

Camden

Camden County
Police

AGREEMENT BETWEEN

~~CAMDEN COUNTY PARK COMMISSION AND THE~~

~~CAMDEN COUNTY PARK POLICE~~

1976 - 1978

017

X January 1, 1976 - December 31, 1978

1. PRELIMINARY

1-1 This Agreement entered into by the Camden County Park Commission, hereinafter referred to as the "Commission" or "Employer" and the Camden County Park Police Department hereinafter referred to as the "Park Police" has as its purpose the promotion of good relations between the Commission and the Park Police Department and an equitable and peaceful procedure for the establishment of rates of pay, working hours, conditions of employment and a peaceful procedure for the resolving of any differences.

2. RECOGNITION

- 2-1 The Commission recognizes the designated officers of the Park Police selected to represent them in negotiations for the purpose of establishing salaries, hours of work and other conditions of employment affecting the Park Police, Deputy Chief, Lts., Sgts., and Patrolmen and such other classifications the parties agree to include as part of this agreement. This section shall not in any way abrogate the rights of employees as established under the Public Laws of New Jersey, 1968, Chapter 303 and Civil Service Rules Title 4. This agreement shall not apply to temporary or seasonal employees.
- 2-2 Park Police Radio Dispatchers shall be covered by this agreement and entitled to all benefits and covered by the same work rules and regulations as police officers.

3. WORK SCHEDULES

3-1 The regularly scheduled work week shall not consist of more than 80 hours in any pay period of two weeks.

3-2 The regular starting time of work shifts will not be changed without reasonable notice to the affected employees when time and conditions permit.

3-3 The weekly work schedule shall be posted no later than three days prior to the end of the preceding work week.

4. OVERTIME

- 4-1 Overtime refers to any time worked beyond the regularly scheduled hours of duty in any one day, in excess of thirty (30) minutes, when approved by the employee's immediate supervisor.
- 4-2 Overtime shall be paid at one and one-half (1½) times the employee's regular hourly rate.
- 4-3 Overtime work shall be distributed as equally as possible among the employees.
- 4-4 Court time will be paid at the rate of \$150.00 per man to be paid in a separate check at the first week in December or the pay period closest to this date.

5. CALL IN TIME

5-1 Any employee who is directed and returns to work during periods other than his regularly scheduled shift shall be paid at one and one-half (1½) times his regular hourly rate. Such employee shall be guaranteed 4 hours pay.

5-2 Article 5.1 will not apply if an employee is called in for reasons other than special assignment.

6. RATE OF PAY

- 6-1 The pay scales for all employees covered by this agreement shall be set forth in Appendix A attached.
- 6-2 New or additional employees to be hired during the term of this contract shall be governed by the pay scale as set forth in Appendix A. The lowest rate being received in the classification shall be the hiring rate. In any case where the position requires a person with special qualifications the Park Commission may make such an adjustment in the hiring rate as they deem necessary to properly and justifiably fill a position.
- 6-3 When an employee is promoted or reclassified (so as to assume additional responsibilities or duties or in recognition of the performance of duties beyond those required by his old title) from one class or title to another having a higher salary range, then his salary shall be adjusted to the lowest rate of any employee holding that title to which the promoted or reclassified employee is raised. In no event shall such employee's salary be less than he received in his prior title.
- 6-4 The yearly increment as shown in Appendix A, shall be paid to employees beginning on their anniversary date.

7. INSURANCE

7-1 There shall be no change in the Group, Hospital, Medical Plan presently maintained and paid by the employer on behalf of the employees except in the case of a new plan that is equivalent or better as determined by the Commission.

by his old title
having a higher

8 SICK LEAVE WITH PAY

8-1 Sick leave with pay shall be administered in accordance with Title 4, Civil Service Regulations as revised April 15, 1971, and is meant to include any future revisions thereof.

3-2 Starting in January 1976 at the completion of the year 1976 an employee may sell his unused sick time for full pay or retain it for use at future need.

9. VACATIONS

9-1 Vacations, vacation pay is to be administered according to the Civil Service Regulations, Title 4 as revised April 15, 1971 and any subsequent revisions thereof.

10 HOLIDAYS

10-1 Employees shall receive fourteen (14) paid
Holidays per year. These Holidays shall be:

 New Year's Day
 Lincoln's Birthday
 Washington's Birthday
 Good Friday
 Easter
 Memorial Day
 4th of July
 Labor Day
 Columbus Day
 Veteran's Day
 Election Day
 Thanksgiving
 Friday After Thanksgiving
 Christmas

The pay for these Holidays shall be given in one
check approximately the first week in December.
This shall be in addition to and not included in
an employees regular salary.

10-2 Employees shall receive Holiday pay only for those
Holidays celebrated during his term of employment

10-3 When the Commission employees are granted an extra
Holiday by resolution of the Commission or the Board
of Freeholders the Park Police shall receive pay for
this day also.

11 WORK RULES

- 11-1 The Commission may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced.
- 11-2 Any grievance or dispute that might arise between the parties in reference to the application of or meaning or the interpretation of the agreement shall be settled in the following manner: a grievance shall be any difference of opinion, controversy or dispute arising between the parties hereto relating to any matter of wages, hours or working conditions or any dispute between the parties involving interpretation or application of any provision of this agreement.
- Step 1. A representative with the employee's involved shall in writing present the grievance to the employee's immediate supervisor no later than five (5) working days of the occurrence causing the grievance. The response shall be made in writing within three (3) days by said immediate supervisor.
- Step 2. If the grievance is not settled by Step 1, it shall then be submitted to a tribunal composed of the aggrieved, his representative and three (3) staff officers of the Park Police Department within five (5) working days of the receipt of the answer from Step 1. A response of the tribunal shall be made in writing within three (3) days to the representative by the superior officer of the tribunal.
- Step 3. If the grievance is not settled in Step 2, it shall then be reduced to writing by the representative and submitted to the Clerk. The answer to such grievance shall be in writing with copies to the employee, representative and department head and shall then be made within five (5) working days of its submission. The response shall then be made in writing no later than three (3) days by the Clerk.

- Step 4. If the grievance is not settled by the preceding steps, then the representative shall have the right to request that the Public Safety Committee of the Commission act on the grievance. A written response shall be served on the employee and the representative or its grievance committee within seven (7) working days after the submission of the grievance.
- Step 5. If the aggrieved is a permanent employee, he shall now have the right to pursue all legal remedies afforded by the provisions of the Civil Service Act should the grievance not be settled in Step 4.

12 UNIFORMS

12-1 The Commission shall provide all authorized
 necessary uniforms.

13 EQUAL TREATMENT

13-1 No person shall be discriminated against because of his political or religious opinion, or affiliations, nor because of his sex, race, ancestry or national origin or engagement in union activities such as collective bargaining.

14 LONGEVITY PAY

14-1 Longevity pay will be granted on or about December 1, in a separate check to all members of the department who meet the following specifications of service:

5 years of service 3% of annual pay
10 years of service 4% of annual pay
15 years of service 5% of annual pay
20 years of service 6% of annual pay

14-2 Longevity will be paid at the rate of $\frac{1}{2}$ credit for years with other full time Law Enforcement Agencies, at the end of the employees third (3) year with the Park Commission.

15 DURATION OF AGREEMENT

- 15-1 This agreement shall become effective as of the first day of January 1976 and shall remain in effect until the thirty-first (31) day of December 1978. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing one hundred and twenty (120) days prior to the anniversary date that it desires to modify this agreement. In the event that such notice is given, negotiations shall begin not later than ninety (90) days prior to the anniversary date. This agreement shall remain in force and be effective during the period of negotiations and until notice of termination of this agreement is provided to either party in the manner set forth in the following paragraph:
- 15-2 In the event that either party desires to terminate this agreement written notice must be given to the other party not less than thirty (30) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.
- 15-3 Any changes, modifications or amendments of any part of this contract shall not cause a change, modification or amendment in any other part expressly so stated and this agreement shall continue in full force and effect.

APPENDIX A - WAGES and SALARIES

The Camden County Park Commission has agreed to pay to all Park Police and Dispatchers a 10% raise beginning with the first pay of 1976. An 8% raise beginning with the first pay of 1977 and a 6% raise with the first pay of 1978. If for any reason the Clerk is unable to start the raise in this pay period the pay shall be retroactive to the first pay period of said year.

<u>TITLE</u>	<u>10%</u> <u>1976</u>	<u>8%</u> <u>1977</u>	<u>6%</u> <u>1978</u>
First Year Patrolman	10,450.00	11,286.00	11,963.00
Second Year Patrolman	12,100.00	13,063.00	13,852.00
Third Year Patrolman	13,768.00	14,869.00	15,761.00
Sergeant	15,022.00	16,223.00	17,197.00
Deputy Chief	16,227.00	17,525.00	18,577.00
Dispatchers	8,096.00	8,744.00	9,263.00
Lead Dispatcher	8,829.00	9,535.00	10,107.00

+ 10% 1979

+ 10% 1980

This writing contains the entire agreement of the parties and shall not be enlarged, diminished or modified in any way without the expressed written approval of both parties.

Witness our hand and seal this 17 day of July 1976.

By: [Signature]
Pres., Camden County Park Commission

Attest By: [Signature]
Secy., Camden County Park Commission

By: [Signature]
Authorized agent, Camden County Park Police