

Collective Bargaining Agreement
Between
The Township of Winslow
And
Superior Officers Association

2017 - 2019
Term of contract

Table of Contents

Article 1	Agreement	Page 5
Article 2	Preamble	Page 5
Article 3	Recognition	Page 6
Article 4	Management Rights	Page 6
Article 5	Association & Employee Rights	Page 7
Article 6	Severability Clause	Page 7
Article 7	Agency Shop	Page 7
Article 8	Dues Deductions	Page 8
Article 9	Negotiation procedures	Page 9
Article 10	1) Fully Bargained Clause 2) Extra Contract Agreement 3) Retention of benefits	Page 9 Page 10
Article 11	Health & Safety	Page 10
Article 12	Nondiscrimination Policy	Page 10
Article 13	Insurances	Page 10
	1) Liability and False Arrest 2) Life 3) Medical 4) Prescription 5) Dental	Page 11 Page 12
	6) Rates 7) Vision	Page 13
	8) Killed in Line of Duty 9) Disabled in Line of Duty	Page 14
	10) Retirement coverage	Page 15

Article 14	Sick Leave	Page 15
	1) Sick leave policy	
	2) Notification	Page 16
	3) Non-work related injury-illness disability	
	4) Sick time – Compensatory time	
	5) Sick time - Payment & Accumulation	
	6) Bankable Retainer Fund (retirement)	Page 17
	7) Work related injury	
	8) Non-work related injury	Page 18
	9) Documentation	
	10) Medical time	
	11) Violation of Policy	
Article 15	Hours of employment	Page 19
	1) Schedule	
	2) Assignment	
	3) Assigned schedule	
	4) Request for mutual change	Page 20
	5) Overtime & Compensation time	
	6) Meal break	
	7) Miscellaneous Overtime	
Article 16	Salary compensation	Page 21
	1) Lieutenants	
	2) Captains	
	3) Salary Schedule	
	4) Overtime rate of pay	Page 22
	5) Temporary Assignments	
	6) Pay period	
Article 17	Other Compensation	Page 22
	1) Travel & Expense pay	
	2) Court time	
	3) College credit incentive	Page 23
	4) Equipment & Clothing	
Article 18	Holidays	Page 23
Article 19	Vacation	Page 23
Article 20	Kelly Time	Page 24
Article 21	Seniority	Page 25

Article 22	Discipline	Page 25
Article 23	Grievance & Arbitration procedure	Page 26
Article 24	Outside employment	Page 27
Article 25	Accrual of Benefits	Page 27
Article 26	Resignation or Retirement	Page 28
Article 27	Training & Personnel files	Page 28
Article 28	Leave Time Permitted	Page 29
	1) Bereavement	
	2) Military	
	3) Family Leave	
	4) Union & Convention leave	
Article 29	Contractual Endorsement	Page 30

ARTICLE 1: Agreement

This agreement, dated this 1ST day of JANUARY, 2017 is entered into between the Township of Winslow located in the County of Camden, State of New Jersey, by its Mayor and Elected Township Committee, hereafter referred to as "the Township" and the Winslow Police Department Superior Officers Association and FOP labor Council on behalf of the Lieutenants and Captains of the department, hereafter referred to as the "SOA".

ARTICLE 2: Preamble

This agreement entered into by the Township of Winslow and the Superior Officers Association an affiliate of the FOP and the FOP NJ Labor Council recognizes that the Township must operate in an efficient and effective manner.

The Township and the SOA has as its purpose in this agreement to work together for the purpose of promoting a harmonious a relationship between the employees and the employer. The establishment of equitable and peaceful procedures for the resolution of differences and the establishment of wages, hours, benefits, and other terms and conditions of employment, and represents the complete, final and clear understanding of all the bargain able issues between the Township and the SOA.

Now, therefore, in consideration of the mutual covenants and understanding expressed herein the parties hereto agree as follows:

ARTICLE 3: RECOGNITION

The Township recognizes the SOA an affiliate of the FOP NJ Labor Council as the exclusive collective bargaining representative of the Lieutenants and Captains employed by the Township of Winslow with respect to hours, wages, and other conditions of employment as specified in this agreement.

It is understood that the SOA does not represent any other employees, including the Chief of Police, all Patrolmen, Detectives, and Sergeants and all other employees employed by the Township of Winslow.

The Township and the SOA are in compliance with the Public Employer–Employee Relations Act NJSA 34:13A-1 ET sec. as amended through P.L. 2003, c 126 effective July 10th 2003.

ARTICLE 4: MANAGEMENT RIGHTS

The Township hereby retains and reserves unto itself, without limitation all powers, rights, authority, duties, and responsibilities conferred upon or vested in it prior to the signing of this agreement by the laws and constitution of the State of New Jersey and the Constitution of the United States, but without limiting the generality of the forgoing, the following rights:

- a) The executive and administrative control of the Township Government, its properties, facilities, and activities of its employees by utilizing personnel, methods, and means of the most appropriate, verifiable, and efficient manner possible for good and just cause as may from time to time be determined by the employer.
- b) To make rules of procedures and conduct, to introduce and use new and improved methods and equipment, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of work required.
- c) The rights of management to make, maintain, and amend such reasonable rules and regulations as it may from time to time deem best for the purpose of maintaining order, safety, and/or the effective operation of the Township after advance notice thereof to the employees is recognized. Any changes that adversely affect the terms and conditions of employment for members of the SOA shall be properly negotiated with the SOA prior to being implemented.
- d) To hire all employees, and subject to provisions of law, to determine their qualifications and conditions of continued employment, assignment, and to promote and transfer employees per existing Department of Personnel regulations.
- e) To suspend, demote, discharge, or take any other appropriate disciplinary action against any employee for good and just cause according to law.
- f) To determine the number of employees and duties to be performed to maintain the efficiency of its employees and duties to be performed, staffing patterns, regulate the facilities and equipment, to obtain and maintain full operational efficiency and optimum public protection and safety.
- g) Statutory rights: Nothing contained herein shall be construed to deny or restrict the Township of its rights, responsibilities, and authority under NJSA 40A: ET sec. or any other national, state, county, or local law or regulations subject to the terms of this agreement including NJSA 11A, and NJSA 34 and the NJ Administrative Code.

ARTICLE 5: Association & Employee Rights

The SOA fully understands the rights of management and also understands the rights of employees covered by the appropriate laws, regulations, and policies implemented by the Federal & State Government and Agencies of appropriate jurisdiction. The employees reserve all rights and privileges provided for in FLSA, NJSA Title 40A Municipalities, NJSA Title 34 Public Employer-Employees Relation Act, and NJSA Title 11A Civil Service Act, and in the NJ Administrative Code.

- a) Recognized representatives: The Township shall recognize and communicate with the SOA designated representative for information purposes pertaining to salary, benefits, or any other issues involving the members of the SOA in respects to this agreement. It is understood by the SOA that this cannot interfere with Township business.
- b) The Township shall permit reasonable time and the use of township equipment for the designated representative to contact members of the SOA in respect to this agreement and responsibilities.
- c) The Township will permit access to the employee's personnel files for purpose of review and if necessary to request removal or to submit a statement in writing as it may pertain to any information in the file.
- d) The Township will maintain personnel files in accordance with the guidelines of the Attorney General, the Division of Archives, and the Department of Personnel.

ARTICLE 6: Severability Clause

If any part, clause, portion or article of this agreement is subsequently deemed by a court of competent jurisdiction to be illegal, such clause, portion, or article may be deleted and the remainder of the agreement not so affected shall continue in full force and effect absent the affected clause.

ARTICLE 7: Agency Shop

The Superior Officer's Association (Lieutenants and Captains) have organized in accordance with provisions of NJSA 34:13A-5.3 and established that the collective bargaining agreement shall be by the majority representative. The majority representative is the Superior Officer's Association an affiliate of the FOP & the FOP NJ Labor Council.

ARTICLE 8: Dues Deductions

ARTICLE 8: Section 1:

- a) The Township agrees to deduct from the salaries of its employees, subject to this agreement, dues for the association. Such deductions shall be made in compliance with NJSA 52:14-15.9e as amended and NJSA 34:13A-5.6.
- b) A deduction shall commence for each employee who signs an authorization form, supplied by the the Association and verified by the Township's payroll department during the month following the filing of such form with the Township.
- c) If during the term of this agreement there shall be any change in the rate of membership dues, the association shall notify the Township with written notice thirty days prior to the effective date and shall furnish to the Township either new authorizations from its members showing the authorized deduction for each employee, or an official notification on the letterhead of the Association and signed by the President of the Association advising of such changed deduction. The Township agrees to deduct the representation fee in lieu of dues from the earnings of those employees who elect not to be a member of the SOA and to transmit the fee to the majority representative pursuant to Ch. 477 PL 1979 NJS and NJSA 34:13A-5.5, 5.6 and 5.8. The deduction shall commence for each employee who elects not to become a member of the Association during the month following written notice from the Association of the amount of the fair share assessment once an authorization form has been received from the employee.
- d) Prior to January 1st and July 31st of each year the SOA shall provide advance written notice to the NJ Public Relations Commission, the Township, and to all employees covered by this agreement, the information to compute the fair share fee for services.
- e) The representation fee is set at 85% of dues and assessments.
- f) The Township will provide for direct deposit of the SOA dues into the specified SOA account.

Note: The SOA shall indemnify, defend and hold harmless against any and all claims, demands that may arise out of reason of action taken by the Township in reliance upon salary deduction authorization cards or the fair share assessment information furnished by the association.

ARTICLE 9: Negotiation Procedures Maintenance of Standards

The Township and the SOA will negotiate in good faith the agreement setting forth terms and conditions of employment as set forth in NJSA 34:13A-16.

It is understood by both the Township and the SOA that Collective Bargaining Agreements shall continue in full force and effect until a subsequent agreement is reached. Negotiations for new contracts will be in accordance with NJSA 34:13 A-16.

It is also understood that based on NJSA 34:13A et al that there will be no strikes or lockouts by ether party.

The rights of both the Township and the SOA shall be respected and the provisions this agreement for an orderly settlement of all questions regarding such rights, shall be observed.

ARTICLE 10: Fully Bargained Clause

ARTICLE 10: Section 1: This agreement represents and incorporates the complete and final understanding and settlement by the parties on all subject and bargaining issues, which were or could have been the subject of negotiations.

ARTICLE 10: Extra Contract Agreement

ARTICLE 10: Section 2: The parties agree that there are no additional promises, warranties, or guarantees other than those specifically agreed to in the language of this agreement. The parties also agree that no special or individual considerations shall be provided to any single member that is not in accordance with this agreement. All current employees at the time of the signing of this agreement shall be provided retroactive pay in accordance with the foregoing percentage increases based on the actual pay they received during the period January 1, 2017 through November 30, 2017. All employees that retired during the period January 1, 2017 through November 30, 2017 shall be provided retroactive pay in accordance with the foregoing percentage increases based on the actual pay they received during the period January 1, 2017 through their retirement date. All employees that resigned during the period January 1, 2017 through November 30, 2017 and were employed by the Township for more than one year during that period shall be provided retroactive pay in accordance with the foregoing percentage increases based on the actual pay they received during the period January 1, 2017 through November 30, 2017.

ARTICLE 10: Retention of benefits

ARTICLE 10: Section 3: The Township agrees that all lawful benefits and terms and conditions of employment existing not modified by this agreement shall be continued in effect in accordance with New Jersey Law.

ARTICLE 11: Health & Safety

The Township shall continue to make reasonable provisions for health and safety of its employees during the hours of their employment and shall continue to provide employees the training and materials necessary to insure their safety and wellbeing. Any condition of a safety concern shall be brought to the attention of the Employer and /or Employee in a timely manner.

ARTICLE 12: Nondiscrimination Policy

The Township agrees to comply with the mandatory provisions of relevant state and federal laws prohibiting discrimination in the workplace, including but not limited to race, creed, color, age, gender, national origin, political affiliation, handicap status, or sexual orientation.

The Township and the SOA agree not to interfere with the rights of employees to become or not to become members of the FOP/SOA and further that there shall be no discrimination or coercion against any employee because of membership or non-membership.

ARTICLE 13: Insurances

ARTICLE 13: Liability & False Arrest Insurance

The Township agrees to cover all Superior Officers with false arrest and liability insurance in the amount of (\$1,000,000.00) one million dollars.

In addition, whenever a member of the SOA is charged in any action or legal proceedings arising out of, or incidental to, the performance of his or her duties, the Governing Body of the municipality shall provide the officer with the means necessary for his defense of such action or proceeding.

The above shall not be provided in the case of a disciplinary proceeding instituted against him /her by the municipality or any other governmental agency.

ARTICLE 13: Life Insurance

ARTICLE 13: Section 1: Each Superior Officer employed by the Township shall be covered by a life insurance policy provided for and premiums paid by the Township. The life insurance policy shall be in the amount of ten thousand dollars (\$10,000.00) with a double indemnity clause and a copy of the policy available to each officer. The beneficiary is to be named by the Superior Officer.

ARTICLE 13: Section 2: The Township will provide at its cost a term life insurance policy in the amount of ten thousand dollars (\$10,000.00) with no cash in benefits for (retired) Lieutenants and Captains. A copy of said policy shall be available to retired officers.

ARTICLE 13: Medical Insurance

ARTICLE 13: Section 3: The Township shall continue to provide medical, dental, prescription, and vision care as in place which includes the following general information:

- a) After 90 days of employment with the Township, medical, dental, and prescription benefits shall be in effect
- b) Benefits shall be provided to each employee with the premiums paid for by the Township and all employees as stated in Chapter 78 or any applicable state law and agreed upon in this contract.
- c) Employees will be given more than one option of medical coverage. The employee will decide which option fits their needs.
- d) Effective January 1, 2013 employee cost for office visits are co-pays Based on the plan elected by the employee
- e) Effective January 1, 2009, employees will be required to utilize free standing testing labs and surgical centers in non-emergency situations, unless otherwise required by a physician in consultation with the patient, and will be encouraged to use urgent care centers in accordance with each plans requirements.
- f) Premiums will be paid by the Township and all Superior Officers who are absent due to sickness or non-work related injury, but not for more than six (6) months from the date of sickness or non-work related injury first occurred according the Chapter 78 or any applicable state law. Employees will pay for their medical coverage while on leave through the 1/3 they are paid while on disability after the 30 days elimination period. If an employee chooses not to be paid 1/3 of their pay using their accumulated sick time, the employee will be billed for their portion of the cost of their benefits on a monthly basis.

- g) In the event a retiree relocates outside of the state, the parties agree to work together to develop “in-network” facilities and a service providers list within a reasonable distance of the retiree’s domicile.

ARTICLE 13: Prescription Insurance

ARTICLE 13: Section 4: The Township shall provide a prescription plan with the premiums paid by the Township and the employee according to Chapter 78.

- a) The prescription plan copays shall be based on the plan the employee enrolls in.
- b) Employees are required to use mail order prescriptions for all maintenance medications.
- c) Each employee shall receive a copy of his coverage from the insurance carrier.
- d) Premiums will be paid by the Township and all Superior Officers who are absent due to sickness or non- work related injury, but not for more than six (6) months from the date of sickness or non- work related injury first occurred according the Chapter 78 or any applicable state law. Employees will pay for their medical coverage while on leave through the 1/3 they are paid while on disability after the 30 days elimination period. If an employee chooses not to be paid 1/3 of their pay using their accumulated sick time, the employee will be billed for their portion of the cost of their benefits on a monthly basis.

ARTICLE 13: Dental Insurance

ARTICLE 13: Section 5: The Township shall continue to provide equal to or better than Dental coverage as is currently in effect as of December 31, 2006.

- a) Premiums will be paid by the Township and all Superior Officers who are absent due to sickness or non-work related injury, but not for more than six (6) months from the date of sickness or non-work related injury first occurred according the Chapter 78 or any applicable state law. Employees will pay for their medical coverage while on leave through the 1/3 they are paid while on disability after the 30 days elimination period. If an employee chooses not to be paid 1/3 of their pay using their accumulated sick time, the employee will be billed for their portion of the cost of their benefits on a monthly basis.

ARTICLE 13: Rate Increase

ARTICLE 13: Section 6: The Township will charge members of the SOA for benefit coverage as follows:

- 2017 – benefit costs and premium rates will remain as already in place for the remainder of the year

- 2018 – the annual premium costs of benefits will be capped at a 2% increase
 - PPO2
 - Coverage level: employee only - \$16,810.78
 - Coverage level: employee/spouse - \$26,014.65
 - Coverage level: employee/child(ren) - \$25,174.62
 - Coverage level: employee/family - \$40,101.91

 - PPO3
 - Coverage level: employee only - \$14,366.82
 - Coverage level: employee/spouse - \$19,956.46
 - Coverage level: employee/child(ren) - \$19,347.16
 - Coverage level: employee/family - \$34,293.54
 -

- 2019 – the annual premium costs of benefits will be capped at a 4% increase
 - PPO2
 - Coverage level: employee only - \$17,483.21
 - Coverage level: employee/spouse - \$27,055.24
 - Coverage level: employee/child(ren) - \$26,181.60
 - Coverage level: employee/family - \$41,705.99

 - PPO3
 - Coverage level: employee only - \$14,941.50
 - Coverage level: employee/spouse - \$20,754.72
 - Coverage level: employee/child(ren) - \$20,121.04
 - Coverage level: employee/family - \$35,665.28

ARTICLE 13: Vision Insurance

ARTICLE 13: Section 7: The Township shall provide Vision coverage as is currently in effect as of December 31, 2006. As of January 1, 2013 a stand-alone vision plan through VSP is available to all eligible employees and paid for by the employee. The stand-alone vision plan with VSP ended on December 31, 2017 to an upgraded vision plan bundled through AmeriHealth with Davis Vision.

ARTICLE 13: Officer Killed in Line of Duty

ARTICLE 13: Section 8: If a Superior Officer is killed in the line of duty, medical, dental, and prescription coverage shall be carried for the surviving spouse and un-emancipated children/dependents. The Township will pay 100% of plan costs.

This benefit for a surviving spouse shall cease when:

- a) The surviving spouse remarries or;
- b) Becomes eligible for Medicare and/or;
- c) Obtains without cost to him/her comparable benefits as a fringe benefit of his/her employment.

The benefit for children shall cease upon the earlier of their emancipation or when they are no longer dependents as defined by the Federal Internal Revenue Service.

ARTICLE 13: Officer Permanently Disabled in Line of Duty

ARTICLE 13: Section 9: The phrase “totally and permanently disabled” shall be a determination by the NJ Workers Compensation Court or the NJ Police & Fire Retirement System Trustees that such condition exists and is work related. The words “emancipated” and “un-emancipated” shall be defined as in the matrimonial laws of the State of New Jersey. No benefits shall be paid to the surviving spouse if, at the time of death, there is pending divorce action/complaint.

If an Officer becomes totally and permanently disabled as determined by the New Jersey Police and Fire Retirement System because of a traumatic injury or illness occurring in the line of duty, Article XIII, Section 8 benefits come into operation for the officer as well as spouse and un-emancipated dependent children.

If an officer becomes totally and permanently disabled as determined by the New Jersey Police and Fire Retirement System because of a non-traumatic injury or illness occurring in the line of duty, Article XIII, Section 10 benefits come into operation for the officer, as well as spouse and un-emancipated dependent children.

Notwithstanding the above, under no circumstances shall the officer be entitled to any of the benefits provided for under Article XIII, Section 8 or Article XIII, Section 10, in the event the officer (1) pleads or is found guilty of committing a crime; or (2) forfeits his public employment in connection with a guilty plea, regardless of the nature of the plea.

Upon determination or permanent disability of the employee, the enrollment coverage level (Employee only, Employee & Spouse, Employee & Child (ren) and Employee & Family) in place on the date of the determination may not be increased. Under no circumstances can enrollment coverage levels be increased subsequent to that date. Only those individuals covered on the date of the determination of permanent disability and any subsequently added to coverage without increasing the enrollment coverage level, are eligible for continuing coverage. Enrollment coverage levels may be reduced due to a change in status such as dependents age, marital status (divorce) or death may dictate. Covered benefits may never be reduced.

ARTICLE 13: Retirement Coverage

ARTICLE 13: Section 10: Upon retirement, a member with twenty five (25) full time years of creditable service into the NJ Police & Fire Retirement System and his/her spouse and/or dependent children shall receive the same medical coverage plan option in effect on the date of the member's retirement at a co-pay rate of the premium in the amount of sixty-five (65%) Township and thirty-five (35%) retiree

Upon retirement, the enrollment level of coverage in place (Employee only, Employee & Spouse, Employee & Child(ren) and Employee & Family) cannot be increased after retirement. Under no circumstances can enrollment coverage levels be increased after retirement. Those individuals covered on the date of retirement are eligible for continuation of the benefits at the enrollment coverage level in place as of the date of retirement. Dependents may be added to coverage only if the enrollment coverage level in effect as of the date of retirement does not increase. Enrollment coverage levels may be reduced due to a change in status such as dependents age, marital status (divorce), or death may dictate. Covered benefits may never be reduced.

Each year, at Open Enrollment Retirees will have the option to choose lower cost plan options available to active employees during open enrollment. If the retiree leaves a grandfathered plan, they cannot re-enroll in that plan at a later time. Current plans to enroll in are PPO2 and PPO3

This coverage shall continue until the retiree or spouse is eligible for Medicare, Medicaid or both, at which time the Township shall pay for claims not covered by Medicare or Medicaid, plus prescription and dental coverage for the retiree and spouse as the case may be, at the same level of coverage in effect on the date of the members retirement.

The retiree must certify in writing on an annual basis that he/she is not covered by another medical insurer. If the retiree is covered by another medical insurer the Township coverage shall terminate.

(Also see "bankable retainer fund" section Article 14 Section 6).

ARTICLE 14: Sick Leave

ARTICLE 14: Section 1: Sick Leave defined

Sick leave is defined as absence from duty of a Superior Officer or immediate family member (The term "immediate family" is hereby defined to include the following: mother, father, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, spouse, children or foster children of the employee and grandmother and grandfather) because of a personal illness or exposure to a contagious disease, which will render the officer unable to perform his usual duties of his position. Each officer shall be entitled to one hundred twenty (120) hours of sick leave per year.

ARTICLE 14: Section 2: Notification

The Superior Officer shall notify the department in a timely manner and at no time beyond one hour (1) prior to his/her scheduled shift. Failure to notify the department shall be cause of losing that days and possible future sick leave with pay.

ARTICLE 14: Section 3: Sick Leave Disability

A superior Officer disabled by sickness while off duty and while employed by the Township shall receive two-thirds (2/3) of his straight time pay for not more than twenty-six (26) weeks, after thirty (30) days of such absence, for all time actually lost save the first thirty (30) days. The superior Officer also has the option to use 1/3 of sick day during his absence to be paid to the superior Officer through payroll. The health benefits premium the superior officer is responsible for according to Chapter 78 or any applicable state law and this contract will be deducted from the 1/3 payment. If the superior Officer chooses not to take 1/3 payment they will be billed for their health insurance as required by Chapter 78 or any applicable state law and this contract.

The Township shall only be obligated to pay the premium for disability coverage.

The Officer shall cooperate in the processing of the insurance forms.

The benefit payments shall be governed by the NJ Temporary Disability Law.

If the Superior Officer is determined to be totally and permanently disabled the payments shall cease as of the effective date of said determination.

ARTICLE 14: Section 4: Sick time/Compensatory time

Any sick time not used during the calendar year may be taken as compensatory time off at one-half (1/2) of the value of the number of hours accumulated to be used subject to management approval in regard to adequate staffing. Compensatory time may be accrued up to, but not in excess of 200 hours, and in no instance can hours in excess of 200 be carried from one calendar year to the next without specific authorization from the Chief of Police. Any officers hired after February 26, 2013 will not be eligible to convert their sick time to compensatory time.

ARTICLE 14: Section 5: Sick time/payment & accumulation

Sick time not used and not taken as compensatory time shall accumulate until retirement in good standing.

If at the time of retirement in good standing a retiree wishes to exercise the cash buyout option of his sick leave in lieu of the bankable retainer fund, payment shall be made at seventy-five (75%) of the sick leave value with a maximum sell back of \$29,000.00. Employees hired after 5/21/2010 have a maximum sick leave payout of \$15,000 as per S-4 P.L. 2010, c.3.

ARTICLE 14: Section 6: "Bankable Retainer Fund"

The "bankable retainer fund" was established to provide a retiree with a fund to be used exclusively for the payment of the retiree's required 35% health care insurance co-payment.

Employees who forego the payment of their accumulated sick leave, pursuant to Article 14 Section 5 of this contract, upon retirement, shall receive one hundred (100%) percent value up to a maximum of fifty (\$50,000.00) thousand dollars placed into the fund. The bankable retainer fund can be supplemented by deferring all or part of an employee's accumulated vacation or compensatory time beyond the fifty thousand dollars (\$50,000) limitation referred to in this section.

Employees who opt out of the retiree health program, or who have passed away before exhaustion of the bankable retainer fund, shall receive payment of all unexpended terminal leave payments (balances) to be paid to the employee or the employee's Estate, except for sick leave credits above the maximum payment provided under Article 14 Section 5. The balance of the sick leave over the maximum is only a death benefit to be paid to the employee's estate. The employee may only cash out their sick leave at retirement.

If a retiree passes away, and is enrolled in Health Insurance Coverage with the Township, a spouse and/or dependents covered under the retiree at the time of the retiree's passing shall remain covered under the insurance. Available funds in the bankable retainer will be used to pay for the coverage at the same percentage the retiree was paying. If there are no funds available in the bankable retainer, the covered individuals will be billed by the Township for coverage costs. Spouse coverage shall terminate if the spouse remarries. Dependent coverage shall terminate when the dependent ages out according to state law.

The employee may add up to a maximum of six hundred (600) hours using a combination of accrued vacation and/or compensatory time at the prevailing rate of salary at the time of retirement to achieve or add to the sick bank accrual/bankable retainer fund at their discretion.

If the employee has opted to include the extra accumulated vacation or compensatory time into the bankable retainer fund, it shall be utilized only after the full amount of the sick time fund amount has first been exhausted at which point other accumulated funds will be utilized as necessary.

ARTICLE 14: Section 7: Work related injury

A Superior Officer who is injured, disabled by injury on duty, or by work related sickness and while employed by the Township shall receive straight time pay for all the time actually lost for a period of not more than fifty two (52) weeks. Workers compensation benefits that the officer is or may be entitled to shall be credited dollar for dollar against this obligation.

If the officer is totally and permanently disabled under Federal Social Security Law, or NJ Workers Compensation Law this payment shall cease as of the effective date of the determination.

Any amount paid by the Township, under this section, shall become part of the Townships Workers Compensation lien as against third party tort feasons if the Township is acting pursuant to NJSA 34:15-40.

ARTICLE 14: Section 8: Non-work related injury

In the event of non-work related injury, sick time may be used for that portion of regular pay not otherwise covered by the accident/injury plan beginning the day immediately following the date of the accident/injury. All required paper work required for purpose shall be completed by the employee.

The superior Officer also has the option to use 1/3 of sick day during his absence to be paid to the superior Officer through payroll. The health benefits premium the superior officer is responsible for according to Chapter 78 or any other applicable state law will be deducted from the 1/3 payment. If the superior Officer chooses not to take 1/3 payment they will be billed for their health insurance as required by Chapter 78 or any other applicable state law. As well as pension deductions and other stand-alone benefits offered

ARTICLE 14: Section 9: Documentation

The Chief of Police may require a physician's certificate for proof of injury or disability and the estimated length of time off that may be required for recovery. A doctor's note will be provided after the 3rd day of absence.

The Chief of Police may request a physical examination periodically by the Township physician.

ARTICLE 14: Section 10: Medical time

Any Superior officer who is injured on the job and is sent home shall receive the balance of his/her pay for that day.

Any Superior Officer who is required to receive medical treatment during his/her regular scheduled working hours for a work related injury shall be paid for all actual time that day to receive such treatment.

ARTICLE 14: Section 11: Violation of policy

Any Superior Officer who may abuse the arrangements shall be subject to disciplinary action up to and including dismissal.

ARTICLE 15: Hours of Employment

ARTICLE 15: Section 1: Schedule

The projected number of hours to be worked by each Superior Officer in a calendar year is 2,080 hours or as near as may be practicable. All hours worked shall be in compliance with State & Federal laws. As of January 2015 most Superior Officers changed their schedule to 12 hour shifts thus working 2184 hours and earning Kelly Time. Administrative SOA employees work a 40 hour week and do not earn Kelly Time.

ARTICLE 15: Section 2: Assignment

The Chief of Police with the approval of the Director of Public Safety shall assign the Superior Officers to their days, hours, and shift schedule in order to provide equitable rotation amongst the members, and to insure the efficient and effective manning of the department.

ARTICLE 15: Section 3: Assigned schedule

The work schedule of days, hours and shifts shall be as scheduled and shall continue for the duration of this contract unless otherwise amended by the mutual consent of the Township and the SOA.

- a) Platoon Lieutenants shall work a schedule in a rotating schedule of 12 hour shifts with 28 days being day shift then 28 days being overnight shift that includes a system Platoon Lieutenants shall receive 13 personal days annually to be used for holidays or as the superior officer chooses. The 13 personal days must be used in the calendar year and cannot be carried over.

The hours of the shifts are as follows according to the Platoon assigned:
6:00-18:00 Monday, Tuesday, Friday, Saturday, Sunday the first week- day shift 2-2, 3-2, 2-3
6:00-18:00 Wednesday and Thursday second week- day shift
18:00-6:00 Monday, Tuesday, Friday, Saturday, Sunday the first week – overnight shift
18:00-6:00 Wednesday and Thursday second week – overnight shift

- b) CIU Lieutenants shall alternate 8 to 4 with 3-11 per work period Monday through Friday with weekends off.
- c) Captains are scheduled Monday through Friday with weekends off.
- d) Any officer holding the rank of Captain shall receive one (1) compensation day per month in lieu of stand-by pay for continuous on-call duty.

- e) An alternate schedule of ten (10) hour days with weekends off and day off during the work week may be implemented with the approval of the Chief of Police and the Director of Public Safety for CIU Lieutenant and Captains.

ARTICLE 15: Section 4: Request for Mutual change in schedule

Consideration may be given to day, hour, or shift changes mutually requested by individual officers. Such request shall not be unreasonably denied providing it does not interfere with or affect the efficient operations of the Department

ARTICLE 15: Section 5: Overtime/Compensatory time

- a) Overtime payments in the amount of time and one half (1½) shall be paid for all hours in excess of the scheduled hours/days normally assigned for hours worked in and for the Township.
- b) Compensation time may be taken in increments of not less than one (1) hour and is subject to approval of Chief of Police.
- c) Compensatory time may be accrued up to but not in excess of two hundred (200) hours.
- d) Compensatory time that has accrued but not able to redeem in the calendar year earned due to departmental needs shall be allowed to be carried into the next year.
- e) In the event a Superior Officer is called back to work after the completion of that officer's shift by order of the Chief of Police, the officer shall receive payment at one and one half (1½) times the officers average hourly rate for the number of hours required for the call back but shall receive not less than two (2) hours of pay.

ARTICLE 15: Section 6: Meal breaks

There shall be allotted a forty five (45) minute meal break for each Superior Officer during each shift. This will be from time signed off to sign on from his/her vehicle.

ARTICLE 15: Section 7: Miscellaneous over time

Members of this unit are eligible to work overtime if two or more Patrolmen are assigned to a specific task or if special skills are involved. If Special skills are involved, the assignment needs the approval of the Chief of Police.

ARTICLE 16: Salary Compensation

ARTICLE 16: Section 1: Salary Compensation/ Rates of Pay

All salary steps are based on an employee's actual time as a police officer as described in PFRS unless the employee's entire career has been with Winslow Township which will then include all service time.

The Township agrees that Lieutenants 1-10 salary shall always be above the WTSOA Sergeants' Step 25 salary schedule in order to maintain a rank differential with the rank immediately below Lieutenant. Other Lieutenant salary steps will adjust accordingly.

Lieutenants 1-10 and 11-22 will be beginning each step with compensation starting January 1st of each year.

Lieutenants 23 plus will start once an employee has reached 22 years in the PFRS with proof of such time delivered to the Township Payroll Department then move to January of each year thereafter.

A Lieutenant hired as a police officer with Winslow Township after **May 11, 2004** will be eligible for steps 1-10 and 11-22 only.

A one-time salary adjustment of \$1,750.00 shall be added to the base pay for 2013.

SOA 2016-2019							
Steps	2016	2017		2018		2019	
		%-age	New Sal.	%-age	New Sal.	%-age	New Sal.
Lt. 1-10	\$ 129,386.00	1.75%	\$ 131,650.26	1.75%	\$ 133,954.13	2.00%	\$ 136,633.22
Lt. 11+	\$ 132,575.00	1.75%	\$ 134,895.06	1.75%	\$ 137,255.73	2.00%	\$ 140,000.84
Lt. 23	\$ 136,402.00	1.75%	\$ 138,789.04	1.75%	\$ 141,217.84	2.00%	\$ 144,042.20
Capt. (Winslow hire before 5/11/04)							
	\$ 147,469.00	1.75%	\$ 150,049.71	1.75%	\$ 152,675.58	2.00%	\$ 155,729.09
Capt. (Winslow hire after 5/11/04)							
	\$ 138,316.00	1.75%	\$ 140,736.53	1.75%	\$ 143,199.42	2.00%	\$ 146,063.41

ARTICLE 16: Section 2: Overtime rates

The overtime rate of the Superior Officers shall be computed as time and one half (1½) of his/her hourly salary.

ARTICLE 16: Section 3: Temporary Assignments

Any Superior Officer Temporary Assigned to the duties of a higher rank shall be compensated at the higher rate for the actual time in the assignment. The assignment must be approved by Chief of Police.

ARTICLE 16: Section 4: Pay periods

Pay periods shall be established and continued on the same basis and are on a bi-weekly basis

All superior officers will have direct deposit.

ARTICLE 16: Section 5: Shift differential

As of 1/1/2013 shift differential will no longer be paid.

ARTICLE 17: Other Compensation

ARTICLE 17: Section 1: Travel & Expense

- a) If a Superior Officer is required to use his personal vehicle he shall be reimbursed at the current IRS rate for mileage if a department vehicle is not available.
- b) Meal allowance shall be provided when authorized by the Chief of Police, and shall not exceed \$15.00 per day.
- c) Any other expenses incurred by the Officer shall be reimbursed upon submitting receipts for the goods or services with prior approval from the Chief of Police.

ARTICLE 17: Section 2: Court time

- a) All required appearances in any State or County Court or Grand Jury shall be so arranged that they are during Officer's scheduled working hours if possible.
- b) If in the event the appearance cannot be scheduled during the officers normal scheduled hours he/she shall be compensated at the overtime rate for the hours that fall outside of the Superior Officer's schedule work time for that day.
- c) If the appearance is scheduled when the Officer is off duty the compensation will include a minimum of four (4) hours pay at the rate of one and one-half (1 ½)

times actual time worked. As long as the Court time does not fall immediately before or after the Superior Officers shift where as regular workings hours covers part of the four hour minimum.

- d) Upon written notice of a "stand by subpoena" the Officer shall receive four (4) hours of compensatory time for each day they are required to be on standby/on call except for the day the Officer is actually called to testify. On that day he/she shall receive overtime rate pay and not compensatory time should that appearance not fall on a regularly scheduled shift.

ARTICLE 17: Section 3: College Incentive

As of 1/1/13 College Incentive is no longer being paid.

ARTICLE 17: Section 4: Equipment and clothing allowance / maintenance

- a) All officers required to purchase new issue uniforms upon his/her promotion to the rank of Lieutenant or Captain shall be supplied with a purchase order/voucher for the uniforms and equipment required throughout the term of this contract.
- b) An annual inspection by the Chief of Police may be held. If necessary replacement of worn uniform shall be at the expense of the individual Superior Officer.
- c) Nothing in this article/section shall be construed to prohibit the purchase of additional equipment and/or clothing that the Township deems necessary, and agrees that any such item will be purchased by the Township as part of the required standard uniform.

ARTICLE 18: Holidays

Thirteen (13) personal days shall be added to the original four (4) personal days previously allotted each Superior Officer each year. These Seventeen (17) days may be taken in hourly increments, may be used on any day of the year including "Holidays", at the discretion of the Superior Officer, and shall be approved based on rank and seniority within that rank. No days may be carried from one year to the next unless it is approved by the Chief of Police.

ARTICLE 19: Vacations

All Superior Officers shall be entitled to the following annual vacation with pay:

- a) All Superior Officers who have up to one (1) year of continuous service shall receive one paid vacation day for each month of service at the employee's straight time rate of pay.

- b) After one (1) year of service and up to five (5) years of continuous service Superior Officers shall receive twelve (12) vacation days at the employee's straight time rate of pay.
- c) All Superior Officers who have five (5) years of continuous service shall receive three (3) weeks vacation at the employee's straight time rate of pay.
- d) All Superior Officers who have more five (5) years of service shall receive one (1) additional days vacation (8 hours) for each additional year of service over five (5) years, not to exceed ten (10) additional days or five (5) weeks vacation after fifteen (15) years of service and thereafter.
- e) A weekly pay is 40 hours at the appropriate pay. (Hourly rate is annual base salary divided by 2080 hours). Each additional (1) day vacation received per year shall be at a rate of eight (8) hours per day for a total of two hundred (200) hours after fifteen (15) years of service.
- f) A Superior Officer may carry over as many hours vacation time as he/she is receiving up to two hundred (200) hours into the next year.
- g) Vacation may be taken no less than one (1) day at a time.
- h) Unused vacation time shall be compensated dollar for dollar if a written management determination prevents the use of vacation time and also upon separation from service. This section shall not apply to Superior Officers who elect to place unused funds into the "bankable retainer fund" program.
- i) If a Superior Office is suspended for a period of time, vacation time will not accrue and will be prorated during the year in which it is earned.

ARTICLE 20: Kelly Time

Lieutenants working the 12 hour rotation shall also receive 104 hours of "Kelly Time" annually. The 104 hours covers the additional 2 hours per week the Lieutenants are scheduled to work in lieu of overtime. The Lieutenants will receive the first increment of "Kelly Time" for 52 hours on January 1st. The second increment of 52 hours of "Kelly Time" will be allotted as of July 1st. The addition of "Kelly Time" will not affect the utilization of vacation time, comp time, personal time or sick time. All accrued time off will be taken by the hour.

"Kelly Time" will not be earned for Lieutenants on Family Leave, Military Leave, or Disability (including injury off duty or injury on duty) while they are not physically working. "Kelly Time" will be pro-rated based on the amount of time the Lieutenant is not actively at work based on one of the reasons listed above.

Fifty-two (52) hours of "Kelly Time" may be carried to the following year.

"Kelly Time" will be tracked in the ADP Time and Attendance System. Lieutenants will have the ability to request "Kelly Time" off through the ADP Time and Attendance system the same way other time off requests are handled.

"Kelly Time" will be paid upon termination of employment based on a prorated basis of hours earned.

ARTICLE 21: Seniority

Seniority of Superior Officers shall be determined by time in grade for all considerations of vacation time, assignments, and reduction in force. If a reduction in force requires demotions of Superior Officers, reverse seniority shall be used.

Where there is equal time in rank the grade position on the Department of Personnel test shall apply. Length of service to the Township shall have a bearing on lay-offs subject to NJSA Title 11A.

ARTICLE 22: Discipline

ARTICLE 22: Section 1: No Superior Officer shall be disciplined without good and just cause.

ARTICLE 22: Section 2: A Superior Officer may be represented by an attorney and/ or FOP representative at any disciplinary proceeding or hearing before the Township or the Merit System Review Board as provided under NJSA 11A:2-18.

ARTICLE 22: Section 3: No Superior Officer shall be forced, coerced, or otherwise be intimidated to involuntarily provide information without the opportunity to seek counsel. This includes any stage of internal investigation, complaint, or inquiry that could lead to a disciplinary procedure against that Superior Officer. Any exercise of this right shall not be considered/deemed insubordination.

ARTICLE 22: Section 4: A Superior Officer may waive their right to counsel in writing for the waiver to be effective for that specific portion of the proceeding or action. The Superior Officer shall retain his rights as defined by the "Law Enforcement Protection Act, and "Weingarten, "Garrity" and "Loudermill" decisions.

ARTICLE 22: Section 5: After consulting with counsel, or waiving the right to counsel the refusal to answer truthfully will be deemed insubordination. However, the claim of self- incrimination under the Federal or State Constitution shall not be deemed insubordination.

ARTICLE 22: Section 6: Discipline as defined by NJ Administrative code 4A:2-2, NJSA Title 11A:2-20 and NJ Attorney General's Mandated Guidelines. Except in extreme cases of misconduct, discipline shall be intended as corrective actions and shall

be progressive in nature. The Township may promulgate a memorandum or directive of specific prohibited conduct which is subject to disciplinary action. Each act will contain a separate schedule of progressive sanctions intended to be corrective in nature.

ARTICLE 22: Section 7: All internal investigations, administrative/criminal and all minor/major disciplinary charges, shall comply with all State Statues and Policies.

ARTICLE 22: Section 8: Any employee who has been charged shall be entitled to a hearing. Nothing in this agreement shall limit or deny the right to a hearing, as it may be available in other circumstances pursuant to applicable law.

ARTICLE 22: Section 9: Minor discipline as defined, and with a maximum corrective action/punishment of up to and including five (5) days suspension shall be appealed through the grievance and arbitration process.

ARTICLE 22: Section 10: Major discipline shall be in compliance with NJSA 11A:2-13 NJSA 11A:2-14 and the Merit System Review Board or other Courts of jurisdiction.

ARTICLE 23: Grievances & Arbitration

The purpose of this article is to settle all grievances between the Township and the members of the SOA as quickly as possible so as to insure efficiency and to promote employee morale.

A grievance is defined as any argument or dispute between the Township and the SOA involving the application, interpretation, or alleged violation of this agreement.

Any grievance must be presented within fifteen (15) business days after the aggrieved person(s) knew of the event or events upon which the claim is based or else such grievance is deemed waived.

ARTICLE 23: Step A. The SOA representative, the aggrieved party (parties) and the Chief of Police or his designee shall within ten (10) business days of said filing shall meet and attempt to settle the matter.

If a settlement is not reached, the SOA representative shall furnish a written statement of the grievance to the Chief of Police. The Chief of Police or his designee, and the SOA will file a written report of their findings of fact, statement of conclusions and recommendations with the Mayor or Business Administrator with in ten (10) business days of their meeting.

ARTICLE 23: Step B. The Director of Public Safety or his/her designee shall conduct a hearing no later than ten (10) business days from receipt of said findings, conclusions, and recommendations.

Prior to a hearing a written notice shall be sent to all interested parties.

Present at the hearing shall be Chief of police, SOA representative and the interested parties.

The Director or his designee will make all reasonable attempts to reach a settlement satisfactory to all parties. If an amicable settlement is not able to be reached at this time, he/she shall within ten (10) business days, render a written decision resolving the dispute and serve it upon the respective parties.

The matter shall be considered settled, unless within thirty (30) days of the receipt of the written disposition the aggrieved requests, in writing, signed by the aggrieved, and the SOA representative to proceed to arbitration.

ARTICLE 23: Step C. Arbitration request from either the SOA or the Township shall be in writing and copies of the filing shall be given to the other parties.

If the parties involved fail to mutually agree upon an impartial arbitrator, they shall request the services of the Public Employee Relations Commission and shall be bound by their rules, regulation, and decision. The cost of the arbitrator shall be shared equally by the SOA and the Township.

The arbitrator shall be bound by the provisions of this agreement and restricted to the application of facts presented to him/her. The arbitrator shall not add to or modify, detract from or alter in any way the provisions of the agreement.

ARTICLE 24: Outside Employment

Nothing herein contained shall serve to preclude an officer from engaging in employment outside of his police duties, provided that any approval shall be in accordance with procedures set forth in the Department's Code of Conduct.

ARTICLE 25: Accrual of Benefits

Any vacation, sick time, compensatory time, or earned Kelly Time that may accrue as provided for in any of the sections of this agreement shall be available to the Officer during his employment or used as terminal leave, or the value be placed in the "bankable retainer fund" or received in financial settlement.

In case of death of any Superior Officer as covered herein, there shall be paid to his/her spouse, beneficiary or estate the amount or amounts due for any and all salaries or compensation due and owing in accordance with the terms of this agreement.

ARTICLE 26: Resignation or Retirement

Section 1: Resignation by any Officer in good standing shall entitle said Officer to any amounts owed to him/her from salaries or accrued time.

Section 2: Retirement of any officer in accordance with the rules, Regulations, and policies of the New Jersey Police & Fire Retirement system shall entitle him/her to any amounts owed from salaries, vacation, sick, compensatory or earned Kelly Time, and the inclusion in and use of the "bankable retainer program" and any benefits as described in articles in this agreement and any applicable laws.

ARTICLE 27: Training & Personnel Files

ARTICLE 27: Section 1: Personnel files are to be maintained in accordance with the Attorney General's Guidelines, the Department of Personnel Guidelines, and the Department of Archival Records.

Any Superior Officer retains the right to review on a periodic basis his/her personnel file upon request and appointment. The Officer may submit within ten (10) working days of the review a written statement of rebuttal or clarification of information within said file.

When any material is placed in the employee's file which could have an adverse effect on an employee's employment status, the employee shall be provided a copy.

Employee personnel files shall be kept in a secured environment with access by authorized personnel only.

ARTICLE 27: Section 2: Training shall be made available to all Superior Officers and reasonable notice of available training shall be posted.

Names of Superior Officers requesting and Superior Officers granted the training time shall be posted on the roll call board.

Training at a minimum must cover the areas of training as mandated by the Attorney Generals guidelines and policies and the Police Training Commission.

Training records shall be maintained in the Officer's personnel file.

ARTICLE 28: Leave Time Permitted

ARTICLE 28: Section 1: A Superior Officer who is excused from work because of a Death in his immediate family, as defined below:

- a) Eighty (80) hours off with pay shall be granted in the event of a death of an employee's spouse, parent, step-parent, child or step-child. Such leave shall be

taken in the same time frame as the day of death and/or the day of the funeral, and is completed no longer than the ten days following the funeral.

- b) Forty (40) hours off with pay shall be granted in the event of the death of an employee's brother, sister, grandmother or grandfather, foster child, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, spouse's grand mother or father, spouse's step-parent, grandchildren, or legal wards. Such leave shall be taken in the same time frame as the day of the death and/or the day of the funeral and must be completed no longer than five days following the day of the funeral.

- c) One (1) working day off with pay should be granted in the event of a death of an employee's aunt, uncle, niece, nephew, or cousin. Such leave must be taken in the same time frame as the day of death and/or the day of the funeral and must be completed no longer than the day following the funeral.

ARTICLE 28: Section 2: Military leave shall be granted in accordance with the applicable Federal & State Laws.

ARTICLE 28: Section 3: Family leave shall be granted in accordance with the "Family Leave Act".


ARTICLE 28: Section 4: Union & Convention leave shall be allotted with pay as provided for in NJSA 11A:6-10 and NJSA Title 40A.

ARTICLE 28: Section 5: The SOA representative shall also be granted reasonable leave time to attend discipline hearings or proceedings, grievance hearings and arbitrations, in addition to negotiation sessions for the collective bargaining agreement.

ARTICLE 29: Contractual Endorsement

In witness whereof, the parties have hereto set their hands and seals on this 9th day of March 2017 18

For the SOA:



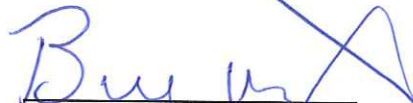
SOA Representative



SOA Committee member

(Township seal)

For the Township:



Mayor



Township Administrator



Attested by Municipal Clerk