

RESOLUTION R:71-2008

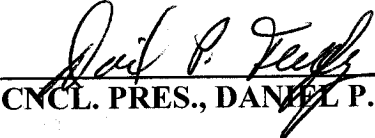
**RESOLUTION AUTHORIZING AN AGREEMENT BETWEEN
THE TOWNSHIP OF MONROE AND THE
SUPERIOR OFFICER'S ASSOCIATION**

WHEREAS, the Township Council of the Township of Monroe desires to enter into an agreement with the **Superior Officer's Association**

WHEREAS, the agreement is attached as "Schedule A".

NOW, THEREFORE, BE IT RESOLVED, that the Township Council of the Township of Monroe, County of Gloucester, State of New Jersey directs the Mayor and Township Clerk to execute any and all documents necessary to implement the Agreement with the **Superior Officer's Association**.

TOWNSHIP OF MONROE


CNCL. PRES., DANIEL P. TEEFY

Attest:



Twp. Clerk, Susan McCormick, RMC
Or Deputy Clerk, Sharon Wright, RMC

CERTIFICATION OF CLERK

The foregoing Resolution was duly adopted at a Regular Meeting of the Township Council of the Township of Monroe, held on the 11th day of March, 2008.



Twp. Clerk, Susan McCormick, RMC
or Deputy Clerk, Sharon Wright, RMC

ROLL CALL VOTE

	AYES	NAYS	ABSTAIN	ABSENT
Cncl. Bryson	✓			
Cncl. Caligiuri	✓			
Cncl. Dilks	✓			
Cncl. Garbowski	✓			
Cncl. Julio	✓			
Cncl. Sebastian	✓			
Cncl. Pres. Teefy	✓			
Tally:	7			

"SCHEDULE A"

AGREEMENT

Between the

**MONROE TOWNSHIP SUPERIOR OFFICER'S
ASSOCIATION**

and the

TOWNSHIP OF MONROE

January 1, 2008 through December 31, 2009

PREAMBLE

This agreement made this _____ day of _____ 2008 by and between the Township of Monroe, hereinafter, referred to as the "Employer", and the Fraternal Order of Police-FOP NJ Labor Council FOP Lodge #125 representing the Superior Officers herein referred to as "Employees or Union"

Whereas, it is in the interest and purpose of the parties hereto to promote and improve the labor relations of the Township of Monroe,

Whereas, the well being of employees and the efficient administration of the Monroe Police Department are benefited by providing employees the right to negotiate with respect to the conditions of their employment; and

Whereas, Effective labor management relations within the Township of Monroe depend upon a clear statement of contractual rights of employees;

Now, therefore, the parties agree to the following;

ARTICLE I

RECOGNITION

The Township of Monroe agrees to recognize the Monroe Township Superior Officer's Association, hereinafter referred to as the "Superior Officer's Association or Employee or Union", an affiliate of the FOP -NJ Labor Council the exclusive and sole representative for collective negotiations concerning terms and conditions of employment for police administrators including the Deputy Police Chief and Captains, but excluding the Chief of Police and the Director of Public Safety and any other employees of the Township. This recognition, however, shall not be interpreted as to having the effect of abrogating the rights of the employees as established under the laws of 1968, Chapter 303 as amended.

The Township of Monroe and the Monroe Superior Officers Association are in compliance with the Public Employer -Employees Relations Act. NJSA 34:13A-1 ET Sec. as amended through PL 2003, c126 effective July 10th, 2003

ARTICLE II

NON-DISCRIMINATION

Employees shall be entitled to full rights of citizenship, and no religious or political activities of any employee or the lack thereof shall be grounds for any discipline or discrimination with respect to the employment of such employee providing said activities do not violate any local, state, or federal law.

The Employer agrees to comply with the mandatory provisions of relevant state and federal laws prohibiting discrimination in the work place.

The Employer and the Union agree not to interfere with the right of Employees to become or not to become members of the Union and that there shall be no discrimination or coercion against and employee because of Union membership or non-membership in compliance with NJSA 34:13A-5.7

ARTICLE III

ASSOCIATION RIGHTS AND RESPONSIBILITIES

Official delegates of the Superior Officer's Association will be granted administrative leave, with pay, for the purpose set forth therein.

The Superior Officer's Association will be responsible for acquainting its members with the provisions of this agreement, and shall be responsible insofar as possible for the adherence to the terms of the Agreement by such members.

During negotiations, the Superior Officer's Association representatives so authorized by the Superior Officer's Association, not to exceed three (3), shall be excused from their normal duties for such periods of negotiations as are reasonable and necessary. All such negotiation meetings shall be mutually

scheduled. Such excused individuals, however, shall be available for duty in the event that the need arises.

Reasonable leave time will be permitted with prior notification to the Chief of Police for the purpose of Union business, to assist in the handling or representation in grievance matters and discipline matters and as provided for in NJSA 40A-14-177

Representation fee, as permitted by NJSA 34:13A-5.5 and 5.6 the following applies to this agreement:

Any permanent employee in the bargaining unit on the effective date of this CBA that does not join the Union within 30 days thereafter, and new permanent employee who does not join the Union within 30 days of initial employment within the unit shall, as a condition of employment, pay a representation fee of eighty-five (85%) percent of the regular union membership dues, fees, and assessments as certified to the Employer by the Union.

The Union's entitlement to the representation fee shall continue beyond the termination date of this agreement so long as the Union remains the majority representative of the employees in the unit, providing no modifications is made in the provision by successor agreement between the Union and the Employer. The representation fee shall be by automatic payroll deduction.

Hold Harmless: The Union agrees that it will indemnify and save harmless the Employer against any and all actions, claims, demands, losses or expenses (including reasonable attorney's fees) in any matter resulting from action taken by the Employer at the request of the Union under this article.

ARTICLE IV

MANAGEMENT RIGHTS

The Township of Monroe retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the Township government and its properties and facilities, and the activities of its employees.
2. To hire all employees, and subject to the provisions of law, to determine their qualifications and conditions for continued employment, or assignment, and to promote and transfer employees.
3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.

The exercise of the foregoing powers, rights, authority, duties, or responsibilities of the Township of Monroe shall be limited only by the specific and express terms of this Agreement, and to the rights and authority provided for in NJSA Title 40, Title 40A, and in Title 11 and the NJ Administrative Code.

ARTICLE IV (A) SEVERABILITY CLAUSE

If any provision of the Agreement, or any application of the Agreement to any employee or group of employees, is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by the law, but all other provisions or applications shall continue in full force and effect.

Any severed provision of this agreement shall be subject to immediate re-negotiation by the parties to the end of insuring that such provisions are valid within the framework of the law. Only those provisions in dispute shall be effected. All other terms and conditions of the agreement shall remain unaffected.

ARTICLE V

MAINTENANCE OF OPERATIONS

It is recognized that the need for continued and uninterrupted operations of the Township's departments and agencies is of paramount importance to the citizens of the community, and that there should be no interference with such operations.

The Employer and the Union acknowledge and agree to abide with the policy set forth in NJSA Title 34:13A-2 The NJ Employer-Employee Relations Act. The rights of both the Employer and the Union shall be respected and the provisions of this agreement for the orderly settlement of all questions regarding such rights shall be observed.

ARTICLE VI

GRIEVANCE PROCEDURE

A. PURPOSE

The purpose of this procedure is to secure at the lowest possible level, equitable solutions to the problems, which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. The time limits noted shall be strictly adhered to except when extended by mutual consent in writing.

B. DEFINITION

1. A grievance is an assertion by the employee or the Superior Officer's Association based on a controversy arising over the interpretation, application, or alleged violation of this Agreement, policies, or administrative decisions, including minor disciplinary determinations.
2. An aggrieved person is the person or persons making the assertion.
3. If an amicable settlement of the dispute is reached upon mutual agreement of the parties in any step of the grievance procedure said agreement shall be reduced to writing and signed by the respective parties.

C. GRIEVANCE PROCEDURE STEPS

In order to resolve grievances covered by this Agreement between the parties, this procedure shall be followed unless any step is waived by mutual consent:

Step One. An aggrieved employee or the Superior Officer's Association shall institute action under the provision hereof within twelve (12) days of the occurrence of the grievance, and an earnest effort shall be made to settle the differences between the aggrieved employee and his/her immediate administrator or the Director of Public Safety with the objective of resolving the matter informally. Failure to act within the said twelve (12) days shall be deemed to constitute an abandonment of the grievance. If a resolution of the grievance has not been reached within two (2) days of the informal discussion, the grievance may proceed to step two. If the aggrieved administrator's difference is with his/her immediate supervisor, said aggrieved shall have the option to proceed directly to Step Two.

Step Two. In the event a satisfactory settlement has not been reached at Step One, the grievant and/or the Superior Officer's Association may within five (5) days submit his/her written grievance to the Business Administrator. The Business Administrator or his/her designee shall hold a hearing at the request of the Superior Officer's Association, and shall review the matter and make a determination within ten (10) days from his/her receipt of the grievance. If the aggrieved Officer's difference is with the Business Administrator, said aggrieved shall have the option to proceed directly to Step Three.

Step Three. In the event the grievance has not been resolved at Step Two, the grievant and and/or the Superior Officer's Association may within ten (10) working days of the Business Administrator's decision, submit his/her written grievance to the Mayor. The Mayor or his/her designee shall hold a hearing at the request of the Superior Officer's Association, and shall review the matter and make a determination within ten (10) days from his/her receipt of the grievance. If the aggrieved is not satisfied with the disposition of the grievance at Step Three, the aggrieved may request Step Four - arbitration.

Step Four. The arbitrator shall be chosen in accordance with the rules of the Public Employer-Employee Relations Commission (PERC) parties shall then be bound by the rules and regulations and procedures in the selection of an arbitrator. The arbitrator so selected shall confer with the representatives of the Township of Monroe and the grievant and the Superior Officer's Association and hold hearing promptly and shall issue his/her decision not later than twenty (20) days from the date of the close of the hearing; or, if oral hearing have been waived, then from the date the final statements and proof on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision that requires the commission of an act prohibited by law or which is in violation of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Township of Monroe, the grievant and the Superior Officer's Association and shall be binding on the parties.

The costs for the services of the arbitrator shall be borne by the party whose position in the matter is unsuccessful in the arbitration, unless a party elects to withdraw, in which case the withdrawing party shall pay the fees. (of the American Arbitration Association.) Any other expenses incurred, including but not limited to, the presentation of witnesses shall be paid by the party incurring same.

ARTICLE VII

RATES OF COMPENSATION

- Effective January 1, 2008, First year Captains shall receive \$95,000 base salary
- Effective January 1, 2008 Second year Captains shall receive \$98,500 base salary
- Effective January 1, 2008 Deputy Chief shall receive \$101,500 base salary
- Effective January 1, 2009, First year Captains shall receive \$97,850 base salary
- Effective January 1, 2009 Second year Captains shall receive \$102,440 base salary
- Effective January 1, 2009 Deputy Chief Salary shall receive \$104,500 base salary

LONGEVITY has been taken into consideration and included in total compensation of the employee's salary, no other compensation for length of service is provided.

ARTICLE VIII

SICK LEAVE, DISABILITY AND WORKERS COMPENSATION

SICK LEAVE

- A. Paid sick leave shall be earned at the rate of one working day per month up to the end of the first calendar year of employment and fifteen (15) working days for each calendar year thereafter.
- B. Employees may elect to sell back up to ten (10) accumulated sick days (80 hours) per year at one hundred percent (100%) of their salary rate (salary / 2,080 hrs). An officer must notify the Business Administrator, in writing, with a copy to the finance department, on or before November 1, if they wish to sell back sick time, indicating the number of days to be sold. Payment shall be made in the first (1st) pay period in December.

- C. If an Employee dies while in active employment of the Township, his/her estate shall be paid for all accumulated but unused sick time.
- D. Employees will be compensated for seventy five percent (75%) their total accumulated sick leave at the officer's per diem rate upon retirement after twenty five (25) years of service or upon severance of employment caused by a job-related permanent disability, at the current contractual rate of pay.
- E. Employees who were not employed by the township prior to their appointment as a Captain or Deputy Chief and were employed after January 1, 1993, shall be compensated for seventy five percent (75%) of their total accumulated sick leave up to a maximum of 165 days at the employee's per diem rate of retirement or upon severance of employment caused by a job-related permanent disability, at the current contractual rate of pay.
- F. An Employee at their discretion may utilize his/her accumulated sick leave, at a 75% rate basis immediately prior to their retirement with out penalty and with the acknowledgement of the Employer for this purpose.

For purpose of this article, retirement is defined as eligibility for pension benefits under PFRS.

DISABILITY

An Employee who is disabled through illness or non-work related injury shall be granted disability benefits pursuant to the following schedule:

AT LEAST YEAR	LESS THAN YEARS	WEEKS PAID AT 75% OF SALARY	WEEKS PAID AT 50% OF SALARY	TOTAL WEEKLY OF COVERAGE
2	3	4	7	11
3	4	4	12	16
4	5	4	17	21
5	6	8	18	26
6	7	8	23	31
7	8	8	28	36
8	9	8	33	41
9	10	12	34	46
10	15	12	40	52
15	20	14	38	52
20	25	16	36	52
25	30	18	34	52
30 AND OVER		20	32	52

Any leave taken pursuant to this Section shall be deemed to run concurrent to and subject to the terms of provisions of the Family and Medical Leave Act and the New Jersey Family Leave Act and the Township's Family Leave Policy.

1. A disability entitling an employee to the above benefits is defined as eight (8) calendar days of continuous absence from employment. An administrator who goes on disability must utilize accrued sick leave days during the eight (8) calendar days before being placed on disability at a salary rate of 75%. The employee may utilize accrued sick time to supplement their salary during this period up to 100%. An administrator must utilize all accrued sick leave days before being placed on one-half salary under the disability schedule.
2. The Township maintains its own disability program. The administrators shall be subject to a payroll deduction of \$120.00 annually for disability provided under this section

WORKERS COMPENSATION

Employees absent due to work related illness or injury shall be compensated at one hundred percent (100%) of their applicable rate.

ARTICLE IX

LEAVE OF ABSENCE WITHOUT PAY

The Township of Monroe will comply as required by state and federal laws with the New Jersey Family Leave Act and the Family and Medical Leave Act. Any employee who desires to take a leave pursuant to those laws shall notify the Township with respect to the applicable procedures, entitlement and rules related to such leave. Any leave taken pursuant to the NJFLA or FMLA shall run concurrent with any disability leave.

The Township of Monroe may grant the privilege of a leave of absence without pay for an appropriate reason to a permanent employee for a period not to exceed six (6) months at any one time.

1. A request for leave of absence shall be submitted to the Business Administrator at least two (2) weeks prior to the anticipated start of the leave, except in case of emergencies. Such leaves of absence may be renewed for an additional period not to exceed six (6) months, only by formal action of the Mayor, with the approval of the governing body. No further renewal may be granted, except upon the approval by the Department of Personnel for reasons as established by Commission Regulations.
2. Notice of all leaves of absence without pay, and renewals of such leave, shall be forwarded forthwith to the New Jersey Department of Personnel.
3. During any such leave, health benefits shall be made available to the employee at the election of the employee and at the employee's expense pursuant to COBRA, except for leave taken pursuant to the FMLA.

ARTICLE X

VACATIONS

- A. Each employee shall be entitled to annual vacation with pay in accordance with the following schedule:
 1. From zero (0) to one (1) year, one (1) working day's vacation per month.
 2. One (1) year but less than three (3) years, twelve (12) days vacation.
 3. Three (3) years but less than ten (10) years, fifteen (15) days vacation.
 4. Ten (10) years but less than fifteen (15) years, twenty (20) days vacation.
 5. Fifteen (15) years but less than twenty (20) years, twenty-five (25) days vacation.
 6. Twenty (20) years but less than twenty-five (25) years, thirty (30) days vacation.

- B. Vacations shall be credited to all employees' account on a calendar year basis. When an employee's vacation entitlement increases on their anniversary date, they shall be entitled to all additional days for that calendar year without proration. If an employee leaves the employment of the Township, for any reason, prior to July 1, the employee shall be entitled to vacation on a prorated basis. Employees leaving the employment of the Township after July 1 shall be entitled to their full vacation entitlement for that year.

Employees shall be permitted to carry over unused vacation time into the following year subject to the following provisions:

Requests to carry over unused vacation time must be made in writing to the Mayor, with a copy to the Business Administrator, no later than November 1st of each year. The Mayor shall approve or deny the vacation request carry-over, in whole or in part, in writing, no later than November 15th of each year and so advise the requesting employee. The written request to carry over unused vacation time shall include a written justification from the employee's department head, if one exists, setting forth the circumstances in the department which prevented the normal and anticipated use of vacation time by the requesting employee.

Where job-related circumstances justify unused vacation carry-over, the Mayor shall approve the request. Situations solely personal to the employee may not be used to justify vacation carry-over. Approved carry-over of unused vacation time will normally be limited to a maximum of five working days. However, in unusual circumstances, as justified by the requesting employee's department head, if one exists, up to ten (10) working days may be approved.

All vacation days approved for carry-over must be used by April 1st of the following year. The provisions concerning carry-over of vacation time shall be equitably applied to all employees and approval to carry over vacation time shall not be unreasonably withheld.

ARTICLE XI

PERSONAL DAYS

- A. Employees shall be entitled to three (3) non-accumulative personal leave days without refund, within each calendar year. Personal leave is for personal business, which cannot be handled outside working hours, and not for recreational purposes and the employee shall certify in writing that the leave is for that purpose. It will not be the prerogative of the department head or Business Administrator to determine whether the personal business could or could not be handled outside the working day.
- B. Said requests must be approved by the immediate Supervisor and must be submitted at least two (2) workdays prior to the date requested, except in cases of emergency.
- C. Personal days may not be used before or after a holiday, except in cases of emergency.

ARTICLE XII

BEREAVEMENT LEAVE

- A. All employees shall be entitled to five (5) workdays off, with full pay, at the time of a death in the administrator's immediate family. The "immediate family" shall include father, mother, spouse, significant other, child, brother, sister, or any member of the administrator's immediate household.
- B. All employees shall be entitled to two (2) workdays off, with full pay, at the time of a death for grandmother, grandfather, nephews, nieces, uncles, aunts, father-in-law, mother-in-law, brother-in-law, or sister-in-law.

ARTICLE XIII

HOURS AND OVERTIME

- A. The Chief of Police shall determine the basic workweek of an employee. When a work week contains a municipal recognized holiday, the Chief of Police will assess the departmental needs and public safety requirements for the holiday and may adjust the basic work week schedule accordingly.
- B. Employees will be compensated for each day they are required to standby by for reason, or standby subpoena on a regularly scheduled day off as follows:
 - 1. January 1, 2008 through December 31, 2009 rate of \$150
- C. Employees, if required to standby on a scheduled workday other than the 7:00 AM – 3:00 PM shift, the employee shall be compensated two (2) hours compensatory time. Standbys are to be administered by the police administration and monitored on a weekly basis.

ARTICLE XIV

INSURANCE

- A. There shall be no change in the medical/surgical, dental, prescription, or life insurance benefits presently provided and paid for by the Township of Monroe on behalf of the employees and their eligible dependents.

As of January 2008 the Township shall provide the "Patriot V" plan at no cost to the employee or retiree. The Township, may offer the "Patriot X" to the employee and retirees at a cost that is reflective of the differential between the cost to the Township between the Patriot V plan premium and the Patriot X premium.
- B. Any employee choosing not to accept the Township health insurance plan will receive \$200.00 monthly after giving written notice to the Administrator's Office of his/her decision to waive insurance benefits for the current year. This option must be initiated yearly.
- C. Employees shall receive an insurance policy in the amount of \$15,000.00. Any future changes to this Health and Welfare Plan will be the same for all Township employees.
- D. Pursuant to Resolution 62-93, the Township of Monroe has agreed to pay the premium for medical benefits for employees and their eligible dependents, who have retired after serving twenty-five (25) years or more in the employment of Monroe Township: and thereby adopting the provisions of Chapter 88, Public Laws of 1974. Provisions of section A above shall apply.
- E. The Township of Monroe agrees to maintain coverage of medical plans for a retiring employee, in good standing, and their dependents if applicable, or medical disability, with twenty-five (25) years or more in the employ of Monroe Township until such time as the retiree is eligible for either Medicare or Medicaid of both at which time the Medicare / Medicaide becomes the primary coverage for the retiree.
- F. A retiring employee may at his/her request and cost, continue the life insurance policy coverage presently in effect though the township.
- G. If an employee loses his/her life while performing in the capacity of a police officer, the township agrees to continue in full force all medical and dental plans for his/her spouse and/or children until said children reach legal age and/or his/her spouse remarries. Any child who is a full time student shall receive coverage to age twenty- three (23).

ARTICLE XV

COLLEGE CREDIT

Any employee covered by this agreement shall be entitled to two hundred and fifty dollars (\$250.00) for an Associates of Arts Degree or five hundred dollars (\$500.00) for a Bachelor of Arts Degree. The degree must be in a police related field. It is expressly understood that this is a continuing benefit from year to year and that the amounts specified above will be paid each year to eligible administrators.

ARTICLE XVI

TRAINING

An employee shall be allowed to attend a training course or facility specifically for the purpose of learning and/or improving his/her skills as an administrator in their field or in general administrative/management principles. The township recognizes that training is an integral part of law enforcement and agrees to abide by the NJ Attorney General Guidelines.

ARTICLE XVII

CLOTHING ALLOCATION

The Chief of Police shall prescribe suitable uniforms to be worn by the employees. When a new employee is appointed, all uniforms and equipment necessary to the safe and efficient functioning of said personnel shall be provided at the expense of the township.

ARTICLE XVIII

MILITARY LEAVE

Where an employee is a member of the National Guard and /or a reserve unit, or a member of the Armed Forces of the United States, and is required to engage in field training or to attend weekly drill meetings, or required to report for active duty, he/she will be granted a military leave of absence with full pay for the period of such training, meeting, or duty. Such leave shall not affect his/her vacation or seniority standing. This leave shall be granted for training obligations consistent with NJAC 5A: 1.

ARTICLE XIX

MILEAGE

An employee if requested and/or required to use his/her personal vehicle for department related business shall receive mileage compensation equal to the current federal IRS rate per mile.

ARTICLE XX

RETENTION OF BENEFITS

The Employer agrees that all lawful benefits and terms and conditions of employment existing and not modified by this agreement shall be continued in effect in accordance with New Jersey Law.

ARTICLE XXI

RETIREMENT

Upon notification of intention to retire the Township shall provide for "Administrative Leave" in which the employee may utilize at their discretion any accumulated vacation, compensatory, stand by or sick time that was permitted by this agreement.

The Employee acknowledges that no additional sick time or vacation time will accumulate during this "Administrative Leave" period.

An Employee who opts not to utilize "Administrative Leave" may receive the financial settlement based on their accumulated time as provided for in this contract. That financial compensation may at the employees request be paid over a three (3) year period of time in equal annual payments

Any benefits enumerated in other sections of this agreement that indicate a retirement benefit shall be adhered.

ARTICLE XXII

DISCIPLINE, SUSPENSIONS, APPEALS

1. Discipline: Policy

- a) All disciplinary matters with in the police department shall be in accordance with the Attorney Generals Guideline.
- b) No permanent employee shall be disciplined, demoted, or discharged with out just cause. Any such disciplinary or discharge proceeding, or any complaint shall be processed in accordance with the laws, AG's guidelines, the policy of this Police Department and the current collective bargaining agreement.
- c) Employees shall have the right to counsel, union representation, and the rights as defined by "the Law Enforcement Protection Act" "Weingarten" "Garrity" and "Laudermill"

2. Suspensions:

Any member disciplined for any departmental charges shall be entitled to a hearing. Nothing in this agreement shall limit or deny the rights of an employee as may be available in other circumstances pursuant to applicable law.

3. Appeals:

All appeals of disciplinary actions shall comply with applicable law.
Minor Discipline (up to 5 day suspensions) may be appealed through the grievance process as outlined in this CBA.
Major Discipline shall not be subject to the CBA grievance procedure but may be appealed through other agencies with competent jurisdiction.

DURATION OF AGREEMENT

This Agreement shall be effective as of January 1, 2008 and shall continue in effect until December 31, 2009, subject to the Association's right to negotiate a successor Agreement.

FOR THE MONROE TOWNSHIP
SUPERIOR OFFICER'S ASSOCIATION

FOR THE TOWNSHIP OF MONROE



PRESIDENT



MAYOR