

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

Camden, City of
~~THE CITY OF CAMDEN~~

AND

THE FRATERNAL ORDER OF POLICE,

CAMDEN LODGE NO. 1

1976-1977-1978

REC'D
CITY CLERK
CAMDEN, N.J.
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x September 23, 1976 - December 31, 1978

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ARTICLE I

LODGE RECOGNITION

SECTION 1. The City hereby recognizes the Lodge as the sole and exclusive negotiating representative and bargaining agent of all non-supervisory police officers, including detectives, who are employed by the Division of Police, Department of Public Safety, City of Camden, New Jersey, which individuals are hereinafter referred to as employees.

SECTION 2. Specifically excluded from the represented class, referred to above under Section 1, are all police officers, including detectives, who hold the rank of sergeant, lieutenant, captain, deputy chief or chief, as well as supervisors, managerial executives, professional craft and clerical employees.

SECTION 3. This contract shall include any legal analyst assigned to the Department of Public Safety or any division thereof within the phrase "employee" and the City recognizes the lodge as the bargaining agent for any such legal analyst.

ARTICLE II

MAINTENANCE OF STANDARDS

SECTION 1. The City shall not discharge or discriminate in any way against any employee for Lodge activities, or for Lodge membership as long as this activity does not in any way unreasonably disrupt normal operations of the Police Division.

SECTION 2. The rights of the employee and the lodge shall be respected and the provisions of this Agreement for the orderly settlement of all questions regarding such rights shall be preserved.

SECTION 3. Employees shall retain all rights under New Jersey State and Federal Law.

SECTION 4. No portion of this contract is intended to deprive any employee of any Civil Service Rights which he may enjoy except those specifically limited or denied by the provisions of this contract.

SECTION 5. This Agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties thereto.

ARTICLE III

LODGE REPRESENTATION AND MEMBERSHIP

SECTION 1. In accordance with F.O.P. rules authorized representatives of the lodge, whose name shall be filed in writing with the Director of Public Safety, or his designee shall be permitted to visit any police facility or the office of the Chief of Police or Director of Public Safety, or his designee, for the purpose of processing or investigating grievances.

This right shall be exercised reasonably, and shall be exercised by no more than four authorized F.O.P. representatives at any one time.

Upon entering the premises, the authorized representatives shall notify the commander or, in his absence, his duly authorized representative. The lodge representatives shall not unreasonably interfere with the normal conduct of the work within police facility.

SECTION 2. Board members and authorized representatives, who are officially recognized delegates, shall be granted administrative leave with pay in accordance with the provisions of P.S.A. 11:26c-4 for the purposes set forth therein.

SECTION 3. Negotiation Leave. A maximum of three (3) authorized representatives of the lodge shall be granted administrative leave to participate in negotiations and a successor

agreement to this Agreement in accordance with the following formula:

A. Administrative leave shall be granted for the full day on which any negotiations session takes place.

B. Should negotiations extend past 4:00 p.m. or commence in the evening administrative leave shall be granted for the first shift on the following day and shall continue through the first full shift after the end of the negotiations sessions.

C. Administrative leave shall be granted for a maximum of three (3) days for the preparation of negotiation proposals.

SECTION 4. The President of the lodge, or in his absence his duly authorized representative, shall be excused from all duties and assignments in order to discharge his duties as a representative of the lodge, provided that such representative submit prior written notification to his immediate superior in the Department, which notification should detail the time to be taken and the subject matter of the lodge business involved. In the event of an emergency situation in which prior written notification is impractical, the lodge representative shall give oral notification to an immediate superior, written notification to follow as soon as possible.

SECTION 5. With respect to internal investigations, the City shall present to the Lodge, copies of all charges for disciplinary action and/or discharge against all employees covered by this agreement, and the results thereof.

ARTICLE IV

RETIREMENT

SECTION 1. Employees shall retain all pension rights as police officers under New Jersey Laws and Camden Municipal Ordinances.

SECTION 2. Terminal leave shall be paid at the rate of one percentum (1%) of the last year's salary multiplied by the number of years of service.

SECTION 3. Employees retiring on either regular or disability pension shall be paid for all accumulated holiday and vacation; said payments computed at the rate of pay based upon the base annual compensation due and owing during the last year of his employment prior to the effective date of his retirement.

SECTION 4. Employees retiring on either age and service or disability pension shall be paid for all accumulated in-time, said payments calculated at the rate of pay when earned.

SECTION 5. Effective January 1, 1977, employees retiring on either age and service or disability pension shall be paid a lump sum payment as supplemental compensation for each full day of earned and unused accumulated sick leave which is credited to him on the effective date of his retirement. The supplemental compensation payment to be paid hereunder shall be computed at the rate of one-half of the daily rate of pay for each day earned and unused accumulated sick leave, based upon the average

annual compensation received during the last year of his employment prior to the effective date of his retirement, provided, however, that no such lump sum supplemental payment shall exceed \$12,000.00.

SECTION 6. Employees intending to retire on either age and service or disability pension shall accordingly notify the Director of Public Safety, or his designee, sixty (60) days prior to the date at which said retirement is to become effective.

ARTICLE V

LEAVE OF ABSENCE

SECTION 1. A leave of absence, without pay, may be granted for good cause to any employee who has been employed for a period of ninety (90) days after the probationary period. Said leave may not be arbitrarily or unreasonably withheld. A leave of absence for the sole purpose of seeking other gainful employment shall not be considered good cause.

SECTION 2. No person shall be required to take a leave of absence without his written consent made in the presence of the Lodge's authorized representative.

SECTION 3. The maximum time for which an employee may request and obtain a leave of absence shall be for a period of six (6) months, following the utilization of such time, all further leave of absence shall be accorded only with the express approval of the City Council.

ARTICLE VI

DUES CHECK OFF

SECTION 1. The City agrees to deduct dues upon receipt of written authorization by the employees, and once a month shall remit the monies collected for this purpose to the financial secretary of the respective organization.

A check-off shall commence for each employee who signs a properly dated authorization card, supplied by the organization approved by the City during the month following the filing of such card with the City.

Camden Lodge #1 agrees that there shall be no discrimination, intimidation, restraint, coercion, harassment or pressure by it or its officers, agents or members against any employee who refused or fails to execute an authorization card.

Camden Lodge #1 shall indemnify and save the City harmless against all claims, demands, suits or other forms of liability which may arise by reason or any action taken, pursuant to Paragraph 1, or inaction which the lodge has failed to take pursuant to the last paragraph of this Article, in making deductions and remitting the same to Camden Lodge #1 pursuant to this Article.

Any such written authorization may be withdrawn at any time by the member filing a notice of such withdrawal with the lodge and the City Comptroller and the approval of such withdrawal by the lodge.

ARTICLE VII

VACATIONS

SECTION 1. The annual vacation shall be granted strictly according to the following schedule beginning on January 1, 1976, to wit:

A. Between January 1 and January 31, inclusive, of each year, vacations for said calendar year shall be granted upon request with priority of dates according to seniority within the unit.

B. On and after February 1 of each year, vacations for said calendar year shall be granted upon request with priority of dates conditioned on the order in which said request are received.

SECTION 2. The number of employees who may be on vacation at the same time, whether scheduled pursuant to sub-section A or B or Section 2, shall be determined by the unit commander, subject to the approval of the Director of Public Safety, or his designee.

SECTION 3. Vacation time must be taken in the year earned. When vacation time is deferred by the City for any reason, other than the fact that such period has been previously granted in accordance with Section 1 of the Article, then the employee shall be entitled to utilize such vacation time at a later period in the same calendar year or some other year.

SECTION 4. Notwithstanding any provision to the contrary, an employee may accumulate 10 days vacation in the calendar year.

to be carried over in the following calendar year, not to exceed a total accumulation of 30 days.

SECTION 5. Vacations shall be granted for continuous uninterrupted service computed from the last date of hire and according to the following schedule:

0 to 1 year	1 day per month
1 year to 5 years	15 days per year .
6 years to 12 years	20 days per year
13 years to 16 years	22 days per year
17 years to 19 years	23 days per year
20 years or more	25 days per year

SECTION 6. The City shall make available to all employees, upon request, forms upon which vacations are to be requested. A copy of such a completed form, with the action of the City with respect to the request noted thereon, shall be provided to the employee.

ARTICLE VIII

WORK WEEK

SECTION 1. The present platoon rotating system under which employees work during the hours of 8:00 a.m. to 4:00 p.m., or 4:00 p.m. to Midnight or Midnight to 8:00 a.m., shall not be changed by the City without consultation with the lodge at least thirty (30) days prior to the effectuation of any such change in order that the lodge shall have the opportunity, through its authorized representatives, to present its view on such proposed changes.

SECTION 2. The work schedule of all employees, with the exception of those presently or hereafter assigned to what is now referred to as the Special Tactical Force, shall be continued as theretofore unchanged where practical.

SECTION 3. Appointment to what is presently referred to as the Special Tactical Force shall be primarily on a voluntary basis, provided, however, that if the City is unable to sufficiently staff what is presently referred to as the Special Tactical Force solely with volunteers, the City shall have the option to appoint employees to this Force. The City shall not be obligated to accept all who volunteer for the Special Tactical Force.

ARTICLE IX

HOLIDAYS

SECTION 1. Employees shall receive fourteen (14) paid holidays per year.

SECTION 2. Any other holidays shall be such holidays as are declared by the Mayor, Governor or the President of the United States.

SECTION 3. An employee shall take seven (7) paid holidays in the first half of each calendar year and seven (7) paid holidays in the second half of each year. In the event that a request for a holiday is denied then said holiday may be taken later in the year. In the event that there are any unused holidays at the end of the year, the employee shall be paid in lieu thereof. Notwithstanding any other provision in this Article to the contrary, an employee shall be allowed to utilize all of such fourteen (14) paid holidays, or any portion thereof, in a single quarter of any calendar year for the purpose of attending bona fide college courses, provided verification of such attendance is presented to the City.

SECTION 4. Notwithstanding any other provision of this Article to the contrary employees may carry over into the following year, five (5) accumulative holidays. Payments for such accumulative holidays shall be paid to the employee at the employee's current rate of pay.

SECTION 5. All payment made for accumulated holidays and vacations shall be paid at the employee's current rate of pay. The City shall make available to all employees request forms upon which holidays are to be requested. A copy of such completed form with the action of the City with respect to the request noted thereon shall be provided to the employee.

ARTICLE I
BULLETIN BOARD

The City shall provide and install bulletin boards and/or provide space for the posting of notices relating to matters and official business of all recognized police organizations.

ARTICLE XI
GRIEVANCE PROCEDURES

SECTION 1. The purpose of this Article is to settle all grievances between the City and the members of the Camden Lodge #1 of the Fraternal Order of Police as quickly as possible so as to insure efficiency and promote employee morale.

A grievance is defined as any disagreement or dispute between the City and the employees, or between the City and the Lodge, involving the application, interpretation or alleged violation of this agreement.

Any grievance must be presented within ten (10) working days after the aggrieved person knew of the event or events upon which the claim is based or else such grievance is deemed waived.

SECTION 2. A grievance shall be processed as follows:

Step 1. The aggrieved employee, and the representative of the Lodge, shall discuss and attempt to resolve the matter at the lowest level of supervision where the grievance can be resolved.

Step 2. If the grievance is not adjusted at Step 1, it shall then be submitted within five (5) working days to the supervisory officer at the next level of command within the Division of Police.

Step 3. If the grievance is not adjusted within five working days in the chain of command, it shall then be

submitted in writing to the Director of Public Safety, or his designee. The Director, or his designated representative, shall seek to resolve the grievance with the appropriate lodge representative.

Step 4. If the parties are unable to resolve the grievance at Step 3 within five (5) days and the grievance is not one which is subject to Civil Service appeal, then either of the parties may elect to proceed to arbitration.

The City and the lodge shall share equally the expenses of the Arbitrator. Arbitration shall be by a single Arbitrator, mutually selected by the parties. However, if the parties are unable to agree upon the selection of an Arbitrator within five (5) working days after the lodge notifies the Director of Public Safety of its intention to arbitrate then the lodge may, within ten (10) working days thereafter, request the American Arbitration Association to submit a panel of seven (7) Arbitrators to both parties. A copy of such request shall be sent to the Director of Public Safety. Each party shall notify the American Arbitration Association of its selections from the panel submitted and the American Arbitration Association shall then appoint the Arbitrator most preferred by the lodge and the City to hear and decide the dispute.

SECTION 3. Only the City and the lodge shall have the right to submit a grievance to arbitration notwithstanding any other provision of this Article to the contrary.

ARTICLE XII
FUNERAL LEAVE

SECTION 1. Employees shall be granted special leave with pay because of death in the immediate family, including relatives residing in the same household; or for the death of a father, mother, grandmother, grandfather, sister, brother, father-in-law, mother-in-law, daughter-in-law or son-in-law, who resides elsewhere.

SECTION 2. Such funeral leave shall be granted from the date of death until the first tour of duty following interment.

SECTION 3. Employees shall be granted special leave with pay for a period of one (1) day due to the death of any relative not specified in this Article.

SECTION 4. Notwithstanding any other provision of this Article, special funeral leave with pay shall be granted for a period of fifteen (15) days due to the death of a spouse, provided that such spouse shall leave surviving a minor child or children; otherwise, such leave shall be for a period of ten (10) days.

SECTION 5. Notwithstanding any provision of this Article, special funeral leave with pay shall be granted for a period of ten (10) days due to the death of any employee's son or daughter.

ARTICLE VIII

EDUCATIONAL PROGRAMS

SECTION 1. The City agrees to conform to uniform procedures for allowing men time off to attend college or other schools. Employees will not be discriminated against and said time off will not be arbitrarily or unreasonably withheld.

SECTION 2. All employees shall be paid \$10.00 per credit for successfully completing any bona fide course in any accredited college. A certificate of successful completion shall be submitted before any payment of credit is made. The maximum payment under the within provision shall be \$1200.00 in any single year and same shall be paid on the 15th of December of each calendar year.

SECTION 3. Payments under this Article, which as provided in Section 2, shall be made on the 15th day of December of each calendar year on a pro-rata basis only for those months in which the employee is on active duty with the Division of Police.

ARTICLE XIV
DISCRIMINATION

SECTION 1. There shall be no discrimination among employees or units covered by this contract, except if specifically provided in this contract.

SECTION 2. No order either present or future shall provide any one employee or unit within the Division of Police with any special privileges, except as specifically provided in this contract.

ARTICLE XV
MILITARY LEAVE

SECTION 1. All employees shall be granted a leave of absence for field training in accordance with the following provisions:

(a) An employee of the Division of Police who is a member of the organized reserve of the Army of the United States, United States Naval Reserve, United States Air Force Reserve, or the United States Marine Corp Reserve, or any other organization affiliated therewith, shall be entitled to leave of absence from his respective duty without loss of pay or time on all days on which he shall be engaged in field training, which period shall not exceed two (2) weeks in a calendar year. Such leave of absence shall be in addition to the regular annual vacation allowed such employee.

(b) A member called into any other extended service with the Armed Forces shall be placed upon leave without pay for the period of such service.

(c) After two (2) years service, any member entering extended active military service with the Armed Forces on a voluntary basis during wartime and on any involuntary basis during peace time shall be granted 30 days salary in the form of military leave with pay, and the balance of the said extended military service shall be granted as military leave without pay.

SECTION 2. All employees shall be paid, as aforesaid, and their accumulated vacation, holiday or sick time shall not be forfeited.

ARTICLE XVI
REQUIREMENTS

Physical and scholastic standards shall not be waived or lowered for any applicant; such standards shall be in accordance with the present Civil Service regulations and requirements.

ARTICLE XVII

SUSPENSIONS

SECTION 1. No employee shall be suspended without pay for any departmental charges or for the commission of a disorderly persons act without a departmental hearing in accordance with the procedures currently in effect in conformance with Civil Service procedures.

SECTION 2. In the case of any criminal charge or charges other than set forth in Section 1 of this Article, the Director of Public Safety or his designee, shall have the right to immediately suspend an employee with or without pay.

SECTION 3. The lodge shall be notified of all departmental charges prior to hearing on the same and the results thereof.

ARTICLE XVIII
SERVICE RECORDS

SECTION 1. Each employee shall be entitled to inspect his service record upon request between the hours of 9:00 a.m. and 4:00 p.m. on any workday.

SECTION 2. Service records shall include all records pertaining to the employee.

SECTION 3. As used in Section 1 of this Article, workday shall be defined as any weekday which is not a holiday.

SECTION 4. Notwithstanding any other provision in this Article to the contrary, the City shall not be obligated to allow the examination of any more than two (2) service records in any one day.

ARTICLE XIX

EXCHANGE OF HOURS OF DUTY AND DAY OF DUTY

SECTION 1. Exchange of hours of duty by an employee may be granted by the Division of Police provided that such an exchange shall not result in any employee, who has engaged in such exchange, working outside of his limit and further provided that such exchange does not result in any employee working in excess of twelve (12) hours in any twenty-four (24) hour period.

SECTION 2. Exchange of days of duty by an employee may be granted by the Division of Police provided that such an exchange, working outside of his limit and further provided that no employee shall exchange any more than two (2) days within any single week without the specific approval of the Director of Public Safety, or his designee.

SECTION 3. Notwithstanding any other provision of this Article to the contrary, any exchange of either hours or days shall be ^{with} the permission of the employee's immediate superior.

ARTICLE XX

SICK/INJURED LEAVE

SECTION 1. An employee shall receive twenty (20) paid sick days each year of the Agreement and these shall be cumulative.

SECTION 2. If any employee is incapacitated and unable to work because of any injury or disease sustained in the performance of his police duty, he shall be entitled to injury leave with full pay up to one year from the date of disability during the period in which he is unable to perform his duties, provided that the examining physician appointed by the governing body shall certify to such injury or disability. Such leave shall not be arbitrarily or unreasonably withheld.

SECTION 3. Notwithstanding the existence of any regulation or departmental rule to the contrary, an employee on sick or injured leave shall be required to remain in his place of residence or confinement only until he is available for duty.

ARTICLE XXI

CALLBACK

The callback of a platoon or any comparable unit, during a declared emergency, shall result in payment of the employees so called for a minimum of four (4) hours and if such employees are required to expend in excess of four (4) hours, then they shall be paid a minimum of eight (8) hours, and if such employees are required to expend in excess of eight (8) hours, they shall be paid on an hourly basis therefor. Provided, however, that employees shall be paid only on an hourly basis, if such employees do not wish to remain for the full four (4) or the full eight (8) hour period provided however that they have been released from duty by their respective commanders.

Any employee placed on what is referred to as telephone alert shall have the option to report for duty and be compensated for same or to remain on such alert and not be compensated for such time.

ARTICLE XXII
EQUIPMENT AND VEHICLES

SECTION 1. The City shall equip each patrol unit within the Patrol Division with plexiglass protection between the front and rear seats and with two (2) bullet-proof vests and two (2) riot batons.

SECTION 2. The City agrees to conform to all manufacturer and dealer warranty and maintenance requirements equipment except in emergency situations. The City also agrees that it will immediately attempt to effectuate all repairs to such items as radios, outside dome lights, and sirens, etc.

SECTION 3. The City shall have available, at all times, twelve (12) shotguns, two (2) rifles and sufficient ammunition therefor. The City shall also have available, at all times, tear gas grenades and launchers for same. The City shall supply to each employee; mace, cannister and holder for same and shall repair or replace used and all defective cannisters.

SECTION 4. No employee or unit shall be required to perform any non-office function without proper radio communication at his disposal.

ARTICLE XXIII

OVERTIME

SECTION 1. Overtime shall be paid in conformance with the United States Fair Labor Standards Act.

SECTION 2. Any employee required to work in excess of the normal workday, as defined by existing departmental practice, for another hour or any portion thereof, shall be paid for a full hour and shall thereafter be paid on a half hour basis for working such half hour or any portion thereof.

SECTION 3. Payment for any court appearance shall be payment for a minimum of two (2) hours.

SECTION 4. Employees who are required by the employer to appear at disciplinary hearings, Civil Service hearings or Public Employment Relations Commission hearings, outside of regularly scheduled working hours shall be paid on the same basis as for Court appearances.

SECTION 5. Any employee required to work in excess of the normal workweek, as defined by existing departmental practice, shall be entitled to overtime pay.

SECTION 6. The City shall pay all accumulated in-time, at the rate of pay when earned, over a three (3) year period to begin in 1974.

SECTION 7. All accumulated and recorded overtime shall remain in force and effect. The provisions for overtime and court time shall be effective as of the date of the signing of this Contract.

ARTICLE XXIV
SEVERANCE PAY

Upon severance, employees shall receive all just compensation to which they are legally entitled.

ARTICLE XXV
PROVISION OF MEALS

The City shall supply to all members who work in excess of eight (8) hours during an officially declared emergency with a hot meal.

ARTICLE XXVI

MINIMUM MANNING

SECTION 1. Whenever a patrol unit of the Patrol Division shall be utilized and, in such utilization, is occupied by one employee as defined in Article I, Section 1, of this Contract, such unit shall also be occupied by at least one member of the Division of Police.

SECTION 2. All walking patrols during daylight hours within a hazardous area shall consist of two (2) employees. The determination as to what constitutes a hazardous area shall be the sole and absolute determination of the Chief of Police in consultation with authorized representatives of the Lodge. In the event the City determines that a walking patrol during daylight hours shall consist of one employee, the City shall immediately advise the appropriate Lodge Representative of its determination within a reasonable time prior to the effectuation of such determination and set forth the reason therefor.

SECTION 3. All walking patrols during the hours of darkness shall consist of two (2) employees.

SECTION 4. The unit assigned to be the accident investigation unit shall only be required to have one (1) employee assigned to it; provided, however, that it shall

not be assigned to any hazardous or dangerous duty without
two (2) employees assigned thereto.

ARTICLE XXVII

UNIFORMS

SECTION 1. The City agrees not to change the basic uniforms, or any portion thereof, currently utilized by employees without providing the necessary sums for the purchase of such new items, in addition to the clothing allowance provided for by this contract.

ARTICLE XXVIII

WAGES

SECTION 1. The wages for employees shall be as provided for in Schedule A, attached hereto and made a part hereof, and as provided for by an Ordinance to be adopted.

SECTION 2. The practice of appointing employees to higher ranks in an acting capacity is discouraged. No employee shall be required to act in a higher ranking capacity for a period to exceed fifteen (15) consecutive days. Any employee required to act in such higher ranking capacity for any period of time, shall receive pay commensurate with such position in which he acts, beginning with the first day.

SECTION 3. During 1978 members of this bargaining unit shall receive any increases in regular straight time salary, shift differential, longevity, or clothing allowance, granted to Fire Fighters of equivalent grade employed by the City.

SECTION 4. In the event any other bargaining unit in the Police Division shall receive a proportionately greater increase in salary, longevity or shift differential, during the life of this agreement, all employees covered under this agreement shall also receive that increase in the same proportion.

ARTICLE XXIX

EXTRA CONTRACTUAL

The parties to this contract agree that they shall not enter into any agreement or contract or negotiations therefor with any individual or group of individuals which agreement or contract or negotiations therefor are outside of the scope of this contract. The parties further agree that any such extra-contractual agreement shall be null and void.

ARTICLE XXX

TRAVELING EXPENSES

All employees traveling outside of the City on official business, at the explicit direction of their superior, shall be paid for all reasonable expenses incurred in such travel. The City shall endeavor to provide an automobile for such travel and when such automobile is not provided, shall pay the employee fifteen cents (\$.15) per mile for such travel.

ARTICLE XXXI

SEVERABILITY

In the event that any provisions of this Agreement between the parties shall be held by operation of law or by a court or administrative agency of competent and final jurisdiction to be invalid or unenforceable, the remainder of the provisions of such agreement shall not be affected thereby but shall be continued in full force and effect.

It is further agreed that in the event any provision is finally declared to be invalid or unenforceable, the parties shall meet within thirty (30) days of written notice by either party to the other to negotiate concerning the modification or revision of such clause or clauses.

ARTICLE XXXII

PAY PERIOD

SECTION 1. Employees shall be paid every two (2) weeks for a period of fifty-two (52) weeks in accordance with the provisions of the City Ordinance.

SECTION 2. Personnel on the 4:00 P. M. to Midnight shift and the Midnight to 8:00 A. M. shift shall be paid, if they so desire, at 0001 hours on payday.

ARTICLE XXXIII

INSURANCE, HEALTH AND WELFARE

SECTION 1. The City shall continue to maintain and provide all insurance coverage now in effect, and agree to defend and to satisfy any judgment which may be rendered against the employee for any action arising out of his employment with the City.

SECTION 2. The City shall provide the defense to employees hereunder against all claims for damages from or incidental to a performance of his duties, as well as, pay and satisfy all judgments rendered against said employees as a result thereof.

SECTION 3. Hospitalization. The employees shall receive fully paid Blue Cross, Blue Shield with Rider J and Major Medical to cover themselves and their families.

SECTION 4. Dental. Employees shall receive a fully paid dental program covering themselves and their family.

SECTION 5. The City agrees to provide health insurance for all employees retiring on a regular pension.

ARTICLE XXXIV

DURATION

SECTION 1. This Agreement shall be in effect from the date of execution through December 31, 1978.

SECTION 2. All financial provisions of this Agreement shall be retroactive to January 1, 1976.

SECTION 3. Negotiations for a successor agreement to this contract shall begin no later than July 1, 1978.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals at Camden, New Jersey, on this 23 day of September, 1976.

FRATERNAL ORDER OF POLICE

CITY OF CAMDEN
Camden County, New Jersey

By: Albert J. Kapitz

By: Richard Kelly

Witness:

Witness:

Ronald Moore

Spencer Smith

The above has been approved as to form.

Martin F. McKernan, Jr.
Martin F. McKernan, Jr.
City Attorney

SCHEDULE A

SALARIES

First year, January 1, 1976-- December 31, 1976

First year Patrolmen	\$12,175.00
Second year Patrolmen	\$13,300.00
Detective	\$14,350.00
Legal Analyst	\$16,700.00

Second year, January 1, 1977 - December 31, 1977

First year Patrolmen	\$13,027.25
Second year Patrolmen	\$14,231.00
Detective	\$15,354.50
Legal Analyst	\$17,869.00

Third year, January 1, 1978-- December 31, 1978

First year Patrolmen	\$13,938.16
Second year Patrolmen	\$15,227.17
Detective	\$16,429.32
Legal Analyst	\$19,119.83

SCHEDULE B

CLOTHING ALLOWANCE AND MAINTENANCE

Clothing allowance	\$600.00
Clothing maintenance	\$250.00

The clothing allowance and maintenance checks will be paid on the first regular payday in January and the first regular payday in July.

SCHEDULE C
LONGEVITY SCHEDULE

The percentage of increase to annual base salaries for longevity shall be as follows:

Years of Service	% Increase
From 0-4 years inclusive	0%
From 5-9 years inclusive	2% of annual base salary
From 10-14 years inclusive	3% of annual base salary
From 15-19 years inclusive	4% of annual base salary
From 20 years of service	5% of annual base salary
From 21 or more years of service	6% of annual base salary

SCHEDULE D

SCHEDULE OF DIFFERENTIALS AND SPECIAL PAY

1. All employees working a rotating shift shall receive an additional five percent (5%) of the annual base salary in 1976 and six percent (6%) of the annual base salary in 1977 and 1978.

2. All employees working the power shift, or all employees assigned to what is presently referred to as the Special Tactical Force shall receive an additional ten percent (10%) of their annual base salary in 1976, and an additional eleven percent (11%) in 1977 and 1978.

3. With the exception of those employees presently or hereafter assigned to what is currently referred to as the Special Tactical Force, any employee who is assigned to work any shift other than a permanent day shift shall be paid an additional five percent (5%) of his base salary in 1976 and six percent (6%) of the annual base salary in 1977 and 1978. For the purposes of this Schedule, permanent day shift shall be defined to include any permanent shift which falls entirely between the hours of 6:00 a.m. to 6:00 p.m.