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AGREEMENT

between

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Labor Relations

RUTGERS UNIVERSITY

Vineland, City of

THE CITY OF VINELAND

A Municipal Corporation of the State of New Jersey

and

VINELAND POLICEMAN'S BENEVOLENT ASSOCIATION

Local #266

An Employee Representative

\* Jan 1, 1981 - Dec 31, 1983

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AGREEMENT, dated the 21ST day of DECEMBER, 1981, by and between the CITY OF VINELAND, a municipal corporation of the State of New Jersey, (hereinafter referred to as the "City"), and the VINELAND POLICEMAN'S BENEVOLENT ASSOCIATION #266 (hereinafter referred to as the "PBA").

#### ARTICLE ONE

##### PURPOSE

This Agreement is entered into pursuant to the provisions of Chapter 303, Laws of 1968 (N.J.S.A. 34:13A-5.1, etc. and as amended) of the State of New Jersey, to promote and ensure harmonious relations, cooperation and understanding between the City and the employees; to prescribe the rights and duties of the City and employees; to provide for the resolution of legitimate grievances, all in order that the public service shall be expedited and effectuated in the best interests of the people of the City of Vineland and its employees and the City.

#### ARTICLE TWO

##### RECOGNITION

It is the intention of the parties that this Agreement be construed in harmony with the Rules and Regulations of the Civil Service Commission, Chapter 303 of the Laws of 1968, as amended, the Statutes of the State of New Jersey, the Ordinances of the City of Vineland, and the Rules and Regulations of the Police Department, but, no Ordinance of the City or rules and regulations of the Department shall amend or alter any agreed upon term of this contract.

The City recognizes the PBA as the sole and exclusive representative of those certain employees in the Police Department of the City of Vineland for the purpose of collective negotiations concerning salaries, wages and other terms and conditions of employment. For the purposes of this Agreement, an employee or the employees are those employees in the following titles pursuant to the certification Docket No. R0-81-63 by the State of New Jersey, Public Employment Relations Commission dated December 1, 1980, as authorized by the New Jersey Employer-Employee Relations Act of 1968, as amended, as follows:

All police personnel serving in the grades of Parking Violations Officers and Patrolmen of the City of Vineland, but excluding all police officers including Sergeants, Lieutenants, Captains, professional employees, confidential employees, craft workers and supervisors within the meaning of the Act.

### ARTICLE THREE

#### MANAGEMENT RIGHTS

All of the authority, rights and responsibilities possessed by the City are retained by it.

Subject to the terms of this Agreement, it is the right of the City through and by the Director of Public Safety and any of his designated representatives to determine the standards of service to be offered by its employees; determine the standards of selection of employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for any other legitimate reason;

maintain the efficiency of its operations; determine the amount of overtime to be worked; determine the methods, means and personnel by which its operations are to be conducted; determine the content of work assignments; schedule the hours; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work.

#### ARTICLE FOUR

##### MAINTENANCE OF STANDARDS

Section 1: With respect to matters not covered by this Agreement, the City will not seek to diminish or impair during the term of this Agreement any benefit or privilege provided by law, rule or regulation for employees without prior notice to the PBA and when appropriate without negotiations with the PBA, provided, however, that this Agreement shall be construed consistent with the free exercise of rights reserved to the City by the Management Rights clause of this Agreement.

Section 2: Employees shall retain all civil rights under the New Jersey State and Federal Law.

#### ARTICLE FIVE

##### PBA REPRESENTATIVES AND MEMBERS

Section 1: Authorized representatives of the PBA, whose names shall be filed in writing with the Director of Public Safety, shall be permitted to visit Police Headquarters or the Office of the Director of Public Safety for the purposes of processing grievances. This right

shall be exercised reasonably. Upon entering the premises, the authorized representative shall notify the shift commander or, in his absence, his authorized representative. The PBA representative shall not interfere with the normal conduct of the work of the Police Department.

Section 2: Pursuant to N.J.S.A. 11:26C-4, the City of Vineland agrees to grant a leave of absence with pay to the duly authorized representatives of VINELAND POLICEMAN'S BENEVOLENT ASSOCIATION, #266, to attend any state or national convention of such organization. A certificate of attendance to the State or National convention shall be submitted by the representative so attending. Leave of absence shall be for a period inclusive of the duration of the convention with a reasonable time allowed for time to travel to and from the convention.

## ARTICLE SIX

### CHECK-OFF AND REPRESENTATION FEE

#### Section 1. Check-Off.

The City agrees to grant rights of dues deductions to the PBA and will deduct PBA membership dues from the pay of those employees who individually request in writing that such deductions be made. Such written request must be given to the City's Personnel Office. The City shall remit once a month the monies collected for this purpose to the PBA.

A check-off shall commence for each employee who signs a properly dated authorization card, supplied by the PBA and approved by the City during the month following the filing of such card with the City.

The PBA shall indemnify and save the City harmless against all claims, demands, suits or other forms of liability which may arise by reason of any action taken in making deductions and remitting the same to the PBA pursuant to this Section 1 of this Article.

Any such written authorization may be withdrawn at any time by filing a written notice of such withdrawal with the City's Personnel Officer. Withdrawals shall become effective fifteen (15) days after such filing.

Section 2. Representation Fee.

In addition, in accordance with the provisions of N.J.S.A. 34:13A-5.5, the City agrees to deduct from the salaries of its employees subject to this Agreement, but not members of the PBA, a representation fee in lieu of dues for services rendered by the majority representative in an amount equal to 85% of the regular membership dues, fees and assessments paid by members of the PBA, less the cost of benefits financed through the dues and assessments and available to and benefiting only members of the PBA. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S. 52:14-15.9(e)), as amended. Said monies, together with records of any corrections, shall be transmitted to the PBA during the month following the monthly pay period in which deductions were made. Implementation of a payroll deduction for a representation fee will commence with a notification from PBA, but not to exceed sixty (60) days from date of notice.



If during the life of this Agreement there shall be any change in the rate of membership dues, the PBA shall furnish to the City two months' written notice prior to the effective date of such change.

The PBA agrees to furnish the City with a copy of its "demand and return system" which must be established and maintained by the PBA in accordance with the law.

The PBA shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out or by reason of any action taken in making deductions and remitting the same to the PBA, pursuant to this Section of this Article.

#### ARTICLE SEVEN

#### BULLETIN BOARDS

Section 1: The City agrees to furnish suitable bulletin board space in the Locker Room and in the Squad Room to be used exclusively by the PBA.

Section 2: The PBA agrees to limit its postings of notices and bulletins to such bulletin board.

Section 3: The PBA agrees that it will not post materials which may be profane, derogatory to any individual, or constitute election campaign material. All bulletins or notices shall be signed by the PBA president or his designee.

Section 4: Any material which the City alleges to be in violation of this Agreement, shall be promptly removed by the PBA. The matter will then be subject to the grievance procedure for resolution.

#### ARTICLE EIGHT

##### NONDISCRIMINATION AND PERSONNEL RECORDS

Section 1: The provisions of the Agreement shall be applied equally to all employees without discrimination as to age, sex, marital status, race, color, creed, national origin or political affiliation. Both the City and the PBA shall bear the responsibility for complying with this provision of the Agreement.

Section 2: All references to employees in this Agreement designate both sexes and wherever the male gender is used, it shall be construed to include male and female employees.

Section 3: The City agrees not to interfere with the rights of employees to become members of the PBA. There shall be no discrimination, interference, restraint or coercion by the City or any City representative against any employee because of PBA membership or because of any employee activity permissible under the New Jersey Employer-Employee Relations Act of 1968, as amended, or this Agreement.

Section 4: The PBA recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

Section 5: Personnel records. Each employee shall receive a copy of any reprimand placed upon his personnel file and has the right to examine the file at any time convenient to the employee and the custodian of the file.

ARTICLE NINE

NO-STRIKE PLEDGE

Section 1. The PBA covenants and agrees that during the term of this Agreement, neither the PBA nor any person acting in its behalf will cause, authorize or support any strike (e.g. the concerted failure to report for duty, or willful absence of any employees from their positions, or stoppage of work or abstinence in whole or in part from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the City. The PBA agrees that such action would constitute a material breach of this Agreement.

Section 2. In the event of a strike, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement, shall be deemed grounds for termination of employment of such employee or employees, subject however, to the application of the Grievance Procedure contained in Article Twenty-Five.

Section 3. The PBA will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the City.

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

#### ARTICLE TEN

##### SALARIES

Section 1. Salaries will increase by the following percentages each year:

1981 - 9%

1982 - 9%

1983 - 5%

These percentages include increments and represent total new money to be provided by the City. The 1980 base, which will be used to compute the 1981 salary increase, is \$1,049,425 with a complement of 74 officers. The salary schedules which are constructed shall reflect what the employees actually receive. The schedule shall not be expanded, i.e. there will be no additional steps added to the schedule. In computing the salary schedules, the City's 1981 and 1982 proposals will be used as a guide. However, the figures will be reduced by an amount that will reduce the total cost by the same amount as the added cost of moving nine employees in 1981 and four employees in 1982 to the maximum. The three salary guides are for informational purposes only and terminate as of the termination date of the contract, and no further increments are payable beyond the termination date of this contract.

The specific wages for employees hereunder for the calendar years 1981, 1982 and 1983, shall be provided in SCHEDULE "A" attached hereto and made a part hereof. All wages shall be authorized by an appropriate ordinance to be adopted by the City. The wages outlined in accordance with SCHEDULE "A" attached hereto shall be the wages paid to all employees employed as of the date of the signing of this Agreement, and whose names appear on said SCHEDULE "A," notwithstanding the implementation by the City of a salary guide as provided for in Section 2 hereunder.

Section 2. A salary guide for employees employed after the date of the execution of this Contract shall be created and shall be in effect as provided for in SCHEDULE "B" attached hereto and made a part hereof. The minimum and maximum salaries provided for in said guide shall be authorized by appropriate ordinance to be adopted by the City. It is agreed that this salary guide shall apply to all new employees hired after the execution of this Agreement and shall be in effect for the term of this Agreement only, terminating with the termination of the Contract. It is further understood that the implementation of the guide is not a representation by the City as to the wages to be paid beyond the termination date of the Contract to an employee presently employed or hereafter employed during the term of this Agreement. It is clearly understood between the parties that the salary guide terminates as of the date of the termination date of this Contract, and no employees should rely upon the salary guide beyond the date of termination of this Contract.

## ARTICLE ELEVEN

### PAY PERIOD

Section 1: All salary and wages of individual employees shall be paid on a two (2) week basis and shall be paid to the member on every other Friday of the week, unless that day be a holiday, and then payment is to be made on the day preceding the holiday.

Section 2: Pay receipts for employees shall be itemized as follows:

- a) base pay
- b) overtime
- c) court payments
- d) holiday pay.

Same shall be explained in the deduction code attached to the employee's check.

Section 3: The City will provide each employee with a computation of his base hourly rate of pay for each year of the life of this Agreement.

## ARTICLE TWELVE

### VACATIONS

Section 1: All employees hereunder shall receive the following annual leave for vacation purposes, with pay in and for each calendar year, except as otherwise provided: Up to one (1) year of service, one (1) working day's vacation for each month of service; after one (1) year and up to five (5) years of service, fifteen (15) working days' vacation; after five (5) years and up to twelve (12) years of service, eighteen (18) working days' vacation; and after twelve (12) years of service, twenty-one (21) working days' vacation.

Section 2: Where in any calendar year the vacation or any part thereof is not granted and taken by reason of pressure of the Police Department's business, as determined and approved by the Director of Public Safety or his designee, such vacation periods or parts thereof not granted shall accumulate and shall be granted and may be taken during the next succeeding calendar year only.

Section 3: An employee's rate of vacation pay shall be based on the employee's regular base rate of pay.

Section 4: All vacations shall be granted, so far as practicable, in accordance with the desires of the employee. Employees shall submit vacation requests prior to May 1st of each year, or if said vacation shall be taken prior to May 1st, then at least 30 days prior to the commencement of the proposed vacation period. No vacations shall be taken during the period December 15 through December 31 of each year. Preference for vacation time shall be given in order of seniority, with officers selecting vacation on the basis of seniority for two-week periods or longer in those cases where the officer elects to take more than two weeks consecutively. In the event that an officer does not select more than two weeks consecutively, after his/her selection of two weeks, the selection process shall move to the next senior officer.

Section 5: Vacation pay will be granted to employees terminating their employment. The number of vacation days to be granted will be the proportional number accrued during the year of termination.

## ARTICLE THIRTEEN

### HOLIDAY PAY

Section 1: Each employee shall receive fourteen (14) paid holidays per year. The holiday pay shall be computed at the straight time hourly rate of pay by rank, based upon an eight (8) hour day. Holiday payments shall be made in the last pay period of June and the first pay period in December of each year.

Section 2: Any employee entitled to receive holiday pay may elect to take compensatory time off in lieu of cash payment of his holidays, provided, however, that the employee shall request in writing such compensatory time off from the Director of Public Safety, who, in his discretion, which shall be reasonably exercised, may grant the employee said compensatory time off.

## ARTICLE FOURTEEN

### EDUCATION AND TRAINING INCENTIVES

Advanced training and education achievement are considered an important factor in the professional development of the police officer. Achievement in these areas may be considered in the way of special assignments and shall be acknowledged by special salary increments based on the following scale.

Each employee shall be paid an increment of \$12.50 per credit upon completion of an aforesaid approved accredited college course, up to a maximum of one hundred twenty (120) credits. The employee must submit a certificate of successful completion before any payment of the credit increment. Education increments shall be incorporated into the



employee's salary by the City on or about the 1st day of January and the 1st day of July for approved credits earned since the previous incorporation of an earned increment.

## ARTICLE FIFTEEN

### TRAVEL ALLOWANCES

Section 1. Per Diem Meal and Lodging Expenses. The City agrees to reimburse, on a per diem basis as established by rules and regulations of the Business Administrator, employees who are eligible for travel expenses, for their actual and necessary expenses incurred while in travel status in the performance of their official duties for hotel lodgings, meals and incidental expenses related thereto for a full day at rates not to exceed a total of \$50.00 per day. The City agrees to pay lunch money for official business day trips, including advanced training but not basic training, upon presentation of receipts, but the amount shall not exceed \$3.00.

Section 2. Mileage Allowance. The City agrees to provide, subject to the rules and regulations of the Business Administrator, maximum mileage allowance rate for the use of personal vehicles for those persons eligible for such allowance in connection with official travel. Effective January 1, 1981, the maximum mileage allowance rate will be seventeen (17¢) cents per mile or as otherwise modified or adjusted by the Business Administrator.

ARTICLE SIXTEEN

COURT TIME

Section 1: Any employee who is required to appear during the off-duty hours in a municipal, county, grand jury, superior or other Court, including New Jersey State Departmental Divisional hearings outside the City of Vineland, shall be paid the sum of \$15.00.

It is specifically agreed and understood that overtime as defined in Article Twenty-One does not include Court time. Furthermore, it is specifically agreed and understood that payment of \$15.00 is in lieu of any compensatory time as well as overtime.

ARTICLE SEVENTEEN

SICK LEAVE

A. Service Credit for Sick Leave.

1. All employees shall be entitled to sick leave with pay as specified hereunder.

2. Sick leave for purposes herein is defined to mean absence from duty of an employee because of personal illness by reason of which such employee is unable to perform the usual duties of his position, exposure to contagious disease, a short period of emergency attendance upon a member of his immediate family critically ill and requiring the presence of such employee. For the purpose of these rules, "member of immediate family" is interpreted as meaning father, mother, husband, wife, child, sister, brother or other near relative.

3. If any employee is incapacitated and unable to work because of any injury sustained in the performance of his police duties, as evidenced by certificate of a city-designated physician or other doctor acceptable to the City, he shall be granted in addition to his annual sick leave with pay or any accumulations thereof, leave of absence with pay for a period of three hundred sixty-five (365) calendar days or so much thereof as may be required, as evidenced by certificate of the city-designated or accepted physician, but no longer than a period of which workmen's compensation payments are allowed.

If at the end of such three hundred sixty-five (365) calendar day period the employee is unable to return to duty, a certificate from the city-designated or accepted physician shall be presented, certifying to this fact, and the employee may elect, if he or she so desires, to use all of any part of the sick leave accumulated to supplement compensation payments so that combined compensation payments and sick leave allowance will approximate the employee's regular basic wage or salary payment.

During the period in which the full salary or wages of any employee on disability leave is paid by the City of Vineland, any compensation payments made to or received by or on behalf of such employee shall be deducted from the amount carried on the payroll for such employee or

shall be assigned to the City of Vineland by the insurance carrier or the employee.

Whenever the city-designated or accepted physician shall report in writing that the employee is fit for duty, such disability leave shall terminate and such employee shall forthwith report for duty.

Furthermore, if an employee during the period of his disability is fit to perform "other" light duties, the City may, at its discretion, allow or require such employee to perform these light duties. The employee's ability to perform such light duties shall be determined by a city-designated physician or other physician acceptable to the City.

4. Any employee on injury leave resulting from injury while on duty, shall continue to accrue sick leave credits while he remains on the payroll.

B. Amount of Sick Leave.

1. The minimum sick leave with pay shall accrue to any full time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment; and fifteen (15) working days in every calendar year thereafter, said days accruing, as earned at the rate of one and one-fourth (1 1/4) days per month.

2. 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.

C. Reporting of Absence on Sick Leave.

1. If an employee is absent for reasons that entitle him to sick leave, his shift commander shall be notified prior to the employee's starting time.

(a) Failure to so notify his shift commander may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.

(b) Absence without notice for five (5) consecutive days shall constitute a resignation not in good standing.

D. Verification of Sick Leave.

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days or totaling more than ten (10) days in one calendar year, may be required to submit acceptable medical evidence substantiating the illness from a physician acceptable to the City.

Furthermore, the City may require such an employee to be examined by the city-designated physician at the expense of the City.

2. In case of leave of absence due to exposure contagious disease, a certificate from the Department of Health shall be required prior to the employee's return to work.

3. The City may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined, at the expense of the City, by a physician designated by the City. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

#### ARTICLE EIGHTEEN

##### FUNERAL LEAVE AND PERSONAL LEAVE DAYS

###### A. Funeral Leave.

Section 1: Employees shall be granted special leave with pay in the event of death in the employee's immediate family, up to a maximum of three (3) days. Funeral leave shall commence upon notification of death and shall terminate the day following interment.

Section 2: Immediate family shall be defined as spouse, father, mother, grandfather, grandmother, son, daughter, sister, brother, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandchildren and grandparents of the spouse.

Section 3: Request for funeral leave shall be subject to the approval of the Chief of Police; such approval shall not be unreasonably denied.

B. Personal Leave Days.

Section 1: The City grants three (3) Personal Leave Days to each employee per calendar year. Said personal leave days shall be granted by the City upon five days' prior written request of the employee, which request shall be in the form of a letter directed to the Director of Public Safety or his designee, with a copy to the immediate supervisor. Said request shall be granted at the discretion of the Director or his designee, so long as his employee's absence can be permitted without interference with the proper conduct of the Department. Personal Leave Days shall not accumulate.

Section 2: A waiver of the five days' time requirement set forth above may be approved in emergency and unusual circumstances. In any such instance, the employee shall adhere to the normal procedures for reporting this absence by submitting a written request in accordance with the procedure outlined above.

ARTICLE NINETEEN

LEAVE OF ABSENCE AND MILITARY LEAVE

A. Leave of Absence.

Section 1: Any employee desiring leave without pay for personal reasons shall make a request in writing to the Director of Public Safety not less than two (2) weeks in advance of the date for which such leave is desired, except in the event of an emergency, stating the reasons for the leave and the time requested. Leaves may be granted or denied at the discretion of the City and shall not be unreasonably or arbitrarily denied.

Employees may not be gainfully employed during the period of such leave. Falsification of the reason for leave or failure to return promptly at the expiration of a leave shall be considered reason for summary discharge. Leaves shall be granted or denied in writing.

B. Military Leave.

Section 1: Leave shall be granted to employees to fulfill the special military requirements of regular annual active duty (summer camp) for training with any reserve unit of the Army, Navy, Marine Corps, Coast Guard, National Guard or the Air Force. The employee shall be paid his regular pay during the period of his military training.

ARTICLE TWENTY

CLOTHING ALLOWANCE

Section 1: The City agrees to pay to any employee assigned to a non-uniformed position the sum of \$600.00 per annum as a clothing allowance; if such employee works for less than one (1) full year, then such amount shall be pro-rated for the period assigned. Said clothing allowance shall be paid semi-annually.

ARTICLE TWENTY-ONE

OVERTIME

Section 1: Work performed prior to the commencement of a shift or work performed at the close of a shift shall not be considered overtime.



Overtime is hours worked when men are called in for a specific duty assignment from an off-duty day or from between work shifts or when required to work in excess of 30 minutes after the end of a regularly scheduled shift.

Payment for overtime hours shall be at time and one-half shall be computed retroactively to the regular termination time of the shift, if in fact, work exceeds 30 minutes. If work does not exceed 30 minutes, no overtime pay is due. Furthermore, no overtime shall be worked nor shall any overtime be payable unless said overtime has been specifically authorized by the Shift Commander prior to its being worked.

Section 2: The normal workweek cycle for employees hereunder is six (6) days on and two (2) days off. Except as provided for above, an employee shall be paid time and one-half for all hours worked in excess of eight (8) in one (1) day and for all hours worked in excess of forty-eight (48) in any normal workweek cycle.

Section 3: The City and the PBA agree that the particular nature of the work undertaken by those employees assigned to "Detective" duties, "Narcotics Squad" duties, or other special non-uniformed assignments are special in nature and because of their unique requirements, are positions which cannot be adequately provided for under the above overtime provision. Accordingly, overtime as defined above shall not apply to employees assigned to "Detective" duties, "Narcotics Squad" duties, or other special non-uniformed assignments.

In lieu thereof, such assigned employee shall be paid an assignment allowance of \$1,200 per annum pro-rated for the period of assignment.

Section 4: Employees, when called in for a specific duty assignment from an off-duty day or from between work shifts, shall be entitled to be paid a minimum of three (3) hours overtime.

## ARTICLE TWENTY-TWO

### WORKWEEK

Section 1. Effective January 1, 1982, all police officers covered under the terms and conditions of this Agreement who work the 6/2 work plan shall be entitled to one (1) additional day off per each calendar quarter. These days shall be available on the same basis as are personal days under Article Eighteen of this Agreement. It is to be understood that these days off are being given in recognition of the 42-hour workweek of these officers.

Section 2. Effective January 1, 1983, all police officers covered under the terms and conditions of this Agreement who presently work the 6/2 work plan shall begin working a forty (40) hour workweek. At that time, the four additional days off, provided under Section 1 of this Article, shall be terminated. For the purposes of this Agreement, workweek is defined as the seven day period commencing Sunday and ending Saturday. Workweek is distinct from the term work cycle. The City shall implement a work schedule that permits employees to enjoy two-consecutive days off each work cycle. However, a work cycle may extend beyond a seven-day period.

ARTICLE TWENTY-THREE

RETIREMENT

Section 1: Employees retiring either on the regular pension or disability shall be paid for all accumulated holidays and vacation.

Section 2: In case of death of any uniformed employee, there shall be paid to his widow, beneficiary or estate, the amount or amounts due for any and all unused vacation, holiday leave, compensatory time coming and pay period due.

Section 3: At retirement, the City agrees to pay each employee an amount equal to 50% of all unused accrued sick leave pay up to a maximum payment of \$12,000.

ARTICLE TWENTY-FOUR

HEALTH BENEFITS

Section 1: The City agrees to provide each employee with health insurance as provided in the "New Jersey State Health Benefits Program." This coverage shall be fully paid by the City for all employees and their families. The specific benefits being provided are New Jersey Blue Cross and Blue Shield coverage, Series 750; Rider "J"; major medical insurance, all as more specifically provided for and explained in the "New Jersey State Health Benefits Program."

Section 2: The City agrees to provide a Basic Prescription Coverage Plan (\$1.00 Co-Pay) covering all employees hereunder and their eligible dependents.

Section 3: The City agrees to provide a Basic Dental Care Plan covering all employees hereunder and their eligible dependents.

ARTICLE TWENTY-FIVE

GRIEVANCES

Should any grievance arise with respect to the meaning, application or interpretation of the terms of this Agreement, such grievance shall be submitted to the following procedure:

Step 1. The employee shall submit his grievance in writing within five (5) days after the occurrence of the grievance, in duplicate, to the PBA Representative who, in turn, shall forthwith file one copy with the Chief of Police and said PBA Representative shall forthwith attempt to settle the matter of the grievance with the said Chief of Police. Failure to file his grievance in writing as aforesaid shall bar the employee from any right to proceed further with any grievance.

If the grievance is filed in writing as hereinbefore provided, and the matter taken up between the PBA Representative and the Chief of Police fails to produce an amicable settlement of the matter, the grievance shall then proceed to Step 2.

Step 2. If no adjustment has been reached at Step 1, then within five (5) days after Step 1, the PBA representative shall take the matter up with the Director of Public Safety and every effort shall be made to reach a mutually satisfactory solution. Failure of the Director

of Public Safety to resolve the matter within ten (10) working days shall constitute a denial of the grievance.

Step 3. In the event the grievance is not resolved at the second step, either party may refer the matter to impartial binding arbitration.

Any party wishing to remove a grievance to arbitration shall notify the Public Employment Relations Commission that they are moving a grievance to arbitration and request that a list of arbitrators be furnished to the employer and the employee. If the City and the employee cannot mutually arrive at a satisfactory arbitrator within thirty (30) working days after receipt of the list from the Public Employment Relations Commission, the Commission shall select an arbitrator. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement and any such rules and regulations as may be in effect by the Civil Service Commission by the State of New Jersey which might be pertinent, and render his award in writing, which shall be final and binding. The cost of the arbitrator's fee shall be shared equally by the City and the VINELAND POLICEMAN'S BENEVOLENT ASSOCIATION LOCAL #266. Any representative or officers of the VINELAND POLICEMAN'S BENEVOLENT ASSOCIATION LOCAL #266 required in the grievance procedure to settle disputes on any arbitration shall be released from work without loss of pay for such purpose and any witness reasonably required shall be made available during working hours without loss of pay for the purpose of disposing of any grievance or arbitration matter.

It is specifically agreed and understood that the grievance procedure shall apply to any alleged violation by an employee of any rules, regulations and policies for the direction of the working force of the police department as promulgated by the City or its designated representatives pursuant to the management rights clauses of this Agreement. The PBA agrees that the adoption and promulgation of any such rules, regulations and/or policies is within the absolute prerogative of the City.

ARTICLE TWENTY-SIX

POLICE BILL OF RIGHTS

A. Members of the force hold a unique status as public officers in that the nature of their office and employment involves the exercise of a portion of the police powers of the municipality.

B. The wide ranging powers and duties given to the Department and its members involve them in all manner of contacts and relationships with the public. Out of these contracts may come questions concerning the actions of the members of the force. These questions may require immediate investigations by superior officers. In an effort to ensure that these investigations are conducted in a manner which is conducive to good order and discipline, the following rules are hereby adopted:

1. The member shall be informed of the nature of the investigation before any interrogation commences. Sufficient information to reasonably apprise the member of the allegations should be provided. If it is known that the member of the force is being interrogated as a witness only, he should be so informed at the initial contact.

2. The questioning shall be reasonable in length. Reasonable respite shall be allowed. Time shall also be provided for personal necessities, meals, telephone calls and rest periods as are reasonably necessary.

3. If a member of the force is under arrest or is likely to be, that is, if he is a suspect or the target of a criminal investigation, he shall be immediately warned of all of his constitutional rights pursuant to the Constitution of the United States and the State of New Jersey and be immediately permitted to consult with counsel of his own choosing prior to any questioning taking place.

4. All police officers shall have access to their individual personnel file upon reasonable notice to the Chief of Police, or his designee.

## ARTICLE TWENTY-SEVEN

### EQUIPMENT

Section 1. All new vehicles purchased after the signing of this Agreement for the Patrol Division shall have safety screens installed.

Section 2. The City shall provide all officers in the Patrol Division with a belt beeper. These beepers will be installed during 1982 and fully installed by the end of 1982.

ARTICLE TWENTY-EIGHT

K-9 OFFICERS

The City agrees to pay \$300.00 per annum to the employees assigned to K-9 Duty in consideration of the officer's personal care of the dog and the facilities in which the dog resides. This excludes dog food, veterinarian care and materials. The above annual payment of \$300.00 shall be pro-rated for the period of the K-9 assignment.

ARTICLE TWENTY-NINE

EXTRACTIONAL AGREEMENTS

The City agrees not to enter into any other agreement or contract with its employees covered by this Agreement, individually or collectively, which in any way would conflict with the terms and conditions set forth in this Agreement.

ARTICLE THIRTY

SEVERABILITY

In the event that any provision 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 or unenforceable, the remainder of the provisions of such Agreement shall not be affected thereby, but shall be continued in full force and effect.



It is further agreed that in the event any provision is finally 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 modifications or revision of such clause or clauses.

ARTICLE THIRTY-ONE

MISCELLANEOUS

The PBA agrees to withdraw the unfair labor practice charge pending before the Public Employment Relations Commission relating to increments.

ARTICLE THIRTY-TWO

TERM OF AGREEMENT

This Agreement shall be effective as of January 1, 1981, except as otherwise specified and shall continue in full force and effect to and including December 31, 1983.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective officers the day and year first above written.

Attest: *Dolores Loperголо*  
DOLORES LOPERGOLO, City Clerk

By: *Patrick R. Fiorilly*  
THE CITY OF VINELAND  
PATRICK R. FIORILLY, Mayor

Attest: *Michael C. Bralle*  
Secretary

By: *Shirley C. Bralle*  
VINELAND POLICEMAN'S BENEVOLENT  
ASSOCIATION #266  
President

<u>NAME</u>	1981	1982	1983
	<u>BASE</u>	<u>BASE</u>	<u>BASE</u>
Austino, Robert	\$17,506.00	\$18,695.00	\$19,375.00
Barruzza, Michael	17,506.00	18,695.00	19,375.00
Barruzza, Joseph	12,856.00	14,245.00	14,925.00
Blough, Robert	17,506.00	18,695.00	19,375.00
Bocelli, Phillip	17,506.00	18,695.00	19,375.00
Burris, Eugene	17,506.00	18,695.00	19,375.00
Calareso, Richard	17,506.00	18,695.00	19,375.00
Cardana, Stephen	12,206.00	13,595.00	14,275.00
Catti, Andrew	12,856.00	14,245.00	14,925.00
Cichoski, Frank	12,856.00	14,245.00	14,925.00
Coccaro, Jr., Peter	17,506.00	18,695.00	19,375.00
Coccaro, III, Peter	12,656.00	14,045.00	14,725.00
Cocchi, Robert	17,506.00	18,695.00	19,375.00
Cross, Frank	17,506.00	18,695.00	19,375.00
Crisci, Louis	12,206.00	13,595.00	14,275.00
Curley, Timothy	12,206.00	13,595.00	14,275.00
D'Augustine, Dennis	17,506.00	18,695.00	19,375.00
DeWoody, David	12,856.00	14,245.00	14,925.00
Diblase, Vincent	13,706.00	15,095.00	15,775.00
Diblase, Robert	12,856.00	14,245.00	14,925.00

<u>NAME</u>	1981	1982	1983
	<u>BASE</u>	<u>BASE</u>	<u>BASE</u>
Dougherty, Patrick	\$17,506.00	\$18,695.00	\$19,375.00
Dunn, John	14,131.00	15,520.00	19,375.00
Evans, Larry	12,206.00	13,595.00	14,275.00
Elliott, James	17,506.00	18,695.00	19,375.00
Fresne, John	12,456.00	13,845.00	14,525.00
Gioielli, Anthony	17,506.00	18,695.00	19,375.00
Herkert, William	14,356.00	15,745.00	19,375.00
Hinkel, Brian	17,506.00	18,695.00	19,375.00
Joyce, William	17,506.00	18,695.00	19,375.00
Kuloszewski, Steven	17,506.00	18,695.00	19,375.00
Krementz, Carolann	12,206.00	13,595.00	14,275.00
Ladd, Carl	17,506.00	18,695.00	19,375.00
Lowe, Robert	12,206.00	13,595.00	14,275.00
Lahn, Richard	17,506.00	18,695.00	19,375.00
Magee, John	14,356.00	15,745.00	19,375.00
Mazzeo, John	17,506.00	18,695.00	19,375.00
McFeaters, Donald	17,506.00	18,695.00	19,375.00
McGarry, James	17,506.00	18,695.00	19,375.00
Mehlinger, Lewis	14,356.00	15,745.00	19,375.00
Migliarese, Louis	17,506.00	18,695.00	19,375.00

<u>NAME</u>	<u>1981</u> <u>BASE</u>	<u>1982</u> <u>BASE</u>	<u>1983</u> <u>BASE</u>
Montagna, Robert	\$12,206.00	\$13,595.00	\$14,275.00
Morgan, Nigel	15,206.00	18,695.00	19,375.00
Monteleone, Joseph	15,206.00	18,695.00	19,375.00
Nardone, Dominick	17,506.00	18,695.00	19,375.00
Newton, Michael	12,856.00	14,245.00	14,925.00
Nicosia, Ronald	17,506.00	18,695.00	19,375.00
Piliere, Frank	15,206.00	18,695.00	19,375.00
Provenzano, John	17,506.00	18,695.00	19,375.00
Putnam, Richard	17,506.00	18,695.00	19,375.00
Robinson, Walter	17,506.00	18,695.00	19,375.00
Romano, Robert	17,506.00	18,695.00	19,375.00
Salotti, Michael	17,506.00	18,695.00	19,375.00
Santiago, David	12,206.00	13,595.00	14,275.00
Schiapelli, Charles	12,206.00	13,595.00	14,275.00
Scarpa, David	17,506.00	18,695.00	19,375.00
Spatafore, Jr., Daniel	12,206.00	13,595.00	14,275.00
Scheer, Edmund	17,506.00	18,695.00	19,375.00
Semus, William	17,506.00	18,695.00	19,375.00
Serlick, David	17,506.00	18,695.00	19,375.00
Schneider, Stephen	15,406.00	18,695.00	19,375.00

<u>NAME</u>	<u>1981</u> <u>BASE</u>	<u>1982</u> <u>BASE</u>	<u>1983</u> <u>BASE</u>
Siconolfi, Patrick	\$12,206.00	\$13,595.00	\$14,275.00
Shaw, Harvey	17,506.00	18,695.00	19,375.00
Shorter, Eric	12,206.00	13,595.00	14,275.00
Swain, Kenneth	17,506.00	18,695.00	19,375.00
Tamagni, Peter	12,856.00	14,245.00	14,925.00
Tiller, Robert	17,506.00	18,695.00	19,375.00
Togno, Angelo	17,506.00	18,695.00	19,375.00
Tomasso, Kenneth	12,856.00	14,245.00	14,925.00
Vastano, Jr., Angelo	17,506.00	18,695.00	19,375.00
Velez, Beny	12,656.00	14,045.00	14,725.00
VonSuskil, William	12,456.00	13,845.00	14,525.00
Hare, Spencer	12,206.00	13,595.00	14,275.00
Harren, Geoffrey	17,506.00	18,695.00	19,375.00
Whaley, Kevin	17,506.00	18,695.00	19,375.00
Giannascoli, Edward	11,800.00	13,000.00	13,900.00
Jimenez, Christian	11,800.00	13,000.00	13,900.00
Pooley, Brian	11,800.00	13,000.00	13,900.00

<u>Years of Service</u>	<u>1981</u>	<u>1982</u>	<u>1983</u>
'0	\$11,800	\$12,600	\$13,500
1/4	12,000	12,800	13,525
1/2	12,206	12,900	13,550
3/4	12,206	13,000	13,575
1	12,206	13,200	13,600
1 1/4	12,206	13,400	13,700
1 1/2	12,206	13,595	13,800
1 3/4	12,350	13,595	13,900
2	12,456	13,595	14,000
2 1/4	12,656	13,595	14,100
2 1/2	12,856	13,595	14,275
2 3/4	13,000	13,700	14,275
3	13,200	13,845	14,275
3 1/4	13,500	14,045	14,275
3 1/2	13,706	14,245	14,275
3 3/4	14,000	14,500	14,425
4	14,131	14,700	14,525
4 1/4	14,356	14,900	14,725
4 1/2	14,600	15,095	14,925
4 3/4	14,800	15,300	15,000
5	15,000	15,520	15,200
5 1/4	15,206	15,745	15,500
5 1/2	15,406	16,700	15,775
5 3/4	16,500	17,700	17,500
6	17,506	18,695	19,375

ABSTRACT OF CONTRACT  
 BETWEEN  
 P. B. A., LOCAL 266, AND THE  
 CITY OF VINELAND

CAPTION	1981	1982	1983
1. College Credits	\$12.50 per credit to a maximum of 120 credits	No Change	No Change
2. Court Appearance (Off Duty)	\$15.00 per appearance No compensatory or overtime	No Change	No Change
3. Dental Plan	Basic B/C Dental Plan Fully paid by City	No Change	No Change
4. Dues Check-Off Agency Shop	Yes. PBA members - full dues. Members by way of Agency Shop pay 85% of full membership dues on notification from P. B. A.	No Change	No Change
5. Detective Assignment Allowance	\$1200 per annum pro-rated No compensatory or overtime	No Change	No Change
6. Detective Clothing Allowance	\$600 per annum pro-rated	No Change	No Change
7. Funeral Leave	Up to 3 days immediate family	No Change	No Change

CAPTION	1981	1982	1983
8. Health Benefits (N.J. State Program)	Blue Cross, Blue Shield, 750 Series, Rider J, Major Medical Fully paid by City except FMO	No Change	No Change
9. Holiday Pay	14 Days at straight time for an 8-hour day. Payments will be made the last pay period in June and the first pay period in December	No Change	No Change
10. Injury Leave (Work Related)	365 Days	No Change	No Change
11. K-9 Officers	\$300 per annum pro-rated	No Change	No Change
12. Per Diem Expenses	Up to \$50 maximum	No Change	No Change
13. Personal Days	3 Days	See Overtime and Work Week Captions	See Overtime and Work Week Captions
14. Prescription Plan	\$1.00 co-pay	No Change	No Change
15. Overtime	Time and one-half for hours over 8 in any one day or over normal work week (48 hrs. in any one week)	All police officers who work 6/2 work plan entitled to one (1) additional day off with pay each quarter (treat as personal day) <u>This provision expires December 31, 1982</u>	All police officers who work 6/2 work week will work a 40-hour work week.



CAPTION	1981	1982	1983										
Retirement	50% of unused accumulated sick leave at retirement up to a maximum of \$12,000	No Change	No Change										
Salaries	See Schedule A	See Schedule A	See Schedule A										
Sick Leave	One (1) day per month for first year Fifteen (15) days per annum thereafter - cumulative	No Change	No Change										
Travel Allowance (Personal Car)	17¢ per mile	No Change	No Change										
Vacation	<table border="0"> <tr> <td><u>Service</u></td> <td><u>Vacation</u></td> </tr> <tr> <td>0-1 yrs.</td> <td>12 days pro-rated</td> </tr> <tr> <td>1-5 yrs.</td> <td>15 days</td> </tr> <tr> <td>After 5, up to 12 yrs.</td> <td>18 days</td> </tr> <tr> <td>After 12 yrs.</td> <td>21 days</td> </tr> </table>	<u>Service</u>	<u>Vacation</u>	0-1 yrs.	12 days pro-rated	1-5 yrs.	15 days	After 5, up to 12 yrs.	18 days	After 12 yrs.	21 days	No Change	No Change
<u>Service</u>	<u>Vacation</u>												
0-1 yrs.	12 days pro-rated												
1-5 yrs.	15 days												
After 5, up to 12 yrs.	18 days												
After 12 yrs.	21 days												
1. Work Week	8-hour day with normal work week (48 hours in any one week)	All police officers who work 6/2 work plan entitled to one (1) additional day off with pay each quarter. (Treat as personal day) This provision expires <u>December 31, 1982.</u>	All police officers who work 6/2 work plan will work 40-hour work week.										