

5230

AGREEMENT

THIS AGREEMENT made and entered into this 15 day of December, 1994, by and between the TOWNSHIP OF VOORHEES, a municipal corporation of the State of New Jersey, hereinafter referred to as "Township", and the VOORHEES POLICE SENIOR OFFICERS ASSOCIATION, an unincorporated labor organization, hereinafter referred to as "Association".

WITNESSETH:

WHEREAS, the Association has been recognized by the governing body of the Township as the collective bargaining agent for certain Police Department employees employed by the Township and negotiations have been pursued in accordance with the provisions of Chapter 303 of the Public Laws of 1968 and the parties hereto desiring to reduce their understandings to written form;

NOW, THEREFORE, in consideration of the mutual promises and agreements by the parties hereto, it is mutually agreed as follows:

ARTICLE 1: RECOGNITION

The Township hereby recognizes the Association as the exclusive bargaining representative for the unit of employees defined so as to

mean Lieutenants, Captains and Deputy Chief of the Police Force of the Township.

ARTICLE 2: OVERTIME PAYMENTS

All Association members are to be granted compensatory time at the statutory rate of time and one-half.

ARTICLE 3: HOLIDAYS

Holidays are to equal the amount given to noncontractual full time employees, but not less than fourteen (14). Unused holidays, not to exceed three (3) in number, may be carried into the new year for a ninety (90) day period, at which time the holidays not used will be lost. Members of the Association are entitled to "sell back" a maximum of ten (10) holidays in the first year (1994) of this contract. Members of the Association are entitled to "sell back" a maximum number of eleven (11) holidays in the succeeding years of this contract.

ARTICLE 4: VACATIONS

During first calendar year of service:	1 day per month
Through completion of four (4) years of service:	12 days per year
Completion of five (5) years of service up to completion of nine (9) years of service:	15 days per year

Completion of ten (10) years of service up to completion of fourteen (14) years of service	17 days per year
Completion of fifteen (15) years of service to nineteen (19) years of service:	20 days per year
After twenty (20) years of service:	21 days per year
Year of retirement:	25 days per year

ARTICLE 5: RETIREMENT

The Association shall retain all pension rights available to them under the applicable laws of the State of New Jersey and the ordinances of the Township.

ARTICLE 6: SALARIES

Salaries shall be as per the attached schedule.

ARTICLE 7: LONGEVITY

There shall be paid by way of a longevity payment to the employees covered by this contract, the following percentage of base salary:

Completion of five (5) through nine (9) years of service as a Police Officer:	1% of base salary
Completion of ten (10) through fourteen (14) years of service as a Police Officer:	1 1/2% of base salary

Completion of fifteen (15) through nineteen (19) years of service as a Police Officer:	2% of base salary
Completion of twenty (20) years and over of service as a Police Officer:	2 1/2% of base salary

ARTICLE 8: COLLEGE CREDITS

Payments will be made every six (6) months for college credits accumulated at the rate of seventy-five cents (\$.75) per credit per month. Employees will not receive compensation in excess of sixty-four (64). A payment of \$650.00 will be made to employees with an Associate degree in lieu of payment for college credits.

ARTICLE 9: COURT TIME PAYMENTS

There shall be paid to the employees covered by this Agreement, court time in the amount of Seven Hundred Fifty Dollars (\$750.00) annually.

ARTICLE 10: CLOTHING ALLOWANCE

All employees covered by the terms of this Agreement shall be entitled to Seven Hundred Dollars (\$700.00) per year for each year of this contract. In addition, clothing destroyed "in the line of duty" shall be replaced at no expense to the employee. Payment shall be made after the submission of an appropriate voucher. All clothing purchases must be approved by the administration.

ARTICLE 11: CLOTHING MAINTENANCE

Each employee covered by the terms of this Agreement shall be entitled to a clothing maintenance allowance of Seven Hundred Dollars (\$700.00) per year for each year of this contract. Payments are to be made semi-annually.

ARTICLE 12: SICK TIME

Employees shall be entitled to fifteen (15) days sick leave per year. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose. Sick leave shall not be charged to any employee when Township is reimbursed for employee's salary by workers compensation. Township reserves the right to require acceptable medical evidence substantiating the illness.

Employee shall, upon retirement, be reimbursed by the Township in a cash payment for sick leave which has accrued after January 1, 1971. This reimbursement shall be at the rate of twenty-five percent (25%) of the employee's highest daily base salary at the time of retirement. Any sick time taken from January 1, 1971 until retirement shall be assessed to those days accrued prior to January 1, 1971.

ARTICLE 13: LIFE INSURANCE

All permanent employees included in this contract shall be provided with a Ten Thousand Dollar (\$10,000.00) life insurance policy that will provide coverage both pre- and post-retirement.

ARTICLE 14: HEALTH BENEFITS

All health benefits presently in effect at the beginning of this contract will remain in full force and effect.

ARTICLE 15: LEGAL REPRESENTATION

The Township shall keep in force a Police Professional Liability Insurance Policy that shall provide for legal representation in civil cases:

The Township shall provide legal representation for any employee who has criminal charges brought against him resulting from the performance of his duties, provided that:

1. The attorney is mutually agreed upon by the Township and the employee;
2. The attorney's hourly fees are consistent with the normal hourly fees charged in this area;
3. The hours spent in defending the employee are reasonable in regard to the charge against him;

4. Any excess in numbers 2 and 3 are the responsibility of the employee;

5. There is no conflict between the employee's defense and the Township's best interests.

ARTICLE 16: GRIEVANCE

The Grievance Procedure attached hereto and made a part of this Agreement as Appendix A shall be adopted as a part hereof and shall prevail as the procedure for the redressing of grievances.

ARTICLE 17: DURATION OF CONTRACT

This contract shall be effective January 1, 1994 and shall continue in full force and effect under December 31, 1996.

If a new contract is not in effect as of January 1, 1997, all benefits contained in this contract shall remain in force until a new contract is agreed upon.

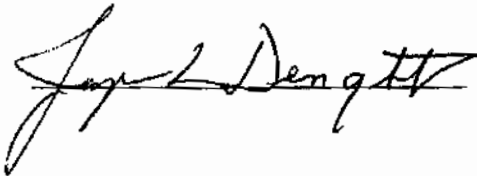
The Township will incur no obligations nor make any expenditures under the terms of this contract unless said obligations or expenditures are in accordance with the laws of New Jersey. Said employees

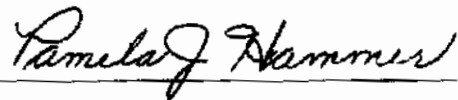
shall continue to receive those benefits administered by the State of New Jersey, Division of Pensions, that were in effect at the termination of the previous contract.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals or caused their corporate seal to be affixed the day, month and the year first above written.

TOWNSHIP OF VOORHEES

ATTEST:

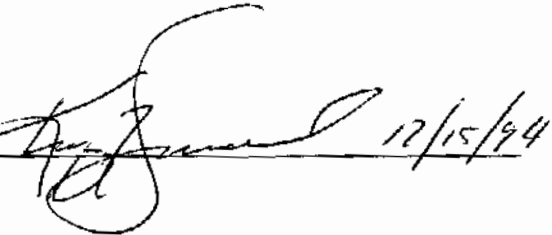


BY: 

SENIOR OFFICERS ASSOCIATION

ATTEST:

 12/15/94

BY:  12/15/94

SENIOR OFFICERS - SALARY SCHEDULE

	<u>1994</u>	<u>1995</u>	<u>1996</u>
Deputy Chief	\$ 69,680	\$65,246	*
Captain	60,829	62,654	*
Lieutenant	58,320 to 61,097	60,070 to 65,985	*

* The increase for calendar year 1996 shall be 1-1/2% less than the cost of living as shown on the U.S. Department of Labor, Bureau of Labor Statistics Consumer Price Index (CPI-U) Philadelphia-Wilmington-Trenton Area for the period of October 1994 to October 1995, provided that the increase in salary shall not be less than 3% no more than 3.5% of the 1995 salary.

The placement of lieutenants' salaries within the salary range is at the option of the Voorhees Township Committee.