

**THE BOROUGH OF FORT LEE AND PBA LOCAL #245,
AMENDMENT AND AUGMENTATION AGREEMENT TO
JANUARY 01, 2016–DECEMBER 30, 2020 EXISTING
COLLECTIVE NEGOTIATION AGREEMENT**

The Borough of Fort Lee, New Jersey (“the Borough”) and New Jersey State PBA L. 245 (“PBA”) hereby jointly agree to the following Amendment to augment the January 01, 2016-December 31, 2016 Collective Negotiations Agreement (“CNA”), for the sole purpose and to the sole extent of retitling, adding to and modifying Article XXXIII, OFF DUTY EMPLOYMENT of the CNA, (the amendment) as follows:

ARTICLE XXXIII

EXTRA-DUTY/OFF-DUTY EMPLOYMENT

1. This Agreement is subject to, as if set-forth in full herein, the January 9, 2017 Fort Lee Police Department Policy & Procedure, entitled, “**EXTRA DUTY/OFF DUTY EMPLOYMENT**” and as same may be from time-to-time modified by the Borough, in its sole discretion, unless the provisions are negotiable. No management rights contained therein shall be deemed to be waived, or voluntarily or permissively negotiated thereby and will not be subject to any arbitration procedures.
 - A. Notwithstanding the above, disputes as to any Extra-Duty hourly payments which may be due or required under this Article XXXIII, shall be subject to the grievance and arbitration procedures herein, unless same are within the purview of the N.J. Department of Personnel/Civil Service, Jurisdiction.
2. Nothing in this Article shall be deemed to impair any Borough Ordinance.
3. This Article shall supersede the Police Officer compensation provisions and equipment charges set forth in the January 16, 2014 Resolution, CA-16, of the Borough of Fort Lee.

4. The Police Officer compensation, equipment and administrative fees for “Extra-duty Work”, as same are defined in, Sec. II., B. 1-3, of the January 19, 2017 FLPD Policy & Procedure, referenced above in numbered paragraph “1” of this Amendment Agreement, shall be set as follows:

A. The hourly rate of compensation for Police Officers working Extra-Duty Work, Under this Amendment Agreement, shall increase to \$75.00 per hour, not retroactive, effective as of the beginning of the first new pay period after all parties have executed this Amendment Agreement and that rate shall continue through December 31, 2018;

B. As of January 1, 2019, the above-referenced hourly rate of compensation shall be increased to \$90.00 per hour;

C. Under both “A” and “B” above, the minimum call-in shall be 4 hours of pay for 1 to 4 hours of work. Work in excess of 4 hours would be paid as if up to 8 hours were worked. Work in excess of 8 hours per call-in shall be at the then appertaining (i.e. \$75.00 or \$90.00) flat hourly Extra-Duty Work rate, in lieu of any other or overtime pay rates set forth in the Collective Negotiations Agreement;

D. Effective immediately upon the joint execution of this Amendment Agreement, the fee for Borough patrol cars in connection with Extra-Duty Work shall be \$75.00 per day per vehicle and the “Administrative Fee” shall be set at \$5.00 per Police Officer, per hour.


5. In the Borough’s sole discretion, the Borough may choose to contract with an outside commercial service provider, entity or person(s) to book Extra-Duty Work and to recruit

and assign Police Officers to Extra-Duty Work assignments, as well as to bill, collect and pay administrative, vehicle and compensation payments from persons or entities engaging the Borough to assign Extra-Duty (Police) Work and finally, to pay-out compensation and fees to the Borough and the Police Officer(s) who worked the assignment(s).

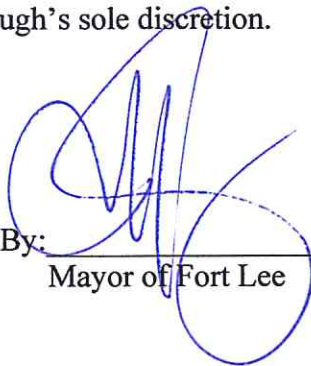
A. The above-referenced contractor, if engaged, shall work at the direction and under the control of the Chief of Police or his/her assigned subordinate, all responsible ultimately to the "Appropriate Authority" as set forth in N.J.S.A. 40A:14-118. Therefore, assignments and directions given by the contractor to Police Officers working Extra-Duty work shall be deemed official orders and directions of the FLPD and shall be binding upon said Police Officers:

B. Any and all fees which the Borough may establish set to offset the cost of the above-referenced contractor, person(s) or service provider, shall be paid in addition to other charges and fees set forth in this Amendment or related Resolution(s). The Borough may set such additional charges and fee(s) and modify or increase same, as and when the Borough may choose, in the Borough's sole discretion.

SO AGREED:

By: 
Authorized Representative of PBA L. 245

Date: 12/09/2017

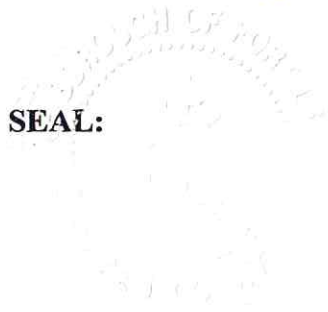
By: 
Mayor of Fort Lee

Date: _____

WITNESS:



SEAL:



BOROUGH CLERK



EVELYN ROSARIO
BOROUGH CLERK
BOROUGH OF FORT LEE

Date: 12/4/17