

**AGREEMENT
BY AND**

BETWEEN

**THE BOROUGH OF PARK RIDGE
BERGEN COUNTY, NEW JERSEY**

AND

**NEW JERSEY STATE POLICEMEN'S BENEVOLENT
ASSOCIATION, LOCAL 206
PARK RIDGE UNIT**

JANUARY 1, 2009 THROUGH DECEMBER 31, 2012

**Ruderman & Glickman, P.C.
675 Morris Avenue, Suite 100
Springfield, NJ 07081**

INDEX

Article I – Agreements	1
Article II – Job Specification.....	1
Article III – Work Schedule	1
Article IV – Salaries	2
Article V – Overtime	3
Article VI – Longevity	4
Article VII – Educational Incentive	4
Article VIII – Uniform Allowance.....	4
Article IX – Vacations.....	5
Article X – Holidays.....	5
Article XI – Excused Absence	5
Article XII – Death/Illness in Family.....	6
Article XIII – Sick Leave	6
Article XIV – Insurance	6
Article XV – Medical Coverage.....	7
Article XVI – Meal Allowances.....	8
Article XVII – Leave of Absences	9
Article XVIII – Legal Aid	9
Article XIX – False Arrest	9

Article XX – Separability.....	9
Article XXI – Work Incurred Injury	10
Article XXII – Grievance Procedure.....	10
Article XXIII – Departmental Investigations.....	12
Article XXIV – Management Rights.....	13
Article XXV – No Strike Pledge.....	13
Article XXVI – Terminal Leave	14
Article XXVII – Labor Management Committee	14
Article XXVIII – Term of Agreement	15
Schedule A - Longevity.....	16

THIS AGREEMENT, made this ____ day of ____ 2009, by and between the BOROUGH OF PARK RIDGE, a municipal corporation of the County of Bergen, State of New Jersey (hereinafter referred to as the "Borough"), and PARK RIDGE POLICE BENEVOLENT ASSOCIATION, NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL #206) (formerly known as the PARK RIDGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION) (hereinafter referred to as the "Association").

NOW THEREFORE, it is agreed as follows:

ARTICLE I- AGREEMENTS:

The Borough agrees not to enter into agreements with anyone but the recognized representatives of the Association with regard to Police employees of the Borough of Park Ridge. For purposes of this agreement, the representatives of the Association are:

PO Scott Laughton
PO Paul Marchese
PO Matthew Eitner
PO Greg Stalb

ARTICLE II- JOB SPECIFICATIONS:

The job specifications as set forth by the Department of Personnel shall govern the activities of the personnel covered by this agreement, subject also to Chapters 2 and 26 of the Code of the Borough of Park Ridge and the rules and regulations of the Park Ridge Police Department, not in conflict with the provisions of this agreement.

ARTICLE III - WORK SCHEDULE:

The work schedule for all employees covered by this agreement shall be on the basis of rotating shifts consisting of four (4) work days followed by two (2) off duty days and continuing on that basis with the following exception(s):

Employees assigned to the Investigative Services Bureau shall be on the basis of five (5) work days followed by two (2) off days, five (5) work days followed by two (2) off days, and four (4) work days followed by three (3) off days alternating day and evening tours.

ARTICLE IV – SALARIES

1. Effective January 1, 2009, Employees hired on or before December 31, 2009 will receive salaries as follows based upon rank and service time:

Police Officer's Hired Prior to January 1, 2010				
	2009	2010	2011	2012
	3.90%	3.90%	3.75%	3.75%
Lieutenant	\$119,650	\$124,316	\$128,978	\$133,815
Sergeant	\$110,500	\$114,809	\$119,114	\$123,581
Police Officer 1	\$101,557	\$105,518	\$109,475	\$113,580
Police Officer 2	\$90,650	\$94,186	\$97,718	\$101,382
Police Officer 3	\$79,746	\$82,856	\$85,963	\$89,186
Police Officer 4	\$68,842	\$71,527	\$74,209	\$76,992
Police Officer 5	\$57,937	\$60,197	\$62,454	\$64,796
Police Officer 6	\$51,851	\$53,873	\$55,894	\$57,990
Police Officer 7	\$43,577	\$45,276	\$46,974	\$48,736
Probationary	\$35,467			

2. Employees hired on or after January 1, 2010 will receive salaries as follows based upon rank and service time:

Police Officer's Hired on January 1, 2010 or later				
	2009	2010	2011	2012
	3.90%	3.90%	3.75%	3.75%
Lieutenant	\$119,650	\$124,316	\$128,978	\$133,815
Sergeant	\$110,500	\$114,809	\$119,114	\$123,581
Police Officer 1	\$101,557	\$105,518	\$109,475	\$113,580
Police Officer 2	\$91,995	\$95,583	\$99,167	\$102,886
Police Officer 3	\$82,694	\$85,919	\$89,141	\$92,483
Police Officer 4	\$73,392	\$76,254	\$79,113	\$82,080
Police Officer 5	\$64,463	\$66,977	\$69,488	\$72,094
Police Officer 6	\$54,788	\$56,925	\$59,060	\$61,274
Police Officer 7	\$47,941	\$49,811	\$51,678	\$53,616
Police Officer 8	\$41,090	\$42,693	\$44,294	\$45,955
Probationary Officer	\$32,510	\$32,510	\$32,510	\$32,510

3. The Probationary Step will apply to the Officer for twelve (12) months from the date of appointment, or until the date of his/her permanent appointment, whichever is later, whereupon step movement shall be to PO-8.

Employees assigned to the Investigative Services Bureau shall receive a Five (\$500) Hundred dollar stipend payable immediately following the adoption of the annual budget.

ARTICLE V -OVERTIME:

Employees in the rank of Police Officer and Sergeant will be paid overtime at the rate of one and one-half (1 1/2) times their respective hourly rate for time worked in excess of eight (8) hours in any given day.

For call in time which is contiguous to the scheduled daily tour, the overtime rate will be paid only for those hours worked beyond the regular daily tour.

An employee in the rank of Police Officer or Sergeant who is called to duty in an emergency or for special assignment shall receive a minimum of two (2) hours pay at one and one-half (1 1/2) times the employee's hourly rate or may be compensated in time off in lieu of overtime pay at the employee's option. Time off shall also be given at the time and one-half (1 1/2) rate, which time off shall be subject to the approval of the Chief of Police.

Compensatory time for superior officers shall be computed and given at the time and one-half (1 1/2) rate.

All uniformed patrol overtime shifts, including work for any non-governmental agency, will be offered via a rotating seniority list. If after offering the overtime opportunity, sufficient coverage is not met, employees shall be ordered to work in an inverse order of seniority; provided, however, that unless the Chief of Police declares an emergency condition, no member shall be required to work more than two consecutive shifts, nor will any employee be called off vacation to fill the overtime positions.

Regarding the overtime rate while performing police services for non-governmental agencies, the overtime rate paid will be the same blended rate established by the Chief of Police for all officers. The Employee will be considered on-duty in those instances, and in any other case where the employee is acting in an Employer authorized activity, any injury or illness incurred by the employee shall be considered in the line of duty and said Employee shall be entitled to all benefits thereof.

The Employer agrees that it will not unreasonably adjust shifts to avoid overtime to the Employees covered by this Agreement.

ARTICLE VI- LONGEVITY:

1. Longevity for employees employed as of the date of this Agreement or thereafter shall be entitled to longevity increase each year of this contract as per Longevity Schedule 'A'. This longevity schedule will begin after the completion of the fourth year of service or the start of the 49th month of service.
2. Payment for longevity shall be part of the regular bi-weekly pay.
See Longevity Schedule 'A'

ARTICLE VII- EDUCATIONAL INCENTIVE:

An employee, who earns an Associates Degree, shall receive a sum in the amount of Five Hundred (\$500.00) Dollars per year; an employee who earns a Bachelors Degree shall receive the sum of One Thousand (\$1,000.00) Dollars per year.

Any employee attending courses leading to an Associates or Bachelors Degree, or for continuing education for police related work shall be reimbursed for the expense of tuition, registration and books, upon satisfactory completion of said course of instruction commensurate with a (C) grade. The employee must notify the Chief of Police in writing by January 31st prior to attending courses or risk late reimbursement. Any employee receiving reimbursement for these expenses from any other government program, except V A, shall not be eligible for reimbursement from the Borough.

All employees who have completed three (3) full years of service with the Department shall receive Seven Hundred fifty (\$750) dollars per year for police academy credits earned. These amounts will be added to the employee's base salary and in equal amounts as part of the biweekly pay.

ARTICLE VIII - UNIFORM ALLOWANCE:

All employees will receive an annual uniform purchase allowance of Four Hundred seventy five (\$475.00) dollars. This amount will be paid to each officer towards the purchase of uniforms immediately following adoption of the annual budget.

In addition, all members of the Police Department will receive a uniform clothing maintenance allowance annually in the amount of four hundred and fifty dollars (\$450.00). This payment will be made in the month of December, immediately following the first public meeting of the Mayor & Council.

The actual cost of repairing or replacing an employee's regular eyeglasses or contact lenses, if lost or damaged in the line of duty, shall be paid by the Borough with the written approval of the Chief of Police.

ARTICLE IX - VACATIONS:

All members of the Police Department shall be entitled to vacation according to the following schedule:

First year:	1 day for each month worked
Up to 6th anniversary:	12 working days per calendar year
After 6th and up to 12th anniversary:	16 working days per calendar year
After 12th and up to 20th anniversary:	20 working days per calendar year
After 20th anniversary:	25 working days per calendar year

Vacations will be authorized subject to adequate personnel available to maintain police service and seniority will be recognized in the selection of vacation periods.

ARTICLE X - HOLIDAYS:

1. Holidays recognized by the Borough of Park Ridge included in base pay are as follows:

- | | |
|--------------------------|------------------------------|
| a. New Years Day | h. Columbus Day |
| b. Lincoln's Birthday | i. General Election Day |
| c. Washington's Birthday | j. Veteran's Day |
| d. Good Friday | k. Thanksgiving Day |
| e. Memorial Day | l. Friday after Thanksgiving |
| f. Independence Day | m. Christmas Day |
| g. Labor Day | |

2. The holidays listed above will not be observed by personnel working rotating schedules unless scheduled for that day off.

3. Members of the Police Department not assigned to rotating shift schedule work will observe holidays in accordance with the above.

4. Any holidays granted in addition to the above will be observed by members not assigned to the rotating shift schedule as they occur and officers assigned to the rotating shift schedule will be granted time equivalent, to the extra holiday, off to be taken when requested, provided the needs of the department are met.

5. In addition to the regular holidays heretofore set forth, the employees covered under this Agreement shall be entitled to such further paid holidays as may be declared from time to time by the President of the United States, or by the Governor of the State of New Jersey, and any other holiday declared by the Mayor for any other Borough employees.

ARTICLE XI - EXCUSED ABSENCES:

Excused absences are defined as any authorized absences from scheduled hours of work for which no deductions are made from the employee's compensation, and which are not attributable to other absences under the following circumstances:

Time necessary for involuntary participation in governmental proceedings such as jury duty.

ARTICLE XII - DEATH/ILLNESS IN FAMILY:

In the event of the death of a member or the immediate family of personnel covered under this Agreement, no deduction of pay will be made because of contiguous absence not exceeding four (4) work days from the date of death. Immediate family will be considered parents, step-parents, mother and father-in-laws, husband, wife, children, step-children, brother, sister, grandparents, or any member who resides in the employee's home.

In the event of an extension of absence for this cause for a reasonable period is requested, such an extension may be granted with the approval of the Chief of Police and charged against vacation time, comp hours or taken without pay.

In the event of a serious illness of a member of an employee's family, a leave of absence without pay may be granted or the employee may utilize available vacation time with the consent of the Chief of Police.

ARTICLE XIII - SICK LEAVE:

Employee(s) are entitled to one working day for every month of service during the remainder of the first calendar year of service following appointment.

After the first calendar year sick leave will be earned at the rate of fifteen (15) days per year (1 ¼ days per month) and may be accumulated. An employee who becomes ill while on vacation may use accumulated sick days for the remainder of the illness.

If an employee is absent due to illness for more than three (3) days, upon return to duty he/she may be required to submit a doctor's certificate explaining the nature of the illness. The Chief of Police or the Borough, at their discretion, may request a doctor's certificate at any time. All other provisions pertaining to sickness and sick leave as outlined in Chapter 4.7 of the Rules and Regulations, not in conflict with the foregoing, remain in effect.

ARTICLE XIV - INSURANCE:

The Borough of Park Ridge will continue to provide life insurance in the amount of Ten Thousand (\$10,000.00) Dollars for each Police Officer and Fifteen Thousand (\$15,000.00) Dollars for each rank above Police Officer.

ARTICLE XV - MEDICAL COVERAGE:

1. The Borough of Park Ridge will continue to provide full family protection for hospitalization and medical insurance as is presently in effect. Effective December 31, 2009, the Borough may elect to change coverage to the State Health Benefits Plan inclusive of its various plan options as selected by each employee or a mirroring plan of the State Health Benefits Plan provided by the Bergen Municipal Employee Benefits Fund ("BMED") (known as the Vozza BMED plan during negotiations). For the period December 31, 2009 through December 31, 2010, the Borough has elected to provide this coverage through BMED.
2. Full time retired employees will be entitled to full family protection provided they have completed at least twenty five (25) years of service credit in PFRS (Police and Fire Retirement System) with at least fifteen (15) years of that service in Park Ridge for employees hired on or before June 1, 1992 and twenty (20) years of that service in Park Ridge for employees hired subsequent to that date, and have no other coverage from any other employment. Any service credit time bought back by an employee that was served in the United States Armed Forces shall be considered service with Park Ridge and shall be counted against the service time with the Borough required above.
3. A Borough employee, upon retirement and fulfilling all requirements thereof, shall be covered in full by medical/hospital coverage as enjoyed by all full time employees until the date of his/her death at no cost to the employee except that set forth in Paragraph 8 of this Article. Thereafter, the surviving spouse of the retired employee shall also be covered in full until the date of his/her death at no cost whereby this survivor benefit shall cease. Nothing herein shall be deemed to affect the insurance coverage presently being provided to former employees already retired or surviving spouses and children as of the date of this Agreement.
4. A surviving spouse of an employee who was covered in the insurance program will continue to be covered in full for two (2) years at no cost to the surviving spouse. After said two (2) year period, the surviving spouse shall be offered the opportunity to continue coverage, but at said spouse's own expense. Provided, that within the two (2) year period such spouse does not have any other hospitalization or medical coverage, except for Medicare and/or Medicaid coverage.
5. There is hereby established a Borough of Park Ridge Employee Insurance Review Committee comprised of one (1) member from each Collective Bargaining unit, one (1) member representing the non-collective bargaining exempt employees and one (1) member from the Governing Body (Borough).

The Committee will meet on an as needed basis, but not less than four (4) meetings a year. The Committee will review any employee inquiry that may have resulted in a claim not being paid correctly or the Plan benefit not being administered correctly. It will be the responsibility of the Committee to convene a meeting and review all facts, documentation and bills submitted by the provider to determine if the Plan properly administered and paid out the benefit according to the Plan Document.

6. If established that a benefit has been paid incorrectly due to a claim processing error, then the current claims administrator will make proper adjustments. If it is determined that the Plan Document did not reflect the coverage in effect as of December 31, 1990, then the Borough of Park Ridge, upon the recommendation of the Park Ridge Employee Insurance Review Committee, will provide written directive to current claims administrator to make an amendment to the Plan Document. If the Borough elects to change the coverage as permitted by this Article, then the effective date of the new Plan Document shall replace the date of December 31, 1990.

7. Effective December 31, 2009, the following monthly contributions shall be paid by all employees towards medical coverage expenses incurred by the Borough:

Single	\$20.00 per month
Husband/Wife and Parent/Child	\$30.00 per month
Family	\$40.00 per month

8. Employees retiring on or after December 31, 2009 shall continue to contribute towards their medical coverage expenses contribute at 65% of the then effective contractual rate for the coverage elected by the employee based upon the contractual rates in effect in the month preceding the employee's retirement.

ARTICLE XVI - MEAL ALLOWANCE:

A meal allowance of the appropriate amount shall be available to employees who are required to work three (3) hours before or after their regularly scheduled shift; or any call out other than shift coverage, of four (4) or more hours.

\$8.00 Breakfast -	called in 3 or more hours before a day shift. staying 3 or more hours after the midnight shift.
\$9.00 Lunch-	called in 3 or more hours before the evening shift. staying 3 or more hours after the day shift.
\$12.00 Dinner	called in 3 or more hours before the midnight shift. Staying 3 or more hours after the evening shift.

Meal allowances shall be available to any employee who attends any out of Borough Police Academy class, seminar, or any meeting scheduled by the Chief of Police or anyone acting on their behalf and upon presentation of proper documentation for payroll processing.

ARTICLE XVII - LEAVE OF ABSENCE WITHOUT PAY:

An employee may take a leave of absence without pay for valid reasons, as determined by the Chief of Police with the approval of the Mayor and Council, for a period not to exceed twelve (12) months. Such leave shall not be considered service and no credits including vacation shall accrue from such leave.

ARTICLE XVIII - LEGAL AID:

The Borough will provide legal aid and liability to the employee in suits or other legal proceedings against the employee arising from incidents in the line of duty. This provision will not be applicable to any disciplinary or criminal proceeding instituted against the employee by the employer.

ARTICLE XIX - FALSE ARREST INSURANCE:

The Borough of Park Ridge shall continue to provide employees with insurance coverage protecting them from civil suits arising out of the performance of their duties including, but not limited to false arrest.

ARTICLE XX - SEVERABILITY:

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

ARTICLE XXI - WORK INCURRED INJURY:

Where an employee covered under this agreement suffers a work-connected injury or disability, the Borough shall continue such employee at full pay, during the continuance of such employee's inability to work for a period of up to one (1) year. During this period of time, all temporary disability benefits accruing under the provisions of the Worker's Compensation Act shall be paid over to the Borough.

The employee shall be required to present evidence by a certificate of a physician designated by the insurance carrier that he is unable to work and the Mayor and Council may reasonably require the said employee to present such certificates from time to time.

In the event the employee contends that he is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the Borough or by its insurance carrier, then, in that event, the burden shall be upon the employee to establish such additional period of disability by obtaining a judgment in the Division of Worker's Compensation establishing such further period of disability and such findings by the Division of Worker's Compensation or by the final decision of the last reviewing Court shall be binding upon the parties.

For the purpose of this Article, work incurred injury shall mean injury or illness incurred while the employee is acting in an official police capacity.

In the event a dispute arises as to whether an absence shall be computed or designated as sick leave or as an injury on duty, the parties agree to be bound by the decision of an appropriate Worker's Compensation Judgment, or if there is an appeal therefrom, the final decision of the last reviewing court.

An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be construed as sick leave or a sick leave occasion under the terms of the sick leave policy heretofore agreed upon between the parties.

In the event an employee visits a doctor at the request of the Borough and a portion of the time required for such visit occurs during the period when the employee is scheduled for a normal tour of duty, the employee shall be excused and paid for the excused portion of the scheduled tour as if it were time worked.

ARTICLE XXII- GRIEVANCE PROCEDURE:

To provide for the expeditious and mutually satisfactory settlement of grievance arising with respect to the complaints occurring under this Agreement, the following procedures shall be used.

For the purpose of this Agreement, the term "grievance" means any complaint, difference or dispute between the Borough and any employee with respect to the interpretation, application or violation of any of the provisions of this Agreement, any rule, policy or regulation of the Department.

(A) STEP ONE

In the event that any employee covered by this Agreement has a grievance, then within ten (10) working days, from the happening of the event that constitutes the grievance, the grievance shall be presented in writing to the Chief of Police. The Chief shall render a decision within five (5) working days after the grievance was first presented. In the absence of the Chief, the grievance shall be presented to the next ranking officer in charge of the Department for determination.

(B) STEP TWO

If the employee wishes to appeal the decision of the Chief of Police or the Supervisor in charge, if the Chief is absent, he/she shall present in writing to the Borough Administrator such an appeal within five (5) working days of the decision of the Chief. This presentation shall include copies of all previous correspondence and correspondence relative to the matter in dispute. The Borough Administrator shall provide the employee the opportunity to be heard and will give his/her decision in writing within twenty (20) working days of receipt of the written grievance.

(C) STEP THREE

If the grievance has not been or cannot be resolved through Steps I or 2, or if the Association seeks to appeal the decision arrived at in Step 2, the grievance will then be sent, in writing, to the governing body within five (5) working days of the decision made by the Borough Administrator under Step 2. Upon receipt of the grievance by the governing body, the governing body will give the Association the right to be heard on the grievance and render a decision in writing within twenty (20) working days from receipt of the grievance.

(D) STEP FOUR - ARBITRATION

1. If no satisfactory resolution of the grievance is reached at Step 3, then within fifteen (15) working days the grievance shall be referred to the Public Employment Relations Commission for the selection of an arbitrator, pursuant to the rules of PERC. The decision of the arbitrator shall be final and binding upon the parties. The expense of such arbitration shall be borne equally by the parties.
2. The arbitrator shall have no authority to add or subtract from the Agreement. It is agreed between the parties that no arbitration hearing shall be held until after the expiration of at least thirty (30) days after the decision rendered by the Borough's governing body or its representative on the grievance.
3. Further, it is the intent of the parties that no matter in dispute that is subject to the review and/or the decision of the Department of Personnel & Merit System Board of the State of New Jersey may be submitted to arbitration. The parties herein direct the arbitrator not to accept or to decide any matter in dispute that is subject to Department of Personnel & Merit System Board review and decision.
4. Employees covered by this Agreement shall have the right to process their own grievance, with or without an Association representative.
5. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits provided for processing the grievance at any Step in the Grievance Procedure.

ARTICLE XXIII- DEPARTMENTAL INVESTIGATIONS

In an effort to insure that departmental investigations are conducted in a manner which is conducive to good order and discipline, the following rules are hereby adopted:

1. The interrogation of a member of the Police Force regarding an alleged violation of Rules and Regulations of the Department shall be commenced within ten (10) days after the alleged infraction could have been reasonably known.
2. The interrogation of a member of the force shall be at a reasonable hour, preferably when the member of the force is on duty, unless the exigencies of the investigation dictate otherwise.
3. The interrogations shall take place at a location designated by the Chief of Police. Usually it will be at Police Headquarters or the location where the alleged incident occurred.
4. The member of the force shall be informed of the nature of the investigation before any interrogation commences. A signed written statement by the complainant to reasonably apprise the member of the allegations shall 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.
5. The questioning shall be reasonable in length. Fifteen (15) minutes time shall be provided for personal necessities, meals, telephone calls and rest periods at the end of every two (2) hours.
6. The member of the force shall not be subject to any offensive language, nor shall he/she be threatened with transfer, dismissal or other disciplinary punishment. No promise of reward shall be made as an inducement to answering questions.
7. At every stage of the proceedings, the Department shall afford an opportunity for a member of the force, if he/she so requests, to consult with counsel and/or their Association representative before being questioned concerning a violation of the Rules and Regulations. Said request for consultation during interrogation shall not delay the interrogation beyond one (1) hour for consultation with their Association representative, nor more than two (2) hours for consultation with their attorney.
8. In cases other than Departmental Investigations, if a member of the force is under arrest or if he/she is a suspect or the target of a criminal investigation, he/she shall be given their rights pursuant to the current decisions of the United States Supreme Court.
9. Nothing herein shall be construed to deprive the Department or its Officers of the ability to conduct the routine and daily operations of the Department.

ARTICLE XXIV - MANAGEMENT RIGHTS

The Borough hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including, but not limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the Borough Government and its properties and facilities and the activities of its employees.
2. To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees.
3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.
4. The selection of all insurance carriers

Nothing contained herein shall be construed to deny or restrict the Borough of its rights, responsibilities and authority under R.S. 40 and 40A, or any other national, state, county or local laws or ordinances.

ARTICLE XXV - NO STRIKE PLEDGE

The Association covenants and agrees that during the term of this Agreement neither the Association nor any person acting on its behalf will cause, authorize or support, nor will any of its members take part in any strike (Le. the concerted failure to report for duty or willful absence or any employee from their position, or stoppage of work or abstinence in whole or in part from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action interfering with normal operations against the Borough.

In the event of a strike, work stoppage, slowdown or other job action interfering with the normal operation of the Department, it is covenanted and agreed that participation in any such activity by an employee covered by this Agreement shall be deemed grounds for discipline of such employee or employees, subject, however, to the Grievance Procedure and/or the provisions of Title 40.

The Association will do everything in its power to prevent any of its members or persons acting in their behalf, from taking part in any strike, slowdown, walkout or job action interfering with the normal operations and will take whatever affirmative steps are necessary under the circumstances to prevent and terminate such illegal action.

Nothing contained in this Agreement shall be construed to limit or restrict the Borough 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 Association, its members or any persons acting on its behalf.

ARTICLE XXVI - TERMINAL LEAVE

Employees who retire after twenty-five (25) years of service shall be paid a sum equal to twenty-five (25%) percent of the total number of said officer's accrued sick days to a maximum of two hundred (200) accrued days.

Payment shall be at the base rate of the officer at the time of retirement. Payment may be made over a period of three (3) years in equal installments. Notification of intention to retire must be given by December 31st of the year preceding retirement.

ARTICLE XXVII - LABOR MANAGEMENT COMMITTEE

Both parties agree to establish a joint labor-management committee to discuss and resolve any current or future issues as they might relate to this Agreement or operating rules and regulations of the Department. This committee will consist of two (2) members from the Collective Bargaining Unit, two (2) members from the Governing Body and the Chief of Police.

ARTICLE XXVIII - TERM OF AGREEMENT

This Agreement shall be effective January 1, 2009 and shall terminate December 31, 2012. All benefits hereunder shall be retroactive to January 1, 2009. It is not the intention of the Borough to make any changes in existing benefits, practices or policies not covered in this Agreement. If a new Agreement is not agreed upon prior to the expiration of this Agreement, all benefits covered in this Agreement will remain in effect until a new Agreement is signed.

IN WITNESS WHEREOF, the parties hereto have hereunder affixed their hands and seals.

BOROUGH OF PARK RIDGE

NJ STATE PBA LOCAL 206
(PARK RIDGE UNIT)

BY: 
DONALD RUSCHMAN, MAYOR

BY: 
P.O. PAUL MARCHESE

BY: 
P.O. SCOTT LAUGHTON

BY: 
P.O. MATTHEW EITNER

BY: 
P.O. GREG STALB

ATTEST:

BY: 

LONGEVITY

Schedule A

YEARS OF SERVICE	2009 (3.9%)	2010 (3.9%)	2011 (3.75%)	2012 (3.75%)
5	\$ 520	\$ 540	\$ 560	\$ 581
6	\$ 831	\$ 864	\$ 896	\$ 930
7	\$ 1,143	\$ 1,187	\$ 1,232	\$ 1,278
8	\$ 1,455	\$ 1,511	\$ 1,568	\$ 1,627
9	\$ 1,766	\$ 1,835	\$ 1,904	\$ 1,975
10	\$ 2,078	\$ 2,159	\$ 2,240	\$ 2,324
11	\$ 2,390	\$ 2,483	\$ 2,576	\$ 2,673
12	\$ 2,598	\$ 2,699	\$ 2,800	\$ 2,905
13	\$ 2,805	\$ 2,915	\$ 3,024	\$ 3,137
14	\$ 3,013	\$ 3,131	\$ 3,248	\$ 3,370
15	\$ 3,221	\$ 3,347	\$ 3,472	\$ 3,602
16	\$ 3,533	\$ 3,670	\$ 3,808	\$ 3,951
17	\$ 3,740	\$ 3,886	\$ 4,032	\$ 4,183
18	\$ 3,948	\$ 4,102	\$ 4,256	\$ 4,416
19	\$ 4,156	\$ 4,318	\$ 4,480	\$ 4,648
20	\$ 4,364	\$ 4,534	\$ 4,704	\$ 4,880
21	\$ 4,676	\$ 4,858	\$ 5,040	\$ 5,229
22	\$ 4,883	\$ 5,074	\$ 5,264	\$ 5,461
23	\$ 5,091	\$ 5,290	\$ 5,488	\$ 5,694
24	\$ 5,299	\$ 5,506	\$ 5,712	\$ 5,926
25	\$ 5,507	\$ 5,721	\$ 5,936	\$ 6,159
26	\$ 5,818	\$ 6,045	\$ 6,272	\$ 6,507
27	\$ 6,026	\$ 6,261	\$ 6,496	\$ 6,740
28	\$ 6,234	\$ 6,477	\$ 6,720	\$ 6,972
29	\$ 6,442	\$ 6,693	\$ 6,944	\$ 7,204
30	\$ 6,650	\$ 6,909	\$ 7,168	\$ 7,437