

Contract no. 717

**COLLECTIVE BARGAINING AGREEMENT**

January 1, 1988 - December 31, 1991

between the

**LAW ENFORCEMENT SUPERVISORS ASSOCIATION**

and the

**TOWNSHIP OF WILLINGBORO**

**THIS AGREEMENT**, made and entered into this 28th day of June, 1988, by and between the **TOWNSHIP COUNCIL OF THE TOWNSHIP OF WILLINGBORO**, a body corporate and politic, hereafter referred to as the "Township"; and the **LAW ENFORCEMENT SUPERVISORS ASSOCIATION**, hereafter referred to as "LESA";

**WITNESSETH:**

**Whereas**, there exists an Agreement between the parties which is due to expire as of December 31, 1988, and

**Whereas**, the parties have negotiated the terms and conditions of a new agreement, some of the terms of which will be effective as of January 1, 1988,

**Now, therefore**, in consideration of the mutual promises contained herein, **THIS IS HEREBY AGREED AS FOLLOWS:**

1. **GENERAL PURPOSE:** It is the mutual desire of the parties in order to promote harmonious relations between the Township and LESA, in the best interests of the residents of the Township of Willingboro, to establish an orderly and peaceful procedure to settle differences which might arise and to set forth the full agreement between the parties concerning all terms and conditions of employment.

2. **NON-DISCRIMINATION:** The Township and LESA agree that all provisions of this Agreement shall be applied equally to all employee members of LESA in compliance with

applicable law against discrimination as to race, color, creed, national origin, age, sex, marital status or political affiliation or membership or legitimate activity in the LESA. All references in this Agreement to employees of the male gender have been used for convenience only and shall be construed to include both male and female employees. All references to "employee" or "member" shall mean those individuals included within the bargaining unit for the purposes of this contract without regard to actual LESA membership.

**3. RECOGNITION OF BARGAINING UNIT:** The Township recognizes, during the term of this Agreement, the LESA as the sole and exclusive collective negotiating representative for full-time sworn police Sergeants or Lieutenants employed by the Township. Specifically excluded are the Chief of Police, Captains, Police Officers, Special Officers, Dispatchers, Animal Control Officers, School Traffic Guards, and all other employees of the Township.

**4. MANAGEMENT RIGHTS:** The Township shall have the right to determine all matters concerning the management or administration of the Police Department, subject to the provisions of this Agreement.

**5. GRIEVANCE PROCEDURE:**

5.1. A grievance, as used in this Agreement, is defined as an alleged breach, misinterpretation or misapplication of terms of this Agreement. Matters within the jurisdiction of the Department of Civil Service, including but not limited to suspensions, reduction in rank, discharges or any other administrative action affecting the classification or status of an employee, are not subject to the grievance procedure.

5.2. No settlement of a grievance shall contravene the provisions of this Agreement.

5.3. A day, as used in this Agreement, means a weekday, which shall exclude Saturday, Sunday and official Township holidays.

5.4. An aggrieved person must verbally present the grievance to the Division Commander within 15 days of the occurrence of the event giving rise to the grievance or within 15 days of when the aggrieved person should reasonably have known of its occurrence. The Division Commander shall attempt to adjust the matter within three (3) days by meeting with the aggrieved person and shall render a decision in writing, with copies to the Chief of Police and to the President of the LESA.

5.5. If the aggrieved person is not satisfied with the decision required in Section 5.4, or if no decision is rendered within the three (3) days period, the grievance shall be reduced to writing by the aggrieved person and presented to the Chief of Police

within five (5) days after the decision is rendered or after the expiration of the three (3) day period, if no decision is rendered. The written grievance shall be dated and signed by the aggrieved party and shall set forth the facts upon which the grievance is based, including dates and names of other persons involved, the provision(s) of this Agreement that are alleged to have been violated, and the remedy desired and attached thereto shall be a copy of the decision at the first level, if rendered. The aggrieved person shall serve a copy of the written grievance upon the individual rendering a decision at the first level of this procedure and upon the President of the LESA. The Chief of Police, or the designated representative of the Chief of Police shall meet with the aggrieved person, the President of the LESA and the individual rendering the decision at the first level of this procedure. The decision of the Chief of Police shall be rendered, in writing, within five (5) days after the grievance is presented to the Chief of Police with copies to the Township Manager and the President of the LESA.

5.6. If the aggrieved person is not satisfied with the decision rendered in Section 5.5 or if no decision is rendered within the five (5) day period, it shall be presented to the Township Manager within five (5) days after the decision is rendered or after the expiration of the five (5) day period provided for in Section 5.5, if no decision is rendered. The written grievance shall include the information set forth in Section 5.5 and shall have attached copies of the decisions rendered at the first and second levels, if rendered. A copy of the grievance shall be served upon the Chief of Police and the President of the LESA. The Township Manager, or the designated representative of the Township Manager, shall meet with the aggrieved person and any representation of the LESA designated by the LESA in an attempt to adjust the matter within thirty (30) days, and shall render a decision in writing, with copies to the aggrieved person, the Chief of Police, and the President of the LESA.

5.7. In the event a grievance is not settled to the satisfaction of all parties at the conclusion of Section 5.6, the LESA may, within ten (10) days after the decision of the Township Manager or within ten (10) days after the 30th day next following the date the grievance was served on the Township Manager, whichever shall first occur, serve notice on the Township Manager that the matter is being referred to final, binding arbitration. The arbitrator shall be chosen according to the provisions of the N.J.A.C. 19:12-5.1 et seq. The arbitrator's decision in the matter shall be final and binding on all parties. The arbitrator's costs and fees shall be borne equally by the parties, but each party shall be solely responsible for the cost it incurs in the production of testimony or evidence.

5.8. If a grievance is not appealed within the time limits set forth above, the grievance shall be deemed settled.

6. **PRIVATE LEGAL COUNSEL:** The Township recognizes its obligations under R.S. 40A:14-155. Thus, as provided below, whenever a member of the LESA shall become a defendant in any legal proceeding arising out of or directly related to the lawful exercise of police powers in the performance of his official duties, the Township shall provide the member with the necessary means for the defense of such action or proceeding.

6.1 In order to provide for situations where the member seeks to have the costs of defense paid by the Township, it is agreed that the LESA and the Township shall establish a panel of six (6) attorneys and that the members of the LESA may select one from among these attorneys to represent the member in any legal proceeding.

member from selecting an attorney not on the agreed upon panel, but the Township shall have no obligation to pay the fees of any attorney not on the panel.

6.2 If the complaint is on behalf of the Township and the member is acquitted or the charge is dismissed in a matter heard in the municipal court and the member has selected an attorney from the panel, the Township will pay the usual, customary and reasonable fees, subject to review by the Township Attorney.

6.3 If the complaint is not on behalf of the Township and the matter is in the municipal court and the member has selected an attorney from the panel, the Township will pay the usual, customary and reasonable fees, subject to review by the Township Attorney.

6.4 If it is a disciplinary hearing and the member is acquitted or the charges are dismissed and the member has selected an attorney from the panel, the Township will pay the usual, customary and reasonable fees, subject to review by the Township Attorney.

6.5 If it is an indictable offense and the member has selected an attorney from the panel, the Township will pay the usual, customary and reasonable fees, subject to review by the Township Attorney.

6.6 All fees must bear a reasonable relationship to the nature of the offense. Once a member has selected an attorney from the panel, the member shall advise the Township Attorney of the name and address of the selected attorney immediately after consulting with the attorney.

6.7 All counsel fees to be paid by the Township shall first be submitted to the Township Attorney for review as to reasonableness, and only those charges which are reasonable in amount shall be payable. There may be instances where, by reason of the complexity of the case, a higher counsel fee would be appropriate, or, because of its simplicity, a lower fee would be called for.

6.8 After review and approval of a voucher for counsel fees by the Township Attorney, the voucher shall be submitted to the Township Manager for approval and inclusion on the next regular bill.

6.9 In any case where the Township has provided insurance coverage for civil liability and that insurance coverage extends to the member and the insurance carrier will provide a defense, it is recognized that the insurance carrier has the right to designate defense counsel. The provision of legal counsel for the defense of the member by the insurance carrier shall go to the credit of the Township for the amount of the contract to provide for the defense of the member. The term "insurance carrier" shall include any joint insurance fund which provides coverage to the Township.

6.10 The Township shall also maintain in effect an ordinance to empower the indemnification of members pursuant to N.J.S.A. 59:10-4.

## 7. SALARY:

7.1 The schedule below is established as the annual salary rates in effect for Sergeants and Lieutenants of the Township of Willingboro during the term of this Agreement:

**SERGEANTS**

STEP	1988	1989	1990	1991
A	33,618	35,299	36,958	38,695
B	35,091	36,846	38,578	40,39
C	36,563	38,391	40,195	42,084
Increment	1,132	1,200	1,200	1,200

**LIEUTENANTS**

STEP	1988	1989	1990	1991
A	36,868	38,711	40,530	42,435
B	38,490	40,414	42,313	44,302
C	40,116	42,121	44,101	46,17
Increment	1,247	1,300	300	1,300

7.2 It is further agreed that the annual salaries shown on Steps A, B and C are subject to the further condition that the percentage increase from year to year will be not less than eighty percent (80%) of the cost of living for the Philadelphia-South Jersey area as determined by the statistics provided by the United States Department of Labor for All Urban Consumers (CPI-U). The determination of the applicable cost-of-living percentage for 1989 shall be based on the change between October 1, 1987, and September 30, 1988, and in a similar manner for subsequent years.

7.3 It is understood and agreed that the filled positions in the above schedules represent merit increments. Determination as to whether a member shall receive a merit increment shall be in accordance with the standards utilized in the years previous to this Agreement.

7.4 All annual salaries, as represented above, reflect the annual salary which is divided by the number of paydays in the year to obtain the weekly rate. Whenever it shall be necessary to determine an hourly rate, the hourly rate shall be computed by dividing the appropriate annual salary, as set forth above, by 2080.

8. **EDUCATIONAL PAYMENTS:** The Educational Payment provision as contained in previous contracts is terminated as of January 1, 1986. All credits earned by members of LESA as of December 31, 1986, shall continue to be paid to those members in the amount to which each individual was entitled as of December 31, 1985. The amount of the previously computed educational payment shall be added to and shall be paid as part of the base pay of the individual entitled to such payment, but shall not be included in base pay for computation of overtime or for any other purpose for which an hourly rate must be determined.

## 9. HOLIDAYS:

9.1 The Township shall designate holidays each year, as follows: for 8-hour-shift-per-day employees - 96 hours (12 days); and, for 10-hour-shift-per-day employees - 120 hours (12 days). Payment for these holidays shall be in one (1) payment during the first pay period in December of each year, on a straight-time basis for each such holiday.

9.2 Holiday pay shall be included in the base pay of any employee who has completed 22 years of service, provided that the holiday pay shall not be computed as part of the base salary for calculation of the hourly rate to which that employee is entitled. The holiday pay for each employee shall be calculated on the basis of the rate of pay to which that employee is entitled on the date of each holiday. Thus, if an employee has an increase or decrease in the applicable pay rate during the year, the holiday pay for holidays after the payroll change shall reflect the appropriate increase or decrease.

10. **VACATION LEAVE:** The employees covered under this Agreement shall be entitled to paid vacation in accordance with the following schedule:

10.1. For employees on an eight (8) hour shift:

10.1.1. One hundred twenty-eight (128) hours (sixteen [16] days) per year during each year of employment up to and including the seventh (7th) year of employment.

10.1.2. One hundred fifty-two (152) hours (nineteen [19] days) during each year of employment beginning with the eighth (8th) year of employment and up to and including the twelfth (12th) year of employment.

10.1.3. One hundred ninety-two (192) hours (twenty-four [24] days) during each year of employment beginning with the thirteenth (13th) year of employment and thereafter.

10.2. For employees on a ten (10) hour shift:

10.2.1. One hundred forty (140) hours (fourteen [14] days) per year during each year of employment up to and including the seventh (7th) year of employment.

10.2.2. One hundred sixty (160) hours (sixteen [16] days) per year during each year of employment beginning with the eighth year of employment and up to and including the twelfth (12th) year of employment.

10.2.3. Two Hundred (200) hours (twenty [20] days) per year during each year of employment beginning with the thirteenth (13th) year of employment and thereafter.

10.3. Whenever a member is unable to use the allocated vacation leave in the year that it is earned, due to the needs of the Department, the Township Manager may authorize up to one week of vacation leave to be carried forward from the year in which it is earned to be used not later than February 15th of the immediately following year.

**11. SICK LEAVE:** The employees covered under this Agreement shall be entitled to paid sick leave in accordance with the following schedule:

11.1. For employees on an eight (8) hour shift:

11.1.1. Eight (8) hours (one [1] day) per month of employment for each month in the first calendar year of employment.

11.1.2. One hundred twenty (120) hours (fifteen [15] days) per year thereafter.

11.2. For employees on a ten (10) hour shift:

11.2.1. Ten (10) hours (one [1] day) during the first three months and ten (10) hours (one [1] day) each month thereafter in the first calendar year of employment.

11.2.2. One hundred twenty (120) hours (twelve [12] days) per year thereafter.

11.3. Inured sick leave may be accumulated from year to year subject to the terms of this Agreement.

11.4. The parties acknowledge that sick leave can be taken for non-physical illness, such as stress. The parties also recognize that where a covered employee has to take more than two (2) days of sick leave in a calendar year for non-physical illness, it is both appropriate and incumbent on the employee to obtain outside counseling. To this end, it is agreed that where an employee takes more than two (2) days of sick leave in a calendar year for non-physical illness, for each day after the second day, the employee shall provide the Chief of Police with written proof that the employee has made arrangements for outside counseling with a qualified and licensed professional. If the outside counseling with a qualified and licensed professional consists of consultation with either Drenk Memorial Guidance Center, Family Service of Burlington County, or Delaware House, the Township agrees to pay for the counseling, up to a maximum of five (5) visits. It is further agreed that the substance of the consultation shall not be disclosed to the Township, absent the employee's prior approval, but that the actual fact of the consultations shall be disclosed to the Township.

11.5. The fact that the counseling shall occur shall not be a factor considered by the Township in determining whether a member shall have a merit increase, promotion, assignment to a particular unit, or continued employment.

11.6. It is acknowledged that the purpose of sick leave is to accommodate those occasions when the employee is ill and unable to perform his work. Sick leave is not to be used for personal business, as personal days, or as a substitute for vacation days.

## **12. CARDIAC EVENTS:**

12.1 Any member of the LESEA who suffers a cardiac event which is work related, shall have that disability treated as an on-the-job injury.

12.2 In order to determine whether the cardiac event is work related, the employee shall be medically examined and the determination of the physician shall be final and binding on all parties.

12.3 The medical examination shall be performed by members of a medical panel consisting of the chiefs of cardiology at Burlington County Memorial Hospital, Zurbrugg Memorial Hospital (Riverside Division) and Zurbrugg Memorial Hospital (Rancocas Valley Division) who shall conduct the examinations on a rotating basis.

12.4 It is agreed, however, that if the next physician on the rotating list shall be the employee's physician, the examination shall be performed by the next physician on the list. It is further agreed that no physician shall serve on the panel who is in a contractual relationship with the Township.

12.5 The employee shall be required to make his personal medical records available to the physician conducting the examination.

**13. COMPENSATORY TIME:** All employees covered under this Agreement, shall be entitled to accumulate not more than 480 hours of compensatory time, in accordance with the provisions of the *Fair Labor Standards Act*. Utilization of the accumulated compensatory time may be taken in segments of eight (8) hours or segments of ten (10) hours, depending on whether the employee is on an eight (8) hour or a ten (10) hour shift, whenever it is reasonably possible to do so without impairing the ability of the Department to provide police services to the community. Whenever an employee requests the use of compensatory time in writing and it is approved in writing, the use of that compensatory time shall not be cancelled except in the case of an emergency, in the same manner as vacation time approved in advance is treated.

**14. SICK LEAVE INCENTIVE:** Any employee covered under this Agreement, who shall utilize less than four (4) days or its hourly equivalent of sick leave in any year of this Agreement, shall receive an additional three (3) days (or its hourly equivalent) which shall vest in the employee on the last day of scheduled work during each year of this Agreement. The employee shall be entitled to utilize the additional three (3) days (or its hourly equivalent) in any of the following ways: utilization as sick leave or accumulated sick leave, vacation or personal days, or in any combination thereof totaling three (3) days (or its hourly equivalent).

**15. ACCUMULATED SICK LEAVE:**

15.1. For members employed by the Township on December 31, 1984, full payment will be made by the Township to the member or to the estate or the designated beneficiary of a deceased member for the first fifty (50) days of accumulated sick leave;



or seventy percent (70%) of the total accumulation of sick leave, whichever is greater. The Township and the retiring member may enter into an agreement for the Township to make the payment required herein over a period of not more than three (3) years.

15.2. For members employed on or after January 1, 1985, the payment by the Township shall be in the same manner as set forth for members employed as of December 31, 1984, except that the payment shall not exceed Seven Thousand Five Hundred (\$7,500.00) Dollars.

15.3. Retirement shall include early retirement or disability retirement under the applicable Rules established by the Department of Civil Service or by the Division of Pensions.

15.4. Payment made under this Section shall not be considered as earnings or annual compensation for pension purposes.

## 16. UNIFORM ALLOWANCES:

16.1 Effective January 1, 1988 through December 31, 1989, the Township agrees to provide all employees covered under this Agreement with the sum of Forty Dollars (\$40.00) per month to represent compensation for expenses incurred by the employees for the laundering, repair and/or dry cleaning of uniforms provided to the employee by the Township. Beginning with calendar year 1990, the sum of \$540.00 per annum shall be added to the base pay of all employees covered by this Agreement in lieu of any allowance for the laundering, repair and/or dry cleaning of uniforms provided to the employee by the Township.

16.2 The Township will continue to provide the initial issue of uniforms and will replace uniforms which are unserviceable due to age or irreparable damage, except for employees assigned to the Investigative Division who shall receive an annual payment of eight hundred dollars (\$800.00) in lieu thereof.

16.3 The payments established in this section shall be paid in a lump sum during the month of January of each year. For those assigned to the investigative division for less than one full year, the annual payment specified in Section 16.2 shall be adjusted on a pro-rata basis.

17. **SHIFT DIFFERENTIAL:** Officers regularly assigned to the 2:00 P.M. to 12:00 Midnight shift shall be granted one (1) shift differential in their base salary. Officers regularly assigned to the 9:00 P.M. to 3:00 A.M. shift shall be granted one (1) increment over their base salary. In addition that the time of the shifts shall be revised during the term of this contract, the shift differential shall be applied to the new shift assignments which most closely approximate the shift hours set forth in this section.

These amounts shall be paid in a lump sum in December of each year upon certification by the Chief of Police and approval by the Township Manager.

**18. INVESTIGATIVE DIVISION ASSIGNMENT:** Any Sergeant or Lieutenant assigned to the Investigative division will have the sum of Two Thousand Four Hundred (\$2,400.00) dollars per annum added to the applicable base pay for the period while assigned to the Investigative Division. The salary adjustment set forth herein for those Sergeants and Lieutenants assigned to the investigative division shall be in lieu of overtime pay for the specified assignment and in recognition of the additional responsibilities and the need for those officers to be available at times when they would normally be off duty. Where past practice has provided overtime pay for those Sergeants and Lieutenants assigned to the investigative division, excluding those circumstances where they are performing patrol duties, that overtime pay shall be taken as compensatory time and not as paid overtime.

**19. LONGEVITY PAYMENTS:**

19.1. For members employed as of December 31, 1984. A member who has completed the following number of years of full-time employment with the Township will be entitled to the specified annual increments of compensation above the employee's base pay, beginning with the next pay period following the date of completion of the applicable number of years of service:

Completion of 8 years	-	Sergeant:	\$ 1,200.00
		Lieutenant	\$ 1,300.00
Completion of 12 years	-	Sergeant:	\$ 2,400.00
		Lieutenant	\$ 2,600.00
Completion of 16 years	-	Sergeant:	\$ 3,600.00
		Lieutenant	\$ 3,900.00
Completion of 20 years	-	Sergeant:	\$ 4,800.00
		Lieutenant	\$ 5,200.00

19.2. For members employed after January 1, 1985. An employee who has completed the following number of years of full-time employment with the Township will be entitled to the specified annual increments of compensation above the employee's base pay, beginning with the next pay period following the date of completion of the applicable number of years of service:

Completion of 10 years	-	Five Hundred Dollars
Completion of 15 years	-	One Thousand Dollars
Completion of 20 years	-	One Thousand Five Hundred Dollars

19.3. An employee shall request the longevity payment in writing to the Township's Director of Finance during the ninety (90) day period prior to the date on which the employee shall be eligible for the payment.

## 20. OVERTIME PAY:

20.1. Under N.J.S.A. 40A:14-134, an "emergency" warranting time-and-one-half pay shall exist whenever additional police officers are called in because the public safety is endangered or imperiled, as determined in the sole discretion of the Chief of Police or the designee of the Chief of Police, and as a result, additional police officers are called to duty. Examples of the latter condition might be a riot situation or a natural disaster and act of God. Payment shall be for a minimum of two (2) hours.

20.2. An "emergency" would not exist where a member must be on duty (a) on a holiday; (b) for an appearance in court, except as provided below; (c) for ceremonial duties; or, (d) a change in working hours between members of the department by reason of their own mutual agreement. In these situations either normal, straight overtime pay or compensatory time off, as the case may be shall be payable.

20.3. A member working in excess of eight (8) hours beyond the end of the member's scheduled shift at the member's supervisor's discretion shall be paid at one and one-half (1 1/2) time for all time worked.

20.4. A member going to court, when on duty, shall not receive any extra compensation. A member going to court, when not on duty, shall be paid at one and one-half (1 1/2) times the member's hourly rate for the time expended, with a minimum of two (2) hours. A member going to court, when the member is on vacation, shall be paid at two (2) times the member's hourly rate for the time expended, with a minimum of two hours.

20.5. A member called in to work 4th of July or Funday, when not regularly scheduled for that day, will be eligible for overtime at one and one-half (1 1/2) times the member's hourly rate.

## 21. INSURANCE: There shall be provided for all members, in addition to required

Workers Compensation Insurance, the following insurance:

21.1. Blue Cross (30 Plan Coverage) - the cost to be borne at 75% by the Township and 25% by the employee.

21.2. Blue Shield (L.I.C.K. Plan Coverage) - the cost to be borne solely by the Township.

21.3. Major Medical - the Township shall continue to provide at its cost the major medical insurance coverage in accordance with the policies and coverages that have been provided prior to this Agreement.

21.4. Group Dental - Non-voluntary, Incentive Plan Coverage for one, two or three party, as appropriate; the cost to be borne solely by the Township. The percentage of coverage available for eligible Non-Participants shall be 100%.

21.5. Supplemental Wage Insurance - the Township will continue to pay a member the member's base salary while the member is receiving Worker's Compensation Insurance benefits, provided the member assigns over to the Township any Workers Compensation Insurance proceeds received or to which the member may be entitled, not to include case settlements. This protection shall continue in effect only while the member is receiving Workers Compensation Insurance benefits, or for a period of two (2) years, whichever is less.

21.6. A member who retires from the Department after completing 25 years of full-time service with the Willingboro Police Department and who is at least 50 years of age shall be eligible to participate in the health benefit program provided by the Township of Willingboro on the same basis as employees, subject to the further conditions set forth herein. The Township shall pay the same portion of the premium for Individual or Husband and Wife coverage as it pays for employees, subject to a limit of \$2,000.00 per year. It is further provided that if the retired employee is eligible for coverage under another health insurance plan which provides comparable benefits as provided by the Township pursuant to Sections 21.1, 21.2 and 21.3 of this Agreement, then the employee must elect that coverage and the Township will not be obligated to provide health insurance for that retired member. Where health insurance coverage is provided through the employment of the spouse of the retired member and that coverage is not comparable, the retired member shall be entitled to participate to the extent of Individual Coverage and the spouse shall not be entitled to participate, so long as the spouse has other health insurance coverage available. The obligation under this section shall terminate when the retired member becomes eligible for Medicare or Medicaid, or their equivalent. If the retired member wishes to obtain Husband and Wife or Family coverage which is not provided by this Section, the member may do so by paying the difference in premium costs, the payment of which is to be made to the Township Treasurer on or before December 1, March 1, July 1, and September 1 preceding the quarter for which coverage is sought.

21.7. The surviving spouse of a member who retires after 25 years of full-time service and who would have been eligible for coverage under Section 21.6 of this Agreement, shall be entitled to continue to participate in the insurance coverages set forth in paragraphs 21.1 (Blue Cross), 21.2 (Blue Shield), 21.3 (Major Medical), and 21.4 (Group Dental) on an individual basis for the period calculated in Section 21.6 as if the retired member were not deceased. The Township shall continue to pay the same portion of the cost as the Township would have paid for the retired member, i.e., for individual coverage with a total premium limitation of \$2,000.00. If the surviving spouse has available to health insurance through the employment of the spouse, then the spouse shall not be entitled to participate in the Township insurance coverage so long as such other coverage is available. This entire provision shall further be subject to the continued participation being permitted by the insurance carrier providing the coverage.

21.8. A member who retires from the Department shall be eligible for the coverage specified in Section 21.6 of this Agreement and shall be eligible to continue to be a member of any insurance group specified above, except for Worker's Compensation coverage, provided (1) the insurance carrier pay a full rate of contribution of coverage; (2) the retired member pays the full cost thereof, the payment of which is to be made to the Township Treasurer on or before December 1, March 1, July 1, and September 1 preceding the quarter for which coverage is sought. Retired members who fail to make the quarterly payment within thirty (30) days of the due date will be dropped without notice and will not be entitled to re-enroll. Retirement shall include early retirement or disability retirement under the applicable statute established by the Department of Civil Service or the Division of Pensions.

21.9. The surviving spouse and dependent children of a member, who was a full-time employee of the Township at the time of the member's death, shall be entitled to continue to participate in the insurance coverages set forth in sections 21.1. (Blue Cross), 21.2. (Blue Shield), 21.3. (Major Medical), and 21.4. (Group Dental) for a period of two (2) years after the death of the member. The Township shall continue to pay the same portion of the cost as the Township would have paid for the member. After the two (2) year period has expired, the surviving spouse and dependent children shall be eligible to continue to participate in the insurance coverages, provided that the surviving spouse and dependent children pay the full cost of the insurance coverage. The payment is to be made to the Township Treasurer on or before December 1, March 1, July 1 and September 1 preceding the quarter for which coverage is sought. If the surviving spouse and dependent children fail to make the quarterly payment within thirty (30) days of the due date, they will be dropped without notice and will not be entitled to re-enroll. This entire provision shall further be subject to the continued participation being permitted by the insurance company providing the coverage.

21.10. The Township agrees to discuss with the LESA possible revisions in the insurance program and to cooperate in obtaining revisions to the insurance program, provided that the revisions do not result in any increased cost to the Township.

21.11. The provisions for participation of retired members, as set forth in Section 21.6 of this Agreement, is intended to serve as a "safety net" for those qualified retired members. Accordingly, a member who becomes ineligible for participation due to the availability of another health insurance plan which provides comparable benefits as provided by the Township pursuant to Sections 21.1, 21.2 and 21.3 of this Agreement shall be eligible to re-join the Township health insurance plan if the alternative plan is no longer available to the retired employee, in accordance with the provisions of Section 21.6 of this Agreement.

**22. INSURANCE BUY-BACK:** The Township agrees to make a payment to any employee who elects to waive their rights to certain insurance coverage provided by the Township. The payment will be on a calendar year basis and will be paid with the first pay in January and will be paid to those employees who have filed a waiver of coverage with the Township Treasurer for the coming year. The waiver must be filed at least one (1) month in advance of the effective date of the waiver. The amount of the payment will be \$300.00 per year for a member of the medical-surgical major medical coverage, and \$200.00 per year for a member of the dental coverage. If an employee elects to re-join the Township group coverage, the employee shall make application to do so, and the employee shall pay to the Township the pro rata portion of any unearned portion of the waiver payment previously paid to that employee.

**23. DUTY TO BARGAIN:** The Township will not effect any changes in this Agreement or any changes which would affect the employee group under this Agreement without prior negotiations with LESA.

**24. FULL UNDERSTANDING AND EFFECT OF SUBSEQUENT**

**LEGISLATION:** This Agreement constitutes the entire Agreement between the parties. The parties agree that in the event federal or state legislation is passed which would alter the terms of this Agreement, the parties shall meet and discuss the impact of the legislation and further action thereto.

**23. LEAVE OF ABSENCE FOR DEATH IN FAMILY:** An employee will be allowed the following time off in the case of the death of:

23.1. Father, mother, grandfather, grandmother, spouse, son, daughter, brother, sister, grandchild, father-in-law, mother-in-law, son-in-law, or daughter-in-law, from the day of death until the day of burial, inclusive, or five (5) days, whichever is greater.

23.2. Uncle, aunt, nephew, niece, brother-in-law, sister-in-law, cousin of the first degree, the day of burial.

23.3. Employees who need additional time beyond that provided in this section may use vacation time.

**26. REPLACEMENT OF LOST PERSONAL PROPERTY:** The Township agrees to compensate an employee for damage to, or loss of, prescription lenses or a wristwatch damaged or lost shall be given to the Division Commander during or immediately following the end of the shift in which the damage or loss occurred. The liability of the Township shall be only for the actual cost thereof, provided that it shall not exceed the sum of seventy-five (\$75.00) dollars.

**27. PAYROLL DEDUCTION OF LESA DUES:**

27.1 Dues of Members of the LESA: The Township agrees to deduct the dues of members of the LESA from the wages due to those members in accordance with a certification provided to the Township Treasurer and signed by the President and Treasurer of the LESA setting forth the amount of the dues and the names of the members of the LESA. The LESA agrees that any changes in the membership of the LESA by adding new members or by deleting existing members and any change in the amount of the dues to be deducted shall require that a new certification shall be provided to the Township Treasurer and that such certification shall be provided within a thirty (30) days of the change. The Township shall be under no obligation with respect to any change in the membership or the amount of the dues until the first payroll occurring thirty (30) days after the certification is provided to the Township Treasurer.

27.2 Representation Fee in Lieu of Dues: The Township agrees, pursuant to the provisions of N.J.S.A. 34:13A-5.5 to deduct from the wages due to nonmember employees included within the bargaining unit, as defined in Section 3 of this Agreement, a Representation Fee in Lieu of Dues for services rendered by the LESA in an amount equivalent to fifty (50%) percent of the regular membership dues, initiation fees and assessments charged by the LESA to its own members. The procedures set forth in Section 27.1 for certification of the dues required from members shall apply to the Representation Fee in Lieu of Dues.

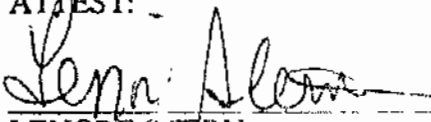
**28. TERM OF AGREEMENT:**

28.1 This Agreement shall be in full force and effect, as provided herein, from January 1, 1988, through December 31, 1991, and for succeeding periods of twelve (12) months unless either party shall notify the other in writing prior to October 1, 1991, or prior to October 1st of the appropriate succeeding twelve (12) month period, of its desire to negotiate a new contract, within the limits provided for herein, and if no Agreement shall have been reached on the date of the expiration of this Agreement, the Agreement shall be extended until the negotiations have been completed and a new Agreement takes effect.

28.2 The execution of this Agreement shall constitute a replacement and revocation of the prior Agreement between the Township of Willingboro and the Law Enforcement Supervisors Association covering the term ending December 31, 1988.

**IN WITNESS WHEREOF**, the Township and the LESA have caused this Agreement to be executed by their proper officials.

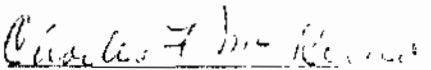
ATTEST:

  
LENORE STERN  
Township Clerk

TOWNSHIP OF WILLINGBORO

By   
JAMES E. AYRES  
Mayor

ATTEST:

  
CHARLES H. MCKERNAN  
Secretary

LAW ENFORCEMENT SUPERVISORS  
ASSOCIATION

  
ANTON H. POELL  
President

RESOLUTION NO. 76 - 1988

WHEREAS, the Law Enforcement Supervisors Association and the Township of Willingboro have concluded collective labor negotiations; and

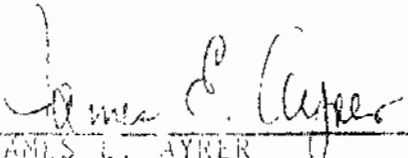
WHEREAS, it is proper to formally authorize the execution of the agreement;

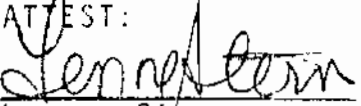
NOW, THEREFORE, BE IT RESOLVED, by the Township Council of the Township of Willingboro, assembled in public session this 28th day of June, 1988, that:

A. The attached collective negotiation agreement is approved, covering the period January 1, 1988 through December 31, 1991.

B. The Mayor and Clerk are hereby authorized and directed to execute the agreement on behalf of the Township.

C. A copy of this resolution shall be submitted to the President of the Law Enforcement Supervisors Association for his information and attention.

  
\_\_\_\_\_  
JAMES L. AYKER  
MAYOR

ATTEST:  
  
\_\_\_\_\_  
Lenore Stern  
Township Clerk