

AGREEMENT

BETWEEN

CITY OF HACKENSACK

AND

**POLICEMEN'S BENEVOLENT
ASSOCIATION HACKENSACK, LOCAL
NO. 9**

January 1, 2021 -December 31, 2025

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PREAMBLE

THIS AGREEMENT, entered into this _____ day of _____, 2021 by and between the CITY OF HACKENSACK, New Jersey, hereinafter referred to as the "City", and POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL NO. 9, hereinafter referred to as the "PBA".

ARTICLE 1

GENERAL/PUBLIC EMPLOYEES

1.1 General

In order to increase general efficiency in the Police Department, to maintain the existing harmonious relationship between the Police Department and its Employees and to promote the morale, rights, well-being and sincerity of the Police Department, the City and the PBA hereby agree as follows:

1.2 Public Employee

The Police Department and the individual members of the PBA are to regard themselves as public employees and are to be covered by the highest ideals of honor and integrity in all their public and personal conduct in order that they may merit the respect and confidence of the general public.

1.3 Probation Period

All Employees shall serve a probationary period of twelve (12) months as mandated under N.J.S.A. 11A:4-15 and shall have no seniority rights during this period but shall be subject to all other clauses of this Agreement. All Employees who have successfully completed the probationary period shall

be known as permanent Employees and the probationary period shall be considered part of the seniority time.

ARTICLE 2

SALARIES/RECOGNITION

2.1 The City of Hackensack hereby recognizes the Policemen's Benevolent Association, Local No. 9, as a sole and exclusive representative of all Police Officers, and Detectives, excluding the Chief, Deputy Chief(s), Inspector(s), Captain(s), Lieutenant(s), Sergeants and Detective Sergeants and all others in accordance with the provisions of Public Laws, Chapter 303, 1968.

2.2 The parties agree that only representatives of the recognized bargaining agent shall be granted time off for business meetings. Notwithstanding the foregoing provision or any other provision in this Agreement to the contrary, the parties agree that effective **[date]**, the Policemen's Benevolent Association, Local No. 9, Sergeants and Detective Sergeants insofar as the Hackensack Fraternal Order of Police Lodge No. 16 became the sole and exclusive representatives of all said Sergeants and Detective Sergeants as of said date pursuant to PERC's January 12, 2017 bargaining unit certification under Docket No. RO-2016-047.

2.3 The salaries for Employees covered by this Agreement shall be as set forth on APPENDIX A, B, and C attached hereto.

ARTICLE 3

HOLIDAYS

3.1 The City agrees to pay each member for thirteen (13) holidays. Payment for such days shall be at straight time.

3.2 Effective January 1, 2005, the entire holiday benefits shall be distributed into the base salary; this payment shall be paid evenly, into the twenty-six (26) annual paychecks and shall be utilized for all calculation purposes.

3.3 Employees not assigned to the 12 Hour work schedule shall not be required to work on recognized holidays except in emergencies and shall continue to receive the holiday benefit.

ARTICLE 4

CLOTHING ALLOWANCE

4.1 Association members shall be entitled to an annual clothing allowance payable in December and pro-rata based upon full months of service wherein a member was not employed for the full calendar year, in the amount of One Thousand Dollars (\$1000.00). Effective January 1, 2022, Clothing Allowance (as a separate payment) shall be eliminated from the Agreement and each step of the salary schedule effective January 1, 2022 shall be increased by \$1,350.00. This amount is reflected in the salary guides incorporated in this Agreement.

4.2 If an Officer dies while actively employed, his estate shall receive payment for his pro-rata earned clothing allowance.

4.3 Police Officers while on Sick Leave for a continuous period of time in excess of . thirty (30) calendar days shall not receive service credit for the computation of clothing allowance for each thirty (30) day period of absence. Clothing allowance shall not be pro-rated if an Officer is on Injury Leave.

4.4 Each new Employee shall receive from the City, free of charge, a pistol, required leather per Departmental specifications and rubber goods (raincoat and boots). All of these items shall remain the property of the City.

4.5 This payment shall be made to plain-clothed as well as uniformed Employees.

4.6 If the City institutes changes in the uniform or any part thereof, it shall provide, free of charge, any such changed items.

4.7 A Police Officer's uniform or personal equipment that are required by him in his capacity as a Police Officer, which may be damaged during the course of his employment, shall be replaced at the expense of the City, except where such damage is caused by negligence of the Employee. This paragraph shall be subject to the discretion of the Chief or his designee and such decision shall not be subject to arbitration.

ARTICLE 5

SICK LEAVE

5.1 The City hereby agrees to provide fifteen (15) days of paid sick leave per full year of employment; such sick leave shall be accumulative with past practice, pursuant to Civil Service Law.

5.2 In the case of new Officers not employed for the full year, such Officers shall accumulate sick leave at the rate of one (1) day per month of employment. Thereafter Employees shall accumulate sick leave at the rate of one and one-quarter (1-1/4) day per month.

ARTICLE 6

RETIREMENT LEAVE

6.1 The City hereby agrees that upon notification of acceptance for retirement from the Police and Fire Retirement System, a Police Officer shall be paid seventy-five percent . (75%) of their accumulated sick leave, not to exceed fifty percent (50%) of their final annual salary as defined in 6.4 below.

6.2 In the event an active Employee dies prior to retirement, without respect to years .of-service, the Employee's estate shall receive the retirement leave payment.

6.3 Wherever an Employee has rendered Police service in another municipality and has thereafter joined the Police Department of the City of Hackensack, such service in the other municipality shall be credited consistent with the definition of creditable service .as is recognized by the New Jersey State Police and Fire Retirement System.

6.4 For purposes of computing the retirement leave benefit based upon sick days, such sick day shall be paid at the rate of 1/260 times the retiree's final annual salary. Final annual salary shall be the summation of base salary, longevity, education, Specialized Division Increment and Holiday Pay.

6.5 A retiring Employee shall be permitted to take the lump sum retirement benefit in up to three (3) installments, at

the retiree's sole option. Said installments may be taken by the retiree, on the first pay of each quarter, however not over a period in excess of eighteen (18) months from separation from service.

6.7 Employees hired after July 1, 2014 shall have a limitation on retirement leave payout per this Article formula for a maximum of Fifteen Thousand Dollars (\$15,000.00).

ARTICLE 7

VACATION LEAVE

7.1 The City hereby agrees to provide a paid vacation in accordance with the following schedule:

<u>YEARS OF SERVICE COMPLETED BY DECEMBER 31</u>	<u>ANNUAL VACATION LEAVE EARNED</u>
1 to 9 Years	15 Working Days
10 to 19 Years	19 Working Days
20 Years or More	26 Working Days

7.2 During the first calendar year of employment, vacation days shall be earned at the rate of one and one-quarter (1-1/4) days per full month of service credit to be utilized between January 1st and December 31st of the next year. During the final year of service, vacation is earned at a pro-rated basis commensurate with annual Vacation leave earned.

7.3 Vacation leave earned in one year can only be taken between January 1st and December 31st of the next year, unless expressly approved by the Chief.

7.4 An Employee shall be paid for earned but unused and unforfeited vacation leave upon termination of employment if proper notice is given. Two (2) weeks' notice is considered proper.

7.5 If an Employee is on a leave without pay for more than two

(2) weeks in any month, he/she does not earn vacation leave for that month.

7.6 An Employee on an approved leave of absence with pay status will continue to accrue vacation leave, according to his/her length of service and regular work schedule.

7.7 Earned vacation days may be utilized by the Employee at their request, manpower permitting.

7.8 Nothing contained in this Article shall be deemed to interfere with the right of management to either cancel a vacation or to change the time for the taking of same where the interests of the City of Hackensack so dictate.

ARTICLE 8

MATRIMONIAL LEAVE

8.1 The City hereby agrees to grant four (4) calendar days leave with full pay when a member of the bargaining unit marries.

ARTICLE 9

LONGEVITY PAY

9.1 The City hereby agrees to continue in full force and affect the existing longevity. program which provides for two percent (2%) for every four (4) years of service without a maximum limitation on longevity pay for any unit member.

9.2 The calculations and determinations of the longevity pay shall be in accordance with the following system:

9.3 (a) In addition to the salary ranges indicated, each employee will receive longevity pay of two percent (2%) for each four (4) years of service, computed on the amount of the base salary of the Employee at the time he becomes eligible for such longevity payment. In order to qualify for such longevity pay, the Employee must have earned each four (4) years of service credit on or before January 4, March 31, June 30 or September 30, in order to receive the added two percent (2%) longevity pay for the ensuing quarters. Whenever an Employee receives an increase in salary as the result of a change in base salary for promotion increment and a new position, the Employee will receive a longevity increase on the new base salary at the same percentage as heretofore received on the prior base salary. Additional compensation of any nature, including overtime, will not be considered in computing longevity payments.

Longevity payments will be computed from the time the Employees were first employed on a full time basis by the City.

Leaves of Absence without pay, with the exception of Employees on Official Leave of Absence due to military duty, will not be considered in determining the length of service.

9.3(b) Effective September 1, 2000, longevity shall be eliminated for new hires or interdepartmental transfers to the bargaining unit.

ARTICLE 10

OVERTIME

10.1 Overtime will be paid for any time spent on duty in excess of the normal tour of duty with a workday consisting of eight (8) continuing hours including reasonable meal and break periods in accordance with established procedures. The average workweek shall be forty (40) hours. Same shall be paid except, as hereinafter set forth, at the rate of time and one-half (1-1/2).

10.2 Specialized Division (Detective, Narcotics, BCI, Youth, and "Traffic Investigation Officers") personnel shall be compensated for overtime work at the time and one-half (1- 1/2) rate for all hours worked beyond the normal tour of duty. Subject to the limitations of the Fair Labor Standards Act, the Special Division Personnel shall be compensated with compensatory time or by payment at the overtime rate at the Employee's sole option.

Nothing contained herein shall preclude the Chief from issuing further orders to use compensable time to the same personnel so long as each such order is limited to one (1) week of compensable time.

10.2(a) Specialized Division Personnel may elect to use recorded compensable time upon request subject to the City's right to

refuse specific dates after taking into consideration the reasonable request subject to the City's right to refuse specific dates after taking into consideration the reasonable request of the Employee, and the needs of the City to maintain its staffing requirements and other legitimate concerns.

10.3 Recorded overtime shall include training time.

10.4 Recorded overtime may, in the sole discretion of the Chief, be used on those cases where an individual shall have utilized all of his sick days and where an individual may require additional sick leave time.

10.5 Traffic Bureau

Effective January 1, 1997, the Chief of Police shall designate five (5) Traffic Division Officers as "Traffic Investigation Officers" who shall respond when called to investigate Traffic Division cases. Said "Traffic Investigation Officers", who shall serve at the pleasure of the Chief of Police, shall receive the Specialized Division increment outlined in Article 23, during the period so assigned.

10.6 Court Appearances

Effective September 1, 1982, all personnel covered by this Agreement shall receive compensation at the time and one-half (1-1/2) rate for each court appearance when he is called in during off duty hours regardless of said Employee's Division or assignment with a minimum guarantee of two (2) hours for each

such appearance actually required in court. The Employee shall have the sole option of receiving either cash at the premium rate or compensatory time (one and one-half (1- 1/2) hours for each overtime hour worked). If compensatory time is selected by the Employee, it shall be taken pursuant to Departmental practices and procedures currently in existence.

10.7 All hours worked outside of the Employee's regularly scheduled hours shall be compensated as overtime at time and one-half rate (for example: hours beyond the scheduled tour; school, range, court) , in each Employees' sole discretion, in either time and one-half (1- 1/2) pay or time and one-half (1- 1/2) compensatory time.

10.8 Employees may choose to receive compensatory time at a time and one-half rate for overtime hours worked on behalf of the City of Hackensack rather than pay at the employee's option. This option will not apply to details for outside employers. Employees may accumulate up to four hundred and eighty (480) hours of compensatory time. Compensatory time accumulated may be used on a scheduled day of work with 2 hours' notice, manpower permitting. Minimum overtime payment or compensatory shall be in half hour blocks (i.e., 0 to 30 minutes of overtime will be 30 minutes, 31 to 59 minutes shall be 60 minutes of overtime/compensatory time).

10.9 Payment of accumulated compensatory time shall be made either at the retirement of an individual, his termination, or

in the event of death to his estate.

ARTICLE 11

HEALTH BENEFIT INSURANCE PROGRAMS

11.1 All health insurance benefit programs in effect as of December 31, 2020 shall continue in full force and effect during the term of this contract, except as otherwise provided herein.

11.2 Effective January 1, 2000, all active Association members covered by this Agreement and eligible members of their families plus all eligible retirees* with a retirement date subsequent to January 1, 2000 and eligible members of their families shall be entitled to the above coverage until the demise of the Association member.

*Eligible retiree to be any Association member who has twenty-five (25) years pension credit; or who has retired pursuant to an accidental disability retirement; or who has sustained an ordinary disability as a result of an on duty injury; and has been accepted. by PFRS.

11.3 Association members who retired prior to January 1, 2021 shall continue to receive the benefits provided by the applicable contract when they retired.

11.4 A retiree who:

1. Is covered by the City's Health Benefit Insurance Program and
2. Is actively employed by another employer and

3. Is covered by his current employer's' Health Insurance Program,

shall submit all medical claims to his current employer's Health Benefit Insurance Program as his "primary" insurance carrier so long as he/she continues to be insured. The City's Health Benefit Insurance Program shall remain as his/her secondary coverage.

11.5 All coverages provided by the City for Medicare eligible retirees and their eligible dependents shall be secondary to their Medicare coverages.

11.6 All retirees (retired after January 1, 2000) and eligible dependents who are Medicare eligible must provide both Medicare Part A and Part B coverage's to be eligible for coverage's provided by the City. The City shall reimburse each retiree for his/her Medicare Part B cost each December provided the retiree submits a copy of his/her Medicare card to the Chief Financial Officer, 65 Central Avenue, Hackensack, New Jersey 07601 prior to the year end wherein he/she becomes Medicare eligible.

11.7 The health benefits and prescription program provided by the City to eligible retirees who are Medicare eligible shall be at the same level as provided to active Employees. Additionally, HMO coverage is not available to Medicare eligible retirees or spouse.

11.8 The City and the PBA agree that successor collective bargaining agreements shall neither increase the health benefit deductible to exceed One Thousand Dollars (\$1,000.00) (\$1,000 for

Medicare eligible retiree's spouse or dependent) nor increase the Prescription Plan co-pay to exceed Twenty Dollars (\$20.00) for name brand and Eight Dollars (\$8.00) for generic brand drugs without the written majority consent of all retired Association members who retired subsequent to January 1, 2000.

11.9 The PBA acknowledges that the public employer, City of Hackensack, may change the source of coverage for medical benefits to employees referenced in this Article. Any such change in source of coverage shall result in equal or improved benefits.

11.10 Employees covered by this Agreement shall be permitted to opt-out of available insurances provided under this Article. In the event of an opt-out said opting-out Employee shall be provided a benefit of twenty-five percent (25%) of the cost of health coverage so waived to a maximum of Five Thousand Dollars (\$5,000.00) per-year. In the event of a "life changing event" then the Employee shall be able to opt back into the system and all related coverage's and in such case would receive a proration of the amount above noted. There shall also be an open annual period where an Employee may opt-in or opt-out in the future.

11.11 All employees hired on or after January 1, 2019 will be covered by a 70/30 health benefits plan.

11.12 Certain health care benefit plans administered or insured by affiliates of Horizon Blue Cross Blue Shield of NJ provide "out-of-network" medical and surgical benefits for

members. With out-of-network benefits, members may be entitled to payment for covered expenses if they use doctors and other health care professionals outside of the Horizon network. Horizon will pay based on the terms of the member's health care benefit plan that in many cases provides for payment for amounts that are the **lower** of either:

- The out-of-network provider's actual charge billed to the member,

or

- "the reasonable and customary amount," "the usual, customary, and reasonable amount," "the prevailing rate," or other similar terms that base payment on what other healthcare professionals in a geographic area charge for their services. (90th%)

In addition, certification for certain types of Non-Network care must be obtained to avoid a reduction in benefits paid for that care. Certification for Hospital Admissions, Treatment Facility Admissions, Convalescent Facility Admissions, Home Health Care, Hospice Care and Private Duty Nursing is required.

11.13 Effective January 1, 2022, active Employees may be enrolled in the 70/30 health benefits plan (Plan 20). This will not impact the benefits provided to employees who retired prior to this collective bargaining agreement.

11.14 Employees retiring on or after January 1, 2021 and on or before December 31, 2021 will continue to be enrolled in

the benefit plans currently covering active employees (Plan 11). Employees retiring on or after January 1, 2021 and on or before December 31, 2021 will contribute during the course of the Employee's retirement at the following levels:

1. Family: 5% of member's retirement allowance
2. Husband/Wife: 3% of member's retirement allowance
3. Parent/Child 3% of member's retirement allowance
4. Single: 1.5% of member's retirement allowance

11.15 Employees retiring on or after January 1, 2022, shall contribute to benefits in retirement at the actual contribution dollar amount that the employee was contributing immediately prior to the employee's retirement date. To the extent that the employee increases coverage levels by adding dependents, that amount will be adjusted utilizing the percentage contribution rate in effect at the time of the employee's retirement. If the employee reduces coverage by selecting a lower cost plan option, reducing dependent(s) or becoming eligible for Medicare based secondary coverage, the employee will contribute towards those benefits at the percentage rate that was applicable to the employee at the time of the employee's retirement.

To the extent state law/legislation amends public employee

contribution requirements to an amount below the amount established by this agreement, employee contributions will be adjusted to that lower amount at the point that any new law becomes effective.

11.16 Active employees who elect to receive benefits from the City shall contribute towards those benefits in accordance with P.L. 2011, Chapter 78.

ARTICLE 11A

PRESCRIPTION PROGRAM

11A.1 All prescription programs in effect as of December 31, 2017 shall continue in full force and effect during the term of this contract, except as otherwise provided herein.

11A.2

Prescription copays (30 days supply - non-mail order) for all employees employed by the City as of the date of ratification of this contract shall, effective January 1, 2019, be as follows:

\$15.00	- generic co-pay
\$35.00	- brand name co-pay (formulary)
\$50.00	- brand name co-pay (non-formulary)

One (1) co-pay for a 30 day supply for each category

Prescription copays (90 days supply - mail order) for all employees employed by the City as of the date of ratification of this contract shall, effective January 1, 2019, be as follows:

\$15.00	- generic co-pay
\$35.00	- brand co-pay (formulary)
\$50.00	- brand co-pay (non-formulary)

Two (2) co-pays for a 90 day supply for each category

ARTICLE 12

DENTAL PLAN

12.1 The City of Hackensack and the members of the PBA Local 9 shall provide a dental-benefit insurance program during the term of this Agreement sponsored by Delta Dental Insurance together with lifetime orthodontic coverage not to exceed Eight Hundred Dollars (\$800.00) per patient subject to the following conditions:

a) The City shall pay the lesser of fifty percent (50%) of the enrollee's annual premium or One Hundred Fifty Dollars (\$150.00) (pro-rata for mid-year enrollees) and the enrollee shall pay the balance through periodic payroll deductions.

b) It is understood and agreed that no Employee shall be obligated to participate in said program. Once enrolled, at the inception of the program or subsequently at future annual enrollment dates, an Employee may voluntarily terminate enrollment. Re-enrollment shall be permitted at the next annual enrollment date; however, no Employee will be permitted to terminate enrollment more than two (2) times during their continuous employment.

c) Part-time and seasonal Employees shall not be eligible for this insurance.

d) Nothing contained herein shall preclude the City from self-insuring this benefit or assigning same to another insurance company provided however that the coverage provided by such change shall not be substantially different from that previously enjoyed.

e) The City's contribution as hereinabove set forth shall continue for as long as the enrolled Employee continues to be employed by the City and received a bi-weekly paycheck.

f) Once enrolled, the Employee may not voluntarily change his or her enrollment status (i.e., single, husband and

wife, parent and child, family) unless the change is as a result of a bona fide status change (i.e., birth, marriage, death, divorce, adoption, emancipation of dependent child).

g) All enrollees shall pay their fair share of the monthly premium via payroll deductions, which shall be withheld and paid one month in advance of coverage.

ARTICLE 13

BIRTH OR ADOPTION OF A CHILD

13.1 The City hereby agrees to provide four (4) working days off without loss of pay in the event of a birth or adoption of a child by the Employee or the Employee's spouse, commencing the day after the birth or adoption of a child.

ARTICLE 14

FUNERAL LEAVE

14.1 The City hereby agrees to provide six (6) calendar days off without loss of pay in the event of death in the immediate family of the Employee's spouse, child or parent. In the event of a death in the immediate family of the Employee's brother, sister, grandparents, grandchildren, mother-in-law, father-in-law, brother-in-law or sister-in-law, the Employee shall receive four (4) calendar days off without loss of pay.

ARTICLE 15

EDUCATION

15.1 Association members who voluntarily take college courses in Police Science related degree programs shall be reimbursed for the cost of tuitions upon successful, course completion, up to the rate per credit charged by Bergen County Community College for the current academic year for substantially similar courses, however subject to the prior written approval by the Chief of Police before course commencement and subject to the maximum total accumulation limit of sixty-nine (69) credits. Tuition reimbursement shall be denied if the course requirements are not successfully completed or are in excess of the maximum total accumulation limit of sixty-nine (69) credits.

15.2 Effective January 1, 1997 there shall be added to and made a part of the remuneration of each member of the Association, the sum of Ten Dollars (\$10.00) per annum for each college credit successfully completed towards an Associate Degree in Police Science at a recognized institution of higher learning subject to the following:

(a) The maximum total accumulation of educational credits payable shall be sixty-nine (69).

(b) An educational credit may be granted for Police related course of not less than forty (40) hours at an approved Police training facility with the prior approval of the Chief of Police.

(c) The Association member must request and receive the prior written approval of the Chief of Police before commencing his/her educational program or course in order to receive credit for same.

(d) All college courses as well as other training activities must be completed on the member's own (personal) time, i.e. outside of working hours, to be eligible for this benefit.

(e) A newly hired member shall be given credit for his/her educational credits earned prior to employment based upon a review and approval by the Chief of Police and the extent to which these credits are transferable toward an Associate's Degree at Bergen Community College, to a maximum of sixty-nine (69) credits.

(f) An Association member who has earned a B.A. or B.S. Degree in Police Science shall receive a total maximum educational benefit of One Thousand Two Hundred Eighty Dollars (\$1,280.00) per annum, effective upon the date of hire or on January 1 following receipt of the degree. There is no educational credit benefit between sixty-nine (69) credits and the B.A./B.S. Degree.

(g) Remuneration for educational credits will be paid on a bi-weekly basis computed on the number of credits successfully completed as of December 31 of the preceding year. Such additional remuneration shall be paid notwithstanding the maximum salary heretofore provided and upon presentation to the Chief of Police of a proper certification of successful course completion.

15.3 Association members who have exceeded the maximum credit limit of sixty-nine (69) credits prior to January 1, 1979, shall not lose his/her benefit on their excess credits.

ARTICLE 16

GRIEVANCE AND ARBITRATION PROCEDURE

16.1 A "grievance" shall be any difference of opinion, controversy or dispute arising between the parties hereto relating to the alleged violation, interpretation or application of any of the provisions of this Agreement.

16.2 A grievance must be initiated by the Employee within fifteen (15) calendar days from the time the Employee knew or should have known of its occurrence.

16.3 Failure at any step of this procedure of the Employer or its representative to communicate the decision on a grievance within the specified time limits shall permit the Employee to proceed to the next step. Failure at any step of this procedure of the Employee to appeal a grievance to the next step, within the specified time limits, shall be deemed to be acceptance of the decision rendered at that step.

16.4 It is understood that Employees shall, during and notwithstanding the pendency of any grievance, continue and observe all assignments and applicable rules and regulations of the City until such grievance has been fully determined.

16.5 Step One

The grievance shall be discussed by the Employee involved with his immediate supervisor. The answer by the said supervisor shall be in writing and shall be rendered to the Employee within seven (7) calendar days of the close of the said discussion.

16.6 Step Two

If the grievance is not settled by Step One, within seven (7) calendar days of receipt of the answer at Step One, the grievance shall be reduced to writing by the Employee and submitted to the Police Chief, or any person designated by him, and the answer to such grievance by the said Police Chief shall be in writing and shall be rendered to the individual Employee within seven (7) calendar days of submission.

16.7 Step Three

If the grievance is not settled at Step Two, the Employee shall have the right within seven (7) calendar days of the receipt of the answer at Step Two to submit such grievance to the City Manager for his consideration. A written answer by the said City . Manager shall be rendered to the individual Employee within ten (10) calendar days of submission.

16.8 Step Four

If the grievance is not settled at Step Three, the individual Employee shall have the right within seven (7) calendar days of receipt of the answer at Step Three to pursue all legal remedies afforded by the provisions of the Civil Service Act or to submit such grievance to an arbitrator. The arbitrator shall be selected in accordance with the Rules and Regulations of the New Jersey Public Employment Relations Commission. The arbitrator shall have full power to hear the disputes and make

a final determination, which shall be binding on all parties. The arbitrator shall not have the right to add to, subtract from or modify this Agreement in any manner. Each party shall share equally in the cost of the arbitrator. The Employee shall have the right to be represented by the Association or a representative of his own choosing at all steps of this procedure, except Step One.

16.9 Work Stoppage

Since adequate grievance procedures are provided in this Agreement and since binding arbitration has been agreed to, the Association agrees that it will not engage in, encourage, sanction or suggest strikes, slow-downs, mass designations, mass absenteeism's or any other similar action which would involve a work stoppage that may disturb or interfere with the orderly operation of the City's facilities.

16.10 Conflicts Between Grievance Procedure and Rules and Regulations

If in the event of any conflict between the provisions of this Grievance Procedure and the Rules and Regulations governing the Police Department of the City of Hackensack, the Rules and Regulations of the Police Department of the City of Hackensack shall govern.

ARTICLE 17

MANAGEMENT RIGHTS

17.1 The City hereby retains the right to manage and control its Police Department facilities and in addition retains the right to direct the working force, hire, promote, transfer, and discipline or discharge Employees for just cause.

17.2 The City, in accordance with applicable laws and regulations, retains full jurisdiction and authority over matters of policy and retains the right to relieve .Employees from duties because of lack of work, lack of cooperation and initiative, or other legitimate reasons, in order to maintain the efficiency of the Police Department facilities entrusted to them and to determine the methods, means, and personnel by which such operations are to be conducted, and further to take whatever other actions deemed necessary to carry out the mission of the Police Department in any situation whatsoever.

ARTICLE 18

SEVERABILITY AND SAVINGS

18.1 Should any part of this Agreement be held unlawful and unenforceable by any Court of competent jurisdiction, such decision of the Court shall apply only to the specific portion of the Agreement affected by such decision.

ARTICLE 19

INJURY LEAVE

19.1 Whenever an Employee is incapacitated from duty because of an injury or ailment sustained or incurred in the performance of his duty, he shall be entitled to injury leave with full pay at the rate of pay in existence at the time of his injury, for a maximum aggregate period of one (1) year commencing with the date of his injury, illness or disability; or until such time as he has been accepted for retirement by the Police Pension System. Any payments of temporary disability insurance by the City or its Workmen's Compensation Carrier shall be credited toward the full pay set forth above. If the illness continues beyond one {1} year, he shall be paid on the basis of his accumulated sick leave.

19.2 The City may require that the injury, illness or disability be evidenced by a certificate off a physician designated by the Police Department to examine the Employee.

ARTICLE 20

PERSONAL DAYS

20.1 Each January 1st the City shall provide each Employee covered by this agreement two (2) Personal Days. The Personal Days shall be granted to all members of the bargaining unit to be used within that calendar year. Effective January 1, 2022, each Employee covered by this agreement shall be provided three (3) Personal Days.

20.2 Employees shall be permitted to take personal days on 72 hours-notice. The notice period may be waived by the Chief of Police in emergent circumstances or otherwise if manpower permits.

20.3 A Police Officer shall be eligible for this benefit only upon completion of twelve (12) months of active employment.

ARTICLE 21

PERSONNEL FILES

21.1 A personnel file shall be established and maintained for each Employee covered by this Agreement. Such files are confidential records and shall be maintained in the office of the Chief of Police, and may be used for evaluation purposes by the Police Chief or City Manager.

21.2 Upon advance notice and at reasonable times, any member of the Police Department may review his personnel file. However, this appointment for review must be made through the Chief of Police or his designated representative at times mutually convenient.

21.3 Whenever a written complaint concerning an Officer or his actions is to be placed in his personnel file, a copy shall be made available to him and he shall be given the opportunity to rebut it if he so desires and he shall be permitted to place said rebuttal in his file. When the Employee is given a copy of the complaint, the identification of the complainant shall be excised. However, if any disciplinary action is taken based on any complaint, then the Employee shall be furnished with all known details of the complaint, including the identity of the complainant.

21.4 All personnel files will be carefully maintained and safeguarded permanently, and nothing placed in any file shall be removed therefrom. Removal of any material from a personnel file by any member of the force shall subject that member to appropriate

disciplinary action.

ARTICLE 22

STATEMENT OF ACCUMULATION

22.1 Each Employee shall be supplied with a writtencertification from the City during each calendar year, whichshall state the number of accumulated vacation days, sick days, personal days and any other time which is available to the Officer.

ARTICLE 23

SPECIALIZED DIVISION INCREMENT

23.1 Personnel assigned to a Specialized Division (Detective, Narcotics, BCI, Youth and "Traffic Investigation Officers") shall receive an annual increment payable bi-weekly, in basesubject to pension but not subject to longevity, in the annual amount of Two Thousand Three Hundred Dollars (\$2,300.00).

23.2 Members selected to work as Field Training Officers will attend and successfully complete an approved course. The member shall receive a Field Training Officer annual stipend for any year in which the member works at least one shift as a Field Training Officer. The Field Training Officer stipend will be paid in lump sum in the first payroll period in December of each year. The annual stipends will be:

- a. 2021 \$300
- b. 2022 \$400
- c. 2023 \$500
- d. 2024 \$500
- e. 2025 \$500

ARTICLE 24

INTERROGATION OF POLICE OFFICER

24.1 In an effort to ensure that departmental investigations, when the Employee is subject to suspension or termination, are conducted in a manner which is conducive to good order and discipline, the following rules are hereby adopted:

- 1) The interrogation shall take place at a location designated by the Chief of Police.
- 2) The member of the force shall be informed of the nature of the investigation before any interrogation commences. When it is determined that an Officer is a target of an investigation, he shall be notified.
- 3) The questioning shall be reasonable in length.
- 4) No promise of reward shall be made as an inducement to answering questions.
- 5) At every stage of the proceedings, the Department shall afford an opportunity for a member of the force to have a P.B.A. representative present.

Nothing herein shall be construed to deprive the Department or its Officers of the ability to conduct the routine and daily operations of the Department.

ARTICLE 25

DUES CHECK-OFF

25.1 Upon presentation to the City of a dues check-off card signed by individual employees, the City will deduct from such Employees' biweekly salaries the amount set forth on said dues check-off authorization card. Thereafter, the City will, as soon as is practicable, forward a check in the amount of all dues withheld for this purpose to the PBA representative entitled to receive same. The said PBA representative shall be appointed by resolution of the PBA and certified to the City by the PBA. The PBA shall indemnify the Employer for any claims relating to the improper dues deduction through checkoff.

25.2 The City shall deduct Union dues in accordance with State Statutes

ARTICLE 26

BULLETIN BOARD

26.1 The City will supply one bulletin board for the use of the PBA to be placed in a conspicuous location.

26.2 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 Employees.

26.3 No matter may be posted without receiving permission of the officially designated PBA representative.

26.4 The PBA shall be permitted to install a locked bulletin board.

ARTICLE 27

OFF DUTY POLICE ACTION

Since all Police Officers are presumed to be subject to duty twenty-four (24) hours per day, the parties agree to the following:

27.1 Any proper and responsible action taken by a member of the force on his time off where the circumstances necessitated prompt police action which would have been . taken by an Officer of active duty if present or available, shall be considered police action, and the Employee shall have all of the rights and benefits concerning such action as if it were then on active duty.

27.2 In all circumstances the Employee shall report such actions to the Officer in Charge at Police Headquarters at the desk.

ARTICLE 28

REPLACEMENTS

28.1 Special Law Enforcement Officers may be employed only to assist the local law enforcement unit but may not be employed to replace or substitute for full time regular Police Officers or in any way diminish the number of full time Officers.

ARTICLE 29

DURATION

29.1 This Agreement shall continue until a successor Agreement is executed.


29.2 Negotiations for a successor Agreement shall be in accordance with the rules of the Public Employment Relations Commission.

29.3 IN WITNESS WHEREOF, the parties hereto have caused to be signed by their respective presidents and secretaries, all on the day and year written.

ATTEST:


CITY CLERK

CITY OF HACKENSACK


MAYOR


CITY MANAGER

ATTEST:



HACKENSACK POLICEMEN'S
BENEVOLENT ASSOCIATION,
LOCAL #9


PRESIDENT, LOCAL #9


STATE DELEGATE

SALARY GUIDES (Base Salary without Holiday Pay)

APPENDIX-A

(hired prior to January 1, 2019)

	2021	2022	2023	2024	2025
Step					
9	\$129,598	\$134,549	\$138,249	\$142,051	\$145,957
8	\$108,181	\$109,531	\$109,531	\$109,531	\$109,531
7	\$97,525	\$98,875	\$98,875	\$98,875	\$98,875
6	\$86,869	\$88,219	\$88,219	\$88,219	\$88,219
5	\$76,213	\$77,563	\$77,563	\$77,563	\$77,563
4	\$65,557	\$66,907	\$66,907	\$66,907	\$66,907
3	\$54,901	\$56,251	\$56,251	\$56,251	\$56,251
2	\$44,245	\$45,595	\$45,595	\$45,595	\$45,595
1	\$33,589	\$34,939	\$34,939	\$34,939	\$34,939

APPENDIX-B

(hired after January 1, 2019 and before January 1, 2021)

	2021	2022	2023	2024	2025
Step					
13	\$129,598	\$134,549	\$138,249	\$142,051	\$145,957
12a	\$121,485	\$122,835	\$122,835	\$122,835	\$122,835
12	\$113,372	\$114,722	\$114,722	\$114,722	\$114,722
11	\$106,116	\$107,466	\$107,466	\$107,466	\$107,466
10	\$98,866	\$100,216	\$100,216	\$100,216	\$100,216
9	\$91,913	\$93,263	\$93,263	\$93,263	\$93,263
8	\$84,360	\$85,710	\$85,710	\$85,710	\$85,710
7	\$77,107	\$78,457	\$78,457	\$78,457	\$78,457
6	\$69,854	\$71,204	\$71,204	\$71,204	\$71,204
5	\$62,601	\$63,951	\$63,951	\$63,951	\$63,951
4	\$55,348	\$56,698	\$56,698	\$56,698	\$56,698
3	\$48,095	\$49,445	\$49,445	\$49,445	\$49,445
2	\$40,842	\$42,192	\$42,192	\$42,192	\$42,192
1	\$33,589	\$34,939	\$34,939	\$34,939	\$34,939

APPENDIX-C

(hired after January 1, 2021)

	2021	2022	2023	2024	2025
Step					
13	\$129,598	\$134,549	\$138,249	\$142,051	\$145,957
12	\$122,201	\$123,551	\$123,551	\$123,551	\$123,551
11	\$114,805	\$116,155	\$116,155	\$116,155	\$116,155
10	\$107,409	\$108,759	\$108,759	\$108,759	\$108,759
9	\$100,012	\$101,362	\$101,362	\$101,362	\$101,362
8	\$92,616	\$93,966	\$93,966	\$93,966	\$93,966
7	\$85,220	\$86,570	\$86,570	\$86,570	\$86,570
6	\$77,824	\$79,174	\$79,174	\$79,174	\$79,174
5	\$70,427	\$71,777	\$71,777	\$71,777	\$71,777
4	\$63,031	\$64,381	\$64,381	\$64,381	\$64,381
3	\$55,635	\$56,985	\$56,985	\$56,985	\$56,985
2	\$48,238	\$49,588	\$49,588	\$49,588	\$49,588
1	\$40,842	\$42,192	\$42,192	\$42,192	\$42,192