

Collective Negotiations Agreement

Between

Borough of Dumont

And

Patrolmen's Benevolent Association

(PBA) local 377 (Dumont unit)

January 1, 2017 - December 31, 2021

John L. Shahdanian II, Esq.
Chasan Lamparello Mallon & Capuzzo, PC
300 Lighting Way
Secaucus, NJ 07094
201-348-6000



Table of Contents

	<u>Page</u>
Preamble	1
Article I - Police Officers Basic Rights	1
Article II - Exclusivity of PBA Representation	2
Article III - Personal Equipment	2
Article IV - Existing Law	2
Article V - PBA Recognition	2
Article VI - PBA Representatives	3
Article VII - Rights of Police Officers	3
Article VIII - Data for Future Bargaining	5
Article IX - Salaries	5
Article X - Work Day, Work Week and Overtime	5
Article XI - Hourly Rate	7
Article XII - Court Time	7
Article XIII - Training Pay	8
Article XIV - Standby Time	8
Article XV - Recall	8
Article XVI - Shift Changes	9
Article XVII - Longevity	9
Article XVIII - Uniforms	10
Article XIX - PBA Representatives	11
Article XX - Vacations	11



Article XXI - Personal Leave..... 12

Article XXII - Holidays 13

Article XXIII - Sick Leave 14

Article XXIV - Work Incurred Injury 14

Article XXV - Bereavement Leave 15

Article XXVI - Leave of Absence..... 15

Article XXVII - Medical Coverage 17

Article XXVIII - Life Insurance..... 18

Article XXIX - Bulletin Board 18

Article XXX - Ceremonial Activities 19

Article XXXI - Personnel Files..... 19

Article XXXII - Military Leaves 19

Article XXXIII - Night Differential 20

Article XXXIV – Pension 20

Article XXXV - Grievance Procedure 20

Article XXXVI – Savings 23

Article XXXVII - Management Rights 23

Article XXXVIII - Off-Duty Police Action 24

Article XXXIX - Mileage Allowance 25

Article XL - Maternity Leave..... 25

Article XLI - Safety and Health..... 25

Article XLII - Yearly Calendar 25

Article XLIII - No Waiver 26



Article XLIV - Uniform Regulations 26

Article XLV - Terminal Leave 26

Article XLVI – Seniority 28

Article XLVII - In-Service Training..... 28

Article XLVIII - Term of Contract..... 28

Article XLIX- Agency Shop and Dues Deduction 29

Article L - Tour Commander Pay 29

Article LI - Term and Renewal 30

Appendix A-Salary Guide

Appendix B-Sample Work Schedule



Preamble

This agreement originally entered into on January 1, 2017, is made by and between the Borough of Dumont, a body politic and Corporation of the State of New Jersey (hereinafter the "employer"), and Patrolmen Benevolent Association (PBA) local 377 (Dumont Unit) (hereinafter the "PBA") will terminate, as extended, on December 31, 2021.

WITNESSETH:

WHEREAS, the Employer and the PBA recognized that it would be to the benefit of both parties to promote mutual understanding and foster a harmonious relationship between the parties to the end that continuous and efficient service will be rendered to and by both parties;

NOW, THEREFORE, it is agreed as follows:

Article I

Police Officers Basic Rights

- A. Pursuant to Chapter 303, Public Laws 1968, the Employer hereby agrees that every police officer shall have the right freely to organize, join and support the PBA and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a body exercising governmental power under the Laws of the State of New Jersey, the Employer undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce a police officer in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968, or other Laws of the State of New Jersey or the Constitutions of the State of New Jersey and the United States of America.
- B. The Employer further agrees that it shall not discriminate against a police officer with respect to hours, wages, or any terms or conditions of employment by reason of the police officer's membership in the PBA and its affiliates and or the police officer's participation in any activities of the PBA and its affiliates, or collective negotiations with the Employer, or the institution of any grievance, complaints or proceedings under this Agreement or otherwise with respect to any terms or conditions of employment, as prescribed by Statutes of the State of New Jersey.



Article II
Exclusivity of PBA Representation

The Employer agrees that it will not enter into any contract or memorandum of agreement with anyone but recognized PBA Local 377 (Dumont Unit) only with regard to the categories of personnel covered by the said memorandum of agreement during the term of this Agreement.

Article III
Personal Equipment

If an item of personal equipment is lost or damaged during the course of a police officer's police action, the police officer shall be reimbursed for the same up to a maximum of \$350 upon proof of the cost of the item. Said reimbursement shall not apply to items which are lost or damaged due to the willful and/or negligent actions of the police officer.

Article IV
Existing Law

The provisions of this Agreement shall be subject to and subordinate to, and shall not annul or modify existing applicable provisions of State or Federal Laws.

Article V
PBA Recognition

- A. The Employer recognizes PBA Local 377 (Dumont Unit) only as the exclusive bargaining representatives for the purpose of collective negotiations with respect to all negotiable items of employment of police officers employed by the Employer's Police Department, except those police officers specifically excluded herein, i.e. the Chief of Police.
- B. No police officer shall be compelled to join the PBA, but shall have the option to voluntarily join the PBA. The PBA shall advise the Borough, in writing, within thirty (30) calendar days following the election of PBA representative/alternates, the names and addresses of the representative(s) and alternates(s) and notify the Employer of any changes during the twelve (12) months between such election.





C. The term "police officer" as used herein shall be defined to include the plural as well as the singular, and to include females as well as males.

Article VI
PBA Representatives

A. The Employer recognizes the right of the PBA to designate representatives within the Department and alternates for the enforcement of this Agreement, provided they are members of the Dumont Police Department.

B. The PBA shall furnish the Employer in writing with the names of the representatives and alternates and notify the Employer of any changes.

C. The authority of the representatives and alternates so designated by the PBA shall be limited to, and shall not exceed the following duties and activities:

1. Investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement; and
2. The transmission of messages and information which shall originate with, and is authorized by, the PBA or its officers.

D. The designated PBA representative shall be granted time with pay during working hours to investigate and seek to settle formal grievances and to attend all meetings and conferences on collective negotiations with Employer officials.

Article VII
Rights of Police Officers

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 power of the municipality.

B. The security of the community depends to a great extent on the manner in which police officers perform their duty, and employment is thus in the nature of a public trust.

C. 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.

D. Out of these contacts may come questions concerning the actions of the members of the Force.

E. These questions may require investigation by superior officers designated by the Chief of Police.

F. An investigation shall be conducted in the following manner:

1. Interview of a member of the Force shall be at a reasonable hour, preferably when the member of the Force is on duty, unless exigencies of the interview dictate otherwise, in which event reassignment of the member of the Force should be employed. If any time is lost, the member of the Force shall be compensated.
2. Interviews shall take place at a location designated by the Chief of Police. Usually, it will be at Police Headquarters or the location where the incident allegedly occurred.
3. A member of the Force shall be informed of the nature of the interview before the interview commences, including the name of the complainant. 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 interviewed as a witness only, he/she should be so informed at the initial contact.
4. Questioning shall be reasonable in length. Reasonable respites shall be allowed. Time shall be provided for personal necessities, meals, telephone calls and rest periods as are reasonably necessary.
5. A member of the force shall not be subject to offensive language, nor shall he or she be threatened transfer, dismissal or other disciplinary punishment. No promise of reward shall be made as an inducement to answering questions.
6. The complete interview of a member of the Force shall be recorded mechanically or by the Department stenographer. There will be no "off the record" questions. Recesses called during questioning shall be recorded.
7. If a member of the Force is under arrest or is likely to be, i.e. if he or she is a suspect or the target of a criminal investigation, he or she shall be given his or her rights pursuant to the current decisions of the United States Supreme Court.
8. In all cases, and at every stage of the proceedings, in the interest of maintaining the usual high morale of the Force, the Department shall afford the opportunity to a member of the Force, if he or she so requests, to consult with counsel, and/or his or her PBA representative





before being questioned concerning a violation of the Police Department Rules and Regulations during the interview.

Article VIII
Data for Future Bargaining

- A. The Employer agrees to make available to the PBA all relevant data that the PBA may require to bargain collectively.
- B. The relevant data noted above shall include, but shall not be limited to, such items as salaries and benefits enjoyed by other police officer groups, the costs of various insurance and other programs, information concerning overtime worked by police officers, the total number of injuries on duty, the total length of time lost as a result of injuries on duty and other data of a similar nature.
- C. The Employer shall incur no additional expense by virtue of this Article. This Article shall not apply to any attorney-client work product.

Article IX
Salaries

- A. The base salaries of police officers covered by this Agreement are contained, as amended, in Appendix A.
- B. The base annual salary for the period covered by this Agreement shall, along with other economic items, be deemed payable as of January 1, 2017.

Article X
Work Day, Work Week and Overtime

- 1. Effective January 1, 2010, the employees working the 6x3 schedule shall convert their schedule to a twelve (12) hour patrol shift as follows:
 - A. Twelve Hour Patrol Shift:
 - (1) Each work day shall consist of twelve (12) hours.
 - (2) Each work day will provide for two (2) thirty (30) minute meal breaks.
 - (3) A maximum of four (4) hours overtime may be worked if it is prior to or immediately following (continuous to) an Officer's shift.



- (4) Each officer will have a minimum of at least eight (8) hours off before and after an assigned shift. This shall also apply to all non-mandatory overtime.
- (5) The work schedule will consist of the following: 2 on 2 off, 3 on 2 off, 2 on 3 off. See Appendix B for sample work chart. Shift schedule shall be as follows: Day shift 0600-1800 hours, Night shift 1800-0600 hours.
- (6) Each officer working the twelve (12) hour schedule will receive one hundred and eight (108) schedule adjustment hours per year (Kelly Time). The schedule adjustment hours must be used within the calendar year or they will be lost, as modified herein.
- (7) Officers who are unavailable to use the schedule adjustment hours as a result of workmen's compensation or military leave will be permitted to carry said hours until their return to work. Upon their return, affected officers shall be required to use the schedule adjustment hours within the first one hundred twenty (120) calendar days of their return or they shall be lost.
- (8) Work in excess of the officer's basic work schedule (whichever they are working) or their tour of duty (whichever they are working) shall be considered overtime and paid at the rate of time and one-half (1 ½)

B. Officers Not Assigned to the Twelve Hour Schedule

Police Officers not assigned to the Patrol Division twelve (12) hour schedule shall be assigned to another schedule by the Chief of police and shall work a schedule that will not exceed 2080 hours in a calendar year.

Article XI
Hourly Rate

To compute the base hourly rate of a police officer for overtime and other purposes, the police officer's annual base salary, annual longevity payment, and annual holiday pay shall be added together and that sum divided by two thousand eighty (2080) hours.

Article XII
Court Time

- A. Court Time, as referred to in this Article, shall consist of time, excluding regular tours of duty, during which a police officer covered under this Agreement shall be required to attend Municipal Court, County Court, Superior Court or Grand Jury proceedings or proceedings in other Courts or

Administrative bodies. The provisions of this Article shall not apply to court appearances involving the employee's discipline. If you are a subpoenaed witness, he/she is compensated. If the employee is the target/subject of litigation he/she will not be entitled to compensation. If a Third Party Subpoena is issued to a member, compensation should be paid by the party issuing the subpoena.

- B. Such required court time is considered overtime and shall be compensated at time and one half (1 ½).
- C. When a police officer covered under this Agreement is required to travel to and from the Courts or Administrative bodies noted in this Article, the travel time shall be considered and included in the computation of the amount of overtime to which the police officer is entitled; provided, however, that such travel time is computed between the Employer's Police Headquarters and pertinent Court or Administrative body.
- D. The amount of overtime to which a police officer may be entitled under this Article shall be the actual time required, including waiting time in a Court or Administrative body, together with applicable travel time; provided, however, that the police officer entitlements to overtime under this Article shall not be less than two (2) hours of overtime pay. The minimum provisions in §D shall permit the Borough to use the employee for work matters for the entire minimum period.

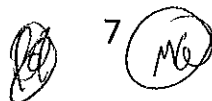
Article XIII
Training Pay

The Employer agrees to compensate police officers covered under this Agreement at the time and one half rate for attending required training courses, approved by the Employer, on their own time.

Article XIV
Standby Time

Standby time shall be considered time worked if the Employer requires the police officer to remain in a fixed location.

Article XV
Recall

 7

A police officer who is called back to work after having completed his regular scheduled shift shall be compensated at time and one half straight time hourly rate of pay, the minimum guarantee of two (2) hours of work or pay in lieu thereof. The Employer reserves the right to have the employees work a full recall period if the Employer so desires.

Article XVI
Shift Changes

- A. The Employer agrees that it will not unreasonably adjust shifts so as to avoid overtime payment to police officers covered under this Agreement, and shift changes shall not occur without giving affected police officers forty-eight (48) hours notice.

- B. The Chief of Police or his delegate has the right to adjust shifts without providing forty-eight (48) hours' notice in cases of disaster or recognized emergency situations. Emergency as used herein shall include unusual conditions caused by any circumstances or situations, including shortages in personnel of the Police Department or Force caused by vacancies, sickness or injury, or by the taking of accrued vacation or sick leave or both, whereby the safety of the public is endangered or imperiled, as shall be determined within the sole discretion of the officer, board or official having charge of the Police Department or Force in any municipality. The Employer agrees that the adjustment of shifts provision of forty-eight (48) hours' notice will not be unreasonable or arbitrarily applied.

Article XVII
Longevity

- A. In addition to wages and other benefits, each police officer shall be entitled to a longevity payment. This payment shall be two percent (2%) of the annual base salary for each consecutive four (4) years of municipal service for the Employer, except in no case shall the sum exceed twelve percent 12% of the police officer's base salary. This sum shall be included as part of regular salary installments and be subject to retirement system deduction.
- B. Disbursements for longevity shall be paid on a biweekly basis to police officers entitled to same.
- C. The longevity schedule for police officers hired on or after October 26, 2001 shall read as follows:

9-12 years	4%
13-16 years	6%
17-20 years	8%
21-24 years	10%
25 plus	12%

D. The longevity schedule for police officers hired on or after January 1, 2010 shall read as follows:

0-12 years.....0%
Start of 13th year.....3%
Start of 17th year.....6%
Start of 21st year.....9%
Start of 25th year.....12%

E. The longevity schedule for police officers hired on or after January 1, 2017 shall read as follows:

0-12 years.....0%
Start of 13th year.....3%
Start of 17th year.....5%
Start of 21st year.....7%
Start of 25th year.....9%

Article XVIII
Uniforms

- A. Each new police officer shall receive a complete uniform from the Employer, free of charge, in lieu of a clothing allowance.
- B. Thereafter, the Employer will pay each police officer, during the term of this Agreement, the sum of Nine Hundred Dollars (\$900) as a clothing allowance payable the first pay period in May. This amount shall be less all applicable deductions.
- C. This payment shall be made to plainclothes as well as uniformed police officers.
- D. If the Employer decides to change the uniform or any part thereof, it shall provide any such changed items to each police officer free of charge.
- E. Utilization of the above section shall not diminish the clothing allowance set forth in this Agreement.
- F. A police officer's uniform or personal equipment, required by the police officer in his capacity as a police officer, which may be damaged as a result of a

single episode during the course of his employment, shall be replaced at the expense of the Employer with the approval of the Chief of police and the Police Commissioner, except where such damage is caused by the negligence of the police officer.

- G. Payments made under the above section shall be in addition to the police officer's annual clothing allowance otherwise referred to in this Agreement and shall be made to the police officer within thirty (30) days of reporting of same.

Article XIX
PBA Representatives

- A. The Employer agrees to grant the necessary time off, without loss of pay, to one member of the PBA or alternate selected by the members of the PBA, as the delegate to attend a State or National Convention of the New Jersey Policemen's Benevolent Association. Further, the Employer agrees to grant the necessary time off, without loss of pay, to the PBA representative duly designated as a State delegate to attend monthly State PBA meetings.
- B. In addition to other meetings to which the PBA representative or alternate has a right to attend, the PBA representative or alternate shall be entitled to attend three (3) additional meetings per annum.

Article XX
Vacations

- A. With the exclusion of police officers hired after January 1, 1989, present members of the Police Department shall receive annual vacations with pay according to the following service schedule:

Length of Service	Hours	12 Hour Days	8 Hour Days
Date of Hire to Six (6) Months	0 hours	0 days	0 days
Over Six (6) Months to One (1) Year	60 hours	5 days	7 days
Over One (1) Year to Five (5) Years	120 hours	10 days	15 days
Over Five (5) Years to Ten (10) years	180 hours	15 days	22 days
Over Ten (10) Years to Fifteen (15) years	240 hours	20 days	30 days
Over Fifteen (15) Years to Twenty (20) years	300 hours	25 days	37 days
Over Twenty (20) Years to Twenty-Five (25) Years	360 hours	30 days	45 days
Over Twenty-Five (25) Years	420 hours	35 days	52 days

- B. The seventh (7th) week vacation for police officers hired after January 1, 1989 is eliminated.
- C. The sixth (6th) week vacation for police officers hired after January 1, 2010 is eliminated.
- D. When, in any calendar year, a vacation or any part thereof is not granted by reason of pressure of police activity, the vacation period not granted shall accumulate and shall be granted during the next succeeding year with the approval of the Chief of Police or the Police Commissioner.
- E. If an employee is on vacation and becomes sufficiently ill so as to require hospitalization for four (4) days or more, employee may have such period of illness and post-hospital recuperation period charged against sick leave, at his option upon proof of hospitalization and a physician's certificate.
- F. No employee who is on vacation shall be recalled except in the case of full mobilization of the Department by the Chief of Police to meet a clear and present danger confronting the Employer.
- G. Not more than one half of vacation time, to which each member is entitled may be taken in daily segments annually.

Article XXI
Personal Leave

Effective January 1, 2017, personal leave days shall be governed by the following conditions:

- A. Each police officer shall have three (3) personal leave days per year. For purposes of this Article a police officer shall not be required to advise his or her supervisor of the reason for personal leave day.
- B. Officers must give the Chief of Police twenty-four (24) hours notice of their intent to take a personal leave day and must receive approval from the Chief of Police to insure that the Employer has adequate personnel on hand to perform all necessary functions

- C. To the extent allowable by law, any supplemental compensation paid to an employee upon retirement for unused personal leave days shall be paid at the employee's rate of pay on the date on which the personal day accrued, not the date on which the employee retires. It will be the responsibility of the Borough's Police Department to keep track of these rates and to report them to the Union upon request.

Article XXII
Holidays

- A. Police officers covered under this Agreement shall be entitled to receive thirteen (13) paid holidays per year.
- B. The holidays for which the members are entitled to be paid are as follows:
- New Year's Day
 - Martin Luther King Jr.'s Birthday
 - Lincoln's Birthday
 - Washington's Birthday
 - Good Friday
 - Memorial Day
 - Independence Day
 - Labor Day
 - Columbus Day
 - Election Day
 - Veterans Day
 - Thanksgiving Day
 - Christmas Day

Article XXIII
Sick Leave

- A. All employees shall receive twelve (12) sick days annually through the year in which top step salary is reached and 15 days thereafter.

- B. All sick leaves will be identified for scheduling purposes as days rather than hours.

Article XXIV
Work Incurred Injury

- A. When a police officer covered under this Agreement suffers a work connected injury or disability, the Employer shall continue police officer at full pay during the continuance of the police officer's inability to work. During this period of time, temporary disability benefits accruing under the provisions of the Workers Compensation Act shall be paid over to the Employer.
- B. A police officer shall be required to present evidence by a certificate of a responsible physician that he or she is unable to work, and the Employer may reasonably require the police officer to present such certificates from time to time.
- C. In the event a police officer contends that he or she is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the Employer or by its insurance carrier then in that event, the burden shall be upon the police officer to establish such additional period of disability by obtaining a judgment in the Division of Workers Compensation by the final decision of the last reviewing court. The decision or judgment shall be binding upon the parties.
- D. For the purpose of this Article, injury or illness incurred while police officers are acting under the Employers authorized activity shall be considered in the line of duty.
- E. In the event a dispute arises as to whether an absence should be computed or designated as sick leave or as an injury on duty, the parties agree to be bound by the decision of the Workers Compensation judgment or, if there is an appeal there from, by the final decision of the last reviewing court.
- F. 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.

Article XXV

Bereavement Leave

- A. A permanent full-time police officer covered under this Agreement shall be entitled to three (3) days leave with pay upon the death of a member of the police officer's immediate family.
- B. The immediate family shall include children, step children, parents, step parents, brothers, step brothers, sisters, step sisters, grandparents and step grandparents of the police officer or police officer's spouse and such other relatives as may be approved by the Chief of Police or Police Commissioner.
- C. Funeral leave shall not be charged against a police officer's vacation or sick leave.
- D. An extension of absence under this article, however, may be at the police officer's option and with the consent of the Department Head, or the extension of absence may be charged against available vacation time or be taken without pay for a reasonable period.
- E. In the case of unusual circumstances not specifically covered in this Article, funeral leave may be granted or extended at the discretion of the Chief of Police.

Article XXVI Leave of Absence

- A. A permanent full-time police officer covered under this Agreement may be granted a leave of absence, without pay, for a period not to exceed ninety (90) working days.
- B. A police officer shall submit in writing all facts bearing on the police officer's request to the Chief of Police or designee, who shall append his own recommendations and forward the police officer's request to the governing body. The governing body shall consider each case on its merits and without establishing a precedent. The Employer will not unreasonably deny the police officer's request for a leave of absence.
- C. A leave of absence is subject to renewal, for reasons of personal illness, disability or other reasons deemed proper and approved by the Employer. Normally, renewal shall be granted only when a police officer has used his or

her accumulated sick and vacation leave or leave in the case of illness, or vacation leave or leave without pay is requested for reasons other than illness.

- D. At the expiration date of a leave of absence, a police officer shall be returned to the position from which he or she was on leave.

Article XXVII
Medical Coverage

- A. The Employer will provide and pay for the New Jersey State Health Benefits Plan for police officers covered under this Agreement and their families. The Employer may change insurance carriers as long as substantially equivalent medical benefits are provided based on the availability of benefits. Absent an emergency, the Borough shall provide at least sixty (60) days notice of any change in insurance carriers to the PBA before any change may be implemented, and upon request, provide the PBA with a detailed summary of the new plan as soon as possible thereafter, but no less than thirty (30) days before implementation of the new plan.
- B. Increases in premiums during the term of this Agreement shall be borne entirely by the Employer, except as subject to the provisions of §H.
- C. The Employer shall continue to reimburse any police officer covered under this Agreement who retires after at least twenty-five (25) years of service for health benefits covered under this Article until age sixty-five (65). The covered police officer shall submit proof of payment before reimbursement can be made.
- D. The Employer shall provide full dental coverage under the family plan of the Delta Dental Plan of New Jersey, Inc. to covered police officers.
- E. Orthodontic benefits are subject to a maximum payment of Five Hundred Dollars (\$500). The benefits encompass individual and family plans applicable to the police officers.
- F. The Employer shall provide an optical plan with a maximum of One Hundred Dollars (\$100) per police officer, as an individual. The Treasurer will reimburse the covered police officer on submission of proof of payment.
- G. Those covered police officers not eligible to receive Medicare benefits commencing at age 65, because they or their spouses are not enrolled in Social Security, will receive an alternate equivalent plan paid for solely by the Employer. Payment will be provided through the form of reimbursement. The eligible retiree will first purchase the plan and submit proof of payment to the Employer.

- H. All employees subject to this agreement shall annually contribute 30% of the total cost of their healthcare benefits, for each year that this agreement remains in effect. All payments referenced herein are to be made by way of payroll deduction. Upon retirement all employees agree that they shall pay 1.5% of their pensionable salary toward the cost of their healthcare benefits.

Article XXVIII
Life Insurance

The Employer will provide, at its own cost and expense and without cost to the police officer, life insurance policy in the face amount of Five Thousand Dollars (\$5,000) per police officer with a double indemnity provision.

Article XXIX
Bulletin Board

- A. The Employer will supply one bulletin board for the use of the PBA to be placed in a conspicuous location.
- B. The bulletin board shall be for the use of the PBA for the posting of notices and bulletins pertaining to PBA business and activities or matters dealing with the welfare of the police officers.
- C. No matter may be posted without obtaining permission of the officially designated PBA representative.

Article XXX

Ceremonial Activities

- A. In the event that a police officer in another Department in the State of New Jersey is killed in the line of duty, the Employer will permit a Department vehicle to be utilized by the members in the funeral service.
- B. Police Officers participating in the funeral service shall not be entitled to any compensation during the time in which they are participating in the funeral services, unless other wise agreed to by the Chief of Police.

Article XXXI

Personnel Files

- A. A separate personal history file shall be established and maintained for each police officer covered under this Agreement. Personnel files of covered police officers shall be maintained in the Office of the Chief of Police or designee.
- B. A member of the Police Department may, by appointment, review his or her personnel file, but the appointment for review must be made through the Chief of Police or designee.
- C. Whenever a written complaint concerning a police officer or his/her actions is to be placed in his personnel file, a copy shall be made available to him/her. The police officer shall be given the opportunity to rebut the written complaint if he/she so desires, and he/she shall be permitted to place such rebuttal in his personnel file.

Article XXXII

Military Leaves

Military leave for police officers training or serving with the National Guard or with the Armed Forces of the United States of America will be granted in accordance with the laws applying to such cases. A member of the police force shall not lose seniority due to service in the military.

Article XXXIII
Night Differential

Each member of the bargaining unit shall receive Six Hundred Dollars (\$600) per year as night differential.

Article XXXIV
Pension

- A. The Employer shall provide pension and retirement benefits to police officers covered under this Agreement pursuant to the provisions of the Statutes and Laws of the State of New Jersey.
- B. The Employer will pay the appropriate police retirement fund all amounts which the fund will accept on account of payments made to police officers pursuant to this Agreement.
- C. It is agreed that in the event the parties have a dispute as to whether the payment should or should not be made to the appropriate police retirement fund then, and in that event, resolution of the dispute shall be made by the appropriate fund and the parties of this Agreement agree to be bound thereby.

Article XXXV
Grievance Procedure

- A. Definitions
 - 1. the term "grievance" means a claim by a police officer that, as to him or her, there has been inequitable, improper or unjust application, interpretation, violation, modification or change of policy, agreement or administrative decision affecting the terms and conditions of his or her employment. A grievance, to be considered under the procedure, must be initiated by the police officer within fifteen (15) calendar days after the event which gave rise to the grievance.
 - 2. An "aggrieved person" is the person(s) making a claim.
 - 3. A "party of interest" is the person(s) making the claim, and a person who might be taken in order to resolve the claim. At level two and above, the party in interest shall include the PBA or its representative.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, solutions to problems which may from time to time arise affecting the terms and conditions of the police officer's employment. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the proceedings.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, may be extended by mutual agreement.

2. Level One

A police officer with a grievance shall submit the grievance in writing to the Chief of Police either directly or through the PBA's designated representative, with the objective of resolving the matter informally. The Chief of Police's response to the police officer's grievance shall be in writing.

3. Level Two

If the aggrieved person is not satisfied with the disposition of his or her grievance at Level 1, or if no decision has been made by the Chief of Police within five (5) working days after presentation of the grievance, the aggrieved person may file a grievance in writing with the Borough Administrator. The Administrator shall review the grievance and supporting material submitted to him or her. The Administrator shall discuss the issue with all the parties in interest present and shall render a written decision within ten (10) working days after the filing of the grievance with the Administrator.

4. Level Three

If any aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within the aforesaid ten (10) working days, the aggrieved person may appeal to the Police Committee or Mayor and Council by filing a written request that the Police Committee or Mayor and Council hear the matter. At the same time the aggrieved person files his documentation with the Mayor and Council, through the Police Committee, he or she shall give notice

of such appeal to the Chief of Police and any other party in interest. The Mayor shall determine whether to schedule the hearing for an executive session at the next regular meeting of the Mayor and Council or at a special meeting of the Mayor and Council, either of which shall be no later than ten (10) working days after the date of receipt of the written request. The Mayor and Council shall review the case and render a written decision within one (1) month from the date of the receipt of the written request.

5. Level Four-Arbitration

- a. If no satisfactory resolution of a grievance is reached at Level Three, which alleges that there has been a violation of the express written terms of this Agreement, within twenty (20) calendar days, the grievance may 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. General expenses of such arbitration shall be borne equally by the parties, except that each party shall bear the expense of its own representatives and witnesses.
- b. The arbitrator shall have no authority to add to or subtract from the Agreement, nor shall he have authority to rule on grievances which concerned the interpretation, application or alleged violation of the Employer's policies and administrative decisions affecting the terms and conditions of employment or of statutes and regulations setting forth the terms and conditions of employment.
- c. 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 Employer's governing body or its representative on the grievance. 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 Civil Service Commission of the State of New Jersey, may be submitted to arbitration. The parties herein direct the arbitrator not to accept or to decide a matter in dispute that is subject to Civil Service Commission's review and decision.
- d. Nothing herein shall be construed as restricting the right of a police officer or group of police officers to present their problems or requests directly to their supervisor; or a group of police officers shall have the right at any time to present grievances to the appropriate Employer representative and to have such grievances adjusted, without the intervention of the negotiating representative,

as long as the adjustment is not inconsistent with the terms of the collective negotiating contract or agreement then in effect; further, that the negotiating representative has been given the opportunity to be present at such adjustment.

- e. Nothing contained herein shall prevent the parties from mutually agreeing to extend or contract the time limits provided for processing a grievance at any step in the grievance procedure. The failure to respond to any level within the time limits provided shall be deemed a denial of the grievance at that step.

Article XXXVI

Savings

- A. It is understood and agreed that the portion of this Agreement or the application of this Agreement to a person or circumstances shall be invalidated by statute; the remainder of this Agreement or the application of such provision to other persons or circumstances shall not be affected thereby.
- B. If provision is so invalidated by statute, the Employer and the PBA will meet for the purpose of negotiating changes made necessary by applicable law.

Article XXXVII

Management Rights

- A. Except as otherwise provided herein, and subject to applicable law, the Employer hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Laws and the Constitution of the State of New Jersey and of the United States of America, including, but without limitation thereto, the following rights:
 - 1. To the executive management and the administrative control of the Employer's government and its properties and facilities and the activity of its police officers;
 - 2. To hire police officers and, subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignments and to promote and transfer police officers;
 - 3. To suspend, promote, demote, transfer, assign, reassign, discharge or take any other disciplinary action for good and just cause according to law;

4. To take whatever action may be necessary to carry out the mission of the governing body in cases of emergency.
- B. It is understood by the parties that the governing body, not the police officers, possesses both the authority and responsibility for governing the community as provided by law.
 - C. Nothing herein shall be construed to deny or restrict either party of, or in its rights, responsibilities and authority under N.J.S. Titles 11A, 34, 40 and 40A, or any other national, state, county, or any other applicable law.
 - D. Neither the PBA nor its members shall engage in a job action, strike, work stoppage, sit down, slow down, sick call action, boycott or any other forms of interference with the Employer's operations during the term of this Agreement.
 - E. The Employer reserves the right to establish policy of the Department and shall further have the power to:
 1. Maintain the efficiency of the Employer's operations entrusted to it;
 2. Determine methods, means and personnel by which the Employer's operations are to be controlled;
 3. Adopt policies, rules, regulations and practices in the furtherance thereof, and the use of judgment and discretion in connection therewith.

Article XXXVIII
Off-Duty Police Action

- A. Since all police officers are presumed to be subject to duty twenty-four hours (24) hours per day, the parties agree to the following:
 1. An action taken by a member of the Force on the member's time off, which would have been taken by an officer on active duty if present or available, shall be considered a police action, and the police officer shall have all the rights and benefits concerning such action as if he were then on active duty.
 2. Recognizing that the Employer and its residents benefit from the additional protection afforded them by armed off-duty police officers, and further recognizing the weighty responsibility and hazards confronting armed off-duty police officers, the Employer agrees to pay such police officers a sum in addition to the regular and periodic payments police officers receive, in the following amount: One Dollar (\$1) per year for off-duty time.

Article XXXIX
Mileage Allowance

Whenever a police officer shall be required to use his personal vehicle in a job connected capacity, he shall be entitled to allowance of fifteen cents (\$.15) per mile.

Article XL
Maternity Leave

- A. A maternity leave, not to exceed six (6) months without pay, shall be granted at the request of a female police officer.
- B. Maternity leave may be extended or renewed for a period not to exceed six (6) months without pay at the request of a female police officer.

Article XLI
Safety and Health

The Employer shall at all times maintain existing working conditions to ensure maximum safety for police officers and shall provide police officers with the appropriate equipment and devices toward this end, including safety cages in all police vehicles. Police quarters (including the desk area and locker room) shall have adequate air conditioning, heating, hot water, sanitary facilities and reasonably private locker rooms.

Article XLII
Yearly Calendar

- A. Except as otherwise modified by this Agreement, the present calendar shall remain in full force and effect.
- B. The calendar showing the yearly schedule rotations and assignments shall be posted at a conspicuous location and be available for review by police officers no later than February 1st of the year in question.
- C. Vacations are selected pursuant to this Agreement and shall be fully shown and included upon the posting of the yearly calendar as set forth in this Article.

Article XLIII
No Waiver

- A. Except as otherwise provided in this Agreement, the failure to enforce any provision of this agreement shall not be deemed a waiver thereof.
- B. This Agreement is not intended and shall not be construed as a waiver of a right or benefit to which police officers herein are entitled by law.

Article XLIV
Uniform Regulations

- A. While the parties agree that a full and complete uniform and the use thereof by a police officer has an affirmative impact upon an officer's image, it is recognized that the use of the police hat while riding in a police vehicle can cause inconvenience and discomfort to the police officer.
- B. The parties, therefore, agree that a police officer may remove his or her hat while riding in an official patrol vehicle.

Article XLV
Terminal Leave

The present terminal leave program in effect shall be maintained, as prescribed in Ordinance Number 690. However, all employees hired after January 1, 2010 will only be offered terminal leave in a lump sum amount of Thirty-Five Thousand dollars (\$35,000) if they attain not less than twenty-five (25) years and not more than thirty (30) years employment with the Borough of Dumont. If the employee decides to stay beyond thirty (30) year anniversary date, the terminal leave benefit will not be offered.

All employees hired prior to January 1, 2010, who are entitled to a terminal leave payout, shall receive such payout in six (6) equal, annual installments, upon their retirement. Employees shall have the option to receive an earlier terminal leave payment in lieu of the six (6) annual installments; however, when an employee elects to receive the earlier payment, the amount of such payment shall be reduced according to the following schedule.

Year	Payment
1	25% of annual salary (3 months)
2	30% of annual salary (3.6 months)
3	35% of annual salary (4.2 months)
4	40% of annual salary (4.8 months)
5	45% of annual salary (5.4 months)
6	50% of annual salary (6 months)

In the event an employee seeks supplemental compensation upon retirement for unused compensatory time, to the extent allowable by law, payment for such unused compensatory time shall be made at the employee's rate of pay at the time the compensatory time was earned, not the date of retirement. It will be the responsibility of the Borough's Police Department to keep track of these rates and to report them to the Union upon request.

Article XLVI
Seniority

Traditional principles of seniority shall apply to police officers covered under this Agreement. Such principles shall apply to layoff, recall, transfer and other similar acts. Seniority is defined to mean the accumulated length of service with the Department. Time and service by date of appointment shall apply. A police officer's length of service shall not be reduced by time lost due to an absence from his employment or bona fide illness or injury certified by a physician not in excess of one (1) year. Such certification shall be subject to review by the police surgeon, if any, or physician mutually acceptable to the parties.

Article XLVII
In-Service Training

- A. Each police officer covered under this agreement shall be entitled to attend at least two (2) in-service training courses, as approved by the New Jersey State Police Training Commission, during the calendar year. Whenever possible, notice of available courses shall be posted in a conspicuous location within Police Headquarters and at least two (2) weeks in advance of the commencement of the course. Selection of courses shall be based upon a rotating seniority roster, except in those circumstances where the police officer's specialized function within the Department dictates otherwise (e.g. juvenile officers would have preference, regardless of the existing roster, for the courses directly applicable to juvenile work).

- B. Each member of the Department attending school pursuant to this Article should be reimbursed for all expenses incurred.

Article XLVIII
Term of Contract

- A. The Employer agrees that all benefits, terms and conditions of employment relating to the status of Borough of Dumont police officers, which benefits, terms and conditions of employment are not specifically set forth in this Agreement, shall be maintained at not less than the highest standards in effect at the time of the commencement of collective bargaining negotiations between the parties leading to the execution of this Agreement.

- B. Unless the contrary intent is expressed in this Agreement, existing benefits, rights, duties, obligations and conditions of employment applicable to a police officer pursuant to any rule, regulation, instruction, directive, memorandum, statute or otherwise shall not be limited, restricted, impaired, removed or abolished.

Article XLIX
Agency Shop and Dues Deduction

- A. A permanent police officer in the bargaining unit on the effective date of this Agreement who does not join the PBA within thirty (30) days thereafter, and a new permanent police officer who does not join the PBA within thirty (30) days of reentry into the employment with the unit shall, as a condition of employment, pay a representation fee to the PBA by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five percent (85%) of the regular PBA membership dues, fees and assessments as certified to the Employer by the PBA. The PBA may revise its certification of the amount of the representation fee at any time to reflect changes in a regular PBA membership dues, fees and assessments. The PBA's entitlement to the representation fee shall continue beyond the termination date of this Agreement as long as the PBA remains the majority representative of the police officers in the unit; provided, that no modification is made of this provision by successor agreement between the PBA and the Employer.
- B. The PBA agrees that it will indemnify and hold harmless the Employer against any and all actions, claims and demands, losses or expenses (including reasonable attorney's fees) in any manner resulting from action taken by the Employer at the request of the PBA under this Article.

Article L
Tour Commander Pay

Whenever a police officer serves in the function of tour commander, he/she shall receive compensation for that tour at the rate of pay then in effect for the rank of sergeant, if approved by the Chief or designee.

Article LI
Term and Renewal

- A. This Agreement shall have the term from January 1, 2017 through December 31, 2021. If the parties have not executed a successor agreement by December 31, 2021, then this Agreement shall continue in full force and effect until a successor agreement is executed.

- B. Negotiations for successor agreement shall be in accordance with the rules of the Public Employment Relations Commission.

IN WITNESS WHEREOF, the parties have hereunto to set their hands and seals the day and year first above written.

Attest:

Borough of Dumont

By: *Susan Connelly*

James J. Kelly
James J. Kelly, Mayor

Attest:

Policemen's Benevolent
Local 377 (Dumont Unit)

By: *Brian Joyce*
BRIAN JOYCE
CONTRACT COMMITTEE
DUMONT PBA LOCAL # 377

Matthew Gloeckler
MATTHEW GLOECKLER
PRESIDENT PBA
DUMONT PBA LOCAL #377

DUMONT POLICE DEPARTMENT

SALARY GUIDE

01/01/2017 - 12/31/2021

(FOR MEMBERS HIRED PRIOR TO 01/01/2012)

	1.85%	1.85%	1.85%	1.85%	1.85%
	<u>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>
Starting Salary	\$43,671	\$44,479	\$45,302	\$46,140	\$46,994
End of Academy	\$54,120	\$55,121	\$56,141	\$57,180	\$58,237
Start of 2nd	\$64,568	\$65,762	\$66,979	\$68,218	\$69,480
Start of 3rd	\$75,017	\$76,404	\$77,818	\$79,258	\$80,724
Start of 4th	\$85,463	\$87,044	\$88,655	\$90,295	\$91,965
Start of 5th	\$95,912	\$97,687	\$99,494	\$101,334	\$103,209
Start of 6th	\$106,361	\$108,329	\$110,333	\$112,374	\$114,453
Start of 7th	\$116,812	\$118,973	\$121,174	\$123,415	\$125,699
Detective	\$122,052	\$124,310	\$126,610	\$128,952	\$131,338
Sergeant	\$124,025	\$126,319	\$128,656	\$131,036	\$133,460
Detective Sergeant	\$129,282	\$131,674	\$134,110	\$136,591	\$139,118
Lieutenant	\$131,027	\$133,451	\$135,920	\$138,434	\$140,995
Detective Lieutenant	\$136,457	\$138,981	\$141,552	\$144,171	\$146,838

Captain	\$138,044	\$140,598	\$143,199	\$145,849	\$148,547
---------	-----------	-----------	-----------	-----------	-----------

(FOR MEMBERS HIRED AFTER 01/01/2012)

	1.85%	1.85%	1.85%	1.85%	1.85%
--	-------	-------	-------	-------	-------

	<u>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>
--	-----------------	-----------------	-----------------	-----------------	-----------------

Starting Salary	\$25,463	\$25,934	\$26,413	\$26,902	\$27,400
End of Academy	\$30,555	\$31,120	\$31,696	\$32,282	\$32,880
Start of 2nd	\$43,752	\$44,561	\$45,385	\$46,225	\$47,080
Start of 3rd	\$54,188	\$55,191	\$56,212	\$57,252	\$58,311
Start of 4th	\$64,626	\$65,821	\$67,039	\$68,279	\$69,543
Start of 5th	\$75,062	\$76,451	\$77,865	\$79,306	\$80,773
Start of 6th	\$85,500	\$87,082	\$88,693	\$90,334	\$92,005
Start of 7th	\$95,938	\$97,712	\$99,520	\$101,361	\$103,236
Start of 8th	\$106,374	\$108,342	\$110,346	\$112,388	\$114,467
Start of 9th	\$116,812	\$118,973	\$121,174	\$123,415	\$125,699
Detective	\$122,052	\$124,310	\$126,610	\$128,952	\$131,338
Sergeant	\$124,025	\$126,319	\$128,656	\$131,036	\$133,460
Detective Sergeant	\$129,282	\$131,674	\$134,110	\$136,591	\$139,118
Lieutenant	\$131,027	\$133,451	\$135,920	\$138,434	\$140,995
Detective Lieutenant	\$136,457	\$138,981	\$141,552	\$144,171	\$146,838
Captain	\$138,044	\$140,598	\$143,199	\$145,849	\$148,547

(FOR MEMBERS HIRED AFTER 01/01/2017)

	1.85%	1.85%	1.85%	1.85%	1.85%
	<u>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>
Starting Salary	\$25,463	\$25,934	\$26,413	\$26,902	\$27,400
End of Academy	\$30,555	\$31,120	\$31,696	\$32,282	\$32,880
Start of 2nd	\$39,181	\$39,906	\$40,644	\$41,396	\$42,162
Start of 3rd	\$47,806	\$48,691	\$49,592	\$50,509	\$51,443
Start of 4th	\$56,432	\$57,476	\$58,539	\$59,622	\$60,725
Start of 5th	\$65,058	\$66,261	\$67,487	\$68,736	\$70,007
Start of 6th	\$73,683	\$75,047	\$76,435	\$77,849	\$79,289
Start of 7th	\$82,309	\$83,832	\$85,383	\$86,962	\$88,571
Start of 8th	\$90,935	\$92,617	\$94,330	\$96,076	\$97,853
Start of 9th	\$99,560	\$101,402	\$103,278	\$105,189	\$107,135
Start of 10th	\$108,186	\$110,188	\$112,226	\$114,302	\$116,417
Start of 11th	\$116,812	\$118,973	\$121,174	\$123,415	\$125,699
Detective	\$122,052	\$124,310	\$126,610	\$128,952	\$131,338
Sergeant	\$124,025	\$126,319	\$128,656	\$131,036	\$133,460
Detective Sergeant	\$129,282	\$131,674	\$134,110	\$136,591	\$139,118
Lieutenant	\$131,027	\$133,451	\$135,920	\$138,434	\$140,995
Detective Lieutenant	\$136,457	\$138,981	\$141,552	\$144,171	\$146,838
Captain	\$138,044	\$140,598	\$143,199	\$145,849	\$148,547