

RUNNEMEDE POLICE DEPARTMENT

**Agreement between:**  
**Runnemedede Police Department**  
**Bargaining Committee**  
**and**  
**Runnemedede Borough Mayor and**  
**Council**

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Police Contract: 2019, 2020, 2021, and 2022

# Index

Article	Page No.	Item
1	3	Committee Recognition
2	4	Maintenance of Standards
3	6	Vacations
4	7	Holidays
5	8	Grievances
6	11	Funeral Leave
7	12	Service Records
8	13	Suspensions
9	14	Sick/Injured Leave
10	17	Uniforms
11	18	Work Week and Overtime
12	20	Wages
13	21	Traveling Expenses
14	22	Other Benefits
15	23	Hospitalization
16	24	Severability
17	25	Retirement
18	26	Lodge Representation
19	27	No Strike Clause
20	28	Borough Council Rights and Responsibilities
21	29	Policemen's Rights
22	30	Association Rights
23	31	Leave of Absence
24	32	Public Safety Committee
25	33	Period of Contract

ARTICLE 1

**COMMITTEE RECOGNITION**

SECTION 1. The Borough of Runnemede recognizes the New Jersey Fraternal Order of Police as the exclusive "Representatives" as defined by Chapter 303, P.L. 1968, and Chapter 123, P.L. 1974 for all Policemen under contract.

- a. The term "Police Officer" when used in this agreement, shall refer to all full time employees, including Patrolmen, Sergeants, and Lieutenants, excluding Chief, Deputy Chief, and Captain, represented negotiating unit as defined above.
- b. The term "Borough" as used in this agreement, when appropriate, shall include its officers and agents.

SECTION 2. The Borough agrees not to negotiate with any organization other than that designated as the representative pursuant to the "New Jersey Employer/Employee Relations Act," for the duration of this agreement.

ARTICLE 2

**MAINTENANCE OF STANDARDS**

- SECTION 1. The Borough shall not discharge or discriminate in any way against any employee for the membership in any fraternal organizations as long as the activity does not, in any way, unreasonably disrupts normal operations of the Police Department.
- SECTION 2. The Borough agrees not to negotiate with any organization other than that designated as the representative pursuant to the "New Jersey Employer/Employee Relations Act," for the duration of this agreement.
- SECTION 3. This agreement shall not be amended except by mutual agreement, reduced in writing and duly executed by the parties thereto, before becoming effective.
- SECTION 4. It is recognized that the management of the Police Department, the control of its properties and the maintenance of order and efficiency, are solely the responsibilities of the Borough.
- SECTION 5. Nothing contained herein shall be construed to deny or restrict the employees covered under this agreement, the rights and benefits under N.J.S.A. 34A, 40A or any other National, State, County, or Local Laws or Ordinances.
- SECTION 6. The retention of any and all privileges previously agreed to and not in question, will remain in effect and be maintained at not less than the highest standards and will be implemented in this 2018-2022 contract.
- SECTION 7. The parties in this contract understand the police officers covered by this agreement work twelve (12) hour shifts, except where a police officer works an eight (8) hour shift (Example: Detectives and School Resource Officer) or where otherwise indicated.
- SECTION 8. Benefit time, such as vacation and sick time, is earned based upon an 8 hour day, irrespective of the length of the employee's work day. For example, 15 vacation days (or sick days) equals 15 days x 8 hours = 120 hours. Use of benefit time is based upon the number of hours used. For example, vacation or sick leave taken by an employee scheduled to work a 12 hour shift is charged at 12 hours for the absence.
- SECTION 9. Benefit time, such as vacation and sick time, is credited in advance at the beginning of the calendar year with the expectation of continued

employment for the entire year. Accordingly, in all instances, benefits are prorated for lesser periods of service.

Article 3

Vacations

SECTION 1 Annual vacations with pay shall be granted according to the following schedule for employees hired after March 1, 2003:

Officers shall receive 8 hours for the initial month of employment if they begin work during the 1<sup>st</sup>-8<sup>th</sup> day of the calendar month and 4 hours for the initial month if they begin during the 9<sup>th</sup>-23<sup>rd</sup> day of the month.

After the initial month of employment and up to the end of the first calendar year, officers shall receive 8 hours for each month of service.

Thereafter officers shall receive paid vacation leave as follows:

From the beginning of the first full calendar year of employment and up to ten (10) years of continuous service - 96 hours.

At the completion of:

Ten (10) full years of continuous service - 120 hours

Twenty (20) full years of continuous service - 160 hours

Officers hired prior to March 1, 2003 shall be entitled to vacation leave in accordance with Schedule C.

SECTION 2 In case of emergency due to scheduling, any vacation time cannot be taken in the year it is gained, that vacation may be used in the following year with the approval of the Chief of Police and the Borough Administrator.

SECTION 3 Eligibility for vacation must be obtained by October 15<sup>th</sup> of any given year.

SECTION 4 Notice to scheduling officer must be given at least five (5) days in advance of vacation/holidays. No more than two (2) consecutive weeks may be taken at one time.

SECTION 5 Prospective retirees will be permitted to use all earned vacation time remaining consecutively until the date of retirement (i.e., terminal leave) with the advanced consent of the Borough, but that once notice of retirement has been given and a prospective retiree begins using such time, they will not accrue any additional time.

ARTICLE 4

HOLIDAYS

Effective January 1, 2015, holiday pay was eliminated.

## ARTICLE 5

### GRIEVANCES

(A) PURPOSE                    It is the policy of the Borough of Runnemede and the Association that all grievances be resolved informally or at the earliest possible stage of this grievance procedure. Informal settlements at any steps shall bind the immediate parties to the settlement, but shall not be precedence in a later grievance proceeding.

(B) DEFINITION                1. The term grievance means a complaint or a claim that there has been an improper application, interruption, or violation of this agreement, any Borough policy governing the Association or any administrative decision affecting any member of this association.

2. A "POLICE OFFICER" is any full time person in the unit covered under this agreement.

3. An "aggrieved party" is a Policeman or group of Policemen, who submit a grievance or on whose behalf it is submitted.

#### (C) SUBMISSION OF GRIEVANCES

Step 1.                            Prior to submission of the grievance in writing, the aggrieved party must attempt to solve the grievance on the lowest possible level.

Step 2.                            If not resolved or adjusted at step 1 it shall then be submitted in writing within seven (7) working days of the date filed, to the Chief of Police. The Chief of Police shall seek to resolve the grievance with the aggrieved party.

Step 3.                            Each written grievance to be submitted must contain the following:

- a. The identity of the aggrieved party.
- b. The section of the agreement involved in the grievance.
- c. The time and place where events alleged or conditions constituting the grievance occurred or existed.
- d. If known, the identity of the person responsible for causing the even or conditions to be caused or exist.
- e. A general statement of the grievance and whatever redress is sought.



NOTE: A grievance shall be deemed waived unless it is submitted within thirty (30) days after the aggrieved party knew or should have known of the events or conditions on which it is based.

Step 4. The Chief of Police shall respond in writing to each grievance received seven (7) working days. If the aggrieved party is not satisfied with the response of the Chief of Police, or if no response is received, he (the aggrieved party) may submit a copy of the grievance to the Mayor and Council.

Step 5. The appropriate authority or its designated members shall, upon request confer with the aggrieved party/parties with respect to the grievance. A written statement of the position of the Mayor and Council on the grievance shall be delivered to the aggrieved party/parties no later than two weeks after the grievance has been received by them.

#### (D) PROCEDURE USED TO OBTAIN AN ARBITRATOR

- a) Aggrieved party and the Borough of Runnemede shall share equally the expense of the arbitrator.
- b) A joint request will be made to the PERC to submit a roster of person(s) qualified to function as an arbitrator in the dispute in question.
- c) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request PERC to submit a second roster of names.
- d) If the parties are unable to determine within ten (10) working days of the initial request for an arbitrator, a mutual satisfactory arbitrator from the second list, the PERC may be requested by either party to designate an arbitrator.
- e) The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing or subtract anything from the agreement between the parties and any policy of the Borough. The recommendations of the arbitrator will be binding on both parties. Only the Mayor and Council and the aggrieved and his representation shall be given copies of the arbitrator's report of the findings and recommendations.

(E) RIGHTS OF THE EMPLOYEES

- a) Employees and Associations – Any aggrieved person may be represented at all formal steps of the grievance procedure by himself, or at the option, by a representation selected or approved by the association.
- b) Failure at any step of this procedure to communicate the decision on a grievance within the specified time period shall permit the aggrieved party to proceed to the next step.
- c) Failure at any step of the procedure to appeal a grievance to the next step within the specified time period shall be deemed to be acceptance of the decision rendered at that step.
- d) It is understood that Policemen during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the department, until such grievance and any effect thereof shall have been finally determined.

ARTICLE 6

**FUNERAL LEAVE**

- SECTION 1            In the event of death in the employees immediate family, the employee shall be granted time off without loss of pay from the day of death or the day of the funeral, but in no event shall the leave exceed four (4) working days. In the event that the funeral is 300 miles or greater from the Borough limits, the leave shall not exceed five (5) working days.
- SECTION 2            The "Immediate Family" includes the employee's spouse, children, parents, siblings and the parents of the employee's spouse.
- SECTION 3            In the event of a death of a brother in law, sister in law, or grandparent of the employee or employee's spouse, the employee shall be granted time off without loss of pay from the day of the death or the day of the funeral, but in no event shall the said leave exceed three (3) working days.
- SECTION 4            The Borough may require reasonable verification of the event.
- SECTION 5            Such bereavement leave is not in addition to any holiday, day off, vacation day or compensatory time falling within the time of bereavement.

ARTICLE 7

SERVICE RECORDS

- SECTION 1            Each employee shall be entitled to inspect his/her service record upon request to the Chief, between Monday through Friday, during the hours of 9:00AM and 3:00PM on any off duty day by appointment.
- SECTION 2            Service files shall include all records in the employee's personnel file.

ARTICLE 8

SUSPENSIONS

SECTION 1

As the Borough is a Civil Service jurisdiction, disciplinary action is subject to the provisions of N.J.S.A. 11A:1-1, et seq. and N.J.S.A. 4:1-1.1, et seq. and N.J.S.A. 40A:14-118 et seq.

ARTICLE 9

**SICK/INJURED LEAVE**

- SECTION 1 Full-time officers covered under this agreement earn annual paid sick leave as follows: new officers earn 8 hours of sick leave for the initial month of employment. Upon completion of the initial month and throughout the completion of the first calendar year, officers shall be credited with 8 hours for each month of service. Thereafter, at the beginning of each calendar year in anticipation of continued employment officers shall be credited with 120 hours of sick leave.
- SECTION 2 Sick leave is used for absence due to a bona fide illness or off duty injury (not covered by workmen's compensation).
- SECTION 3 Pay for sick leave shall be equivalent to the number of hours used. For example, an officer working a 12 hour shift shall be charged 12 hours of sick leave for an absence and an officer working an 8 hour shift shall be charged 8 hours of sick leave for an absence. Sick leave shall be allowed for less than a full working day. In the event that an employee leaves because of illness before the end of his/her regularly scheduled workday, those hours will be charged against his sick leave allotment.
- SECTION 4 In order to be entitled to use paid sick leave, an employee must notify the Chief of Police or his immediate supervisor four (4) hours prior to his/her scheduled work shift. However, one (1) hour notice is required for dayshift.
- SECTION 5 Sick leave is not deemed to be a form of vacation and only in justifiable cases will sick leave be approved to be taken directly before or directly after a vacation.
- SECTION 6 For an employee to obtain the Department Chairman's (Director of Public Safety) approval for such paid sick leave, a written request must be filed with the Borough Administrator setting forth the reasons justifying such application.
- SECTION 7 Unused sick leave shall accumulate from year to year without limit, whether or not it was accrued prior to an intergovernmental transfer in accordance with N.J.A.C. 4A:4-7.1A. Officers on a voluntary leave of absence status will not accumulate sick leave during that time.

- SECTION 8 Every employee applying for sick leave shall present a medical certificate if the period exceeds three (3) days to the Chief of Police who shall immediately forward a copy to the Borough Administrator.
- SECTION 9 The Borough, if not satisfied with the medical certificate presented by the officer, shall have the right to have said officer examined by a licensed physician for the purpose of determining eligibility for sick leave benefits.
- SECTION 10 **This section is applicable to officers hired prior to January 1, 2013:** In the event of major illness or hospitalization, the time used will not be charged against sick leave, upon approval of the Chief of Police and/or the Borough Administrator. Definition of major illness is an illness deemed by a doctor as to hinder your capacity to perform the duties of a police officer for more than seven (7) days. If the Borough doctor disagrees with the employee's doctor, a third doctor mutually agreed upon by both parties will be used. Employees seeking major illness benefits must first use all accrued sick leave per N.J.S.A. 43:21-27.
- SECTION 11 **This section is applicable to officers hired prior to January 1, 2013:** In the event of major illness, the employee will apply for State Disability, subject to the obligation to use accrued sick leave as described in Section 10. The Borough will continue to pay the employee's salary during his or her major illness and the employee will turn over to the Borough any amount received from State Disability.
- SECTION 12 **Employees hired after January 1, 2013 but prior to January 1, 2019** will be credited with an additional 750 hours of sick leave, but will not be entitled to the major illness benefit. The Borough will not be responsible for making any payments to the employee while receiving disability or when disability expires.
- SECTION 13 Employees hired after January 1, 2019 are not entitled to either major illness leave nor the additional 750 hours of credited sick leave, but are entitled to benefits as participants under the State Disability Plan.
- SECTION 14 All employees are enrolled in the mandatory State Disability Plan. Employees contribute to the Plan through payroll deduction.
- SECTION 15 The Borough agrees to offer officers the opportunity to purchase supplemental insurance, such as AFLAC, through payroll deduction. Participation is at the option and cost of the employee.

SECTION 16

Leaves of absence with pay may not exceed one year.



ARTICLE 10

**UNIFORMS**

SECTION 1            Each officer covered under this agreement will receive an annual uniform allowance of \$1,000 for the purpose of uniform and equipment replacement. The Borough is not responsible for the cost of cleaning. Payment shall be made after the first Council meeting in March, which is generally held on the first Tuesday of the month.

It will be the employee's responsibility to verify the uniform and equipment purchases by returning the receipts for the purchases of uniforms and equipment to the Borough Clerk no later than September 1<sup>st</sup> of the year in which said check is issued. If the employee does not return the receipts for the purchases by September 1<sup>st</sup>, he/she will be responsible for that amount and the Borough may deduct that amount from his/her weekly salary.

SECTION 2            The Borough shall replace or repair all uniforms damaged while on duty.

SECTION 3            The Borough agrees to replace bulletproof vests after five (5) years of wear. The Borough will absorb the total cost of the vests. The cost of the vests will be in addition to the yearly uniform allowance. The replacement shall be a maximum of three (3) vests per year. The Borough Administrator will make approval for the replacement of these vests, and all requests for replacement of said vests shall be made directly to the Administrator in writing and submitted through the Chief of Police.

ARTICLE 11

**WORK WEEK AND OVERTIME**

SECTION 1

A. The Borough agrees to pay overtime at the rate 1.5 times the base hourly rate for time worked in excess of 84 hours in the 14 day work period. The hourly rate is computed at 1/2,184 of the annual base salary.

Overtime will be paid to any officer for time worked beyond his regularly scheduled shift provided that he serves his full twelve (12) hour shift for any given work week period, unless provided with any vacation or sick days to be deemed to be included within any given work week period and if additional work time is approved by the Chief of Police or Director of Public Safety, prior to working additional time. Officer may elect to take overtime pay or compensatory time up to the accumulation of 480 hours, thereafter the officer will be paid for the overtime in accordance with the Fair Standard Labor Act.

Shifts are presently scheduled for 5:30AM – 5:30PM and 5:30PM – 5:30AM.

B. Each officer working a regular twelve (12) hour shift shall have a minimum of twelve (12) hours off before his/her next regular twelve (12) hour shift. Any officer called into work during his/her twelve (12) hour time off shall be paid per Section 5 of this article.

SECTION 2

Any officer covered under this agreement as a result of his official duties as a member of the Runnemede Police Department who appears in any court, hearing, or juvenile conference committee other than the Runnemede Municipal Court or the Juvenile Conference Committee of the Borough of Runnemede will receive one hundred eighty dollars (\$180.00) per court appearance up to the total of \$3,500. for the department expenditures throughout the duration of this agreement. In the event that the expenditure is exhausted in these years, the officer shall be compensated with four (4) hour's compensatory time. If an officer is on standby for any court, he/she will notify the on duty supervisor on the day that he/she is on standby, and is not required to report to headquarters.

SECTION 4 Overtime, when paid in cash, will be paid as it is accrued in the employee's regular check.

SECTION 5 The Borough agrees to compensate each employee covered under this agreement with a minimum of four (4) hour's call in time. This will apply anytime an officer is to attend a Police Department function. If said time exceeds four (4) hours, the officer will be compensated with six hours overtime. If the said time exceeds six (6) hours, the officer will be compensated at his/her regular overtime rate, and may elect to take either overtime pay or compensatory time. This does not apply to DWI patrol.

SECTION 6 OUTSIDE/OFF DUTY EMPLOYMENT- All outside employment shall be offered to all full time employees covered by this agreement according to a rotating seniority list. In the event that no one was available from the seniority list, that job would then be offered first to full time employees not covered by this contract then to part time or special officers (SLEOs). For outside employment involving the Borough, the officer shall be paid at the applicable SLEO rate. For outside employment involving any other agency or vendor, the outside employment rate shall be set by ordinance, subject to mutual agreement by the Borough and the FOP.

SECTION 7 Comp time accumulated after 1/1/2019, must be used in the year earned, however, comp time earned in December must be used by January 31 of the following year.

ARTICLE 12

**WAGES**

SECTION 1           The base rate of officers permanently appointed prior to January 1, 2013, will be increased by 2.0% as of January 1, 2019 and 2.0% as of January 1 thereafter in 2020, 2021 and 2022. Wages for subsequent years shall be subject to negotiation.

See the attached schedules for officers appointed prior to January 1, 2013 and those appointed thereafter. Wages are paid on a bi-weekly basis.

SECTION 2           Any officer who has been employed by the Runnemede Police Department for more than five (5) years, and who performs the duties and responsibilities of a Sergeant, while the Sergeant is absent will receive pay at the rate of the lowest paid Sergeant and will continue to receive the pay of the Sergeant for the hours worked as Sergeant. This will commence immediately upon the absence of the Sergeant.

SECTION 3           The Borough will provide a 403-K Plan or similar plan to all full time Police Personnel. Said plan will be funded solely by the employee. Contributions to the plan will be deducted from the employee's bi-weekly paycheck in the amount approved by the employee. This is to be supplemental to the employee's retirement fund and is not contributed to by the Borough.

ARTICLE 13

TRAVELING EXPENSES

- SECTION 1 Employees shall receive seventeen (17) cents per mile expenses for use of their personal vehicle, per court appearance in the County and State Courts required by State or County offices.
- SECTION 2 The same amount as stated above will also be applied for mileage to and from any Police related school(s) and/or seminar(s), if approved by the Chief or Public Safety Director for attendance.
- SECTION 3 Mileage will be paid to and from the Runnemedede Municipal Building to the point of said court, school, or seminar.

ARTICLE 14

OTHER BENEFITS

SECTION 1

If a police officer is charged with a violation of the law as a result of acts committed by him in the course of performing his duties, the Borough shall, with the advice of the Borough Solicitor, select an attorney to provide legal services to defend him/her, said attorney shall be reasonable and satisfactory to both parties.

ARTICLE 15

**HOSPITALIZATION**

- SECTION 1            The Borough agrees to provide each employee and his/her dependents covered under this agreement with the Patriot V Health Plan or a plan providing equivalent coverage. Employees shall contribute to the cost of coverage through payroll deduction in accordance with the cost sharing schedule attached hereto as Schedule B.
- SECTION 2            The Borough agrees to provide the employees covered under this agreement and his/her dependents with a prescription plan. The employee shall be responsible for paying 20% of the cost of a prescription.
- SECTION 3            The Borough agrees to provide the employees covered under this agreement and his/her dependents with the Delta dental plan or equivalent.
- SECTION 4            The Borough agrees to provide the employees covered under this agreement and his/her dependents with an optical reimbursement plan as follows: seventy dollars (\$70.00) for eyeglass frames and lenses per family member. Reimbursement will be made once every two (2) years and only upon written verification by a licensed optician.
- SECTION 5            Any officer who is disabled in the line of duty will receive pay for disablement and that will be the sole discretion of the Workman's Compensation Board.
- SECTION 6            In addition to its "benchmark" plan, the Borough will provide additional plan options. For plans costing more than the benchmark plan, the employee will be responsible for the additional cost to the Borough over what the Borough would have paid as the employer contribution for the benchmark plan.

ARTICLE 16

**SEVERABILITY**

SECTION 1            In the event that the provisions of this agreement between the parties shall be held by operation of law or by a court administrative agency the remainder of the provisions of this agreement between the parties shall be held by operation of law or by a court administrative agency of competent and final jurisdiction to be invalid and unenforceable, the remainder of the provisions of such agreement shall not be affected thereby, but shall continue in full force and effect.

SECTION 2            It is further agreed that in the event any provision is declared to be invalid or unenforceable the parties shall meet within thirty (30) days of written notice by either party to the other to negotiate concerning the modification or revision of such clause or clauses.



ARTICLE 17

RETIREMENT

SECTION 1

Employees hired prior to January 1, 2019, and retiring in good standing under the Police and Fire Retirement System ("PFRS") with 25 years or more of credited service with 20 years of said service with the Borough, or retiring in good standing upon full disability as determined by PFRS, shall be eligible for continued medical and prescription coverage through the Borough.

Employees hired after January 1, 2019 are not eligible for, and will not receive, Borough provided retiree coverage.

Eligible retiring employees will receive the same benefits as those provided to full time active employees, as they may be modified from time to time, or by a plan the Borough deems equivalent thereto.

At the time of retirement, coverage shall be provided for the employee and all covered eligible dependents. After retirement, coverage may not be expanded (i.e., single coverage cannot become husband and wife coverage). No persons who were not covered by the employee's health care benefit at the time of retirement shall be entitled to be covered after retirement. Coverage will cease at Medicare age for the officer, spouse, or at the age of 26 for dependents, whichever happens last.

Retirees who were not covered at the time of retirement by the employee's health benefit plan due to the fact that they were covered under a spouse/significant other's health insurance plan shall be permitted to enroll in the employee's health benefit plan following a major life change (i.e., divorce, dissolution, or death).

SECTION 2

Retirees shall contribute at 25% of the applicable premium. Timely payment of the retiree's cost sharing obligation is required to maintain coverage. Failure to meet this obligation will result in termination of coverage.

SECTION 3

The \$25,000 income limitation for the receipt of retiree coverage will not be applicable to officers retiring on or after January 1, 2019.

## ARTICLE 18

### LODGE REPRESENTATION

- SECTION 1            A duly authorized member of the local designated in writing, after reporting to the office of the Chief of Police and the Director of Public Safety, shall be admitted to the premises for the purpose of assisting in the adjustment of grievance and for the investigation of complaints that the contract is being breached. Upon request, the local representative shall state in writing the purpose of his visit. Except in an emergency, at least four (4) hours' notice must be given. Such visits shall not be permitted to interfere with, hamper or obstruct normal police operations. The Borough shall not be liable for any time lost by the representative in excess of four (4) hours per week.
- SECTION 2            Leave of absence with pay to attend and serve as a delegate to an annual convention of the Fraternal Order of Police may be granted in writing to not more than four (4) employees during a calendar year with the extent of leave limited to five (5) days per delegate, plus traveling time according to New Jersey law. Application for leave shall be made in writing to the Chief of Police and Director of Public Safety, not less than two (2) weeks in advance.
- SECTION 3            Any local officer will be given administrative leave to attend State and local meetings when required. Such leave will be granted with pay. This will also include any regular FOP meetings.
- SECTION 4            The aforementioned organization is the Fraternal Order of Police Lodge 56.

ARTICLE 19

**NO STRIKE CLAUSE**

SECTION 1           The Borough shall institute no lock out of employees during the term of this agreement.

SECTION 2           The Association agrees that during the term of this agreement neither it nor its officers, employees or members will engage in, encourage, sanction or suggest any strike or work stoppages. In the event that Association members participate in such activities in violation of the provision, the Association shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties. The Borough may discipline any employees participating in these prohibited activities.

ARTICLE 20

**BOROUGH COUNCIL'S RIGHTS AND RESPONSIBILITIES**

SECTION 1            The appropriate authority, on its own behalf and on behalf of the citizens of Runnemede hereby retain and reserve unto itself, except as specifically limited by this agreement, 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 the United States.

SECTION 2            The exercise of this forgoing powers, rights, authority, duties, and responsibilities of the appropriate authority, 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 specific and express terms thereof are in conformity with the Constitution of the State of New Jersey and the United States.

SECTION 3            Nothing contained herein shall be construed to deny or restrict either party to the agreement in the exercise of its rights, responsibilities, duties and authority under New Jersey Law or any other National, State or County Law or regulation as they pertain to the operation of the Borough.

ARTICLE 21

**POLICEMENS' RIGHTS**

SECTION 1                   Pursuant to Chapter 303, Public Law 1968, as amended, Chapter 123, Public Law 1974, the Borough hereby agrees that employees of the borough shall have the right to freely organize, join or support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under the Law of the State of New Jersey, the borough undertakes and agrees that it shall not directly or indirectly discourage, deprive or coerce any Policemen in the enjoyment of any rights conferred by Chapter 303, Public Law 1968, as amended, Chapter 123, Public Law 1974 or the laws of the State of New Jersey and the United States that will discriminate against Policemen with respect to hours, wages, or any terms or condition of employment by reason of his membership in the Association or its affiliates, collective negotiations with the Borough, or his institution of any grievance, complaint or any other proceeding under this agreement with respect to any terms or conditions of employment.

SECTION 2                   No police officer shall be prevented from wearing any pins or other conspicuous identification of membership in the association or its affiliates.

ARTICLE 22

**ASSOCIATION RIGHTS**

SECTION 1           Representatives of the association and the New Jersey Fraternal Order of Police shall be permitted to transact official business on borough property, if this does not interfere with or interrupt normal borough operations.

SECTION 2           The association and its representatives may be permitted to use borough buildings for its meetings. Meetings shall be cleared with the Mayor's Office in writing so as not to interfere with other scheduled activities. The association shall be responsible for payment of extra maintenance costs in accordance with borough policy.

SECTION 3           The association shall have the use of the bulletin board in the Policemen's locker area. Should the administration object to any posted material, the association agrees, after being informed, it will be removed.

ARTICLE 23

LEAVE

- SECTION 1            Any employee of the Borough who is a member of the organized Reserve of the Army of the United States, Naval Reserve, United States Air Force Reserve or the United States Marine Corps Reserve or other organizations affiliated therewith is entitled to a leave of absence for his respective duty without loss of pay or time on all days on which he is engaged in field training. Full pay will be paid.
- SECTION 2            National Guard – All full time employees of the Police Department who are members of the organized military are entitled to leave of absence from their respective duties, without loss of pay or time, on all days during which they are engaged in active duty, active duty for training or other duty ordered by the Governor; provided, however that such leaves of absence do not exceed ninety (90) days in the aggregate in any one (1) year. Only differential pay (i.e. the difference between full pay and that received from the military training) will be paid.
- SECTION 3            Vacation leave – the above leaves will be in addition to regular allowed vacation leaves.
- SECTION 4            Upon recommendation of the Chief of Police, the appropriate Authority may grant written permission for employees to take leave not in excess of one (1) year without pay for restoration of health, provided all sick leave and compensatory time has been first exhausted as provided.
- SECTION 5            A doctor’s certificate may be required prior to the granting of such leave.

ARTICLE 24

**PUBLIC SAFETY COMMITTEE**

A Public Safety Committee is established consisting of the members of the Runnemede Borough's Governing Body's Public Safety Committee and three (3) members of the Rank and File of the Runnemede Police Department to discuss issues of concern. A meeting may be called by either party upon five (5) days written notice to the other party.



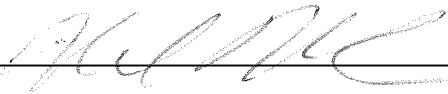
ARTICLE 25

**TERM OF CONTRACT**

SECTION 1            This contract and its provisions shall be cover the period from January 1, 2019 until December 31, 2022.

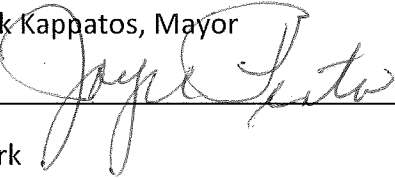
SECTION 2            Contractual negotiations for the replacement of this agreement will commence no later than one hundred twenty (120) days prior to the expiration of this agreement. The terms and conditions of this agreement shall remain in full force and effect until a successor agreement is executed by the parties.

The Runnemede Police Department Bargaining Committee enters into this agreement with the Borough of Runnemede, and its representatives' signatures appearing below.



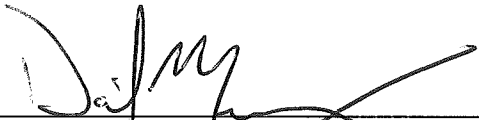
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Nick Kappatos, Mayor



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Clerk



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Police Bargaining Committee



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Police Bargaining Committee



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Police Bargaining Committee

# Runnemedde Police Salary Scale

## Hired after 2013

Step	Step	Sergeants
1. \$36,600	7. \$66,400	1. \$86,000
2. \$43,400	8. \$70,600	2. \$91,000
3. \$49,700	9. \$74,800	3. \$95,500*
4. \$53,600	10. \$79,100	
5. \$58,000	11. \$82,200	
6. \$62,200	12. \$85,400*	

\* begin cola increase.

## Hired prior to 2013

	2019	2020	2021	2022
Sergeants	\$103,374	\$105,441	\$107,550	\$109,701
Wark	\$97,230	\$99,174	\$101,158	\$103,181
Alexander	\$97,230	\$99,174	\$101,158	\$103,181
Ortiz	\$97,230	\$99,174	\$101,158	\$103,181
Wooton	\$92,609	\$94,461	\$96,350	\$98,277

New Contract

1-10 yrs = 96 hrs

10-20 yrs = 120 hrs

+ 20 yrs = 160 hrs

Agreement between: Runnemede Police Department

Bargaining Committee

and

Runnemede Borough Mayor and Council

Police Contract: 2015, 2016, 2017, and 2018

Schedule ~~D~~ C.

Officers hired prior to March 1, 2003

Vacation Leave

	Vacation Weeks	Vacation Days	Vacation Hours
<del>GEIGELMAN</del>	<del>6</del>	<del>30</del>	<del>240</del>
SAMPOLSKI	5	25	200
KOYKKA	5	25	200
MURRAY	5	25	200
OLSEN	5	25	200
WARK	5	25	200
ALEXANDER	5	25	200
ORTIZ JR	5	25	200
BURNS JR	4	20	160 <del>200</del>
<del>ROBINSON</del>	<del>4</del>	<del>20</del>	<del>160</del>
WOOTON	4	20	160 <del>200</del>

## Side job pay schedule

Triton \$50.00

Construction \$65.00

DMV \$35.00

Carnival TBD

County Jobs are at county rate minus \$10.00 administration fee.