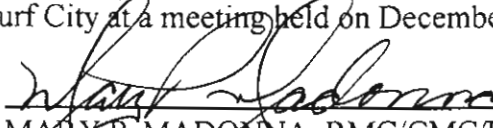


RESOLUTION 98-211

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the Borough of Surf City authorization be and is hereby given to execute the agreement between the Borough of Surf City and the Policemen's Benevolent Association (P.B.A.) for the period from January 1, 1998 through December 31, 2000.

CERTIFICATION

I, MARY P. MADONNA, Municipal Clerk of the Borough of Surf City, do hereby certify the foregoing to be a true and exact copy of a resolution adopted by the Governing Body of the Borough of Surf City at a meeting held on December 30, 1998.



MARY P. MADONNA, RMC/CMC/RPPO/CPM
Municipal Clerk/Acting Administrator

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AGREEMENT
between the
BOROUGH OF SURF CITY
and
P.B.A. LOCAL #175

JANUARY 1, 1998 through DECEMBER 31, 2000

SCHAFFER, PLOTKIN & WALDMAN
A Professional Labor Relations Corp.
BY: MYRON PLOTKIN
P.O. Box 100
Leeds Point, New Jersey 08220
609-652-3838 FAX: 609-652-7994

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ARTICLE I
RECOGNITION OF UNIT

The Borough of Surf City hereby recognizes PBA Local #175 as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all patrolmen whether under contract, on leave, or employed by the Borough.

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ARTICLE II

SUCCESSOR AGREEMENT

The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123 Public Laws 1974 in a good faith effort to reach agreement on all matters concerning the terms and conditions of patrolmen's employment. Such negotiations shall begin not later than August 1 of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all Borough patrolmen, be reduced to writing, ratified by the PBA and adopted by the Borough.

1 ARTICLE II(A)

2 MANAGEMENT RIGHTS

3
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5 A. The Borough hereby retains and reserves unto itself, without limitation, all powers,
6 rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing
7 of this Agreement by the laws and Constitution of the State of New Jersey and the United
8 States, including, but without limiting the generality of the foregoing, the following rights:
9

10
11 1. The executive management and administrative control of the Borough
12 government and its properties and facilities and the activities of its employees;

13
14 2. To hire all employees and, subject to the provisions of law, to determine their
15 qualifications and conditions for continued employment, or assignment, and to
16 promote and transfer employees;

17
18
19 3. To suspend, demote, discharge or take other disciplinary action for cause.
20

21 B. The exercise of the foregoing powers, rights, authority, duties or responsibilities of the
22 Borough, the adoption of policies, rules, regulations and practices and the furtherance thereof,
23 and the use of judgment and discretion in connection therewith, shall be limited only by the
24 specific and express terms of this Agreement and then only to the extent such specific and
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1 express terms hereof are in conformance with the Constitution and Laws of the State of New
2 Jersey and the United States, and the ordinances of the Borough of Surf City.

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4
5 C. Nothing contained herein shall be construed to deny or restrict the Borough of its rights,
6 responsibilities and authority under R.S. 40 and R.S. 11, or any other national, state, county or
7 local laws or ordinances.
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ARTICLE III
GRIEVANCE PROCEDURE

A. **DEFINITIONS**

1. **Grievance**

A "Grievance" is a claim by a patrolman or the PBA based upon a violation of the specific Articles of this Agreement, affecting a patrolman or a group of patrolmen.

2. **Aggrieved Person**

An "Aggrieved Person" is the person or persons of the PBA making the claim.

3. **Party in Interest**

A "Party in Interest" is the person or persons making the claim and any person including the PBA or the Borough who might be required to take action or against whom action might be taken in order to resolve the claim.

4. All grievances must be presented no later than thirty (30) days from the date of the grievance or within thirty (30) days after the grievant would reasonably be expected to know if its occurrence.

1 5. Failure of the employee to appeal within any of the time-frames of this grievance
2 procedure shall be deemed an abandonment of the grievance. Failure of the Borough to respond
3 within any of the time-frames of this procedure shall be interpreted as a denial, and shall
4 automatically be moved to the next step. This automatic movement shall not apply to arbitration
5 matters; the party shall have thirty (30) days to file for arbitration.
6

7
8 B. PURPOSE

9 The purpose of this procedure is to secure, at the lowest possible level, equitable
10 solutions to the problems which may from time to time arise affecting patrolmen. Both parties
11 agree that these proceedings will be kept as informal and confidential as may be appropriate at
12 any level of the procedure.
13

14
15 C. PROCEDURE

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18 1. Time Limits

19 The number of days indicated at each level should be considered as a maximum
20 and every effort should be made to expedite the process. The time limits specified may,
21 however, be extended upon mutual agreement.
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1 2. **Level One - Immediate Superior**

2 A patrolman with a grievance shall first discuss it with the Director of Public
3 Safety (Director of Police)*¹ or his designee, either directly or through the PBA's designated
4 representative, with the object of resolving the matter informally.
5

6
7 3. **Level Two - Borough Police Committee**

8 If the aggrieved person is not satisfied with the disposition of his grievance at
9 Level One, or if no decision has been rendered within five (5) days after the presentation of the
10 grievance, he may file the grievance in writing with the PBA within five (5) days after the
11 decision at Level One or ten (10) days after the grievance was presented, whichever is sooner.
12 Within thirty (30) days after receiving the written grievance, the PBA shall refer it to the
13 Borough Police Committee.
14

15
16 4. **Level Three - Borough Council**

17 In the event the grievance is not resolved at the second step, or if no decision has
18 been rendered within twenty (20) days, either party may within fifteen (15) days, refer the
19 grievance to the Borough Council for resolution. The Borough Council shall answer within
20 thirty (30) days from receipt of the grievance in writing.
21

22
23 *¹Should the Borough appoint a Chief of Police, the parties agree to meet and negotiate
24 as to whether this will continue or be replaced by "Chief of Police." Negotiations shall include
25 all instances in this contract where this title appears.
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1 5. **Level Four - Arbitration**

2 a. If the aggrieved person is not satisfied with the disposition of his
3 grievance at Level Three, or if a decision has not been rendered within thirty (30) days after the
4 grievance was delivered to the Borough Council, he may within five (5) days after a decision by
5 the Borough Council, or thirty (30) days after the grievance was delivered to the Borough
6 Council, whichever is sooner, request in writing that the PBA submit his grievance to
7 arbitration; and if the PBA determines it to be meritorious, it may submit the grievance to
8 arbitration within thirty (30) days after receipt of a request by the aggrieved.
9

10
11 b. Within ten (10) days after such written notice of submission to
12 arbitration, the PBA and the Borough shall attempt to agree upon a mutually acceptable
13 arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable
14 to agree upon an arbitrator or to obtain such a commitment within the specified period, a
15 request for a list of arbitrators may be made to the Public Employment Relations Commission
16 (PERC) by either party. The parties shall then be bound by the rules and procedures of the
17 agency selected.
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21 c. The arbitrator's decision shall be in writing and shall be submitted to the
22 Borough Council and the PBA and shall be final and binding upon the parties.
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1 d. In the event that arbitration of a grievance is at issue between the parties,
2 jurisdiction to resolve the issue shall rest solely with the arbitrator selected in accordance with
3 the provisions of Section C5b of this Article.
4

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6 e. The costs of the service of an arbitrator, including per diem expenses, if
7 any, and actual and necessary travel, subsistence expenses and the costs of the hearing room
8 shall be borne by the losing party. Any other expenses incurred shall be paid by the party
9 incurring same.
10

11
12 D. RIGHTS OF PATROLMEN

13 Any aggrieved person may be represented at all stages of the grievance procedure by
14 himself, or at his option, by his representative (s) or by the PBA. The PBA shall have the right
15 to represent and to state its views at all stages of the grievance procedure.
16

17
18 E. REPRISALS

19 No reprisals of any kind shall be taken by the Borough Council or by any members of the
20 Borough Council against any party in interest, any representative, any member of the
21 Association or any other participant in the grievance procedure by reason of such participation.
22 By the same token, no reprisal of any kind shall be taken by the PBA or any member of the PBA
23 against any party in interest, any representative, or any member of the Borough Council or any
24 other participant in the grievance procedure by reason of such participation.
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ARTICLE IV
WORK SCHEDULE

A. **WORK HOURS**

1. The present work schedule currently in effect at the opening of negotiations shall be subject to change in a fashion and manner agreed upon by the Director of Public Safety (Director of Police) and the individual officers of the PBA. The intent of this paragraph is that officers, subject to approval by the Director of Public Safety (Director of Police), shall be permitted to work either alternating or steady shifts to the extent same can be accommodated without negatively impacting the operations of the Police Department.

2. In all cases, patrolmen's work load shall not exceed forty (40) work hours per week.

B. **WORK YEAR**

The work year for patrolmen shall be from January 1st to December 31st except for purpose of longevity, salary steps, and vacation schedules.

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C. **DAILY WORK HOURS**

1. **Schedule Posting**

Work schedules showing the employee's shifts, workdays and hours shall be posted at least two (2) weeks prior to the effective date of said schedule and shall cover a period of at least sixty (60) calendar days. Such schedule is subject to change with a two (2) week notice of such change except in the case of an emergency.

2. **Work Shift**

Each work shift shall consist of eight (8) hours of work, depending on the work shift election chosen pursuant to Article IV, paragraph A1, inclusive of a 30-minute lunch/dinner period. In addition, each patrolman shall be entitled to two (2) fifteen (15) minute breaks during the daily work shift. All employees shall be scheduled to work on a regular shift and shall be advised of a regular starting and quitting time. Changes to an employee's working hours shall be by mutual agreement whenever possible. Any involuntary change shall be subject to the provisions of Article III of this Agreement.

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ARTICLE V
CALL-IN TIME AND OVERTIME

A. Any employee called to return to work outside of his regularly scheduled shift shall be paid a minimum of four (4) hours at the pay rate of time and one-half (1½); or, alternatively, at the employer's option shall receive the equivalent of same in compensatory time off with pay.

B. Overtime shall be paid at the rate of time and one-half (1½) the employee's regular hourly rate of pay for all time worked in excess of forty (40) hours in any work week.

C. In the event an employee is called to duty other than his normal assignment for appearances in either a municipal court, grand jury, or any other court, as a result of and in the course of job-related activity, the employee shall be paid on the following basis: If the employee goes to the court and if the time involved is greater than the forty (40) hour work week for any seven (7) day period described hereinabove, then the employee shall receive time and one-half (1½). However, if the employee's time spent in court is during the initial forty (40) hour work week, then he shall receive the normal straight time. The amount of time which shall be credited the employee for payment under the terms of the paragraph shall be the actual time spent in court, except that in no event shall he receive credit for less than 2 hours no matter what actual time is spent in court. It shall not include time spent on telephone standby.

1 D. It is the desire of the parties that overtime be distributed on an equitable basis, while
2 meeting the manpower needs of the Township. To accomplish this, the Borough shall first seek
3 volunteers for overtime; however, in the event of an emergency and/or if no volunteer is
4 available, the Borough may require an officer to work overtime.
5

6
7 E. If the need for overtime occurs because of an unanticipated absence of an employee on
8 an immediately following shift, the Borough shall first offer the overtime opportunity to those
9 officers then working by offering them the opportunity to hold over for the additional shift. If
10 no officer shall volunteer to hold over, then the overtime will be offered to the officer next on
11 the overtime list, which list shall consist of all officers in the Department in order of their
12 seniority in the Department. For the purposes of overtime equalization, an officer who refuses
13 an overtime opportunity shall be considered to have worked the overtime. Nothing in this
14 section shall prevent an officer from holding over, or otherwise working overtime, to finish a
15 specific assignment, and such overtime shall not be considered as an overtime opportunity for
16 the purposes of the equitable distribution of overtime as set forth in this section. Nor shall it be
17 considered as an overtime opportunity subject to this section if the amount of overtime required
18 is estimated to be one hour or less at the beginning or end of the shift. In that case, an officer
19 may be requested to hold over.
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ARTICLE VI

RIGHTS OF PATROLMEN

A. No patrolman shall be disciplined, reduced in rank or denied any professional advantage without just cause.

B. Anytime a patrolman is called before the Borough Council regarding any action which could adversely affect the continuation of employment of that patrolman, he shall be given notice of meeting and reasons for same and shall have a representative of the Association present to advise him at the meeting of council.

C. The parties hereby acknowledge the command responsibility of the Director of Public Safety (Director of Police) of the Borough of Surf City and the responsibilities and duties of that office as Director of Public Safety (Director of Police).

D. Each patrolman shall have the opportunity to review his personnel folder at any time during normal working hours. In all cases, the patrolman shall be afforded copies of any material placed in the personnel folder of the patrolman which shall be sent to the officer by certified mail, return receipt requested by the municipal clerk.

E. Any material showing a reprimand or disciplinary action shall be removed from the folder of the patrolman after three (3) years in which the conduct or evaluations of the patrolman have

1 been satisfactory since the date of the incident. Any material showing a reprimand or
2 disciplinary action that resulted in suspension without pay or a fine shall remain in the
3 patrolman's folder for a period of five (5) years after which such material shall be removed from
4 the folder of the patrolman if the conduct or evaluation of the patrolman has been satisfactory
5 since the date of the incident.
6

7
8 F. Any and all benefits previously enjoyed by the members of the PBA will remain in effect
9 unless otherwise agreed by both parties. This Agreement does void all other provisions of any
10 prior Agreement with the Borough of Surf City.
11

12
13 1. No Waiver:

14 Except as otherwise provided in this Agreement, the failure to enforce any
15 provision of this Agreement shall not be deemed as a waiver thereof.
16

17
18 G. The PBA shall have a bulletin board made available to it.
19

20 H. Police officers shall not have personal mail sent to them at the Police Department. Any
21 mail which is received, however, shall be given to that addressee unopened.
22

23
24 I. Officers may change shifts with fellow officers so long as the change is requested and
25 approved by the ranking officer in writing at least twenty-four (24) hours in advance, coverage
26 is maintained, and no officer will work a double shift as a result of the change.
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J. Qualified breathalyzer operators shall be used on a rotating basis. If a call-in is required, patrol officers and sergeants shall be called in prior to administrative officers whenever possible and this call-in shall be done on a rotating basis.

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ARTICLE VII

STANDBY

Except as is otherwise provided in Article V, Section C, in the event an employee is required to standby for possible work, that employee will receive compensation for the time on standby. That rate shall equal two-thirds (2/3) his normal salary.

1 ARTICLE VIII

2 VACATIONS

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5 A. The number of vacation days shall be determined by the anniversary date of the
6 employee. All vacations shall be taken during the year the vacation days become available and
7 vacation time shall not be accumulated. Insofar as possible, vacations shall be scheduled
8 between September 10th and seven (7) calendar days prior to Memorial Day of the following
9 year. Exceptions to this ruling may be made by the Director of Public Safety (Director of
10 Police). This schedule pertains to all full-time employees and does not include part-time
11 employees.
12

13

<u>Completed Year of Service</u>	<u>Amount of Vacation Time</u>
14 One Year	5 working days
15 Two Years and up to and including Five Years	10 working days
16 Six Years	11 working days
16 Seven Years	12 working days
17 Eight Years	13 working days
17 Nine Years	14 working days
18 Ten Years	15 working days
18 Eleven Years	16 working days
19 Twelve Years	17 working days
20 Thirteen Years	18 working days
20 Fourteen Years	19 working days
21 Fifteen Years	20 working days

22

23 B. Additionally, new officers shall be entitled to one vacation day per every seventy (70)
24 days of employment up until completion of the first year of employment after which the above
25 schedule shall take effect.
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C. Seniority shall prevail in the selection of vacation time.

D. Approval or disapproval of a request for vacation time shall be given to the officer requesting the vacation within two (2) days of the submission of such request.

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ARTICLE IX
COMPENSATION

A. Salary

1. The Annual Base Salary for each of the Patrolmen Classifications shall be as follows:

	1/1/98	1/1/99	1/1/2000
Non-Academy Grad., Prob.	\$32,283	32,2834	\$32,283
Academy Grad., 1st Yr., Prob.	\$36,283	\$36,283	\$36,283
Starting 2nd Full Year	\$38,165	\$39,119	\$40,097
Starting 3rd Full Year	\$41,014	\$42,039	\$43,090
Starting 4th Full Year	\$43,860	\$44,957	\$46,080
Starting 5th Full Year	\$46,771	\$47,970	\$49,139
Starting 6th Full Year	\$50,167	\$51,421	\$52,707

Salaries are based upon a 2080 hour work year; and salary step increases shall occur on the employee's anniversary date of hire.

B. LONGEVITY

1. Longevity shall be paid to every police officer in addition to his normal Base rate of pay, determined on a yearly basis by the following schedule:

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Years of Service

- After the Completion of Six (6) Years 2% of Base Salary
- After the Completion of Nine (9) Years 4% of Base Salary
- After the Completion of Thirteen (13) Years 6% of Base Salary
- After the Completion of Seventeen (17) Years 8% of Base Salary
- After the Completion of Twenty-One (21) Years . . . 10% of Base Salary

2. "Years of Service" shall be defined as continuous service as full time employee.

3. Any officer who has already received longevity payments under the prior contract shall continue to receive the same longevity under that contract, as enhanced by the provision of this contract at the appropriate time. Any officer who would have received longevity payments in 1990 based upon the longevity rates set forth in the prior contract, shall receive longevity payments under that contract.

4. Longevity benefits do not become a part of the Gross Base Pay at any time when computing an increase in the Gross Base Salary as a result of additional Longevity Benefits.

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ARTICLE X

LEAVES AND HOLIDAYS

A. **Bereavement**

1. Leave with pay not exceeding five (5) consecutive days, including the date of death, or the date of the funeral, or some day in between, shall be granted to an employee in the event of death in his immediate family. For the purposes of this paragraph, "immediate family" is defined as parent, spouse, or child.

2. Leave with pay not exceeding three (3) consecutive days, including the day of death, or the date of the funeral, or some day in between, shall be granted to an employee in the event of death in his family. For the purposes of this paragraph, "family" shall be defined as grandparents, brother or sister, or a relative living under the same roof, or the parent or grandparent of the employee's spouse.

3. In addition to the above, a temporary leave of absence may be authorized by the Director of Public Safety (Director of Police) with the approval of the Borough.

4. Two (2) additional days of Bereavement Leave shall be allowed if the funeral takes place out of the state of New Jersey.

1 **B. Holidays**

2
3
4 1. There shall be thirteen (13) predetermined holidays for the employees of this
5 PBA which shall be the same holidays for other permanent employees of the Borough of Surf
6 City. In the event there is an enlargement of the number of holidays for other employees of the
7 Borough of Surf City, such enlargement of holidays will likewise benefit the employees of this
8 PBA, even without further changes in this Agreement.

9
10
11 2. In the event an employee is required to work any one of the thirteen (13)
12 holidays prescribed by the Borough, said employee will receive compensatory time for the
13 holiday worked, which compensatory time will be selected by the employee, with the approval
14 of the Director of Public Safety (Director of Police).

15
16
17 **C. Sick Leave**

18
19 1. Each employee covered by this Agreement shall be entitled to sick leave with
20 pay. During the employee's first year of employment, he will be granted one (1) day for each
21 month of completed service. From the beginning of an employee's second year of employment,
22 he will be granted twelve (12) days per year thereafter.

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2. **Notification**

a. If an employee is absent for illness or accident, he shall notify his supervisor no later than one (1) hour prior to his usual reporting time.

b. Failure to notify his supervisor may be caused for denial or abuse of sick leave for that absence and constitute cause for disciplinary action.

c. Any time after an employee has been absent for a period longer than three (3) consecutive days or an aggregate of ten (10) days in a year, the Director of Public Safety (Director of Police) may request a medical doctors certification regarding the employee's illness. including a statement that the employee is capable to return to work as well as the nature of the illness or injury which caused the absence from work. However, the Director of Public Safety (Director of Police) may require a medical certification in connection with any illness when it appears reasonable under the circumstances.

d. Abuse of sick leave will subject an employee to disciplinary action.

3. The Borough shall pay up to \$8,000.00 for unused sick days at time of retirement as long as the individual leaves the employ of the Borough in good standing.

1 4. Officers shall accumulate unused sick days, without limit, for use in the event of
2 illness or disability.

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4
5 5. An officer can use his/her sick leave to care for members of his/her immediate
6 family who reside in the same household. Immediate family for this purpose is defined as
7 spouse, child and parent.

8
9 D. **Personal Leave**

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11
12 1. All full-time police officers shall be entitled to four (4) personal leave days
13 accumulative per annum as follows:

14 After three (3) months service: 1 day

15 After six (6) months service: 2 days

16 After nine (9) months service: 3 days

17 After twelve (12) months service: 4 days

18 Four (4) days per annum thereafter.

19
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21 2. Two (2) of the above four (4) personal leave days cannot be denied except in the
22 event that such days would interfere with official training classes or in the event of an emergent
23 situation. The remaining two (2) personal leave days shall not be unreasonably denied. If such
24 day(s) is/are denied, the employee has the right to appeal the denial to the Director of Public
25 Safety, who shall hold a hearing on the matter within three (3) days of said denial.
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3. No full-time police officer shall be permitted to take more than four (4) personal leave days per annum, regardless of whether or not the personal leave days are accumulated over the years of service.

4. Each full-time police officer shall be permitted to accumulate up to and including sixty (60) personal leave days, which days shall be paid to the employee when his employment with the Borough of Surf City is terminated, provided the employee leaves the employ of the municipality under honorable and amicable conditions. Nothing herein is to preclude the use of any or all of these accumulated personal leave days prior to termination of employment due to an emergent situation as determined by the City on a case by case basis.

5. For purposes of this section, honorable and amicable conditions shall include retirement, disability, voluntary termination with two or more week's notice to the employer, or death. Voluntary termination by the employee without proper notice or termination by the employer shall not be considered honorable and amicable conditions.

6. All police officers who intend to utilize a personal leave day shall notify the Director of Public Safety (Director of Police) no later than one (1) week in advance. The notification may be waived by the Director of Public Safety (Director of Police) or the Chairman of the Police Committee. The officer shall be advised of the approval or disapproval by the Director of Public Safety or his designee no later than three (3) days prior to the date of the requested leave.

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ARTICLE XI

HEALTH CARE INSURANCE

A. The parties agree that Police Officers covered by the terms of this Agreement shall also be privy to and covered by the present health insurance plan applicable to all other Borough employees, and shall derive any and all benefits offered by said plan. The Borough will also provide disability coverage similar to the coverage of the New Jersey State Disability Plan.

B. The parties further agree that police officers covered by the terms of this Agreement shall also be privy to and covered by a full-family dental plan, co-pay, \$25.00 per person per year, non-deductible on preventive 100%; class 2 services provided for 80%; class 3 services provided for 50%; maximum of \$1,000.00 per person per year. The plan to be determined by the Borough.

C. The parties further agree that the police officers covered by this Agreement shall also be privy to and covered by a prescription plan to be obtained by the Borough which shall be a \$3.00/\$6.00 co-op plan. This means that the employee shall pay only \$3.00 towards any generic prescription and \$6.00 towards any other prescription obtained by him or his family under this plan following the execution of this Agreement. However, nothing in said plan shall require the employee or his family to obtain generic prescriptions.

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D. The parties further agree that the police officers covered by the terms of this Agreement shall be entitled to an optical plan through which the Borough will reimburse an officer up to the maximum of \$100.00 dollars in any one-year period (January to December) toward an eye examination or eye glasses or contract lenses. The reimbursement may be utilized for costs incurred by the officer or member of his family, but the total reimbursement shall not be more than \$100.00 in the said one-year period (January to December).

E. The Borough reserves the right to change insurance plans and/or carriers so long as in the aggregate substantially equivalent benefits are provided.

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ARTICLE XII

PRIVATELY OWNED VEHICLES

When, by necessity, the Employer requires an employee to use privately owned vehicle for a police function, the employer agrees to reimburse the employee in the amount permitted by the Internal Revenue Service for mileage reimbursement for miles traveled for said function. Said money shall be reimbursed to the employee upon the submission of a proper voucher in accordance with department rules and regulations and shall be paid to him in the normal course of business by the Borough. The employee shall be responsible for retaining all necessary insurance for his automobile and shall make no claim against the employer for any damages arising out of the employee's use of his automobile.

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ARTICLE XIII
COLLEGE REIMBURSEMENT

The Borough of Surf City will pay the college tuition for police officers taking courses in the fields of crime prevention, criminal justice, etc., which directly relate to police work. Prior approval by the Director of Public Safety (Director of Police) and/or the Police Committee shall be required. In order to receive tuition, a passing grade must be obtained. However, the employer will advance the tuition as outlined above, if a passing grade is not obtained, the employee will refund the tuition to the employer. An officer may apply to the Borough for reimbursement for course other than those which relate directly to police work, subject to the same conditions set forth above, and also subject to the approval of an official designated by the Borough.

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ARTICLE XIV

UNIFORMS AND EQUIPMENT

A. It is the responsibility of every police officer covered by this Agreement to be in proper uniform while on duty with the Borough of Surf City. Proper uniform shall be defined by the Director of Public Safety (Director of Police) and may be changed from time to time within his discretion. To defer the cost of such uniforms, the employer agrees that a complete set of uniforms as required by the Borough shall be supplied to each new police officer at the total expense of the Borough. However, the employer agrees to reimburse each police officer the sum of \$1,300.00 per year for replacement and maintenance of said uniforms. With regard to newly hired officers, these officers shall be allocated \$150.00 for maintenance if the new hire receives complete new issue from the Borough and the allowance permitted herein shall be pro-rated over the course of the employee's first year term. Such payments shall be made directly to the police officers during the first pay period in January of each year.

The Borough may choose the firms to supply the uniforms to members of their police department; however, a firm named "Reds" in Lakehurst, New Jersey shall be one of those designated as official supplier.

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B. Equipment

1. The Borough shall supply each vehicle with a streamlight flashlight or its equivalent.

2. Officers carrying 40 caliber automatics are permitted to carry same with or without a round in the chamber.

3. Officers shall be permitted to wear jumpsuits, or other appropriate foul weather clothing in appropriate weather conditions subject to the discretion of a superior officer in charge of the shift.

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2 ARTICLE XV

3 MISCELLANEOUS

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5 A. Paid Emergency Leaves may be granted at the discretion of the Council on a case by
6 case basis without loss of pay to an employee.

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8 B. If members of the Bargaining Unit are called to serve on Jury Duty, the past practice of
9 Surf City shall continue in effect and said officer shall suffer no loss in pay.

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12 C. After 25 years of employment with the Borough of Surf City and Retirement plan, the
13 Borough shall continue to pay medical benefits as per the present practice.

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15 D. In the event of a death of an officer on or off duty, his beneficiary(s) shall be paid for all
16 unused leave or compensatory time up to the date of the death including vacation pay, holiday
17 pay, compensatory time pay for unused sick leave and any balance of salary due the officer to
18 the date of death. Such payment shall be made within thirty (30) days of notice of the death to
19 the City.
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ARTICLE XVI

MAINTENANCE OF OPERATIONS

A. The Association covenants and agrees that during the term of this Agreement neither the Association nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or concerted willful absence of a police patrolman from his duties or employment), work stoppage, slowdown, walk-out or other job action against the Borough. The Association agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walk-out or job action, it is covenanted and agreed that participation in any such activity by any Association member shall be deemed grounds for disciplinary action including the possible termination from employment of such employee or employees.

C. 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 or its members.

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ARTICLE XVII

SEPARABILITY AND SAVINGS

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.

1 ARTICLE XVIII

2 FULLY BARGAINED PROVISIONS

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5 A. This Agreement represents and incorporates the complete and final understanding and
6 settlement by the parties of all bargainable issues which were or could have been subject to
7 negotiations. During the term of this Agreement, neither party will be required to negotiate with
8 respect to any such matter whether or not covered by this Agreement, and whether or not within
9 the knowledge or contemplation of either or both of the parties at the time they negotiated or
10 signed this Agreement.
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13 B. This Agreement shall not be modified in whole or in part by the parties except by an
14 instrument in writing and executed by both parties.
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ARTICLE XIX

DURATION AND EFFECT

A. The duration of this Agreement shall be for three years commencing January 1, 1998 and expiring at midnight on December 31, 2000.

B. The Base Salary Guide, shall be retroactive to January 1, 1998.

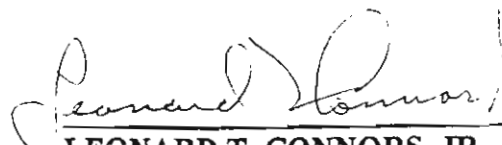
C. All articles will remain in effect until a successor agreement has been negotiated.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this

30 day of December, 1998.

ATTEST:


Borough Clerk


LEONARD T. CONNORS, JR.
Mayor of the Borough of Surf City

POLICEMEN'S BENEVOLENT
ASSOCIATION, INC., LOCAL #175

ATTEST:

