training - 1/20th of a point.
2. After January 1, 1973 each class hour at approved courses of more than eight (8) hours conducted by State, Federal or other training agencies outside departmental in-service training programs and initial recruit academy training - 1/15th of a point.
3. Each full year of service in the department - 1 point.
4. Each approved semester hour credit obtained in a college, technical institute or other institution of higher learning in courses prescribed by the Chief of Police with approval of the Township Committee - 1 point.
5. Qualifying average mark of eighty (80) or above in annual in-service training course examinations. - 1 point.
6. Recognized hours obtained in correspondence courses prescribed by Chief of Police with approval of the Township Committee.

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Points to be assigned each course prior to the commencement of said course. Range from 2 to 6 points.

7. Associate Degree - 15 points.
8. Associate Degree in Police Science - 25 points.
9. Baccalureate Degree - 35 points.
10. Baccalureate Degree with Police Field Major - 50 points.

However, the maximum number of points that can be amassed for any degree or combination of degrees is 50 points.

11. From 0 to 4 points (merit) annually for Superior Officers Merit Rating.
12. All Police Officers appointed prior to the enactment of Ordinance No. 69-21 shall be awarded, one time and one time only, points on the following basis:

1. For each year of service - 1 point.
2. Merit rating for each year of service - 2 points.
3. In-service training for each year of service - 1 point.
4. For each hour completion of approved course as submitted by the Chief of Police - 1 - 20 points.

Section 3.

Points shall be accumulated from date of appointment. Points earned during the period January 1 through December 31 are added and applied to the accumulated pointed total in the succeeding year for any additional compensation due in accordance with schedule set forth hereinabove.

Section 4.

- a. Township will establish a panel consisting of the Township

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Administrator, Chief of Police, a Superior Officer Bargaining Unit representative, a Patrolman and Detective Patrolman Bargaining Unit representative, and a floating panel member, preferably of the Education field to establish recommended higher education courses, non-college course, continuing education courses, seminars, etc. to help further prepare Employee to carry out duties and responsibilities.

b. Courses other than higher education courses that an Employee would be expected to attend would be scheduled at times that would impose the use of the least amount of off-duty hours feasible, subject to the availability and needs of instructors.

c. The Township would assume registration and enrollment costs of non-higher education courses, seminars, etc.

ARTICLE XVI

CLOTHING AND UNIFORM ALLOWANCE

Section 1.

Each regular, full-time, permanent Employee in full-pay status actively at work performing assigned duties shall receive a clothing allowance of four hundred dollars (\$400.00) for calendar year 1983 and 1984.

Section 2.

The Chief of Police shall prescribe the rules and regulations regarding what constitutes a dress and/or work uniforms, when they are to be worn, and the specifications of quality, color, etc, for same.

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Section 3.

If any part of the uniform of an Employee is damaged or destroyed in the line of duty, the Township shall pay for the replacement or repair thereof upon voucher submitted therefor and approved by the Chief of Police.

Section 4.

The Employee shall be responsible for the care and maintenance of all uniforms and clothing gear and Employee shall be in violation of this Agreement and subject to disciplinary action if Township issued clothing is used or worn for any purpose other than for Township Department of Police assigned duties.

ARTICLE XVII

LEAVE OF ABSENCE

Section 1. Definition

A Leave of Absence is the absence from duty of an Employee for more than five (5) working days with the permission of the Township Committee for reasons other than Sick Leave or Vacation Leave. Such permission shall be in writing, copies of which shall be forwarded to the appropriate individuals.

Section 2. Leave of Absence Without Pay

a. A Leave of Absence Without Pay may be granted by the Township Committee for a period not exceeding one (1) year to an Employee:

1. Who is temporarily or physically incapacitated or unable to perform duties; or

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2. To attend an approved school or to engage in an approved course of study designed to increase usefulness on the return to service, provided such school or course receives prior approval of the Township Committée; or
 3. In time of emergency or preparation for national defense whose special qualifications are required, in industry, or other businesses devoted to the production of supplies for defense purposes but only when the need for such services is certified by competent Federal authority and approved by the Township Committee.

b. Leave of Absence will not be granted to Employees to enter non-military service or as a matter of convenience or temporary advantage to such Employee by reason of place or hours of work or increased compensation.

c. Leave of Absence requested due to illness must be accompanied by a medical doctor's certificate that the Employee is unable to work and the reason therefor.

Section 3. Leave of Absence Administration

a. Leave of Absence requests shall be submitted in writing to the Township Administrator through the Chief of Police stating:

1. Reason for Leave of Absence.
2. Date Leave of Absence is to begin, and
3. Date Leave of Absence is to end.

b. Leave of Absence may not commence or end on the day preceeding or following vacation leave.

c. An Employee who obtains a Leave of Absence for a reason other than the one stated at the time the request was made may be termin-

ated from his employment solely at the discretion of the Township regarding such termination. Add

d. An Employee may not return to work prior to expiration of requested Leave of Absence without the expressed and prior approval of the Township Committee.

e. An Employee failing to return to work on the date scheduled shall be cause for termination of employment at the sole discretion of the Township regarding such termination.

f. Time absent from duty by an Employee on Leave of Absence without pay shall not be considered as continuous service.

g. Upon return of an Employee from a Leave of Absence Without Pay, Employee shall be re-employed at work generally similar to that which he did last and at the prevailing rate of pay for that job, if available.

Section 4.

Leave of Absence Without Pay shall become effective only after approval by the Township Committee.

Section 5.

Any Employee leaving his position without written authorization from the Township Committee will be deemed to have abandoned his position and to have resigned from the employment of the Township.

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ARTICLE XVIII

ADMINISTRATIVE (PERSONAL) LEAVE

Section 1. Definition

A regular, full-time, permanent Employee in full-pay status actively at work performing assigned duties shall be entitled to twenty-four (24) hours of administrative leave of absence with pay in each calendar year. Administrative Leave may be used for (1) emergencies, (2) observation of religious or other days of celebration but not holidays, (3) personal business, or (4) other personal affairs.

Section 2. Priority

Priority in granting such administrative leave request shall be (a) emergencies, (b) observation of religious or other days of celebrations but not holidays, (c) personal business, and (d) other personal affairs.

Section 3. Administration

a. Administrative leave shall be granted by the Chief of Police upon request of the Employee provided that:

1. Request is in writing,
2. Request is submitted at least five (5) working days in advance of the day Administrative Leave is to be taken,
3. Such Administrative Leave shall impose no additional cost to the Township,

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4. Efficiency of the Department of Police will not be impaired or diminished or cause a serious manpower shortage, such determination to be made by the Chief of Police.

In cases of emergency five (5) working days notice may be waived by the Chief of Police.

b. Policies concerning Administrative (personal) Leave shall be agreed upon by the Chief of Police and the P.S.O. with the concurrence of the Township Administrator.

c. Where, within the Department of Police, there are more requests than can be granted for use of this leave for one of the purposes stated hereinabove, the conflict will then be resolved on a first come, first serve basis, ie. the time and date of filing of request.

Section 4. Accumulation

Such Administrative Leave shall not accumulate beyond the calendar year in which earned unless the Employee's request for such leave is denied by the Chief of Police, the Employee requests carry-over of unused Administrative Leave over into the calendar year, and expressly approved by the Township Administrator. In any event, such accumulation shall not exceed three (3) days.

Section 5.

Such Administrative (Personal) Leave may not run concurrent with Employee's Holiday, Sick or Vacation Leave.

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ARTICLE XIX

BEREAVEMENT LEAVE

Section 1. Bereavement Leave

Bereavement Leave with pay shall be granted by the Department Head to a regular, full-time, permanent Employee in full-pay status actively at work performing assigned duties in the event of a death of a member of the immediate family, said leave to commence on date of death and continue through day of burial.

Section 2. Immediate Family

Immediate family shall consist of grandfather, grandmother, father, mother, spouse, daughter, son, brother and sister. Further, Father-in-law, mother-in-law, daughter(s)-in-law, and son(s)-in-law of the first marriage.

Section 3. Additional Bereavement Leave

A regular full-time, permanent Employee in full-pay status and actively at work performing assigned duties shall be granted by the Chief of Police one (1) day of bereavement leave with pay to attend funeral of grandchild, aunt, uncle, niece, brother-in-law, sister-in-law and cousin of the first degree.

Section 4.

Exceptions to this may be made where the funeral of the deceased is in another city and the member would be unable to return for his next scheduled tour of duty.

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Section 5.

Each Employee may, with the approval and at the sole discretion of the Chief of Police, be granted special leave with pay whenever the Employee is able to secure a substitute Employee provided:

1. Such substitution does not result in the payment of any overtime or other costs by the Township;
2. The efficiency of the Department is not diminished;
3. The action of the Chief of Police shall not be subject to the Grievance Procedure.

Section 6.

All Bereavement Leave shall be authorized by and reported to the Chief of Police who shall in turn report such absence to the Township Administrator and the Director of Finance.

ARTICLE XX

DISABILITY LEAVE

Section 1. Definition

Disability Leave shall mean the absence of a regular, full-time permanent Employee in full-pay status actively at work performing assigned duties from duty because of illness or injury as a result of and arising from employment with the Township.

Section 2. Disability Leave Days

Whenever such an Employee is disabled through injury or illness as a result of and arising from employment with Township as evidenced by a certificate of a physician and by qualification for Workers'

• Compensation, such Employee may be granted a Leave of Absence by the Township Committee with full pay:

Two (2) calendar weeks for each year of service, not to exceed fifty-two (52) weeks.

In the event an Employee is seriously injured on-the-job in the line of duty, the Township Committee may waive the years of service eligibility requirement.

Section 3. Disability Benefits Assignment

During the period in which the full salary or wages of any Employee on Disability Leave is paid by the Township, any weekly compensation payment received by the Employee under the Township Workers' Compensation policy or Social Security Disability Benefits, or any other disability benefits provided by a program paid for by the Township shall be assigned to the Township.

Section 4.

Days lost through compensable disability shall not be charges against Sick Leave allowance.

Section 5. Lump Sum Awards

Lump Sum compensation awards for permanent disability shall not be deducted from the salary paid by the Township.

Section 6. Board of Physicians

The Township also reserves the right to appoint a physician or Board of Physicians mutually agreeable to both parties for the purpose of independent determination in cases of repeated disability absences

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or protracted periods of disability illness, or other justifiable reasons, as to whether an Employee is physically able to return to work or is physically able to carry out his assigned duties and remain on the work force or such other duties as the Chief of Police and/or the Township Administrator may assign.

ARTICLE XXI

HOLIDAY LEAVE

Section 1.

Each regular, full-time, permanent Employee in full-pay status actively at work performing assigned duties shall earn and accrue a maximum of twelve (12) days off each calendar year in lieu of holidays to be known as "H" days at the rate of one (1) day per month.

Section 2. Holidays

The following days only shall be recognized as paid holidays for purposes of this Agreement for regular full-time Employees:

- | | |
|-----------------------|------------------|
| New Year's Day | Labor Day |
| Lincoln's Birthday | Columbus Day |
| Washington's Birthday | Election Day |
| Good Friday | Veteran's Day |
| Memorial Day | Thanksgiving Day |
| Independence Day | Christmas Day |

Section 3.

a. An Employee shall have the option to take an "H" day or time-

off in lieu of a paid holiday at straight-time from zero ("0") to twelve (12) days with the prior consent of the Chief of Police and the Township Administrator provided Employee advises the Chief of Police and Township Administrator of such selection. Pre-notice of intent to take "H" days and the number of said "H" days should be made by December 31st of the year preceeding the calendar year in which the Holidays occur. "H" days scheduled to be taken after November 1st of the calendar year in which earned shall be charged as though taken unless "H" day's request is cancelled on or before October 31st.

b. An Employee will be paid for all unused Holidays ("H" days) to be paid in the first scheduled pay in December for the current calendar year at the daily rate of pay "H" day was earned and accrued in addition to Employee's regular per annum salary upon verification and approval of the Chief of Police.

Section 4.

Employees agree that compensatory time-off ("H" day) in lieu of a paid Holiday may not be requested to run concurrent with the Employee's Administrative or Vacation Leave.

Section 5.

Employees agree that compensatory time-off ("H" day) in lieu of a paid Holiday will not be requested if such request requires the calling-in or holding over an off-duty Employee or diminishes the effectiveness of the Department of Police as determined by the Chief of Police.

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ARTICLE XXII
MILITARY LEAVE

Section 1.

A regular, full-time, permanent Employee who voluntarily enlists in the United States Armed Forces and who serves for not more than the period of such initial enlistment or for an additional period of enlistment, the total of which shall not exceed four (4) years, shall be entitled to re-employment benefits in accordance with the conditions specified in the Veteran's Re-Employment Rights Law, Military Selective Service Act, or such other applicable Federal Laws, provided Employee makes application for re-employment within ninety (90) calendar days from date of discharge from Military service.

Section 2.

A regular, full-time, permanent Employee who chooses work in the United States Armed forces on a career basis, and who is not otherwise compelled to enlist or remain in the service, will not be given a Military Leave of Absence with accompanying rights to re-employment.

Section 3.

A regular, full-time, permanent Employee who enters service in the United States Armed Forces will be given a Military Leave of Absence without pay and accumulate seniority during such leave, provided Employee quit his job for the sole purpose of enlisting in the United States Armed Forces and not for finding suitable employment elsewhere.

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Section 4.

A regular, full-time, permanent Employee on the seniority list inducted or recalled into the United States Armed Forces within the meaning of the Military Selective Service Act, or similar law in time of National Emergency, shall be granted an indefinite Military Leave of Absence without pay, shall accumulate seniority during such period and such other rights as may be afforded Employee under the Veteran's Re-Employment Rights Law, or such other applicable Federal Laws and shall be entitled re-employment benefits provided Employee makes application for re-employment within ninety (90) calendar days from date of discharge from Military Service and in the case of reservists who serve on active duty six (6) months or less application for re-employment shall be made within thirty-one (31) calendar days from date of discharge.

Section 5.

a. A regular, full-time, permanent Employee who is an enlistee, reservists and guardsman receiving a discharge or release that is 'honorable', 'general', or 'under honorable' will be considered satisfactorily discharged.

b. Service leading to a discharge or release that is other than 'honorable', 'undesirable', for 'bad conduct' or 'dishonorable' does not meet the statutory standard and will result in the veteran forfeiting re-employment rights.

Section 6.

If a regular, full-time permanent Employee is rejected for service in the United States Armed Forces due to failure to meet physical

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or mental requirements, the Employee must report back to work the first business day after Employee returns from the induction center. However, if extenuating circumstances can be shown for a delay in reporting back, a greater period may be allowed.

Section 7.

- a. When a returning veteran applies for re-employment within the bargaining unit and is incapacitated to the extent that Employee cannot perform his former assignment or similar work in the opinion of the Township physician or designated Board of Physicians, the Township will make every effort to provide a job within the bargaining unit compatible with the Employee's capacity.
- b. If there is no work within the bargaining unit for disabled veteran, his name shall be placed on a reserve list and he shall be recalled when such work within the bargaining unit as he can handle becomes available.

Section 8.

- a. Upon proper application to his Department Head, a regular full-time, permanent Employee in full-pay status performing assigned duties who is a member of the organized militia of the Army, Navy, Air Force, Marine or National Guard may be granted fifteen (15) calendar days of leave each year to perform Annual Active Duty for Training or seventeen (17) calendar days if such Employee is assigned to Advanced Party Duty. Such compensation paid by the Township for this period shall be the difference between the base pay for Military Duty and the Employee's regular straight-time rate of pay. Township may request and receive proof

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of required service and of pay received by such Employee.

b. A reservist may, at his option, use this period or part of it for his vacation and shall receive vacation pay for time so spent.

Section 9.

a. All returning veterans shall undergo a physical by the Township's physician or designated Board of Physicians and provide copies of medical service records, if requested, before re-employment.

b. This article is to be construed that it is not the intent of the parties hereto to require the Township to provide any right or assume any duties or obligations, monetary or otherwise, other than rights, duties and obligations specifically set forth in the Veteran's Re-Employment Rights Law or other applicable Federal Laws.

ARTICLE XXIII

SICK LEAVE

Section 1. Definition

Sick Leave shall mean the absence from duty of a regular, full-time, permanent Employee in full-pay status actively at work performing assigned duties because of illness, accident, or other health causes making Employee unable to perform his normal duties.

Section 2. Sick Leave Days

a. A regular, full-time, permanent Employee in full-pay status actively at work performing assigned duties hired on or before December 31, 1978 with less than one (1) year service shall earn

and accrue eight (8) hours Sick Leave with pay for each full calendar month of employment.

b. A regular, full-time, permanent Employee in full-pay status actively at work performing assigned duties with one or more years of service shall earn and accrue ten (10) hours Sick Leave with pay for each full calendar month of service for a maximum accumulation of one hundred twenty (120) hours per annum for absence due to bonafide illness for a maximum accumulation of seven hundred twenty (720) hours.

c. When accumulated unused Sick Leave falls below seven hundred twenty (720) work hours, Sick Leave may subsequently accumulate at the rate of ten (10) work hours for each full calendar month of service and one hundred twenty (120) work hours for each full calendar year of service until a maximum of seven hundred twenty (720) work hours is again reached.

Section 3.

A regular, full-time, permanent Employee in full-pay status actively at work performing assigned duties hired on or after January 1, 1979 shall earn and accrue eight (8) hours Sick Leave with pay for each full calendar month of employment for a maximum accumulation of ninety six (96.0) hours per annum for absence due to bonafide illness for a maximum accumulation of one thousand forty (1,040.0) hours.

Section 4. Notification

All Sick Leave shall be reported to the Chief of Police on a form prescribed by the Township who shall in turn report in writing such absences to the Township Administrator and Director of Finance.

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Section 5. Certification

Every absence on account of sickness in excess of three (3) or more working days must be certified by a written statement from an attending physician.

Section 6. Verification

An Employee absent from work due to a bonafide illness and utilizing a day of Sick Leave with pay must be at home during the hours scheduled to work for which Employee is being paid and reported off sick except to go to the physician's office. The Township reserves the right to send a physician, visiting nurse, or other appropriate official to report on the condition of the Employee.

Section 7. Board of Physicians

The Township also reserves the right to appoint a physician or Board of Physicians for the purpose of independent determination in cases of repeated absences or protracted periods of illness, or other justifiable reasons as to whether an Employee is physically able to carry out his duties and remain on work force.

Section 8. Additional Sick Leave

In unusual cases of prolonged illness, the Township Committee may, by resolution, grant Sick Leave at one-half (1/2) rate of pay to an Employee over the time allowed and available for use in Section 2 hereinbefore set forth in this Article to a maximum of twenty-six (26) additional weeks, such pay to be reduced by any Social Security disability benefits received or any other disability benefits received provided by a program paid for by the Township.

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Section 9. Advancing of Sick Leave

A regular, full-time permanent Employee in full-pay status may, upon written request and recommendation of the Chief of Police, and approval of Township Administrator, request an advance on Sick Leave to be earned up to one hundred twenty (120) hours of Sick Leave provided said Employee reimburses Township for any unearned Sick Leave advanced in the event Employee's employment terminated prior to date necessary to earn the Sick Leave advanced to said Employee. An Employee denied approval of an advance on Sick Leave may request a review of the Township Administrator's decision by the Township Committee. Denial of approval by the Township Committee of such request shall not be the basis of a grievance.

Section 10. Sick Leave Disallowed

Sick Leave with pay will not be allowed under the following conditions:

- a. If an Employee, when under medical care, fails to comply with the orders of the attending physician.
- b. If the opinion of an examining physician retained under Township authorization discloses the Employee's illness is willfully self-imposed.
- c. If the opinion of an examining physician retained under Township authorization discloses the illness is not of sufficient severity to justify the Employee's absence from duty.
- d. If the Employee is unable to perform his duties because illness accident or other health causes resulting from employment other than with the Township but excluding the off-duty assignments and work details that are statutorily mandated that a Police Officer in uni-

...ed subject to the review and approval of the Chief Police or his designated representative.

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Section 11. Compliance

Failure of an Employee to comply with any or all the provisions this Article or other administrative procedures can result in loss of pay for days claimed and reported as Sick Leave for bonafide illness.

Section 12.

An Employee fifty (50) years or older as of January 1, 1980 and an Employee forty (40) years or older as of January 1, 1981 may be required to take and pass annually a complete physical at Township expense by a Township appointed physician, Board of Physicians, or medical institution to determine if Employee is physically able to carry out assigned duties and remain on work force and must take immediate corrective action on any recommendations including weight loss. Failure to take corrective action could result in termination from the Township Department of Police.

ARTICLE XXIV

TERMINAL LEAVE

Section 1. Regular Terminal Leave

Each regular, full-time, permanent Employee in full-pay status and actively at work performing assigned duties having accrued twenty-five (25) years or more of creditable service with the Township's

of Police and is eligible in all respects for pension benefits in accordance with rules and regulations of the Division of Pensions, N.J. Department of Treasury shall be entitled to Terminal Leave at the rate of two (2) days for each year of creditable service at the then current rate of pay.

Section 2. Additional Terminal Leave

Each regular, full-time, permanent Employee fulfilling the eligibility requirements hereinabove set forth in Section 1 of this Article and credited with unused accumulated Sick Leave as defined in the Sick Leave Article of this Agreement shall be entitled to apply one such unused accumulated Sick Leave day for each five (5) days of unused accumulated Sick Leave days to his Terminal Leave. However, no Employee covered under this Agreement shall be entitled to apply more than eighteen (18) days of unused accumulated Sick Leave days to his Terminal Leave.

Section 3. Disability Terminal Leave

Each regular, full-time, permanent Employee in full-pay status whose employment terminates after fifteen (15) years but less than twenty-five (25) years of creditable years of regular, full-time, permanent employment with the Township's Department of Police and is eligible in all respects to disability pension benefits as defined by the Division of Pensions of the New Jersey Department of Treasury shall be entitled to two (2) days of Terminal Leave at the then daily rate of pay for each year of creditable service with the Township Department of Police.

Deferred Pension Terminal Leave
 for each regular, full-time, permanent Employee in full
 whose employment terminates after fifteen (15) years but
 twenty-five (25) years of creditable years of regular, full-
 permanent employment with the Township's Department of Po
 is eligible in all respects to a deferred pension benefit
 by the New Jersey Department of Treasury shall be entitled
 (2) days of Terminal Leave at the then daily rate of pay fo
 year of creditable service with the Township's Department of

ARTICLE XXV
VACATION LEAVE

Section 1.

Each regular, permanent, full-time Employee in full-pay status
 actively performing assigned duties shall earn and accrue Vacatio
 Leave for each full calendar month and year of continuous credit-
 able worked service as follows:
 For the calendar years 1983 and 1984 for Employee(s) hired
 on or before December 31, 1978.

<u>Completed</u> <u>Creditable Years</u> <u>of Total Service*</u>	<u>Working Day(s) Earnable</u> <u>and Accrueable Per Worked</u> <u>Month</u>	<u>Maximum Working</u> <u>Days Earnable a</u> <u>Accrueable per y</u>
One (1) year or less	Eight (8) Hours or a work- ing day for each full cal- endar month of service not to exceed ten (10) work days	Eighty (80) hours or ten (10) work days

2 thru 8	Ten (10) hours or 1.25 work days	One hundred (120) hours fifteen (15) days
9 thru 16	Fourteen (14) hours or 1.75 work days	One hundred si (160) hours or twenty (20) wo: days
17 thru 24	Eighteen (18) hours or 2.25 work days	Two hundred (200) hours or twenty- (25) work days
24 or more	Twenty (20) hours or 2.50 work days	Two hundred forty (240) or thirty (300) work days

* Creditable years of service shall be as defined by the Division of Pensions, N.J. Department of Treasury and the Employee becomes eligible for the increased Vacation Leave benefit in the calendar year in which the anniversary of completing the indicated creditable worked years of service occurs.

Section 2.

a. Each regular, permanent, full-time Employee in full-pay status actively performing assigned duties hired on or after January 1, 1979 with less than one (1) year of service shall earn and accrue

hereinabove set forth in Section 1 of this Article can be taken only after the first anniversary of date of hire. b. Each regular, permanent, full-time Employee in full-pay status actively performing assigned duties hired on or after January 1, 1979 with more than one (1) year of service shall earn and receive Vacation as hereinabove set forth in Section 1 of this Article. Vacation can be taken only after the second anniversary of date of employment. Subsequent to the second anniversary of date of employment, Section 1 above of this Article applies.

Section 3.

An Employee in order to be eligible for Vacation Leave with pay must be a regular, full-time, permanent Employee in full pay status actively performing assigned duties, completed years of service must be continuous and creditable, and the number of years of creditable service shall be determined as of the anniversary of the date of employment of each year. Vacation Leave with pay cannot be taken for the first time until after the first anniversary of the date of employment following date of hire.

Section 4.

If a Holiday listed in Article XXI, Section 2 of this Agreement falls within the authorized Vacation Leave of an Employee, one (1) and only one (1), additional working day for the said calendar year shall be added to the Employee's Vacation Leave regardless of the number of times a Holiday falls within an authorized Vacation Leave.

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Section 5. Notification

All Vacation Leave shall be reported to the Chief of Police on a form prescribed by the Township who shall in turn report, in writing, such absences to the Township Administrator and Director of Finance.

ARTICLE XXVI

ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

Section 1.

The Township shall provide to each regular full-time permanent Employee a Group Term Life and Accidental Death and Dismemberment Insurance Policy with double-indemnity in the face amount of ten thousand dollars (\$10,000.00).

Section 2.

The Township shall provide to an Employee who terminates on or after January 1, 1976 on a service-connected disability pension or on a full retirement pension a Group Term Life Insurance Policy in the face amount of three thousand dollars (\$3,000.00).

Section 3.

a. Any Employee terminating on a service-connected disability pension or a full retirement pension on or after October 1, 1978 shall:

1. Automatically enroll for a Group Term Life Insurance Policy in the face amount of seven thousand (\$7,000.00) dollars in addition to the Township provided Group Term Life Insurance Policy in the face amount of three thousand (\$3,000.00) dollars.

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2. Pay over to the Township Treasurer prior to the first day of retirement, either by cash or check, an amount equal to seven (7) times the current premium rate per \$1,000.00 of coverage for each full calendar month in retirement status beginning with the first month of retirement through December 31, 1980 and then annually thereafter payable in the month of December.

3. Pay over to the Township Treasurer within thirty (30) days of the date of invoice any increase in the premium rate per \$1,000.00 of coverage.

b. Any Retiree failing to remit in a timely manner the annual renewal premium shall automatically cancel the ten thousand (\$10,000.00) dollar Group Term Life Insurance Policy and shall forfeit all rights to same.

c. The Township shall be responsible for maintaining an accounting of the paid over premiums and paying the insurance carrier in a timely manner.

Section 4.

The Township reserves the right to change insurance carrier and/or insurance plans so long as substantially similar or greater benefits are provided.

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ARTICLE XXVII
DENTAL INSURANCE

Section 1.

The Township shall provide to each regular, full-time, permanent Employee and the dependents of the immediate family a New Jersey Dental Service Plan (N.J. D.S.P.): Program II-A 50/50 Co-pay Basic, Prosthodontic and Orthodontic Benefits Plan with a maximum of \$1,000.00 per eligible patient per calendar year for Basic and Prosthodontic Benefits and a lifetime maximum of \$500.00 per patient for Orthodontic Benefits.

Section 2.

The Township reserves the right to change insurance carriers and/or insurance plans, so long as substantially similar or greater benefits are provided.

ARTICLE XXVIII
HOSPITALIZATION INSURANCE

Section 1.

The Township shall provide to each regular, full-time, permanent Employee and the dependents of the immediate family a Blue Cross/ "UCR" Hospitalization Service Plan with Rider "J", Blue Shield "UCR" Medical Surgical Plan with Rider "J", and a Blue Cross/ Blue Shield Major Medical Plan.

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Section 2.

The Township reserves the right to change insurance carriers and/or insurance plans, so long as substantially similar or greater benefits are provided.

ARTICLE XXIX

PRESCRIPTION INSURANCE

Section 1.

The Township shall provide to each regular, full-time permanent Employee and the dependents of the immediate family a Blue Cross Prescription \$1.25 C0-pay/No Contraceptives Benefit Program.

Section 2.

The Township reserves the right to change insurance carriers and/or insurance plans so long as substantially similar or greater benefits are provided.

ARTICLE XXX

RETIREE MEDICAL BENEFITS

Section 1.

Each regular, full-time, permanent Employee in full-pay status actively at work performing assigned duties who is eligible in all respects for pension benefits in accordance with rules and regulations of the Division of Pensions, N.J. Department of the Treasury and retires after twenty-five (25) or more years of creditable service with the Township Department of Police shall be entitled

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to the following medical benefits while in retired status:

a. Hospitalization Insurance

for Employees Retiring on or after January 1, 1976

1. The Township shall provide a Blue Cross "UCR" Hospitalization Service Plan with Rider "J", a Blue Shield "UCR" Medical Surgical Plan with Rider "J"; and Blue Cross/Blue Shield Major Medical Plan to each Employee who retires on or after January 1, 1976 in a manner hereinabove set forth in Section 1 of this Article and the spouse of the Employee at time of retirement until the Employee's death or until the death of the spouse, whichever event shall occur later.

2. Hospitalization Insurance

for Employees Retiring on or after January 1, 1978.

The Township shall contribute for each Employee classified by Blue Cross of New Jersey (B.C. N.J.) as "Single" the monthly premium rate as of February 1, 1979 for a "single" classification; for each Employee classified by B.C. N.J. as "Parent and Child" the monthly premium rate as of February 1, 1979 for a "Single" classification; for each Employee classified by B.C. N.J. as "Husband and Wife" and for each Employee classified by B.C. N.J. as "Family" the monthly premium rate as of February 1, 1979 for a "Husband and Wife" classification.

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b. Dental Insurance

for Employees Retiring between January 1, 1976 and
December 31, 1977

1. The Township shall provide a New Jersey Dental Service Plan (N.J. D.S.P.) Program II-A 50/50 Co-pay Basic, Prosthodontic and Orthodontic Benefits Plan with a maximum of \$1,000.00 per eligible patient per calendar year for Basic and Prosthodontic Benefits and life-time maximum of \$500.00 per patient for Orthodontic Benefits to each Employee who retires in a manner hereinabove set forth in Section 1 of this Article after January 1, 1976 and on or before December 31, 1977. The Township shall contribute the monthly premium rate as of January 1, 1979 for "Single" classification, regardless of whether the Employee is classified by N.J. D.S.P. as "one-party", "two-party", "three-party" or other. An optional Agreement is available for the retired Employee to cover his dependents at the prevailing rate.

2. For Employees Retiring on or after January 1, 1978

The Township shall provide a New Jersey Dental Service Plan (N.J. D.S.P) Program II-A 50/50 Co-Pay Basic, Prosthodontic and Orthodontic Benefits Plan with a maximum of \$1,000.00 per eligible patient per calendar year for Basic and Prosthodontic Benefits and life-time maximum of \$500.00 per patient for Orthodontic Benefits to each Employee who retires in a manner hereinabove set forth in Section 1 of this Article after December 31, 1977 and the Employee's spouse at time of retirement

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until the Employee's death or the remarriage or death of the spouse whichever event shall occur later. The Township shall contribute for each Employee classified by N.J. D.S.P. as "one or two-party" the monthly premium rate as of January 1, 1979. An optional agreement is available for retired Employee to cover other immediate dependents at the prevailing rate.

c. Each regular, full-time, permanent Employee in full-pay status actively at work performing assigned duties who is eligible in all respects for a service-connected disability pension benefit in accordance with the rules and regulations of the Division of Pensions, N.J. Department of Treasury and said Employee retires on a service-connected disability shall be entitled to the benefits set forth hereinabove under the same terms and conditions as set forth in this Article.

d. In any event, each Retiree in the month succeeding the month retiree celebrates his sixty-fifth (65th) birthday will cease to be eligible to participate in the Township's contracted Blue Cross/Blue Shield Hospitalization Service, Medical-Surgical or Major Medical Plans when the retiree is eligible to participate in the Medicare Program and will also cease to be eligible to participate in the N.J. D.S.P. Plan.

e. In the event the Retiree precedes the spouse in death and spouse has not remarried, the spouse in the month succeeding the month spouse celebrates her sixty-fifth (65th) birthday when the spouse is eligible to participate in the medicare Progeam the spouse will cease to be eligible to participate in the aforesaid Blue Cross/Blue Shield and N.J. D.S.P Medical Benefit Plans.

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f. In the event the Retiree or the spouse is eligible to participate in Hospitalization Service Plan, Medical-Surgical Plan, Major Medical Plan and/or a Dental Plan through a place of employment, the Township shall have the option to terminate eligibility to participate in the aforesaid Township contracted plans.

g. In the event the Retiree or spouse fails to remit his or her monthly premium cash match to the Township's contribution, the Township shall have the option to terminate eligibility to participate in the aforesaid Township contracted plans.

Section 2. The Township reserves the right to change insurance carriers and/or insurance plans so long as substantially similar or greater benefits are provided.

ARTICLE XXXI

DEATH BENEFITS

Section 1. Any regular, full-time, permanent Employee who dies while in the employ of the Township, then and in that event, their beneficiaries will receive payment for the following benefits earned and accrued by the deceased Employee; accrued Sick Leave, accrued Vacation Leave, accrued Holiday Leave, accrued Overtime hours for which compensation has not been received, accrued Administrative (personal) Leave and such other benefits as may have accrued under the terms of this Agreement.

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Section 2.

In the event of the death of a regular full-time, permanent Employee covered under this Agreement who dies in the line of duty, the surviving spouse shall receive at Township expense the then current Dental, Hospitalization and Prescription Plan benefits until the surviving spouse's remarriage, surviving spouse's death or youngest surviving child reaches the eighteenth (18th) birthday, whichever shall first occur, but in any event benefits will terminate the month succeeding spouse's sixty-fifth (65th) birthday.

ARTICLE XXXII

MUTUAL AID DISABILITY BENEFITS

Section 1.

The Township will provide regular, full-time, permanent Employees in full-pay status actively at work performing assigned duties all appropriate benefits when rendering assistance to a contiguous municipality under proper authority in accordance with N.J.S.A. 40A:14-156.1 and N.J.S.A. 40A:14-156.3, as amended.

Section 2.

The Township reserves the right to change insurance carriers and/or insurance plans as long as substantially similar or greater benefits are provided.

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ARTICLE XXXIII

LEGAL AID

Section 1.

The Township will provide legal aid to all Employees covered under this Agreement in accordance with N.J.S.A. 40A:14-155, as amended.

ARTICLE XXXIV

EXISTING BENEFITS

Section 1.

Benefits provided to Employees covered under this Agreement in terms of salaries or other fringe benefits which are embodied in municipal ordinances and resolutions shall be continued for the life of this Agreement.

ARTICLE XXXV

SAVINGS

Section 1.

If any provision of this Agreement or any application of this Agreement to any Employee or group of Employees is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

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ARTICLE XXXVI

FULLY BARGAINED PROVISIONS

Section 1.

It is understood that the within Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the same time they negotiated or signed this Agreement.

Section 2.

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.

Section 3.

It is further understood that this Agreement has been negotiated in accordance with the provisions of the New Jersey Employer-Employee Relations Act, as amended.

ARTICLE XXXVII

DURATION

This Agreement shall be in full force and effect as of January 1, 1983 and shall terminate on December 31, 1984

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without any reopening date. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred and fifty (150) nor later than one hundred twenty (120) days prior to the expiration of this Agreement of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals at the Township of Cranford, New Jersey on this 14th day of December, 1982.

POLICE SUPERIOR OFFICERS' BARGAINING UNIT
POLICEMEN'S BENEVOLENT
ASSOCIATION LOCAL #52

TOWNSHIP OF CRANFORD
UNION COUNTY, NEW JERSEY

BY: Jack Dietz

BY: Richard Holway

ATTEST: [Signature]

ATTEST: [Signature]

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SCHEDULE "A"

SALARIES

Section 1. The following per annum salaries shall be effective January 1, 1983 for Sergeants:

	<u>Salary</u>	<u>Merit Points</u>	<u>Incentive Amount</u>	<u>Total Base</u>	<u>IF 12 Holidays Unused</u>	<u>Total</u>
<u>Sergeants</u>	25,729.60	0	-	25,729.60	1,187.52	26,917.12
	25,729.60	30	546.00	26,275.60	1,212.72	27,488.32
	25,729.60	45	819.00	26,548.60	1,225.32	27,773.92
	25,729.60	70	1,274.00	27,003.60	1,246.32	28,249.92
	25,729.60	90	1,638.00	27,367.60	1,263.12	28,630.72
	25,729.60	110	2,002.00	27,731.60	1,279.92	29,011.52
	25,729.60	120	2,184.00	27,913.60	1,288.32	29,201.92
	25,729.60	140*	2,548.00*	28,277.60	1,305.12	29,582.72
	25,729.60	160*	2,912.00*	28,641.60	1,321.92	29,963.52

Section 2. The following per annum salaries shall be effective January 1, 1983 for Lieutenants:

	<u>Base Salary</u>	<u>Merit Points</u>	<u>Incentive Amount</u>	<u>Total Base</u>	<u>If 12 Holidays Used</u>	<u>Total</u>
<u>Lieutenants</u>	27,060.80	0	-	27,060.80	1,248.96	28,309.76
	27,060.80	30	546.00	27,606.80	1,274.16	28,880.96
	27,060.80	45	819.00	27,879.80	1,286.76	29,166.56
	27,060.80	70	1,274.00	28,334.80	1,307.76	29,642.56
	27,060.80	90	1,638.00	28,698.80	1,324.56	30,023.36
	27,060.80	110	2,002.00	29,062.80	1,341.36	30,404.16
	27,060.80	120	2,184.00	29,244.80	1,349.76	30,594.56
	27,060.80	140*	2,548.00*	29,608.80	1,366.56	30,975.36
	27,060.80	160*	2,912.00*	29,972.80	1,383.36	31,356.16

* Must have obtained a minimum of Associates Degree to qualify for this amount.

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SCHEDULE "A"

SALARIES

Section 3. The following per annum salaries shall be effective January 1, 1984 for Sergeants:

	<u>Salary</u>	<u>Merit Points</u>	<u>Incentive Amount</u>	<u>Total Base</u>	<u>IF 12 Holidays Unused</u>	<u>Total</u>
Sergeants	27,872.00	0	-	27,872.00	1,286.40	29,158.40
	27,872.00	30	561.60	28,433.60	1,312.32	29,745.92
	27,872.00	45	842.40	28,714.40	1,325.28	30,039.68
	27,872.00	70	1,310.40	29,182.40	1,346.88	30,529.28
	27,872.00	90	1,684.80	29,556.80	1,364.16	30,920.96
	27,872.00	110	2,059.20	29,931.20	1,381.44	31,312.64
	27,872.00	120	2,246.40	30,118.40	1,390.08	31,508.48
	27,872.00	140*	2,620.80*	30,492.80	1,407.36	31,900.16
	27,872.00	160*	2,995.20*	30,867.20	1,424.64	32,291.84

Section 4. The following per annum salaries shall be effective January 1, 1984 for Lieutenants:

	<u>Salary</u>	<u>Merit Points</u>	<u>Incentive Amount</u>	<u>Total Base</u>	<u>IF 12 Holidays Unused</u>	<u>Total</u>
Lieutenants	29,307.20	0	-	29,307.20	1,352.64	30,659.84
	29,307.20	30	561.60	29,868.80	1,378.56	31,247.36
	29,307.20	45	842.40	30,149.60	1,391.52	31,541.12
	29,307.20	70	1,310.40	30,617.60	1,413.12	32,030.72
	29,307.20	90	1,684.80	30,992.00	1,430.40	32,422.40
	29,307.20	110	2,059.20	31,366.40	1,447.68	32,814.08
	29,307.20	120	2,246.40	31,553.60	1,456.32	33,009.92
	29,307.20	140*	2,620.80*	31,928.00	1,473.60	33,401.60
	29,307.20	160*	2,995.20*	32,302.40	1,490.88	33,793.28

* Must have obtained a minimum of Associates Degree to qualify for this amount.

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SCHEDULE "B"

DETECTIVE SERGEANT OR LIEUTENANT

Section 1. Assignment

The Chief of Police has the sole and exclusive responsibility for the assignment, continuation of assignment, and re-assignment of a Sergeant or Lieutenant to the duty of Detective and shall be responsible for determining and setting the selection criteria for assignment to the duty of Detective. Assignment to, continuation in, and re-assignment of a Sergeant or Lieutenant to the duty of Detective shall be made by and at the discretion of the Chief of Police or his designated representative(s), subject to policies established by the Township Committee.

Section 2. Incremental Increase Eligibility

a. A Sergeant or Lieutenant assigned to the duty of Detective shall serve a minimum of at least six (6) months of continuous service as a plainclothesman before being eligible for the first incremental increase; a minimum of eighteen (18) months of continuous service as a Detective before being eligible for the second incremental increase; and a minimum of thirty (30) months of continuous service as a Detective before being eligible for the third incremental increase.

b. A Sergeant or Lieutenant in order to be eligible for the incremental increase of a Detective must be assigned and actively and regularly working as a Detective.

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c. If a Sergeant or Lieutenant's assignment to the duty of Detective is discontinued and is later reassigned to the duty of Detective, the minimum time requirements set forth in sub-section (a) of this Section shall apply as though the Sergeant or Lieutenant was being assigned the duty of Detective for the first time except that in the event the Sergeant or Lieutenant is reassigned as a Detective within one (1) year of the date that his assignment was discontinued, the Sergeant or Lieutenant shall receive the incremental level in effect at the time of discontinuance of his assignment as Detective.

d. The Chief of Police upon assigning a Sergeant or Lieutenant to the duty of Detective may recommend, and upon approval of the Township Administrator, that an Employee's prior service of assignment to the duty of Detective, both at the current rank being held or lower rank, be credited towards the minimum time requirements set forth in Sub-section (a) of this Section of Schedule "B" provided the last day of said prior service falls within seven (7) years of the date of the current assignment to the duty of Detective. Further, said retroactive credit for prior service shall decrease one (1) year annually beginning in 1981 until a minimum of three (3) years is reached.

e. 1. The Chief of Police shall be responsible for insuring that performance evaluation of the Sergeant or Lieutenant as a Detective are conducted and the Chief of Police shall recommend to the Township Administrator, in writing, that the Sergeant or Lieutenant is to be paid the next higher incremental increase.

2. Employee's performance as a Detective shall be reviewed and evaluated in accordance with current procedures every six (6) months.

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Employee will continue at his then current incremental level automatically unless Chief of Police recommends to the Township Administrator, in writing, to change Employee's status to the next incremental level.

Section 3. Increment Increase Computation

The annual salary of a Sergeant or Lieutenant assigned the duty of Detective shall be the salary as shown in Schedule "A" as hereinbefore attached to the Agreement plus an additional total increment as also shown in Schedule "B", said annual incremental increase to be included in bi-weekly pay and in base pay for computing pension benefits, holiday pay and vacation pay.

<u>Grade</u>	<u>Total Additional Annual Increment</u>
Plainclothesman	-0-
Detective - 3rd Grade	\$249.60
Detective - 2nd Grade	499.20
Detective - 1st Grade	748.80

Section 4. Overtime

Overtime hourly rate is one and one-half times the hourly rate for base salary, merit incentive and additional increment for Detective status.