

NOT CIRCULATE

11/77-12/31/79
RESOLUTION NO. 1977-44

A RESOLUTION APPROVING AND AUTHORIZING EXECUTION OF AN "AGREEMENT BETWEEN THE TOWNSHIP OF MOUNT HOLLY AND THE ASSOCIATION OF MOUNT HOLLY POLICE DEPARTMENT EMPLOYEES, BURLINGTON COUNTY, NEW JERSEY" RELATIVE TO THE TERMS AND CONDITIONS OF EMPLOYMENT.

WHEREAS, pursuant to the provisions of the "New Jersey Employer-Employee Relations Act" (R.S. 34:13A-1) the patrolmen, sergeants and dispatchers employed by the Mount Holly Township Police Department did designate the "Association of the Mount Holly Township Police Department Employees" to represent them for the purpose of Collective Negotiations as their Majority Representative and

WHEREAS, pursuant to said Act, the Township did negotiate concerning the terms and conditions of employment with said Majority Representative and, having reached agreement as to the terms and conditions of employment, such agreement has, pursuant to the provisions of said Act, been embodied in writing in the form and containing the substance of the agreement annexed to and made part of this Resolution and entitled "Agreement between the Township of Mount Holly & the Association of Mount Holly Police Department Employees, Burlington County, New Jersey".

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of Mount Holly in the County of Burlington as follows:

1. That the Township shall enter into the Agreement referred to above and does approve the form and substance thereof.
2. That the Mayor and Township Clerk are hereby authorized and directed to execute said Agreement in the name of the Township and affix thereto the Township's seal.
3. That this Resolution and Agreement shall become effective in accordance with its terms, upon execution thereof by the duly authorized representatives designated by said Association for that purpose.

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4. That upon execution of said Agreement by said Association the Township Council and the proper officers and employees of the Township shall take all necessary steps to implement the provisions of said agreement.

5. That upon execution of said Agreement by the Township and the said Association the Township shall file with the New Jersey Public Employment Relations Commission a copy of said Agreement pursuant to the provisions of R.S. 34:13A-8.2.

I, MARION H. BARATTA, CLERK OF THE TOWNSHIP
OF MOUNT HOLLY, HEREBY CERTIFY THAT THE
ABOVE IS A TRUE COPY OF A RESOLUTION ADOPTED
BY TOWNSHIP COUNCIL ON THE 6th DAY OF
June 1977

Marion H. Baratta
MARION H. BARATTA, CLERK

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AGREEMENT BETWEEN THE TOWNSHIP OF MOUNT HOLLY &
THE ASSOCIATION OF MOUNT HOLLY POLICE DEPARTMENT
EMPLOYEES, BURLINGTON COUNTY, NEW JERSEY

I. Recognition.

A. The Township hereby recognizes Association of Mount Holly Township Police Department Employees as the exclusive collective negotiations agent for all police officers, police sergeants and police dispatchers excluding Lieutenants, Captain and Chief. A statement of the officers of the Association shall be filed with the Township and shall be maintained in an accurate condition.

II. Management Rights.

A. The Township hereby 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) To 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 Civil Service 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 over disciplinary action for good and just cause according to Civil Service Law.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations and practices in

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furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by applicable law and the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States.

III. Association Rights.

A. Pursuant to Chapter 303, Public Laws 1968, the Township hereby agrees that every member of the negotiating unit shall have the right to freely organize, join and support the Association for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a Municipal Corporation exercising governmental authority under the laws of the State of New Jersey, the Township undertakes and agrees that it shall not discourage or deprive or coerce any member of the negotiation unit in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968, or by other laws of the State of New Jersey, or conferred by the Constitution of the State of New Jersey and the United States; that it shall not discriminate against any member of the negotiating unit with respect to hours, wages, or any other terms and conditions of employment by reason of his or her membership in the Association, his or her participation in any activities of the Association, collective negotiations, or his or her institution of any grievance, complaint or proceeding under this Agreement. The Association press representative, or his designee, shall not have any action taken against him by the Township for information released through the Association, provided that this information be clearly designated as an

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J.P.W.

official statement of the Association.

IV. Fully Bargained Provisions.

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues which were the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement.

V. Employment Responsibilities.

A. Member of the negotiating unit agree that employment with the Mount Holly Township Police Department is their primary employment responsibility and agree to devote their full efforts and energies to their duties and responsibilities as members of the police department.

B. No member of the negotiating unit will accept secondary employment which impairs their official duties and responsibilities or which impairs their efficiency or effectiveness in performing those duties.

C. In order to insure that the standard as expressed above in subparagraph A is adhered to, each member of the negotiating unit will file annually with the Chief a statement of all secondary employment providing information as to the duties and responsibilities of said employment and the average number of hours worked per week therein. In addition thereto, a supplemental updated statement shall be submitted prior to the commencement of any secondary employment not included in the annual statement. The Chief is authorized by the Township to review and approve said statements. One copy of each unit member's annual and supplemental statements

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with regard to outside employment will be placed in that individual's personnel folder.

VI. No Strike Pledge.

A. The Association covenants and agrees that during the term of this Agreement no member of the Association will cause, authorize, or support any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other similar action against the Township which arises from disputes over any items which are subject to binding arbitration or from other disputes which have not been fully processed through the grievance procedure outlined in this Agreement.

B. Participation in a strike, slowdown or walkout by any employee covered under the terms of this Agreement shall be deemed grounds for disciplinary action against such employee or employees in accordance with the procedures established by law.

C. The Association will actively discourage and will take affirmative steps to prevent or terminate any strike, work stoppage, slowdown, walkout or other similar action by its members against the Township arising out of disputes referred to in Paragraph A.

D. Nothing contained in this Agreement shall be construed to limit or restrict the Township or the Association in its right to seek and obtain such judicial relief as it may be entitled to have in the event of such breach.

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VII. Grievance Procedure.

A. Definition: A grievance is a complaint that there has been an improper application, interpretation, or violation of the specific terms and conditions of this Agreement or of any rules, regulations, codes, policies or administrative decisions applicable to member of the negotiating unit as defined in Article I.

B. Grievants: Grievances may be filed by an individual members of the negotiating unit, or by the Association itself.

C. Procedure: The grievant shall invoke the grievance procedure within thirty (30) days after the occurrence of the event complained of.

(1) The grievant must first discuss the grievance with his immediate superior. Said discussion must take place within ten (10) calendar days of the filing of the grievance. The filing of a grievance shall take place by the grievant setting forth his grievance in writing specifying the nature of the complaint and the remedy desired which shall be filed with the immediate superior and the Chief of Police. The immediate superior must communicate his decision to the grievant within ten (10) calendar days of the filing of the grievance.

(2) The grievant, within ten (10) calendar days after receipt of the decision of the immediate superior, may appeal that decision by discussing said grievance at each level of the chain of command, said chain to end with the Chief. Each level of the procedure must be invoked within ten (10) calendar days after receipt of the decision at the preceding level. Decisions at each level must be made within ten (10) calendar days after the discussion at said

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level unless the time period is extended by mutual agreement.

(3) If the grievant is not satisfied with the results of the meetings at the various levels of the chain of command below that of the Chief, the grievant may request a meeting with the Chief, or in his absence, a meeting with the individual responsible for the management of the department. Said meeting must be held within ten (10) calendar days of the request. The request must be made in writing setting forth the nature of the grievance. The Chief or his designee must, within ten (10) calendar days of the meeting with the grievant, issue a written decision to the grievant stating his findings and recommendations.

(4) If the grievant is not satisfied with the results of the meeting with the Chief, the grievant may then request a meeting with the Township Manager or in his absence, that individual responsible for the management of the township. Said meeting must be held within ten (10) calendar days of the request. The request must be made in writing and must provide information with regard to the nature of the grievance. If no meeting is held within the 10 day period, the grievance shall be decided favorably to the grievant, or if no meeting is requested by the grievant within 10 calendar days, the grievance shall be decided adversely to the grievant. The Township Manager, or his designee, must issue a written decision within ten (10) calendar days of the meeting stating findings and a decision.

The appeal to the Township Manager shall be the final step in the grievance procedure with regard to all grievances except those which allege an improper application, interpretation or violation of the specific terms of this Agreement.

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(5) With regard to all grievances alleging an improper application, interpretation or violation of the specific terms of this Agreement, a grievant who is dissatisfied with the results of the decision of the Township Manager may appeal that decision to a joint Association-Township Committee. Said committee will be composed of one representative chosen by the Township and one chosen by the Association. No representative shall be in the employ of either group, or receive compensation for acting hereunder. The committee will attempt to resolve the grievance. The committee may at its' discretion retain the services of an attorney whose fee shall be shared equally. A request for the convening of this committee must be made by the grievant within ten (10) calendar days of receipt of decision of the Township Manager.

The Association-Township Committee must issue its decision in writing within ten (10) calendar days from the time of the meeting between it and the grievant.

If the grievant or the Township is dissatisfied with the results of the decision of the joint Association-Township Committee, the grievant or the Township shall have the right to proceed to binding arbitration.

D. Binding Arbitration: Notice of intent to proceed to binding arbitration must be given to the Township Manager by the grievant within ten (10) calendar days of receipt of the decision of the joint Association-Township Committee. The parties agree to be bound by the rules, regulations and procedures of the New Jersey State Public Employment Relations Commission concerning the method of choosing an arbitrator. The cost of binding arbitration is to be borne by both sides (Association and Township) on an equal basis. The decision of the arbitrator shall be final and binding on all parties.

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E. Personnel Folders: All material placed in the personnel folder of a grievant during that grievant's utilization of the grievance procedure will be removed therefrom except for the final written disposition of the grievance. Each individual member of the negotiating unit has the right to review the contents of his personnel folders at any time during office working hours. Six months after personnel action is taken, the member may, upon request, have all detrimental correspondence or reports removed and returned to the member based upon the following schedule:

1. Uninvestigated citizens letter - 6 months.
2. Official letter of reprimand - 18 months,

provided there is no reoccurrence.

3. Matters subject to Civil Service action shall, in accordance with Civil Service regulations, not be removed from personnel folders.

F. Right of Representation: All grievants shall have the right to be accompanied by an attorney and/or a representative or representatives of the Association at all levels of the grievance procedure after that level at which the grievant discussed his or her grievance with his or her immediate superior.

G. Disciplinary Matters: The negotiated grievance procedure shall not be used for any disciplinary hearings wherein the Civil Service Procedures or NJSA 40A:14-147 through 151 are invoked.

VIII. Terms of the Agreement.

A. The terms of this Agreement will govern all patrolmen, police sergeants and police dispatchers, (excluding Lieutenants,

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Captains and Chief) employed by the Township on the date of execution of this Agreement and thereafter.

B. The Agreement shall be in effect from January 1, 1977 through March 31, 1979.

IX. Uniforms, Equipment and Personal Articles.

A. The presentation of the proper image to the general public is of prime importance to police operations. In order to insure that all uniforms are identical and replacement uniforms are issued in a timely manner, the Township will continue to provide the first issuance and replacement issuance of uniforms and required equipment. The initial issue shall consist of four (4) winter and four (4) summer uniforms. For replacement items in 1977, each non-detective member shall receive an annual uniform allowance of \$450.00, detectives \$225.00 and dispatchers \$350.00 to be monitored by the clothing officer. In 1978, each non-detective member shall receive an annual uniform allowance of \$400.00, detectives \$200.00 and dispatchers \$300.00 to be monitored by the clothing officer. New employees who have received the initial issue of uniforms shall receive one half of the uniform allowance for the first year of employment and the full allowance after one year of employment provided that in any one fiscal year he cannot receive more than one year's allotment. An accounting shall be maintained by the clothing officer of each member's uniform allowance. All purchases in excess of the uniform allowance shall be paid by the officer making the purchases. All purchases shall be made at approved stores, as noted below. Unexpended funds shall remain with the Township. All uniforms and equipment purchased with these funds shall be the property of the Township and

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shall be returned to the Township upon termination of employment by the member with the Township.

Detectives shall receive an annual clothing allowance of \$400.00 in recognition of their need for civilian wearing apparel. This shall be paid within ten (10) calendar days of appointment as a detective and on the anniversary date thereafter.

The annual uniform allowance shall provide for the items listed on Schedule A, attached to and made a part of this Agreement. The Chief of Police shall be responsible for establishing the minimum standards of all uniforms and equipment obtained through this allowance. The Association will suggest three (3) establishments to the Township for consideration for the purchase of uniforms and two (2) establishments for various categories of accessories. The Township will attempt to obtain favorable contracts at two uniform establishments and one for each category of accessory, subject to NJSA 40:11-1 et. seq. If this cannot be accomplished the Township shall advise the Association and additional establishments sought.

B. To provide for the proper cleaning of Township issued uniforms and detectives civilian wearing apparel, the Township shall provide that each member may receive up to 156 cleanings per uniform item per year at local establishments starting January 1, 1977. The Association will suggest three (3) establishments to the Township for consideration and the Township will attempt to obtain favorable contracts at two of these establishments, subject to NJSA 40A:11-1 et. seq. If the Township is unable to secure said agreements, it will so advise the Association which will propose the names of three other establishments. For the term of this

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Agreement, if no contract is entered into by the Township, the Township will pay each member \$5.10 per week for each week of employment during the year during which a cleaning contract is not available. If a cleaning contract is executed during the term of this Agreement, at that time all monies due hereunder shall be paid.

C. The Township will provide each member with \$1.75 per week annum for the cost of repairing the uniforms or detective's civilian wearing apparel. This money will be paid in one sum no later than December 15 of each calendar year.

D. In recognition of the investment that the Township has in official uniforms, and in order to prevent uniformed off duty officers from receiving requests for assistance from the general public that they cannot fulfill, Township supplied uniforms will not be worn on secondary employment positions except when specifically approved by the Chief of Police or his authorized designee.

E. In order to protect police personnel from financial hardship due to the damage or loss of personal articles, the Township will pay for such damaged or lost personal articles up to \$100.00 per article, provided that the damage or loss occurred while the member was engaged in the active pursuit of official police duties. Excluded from reimbursement would be loss of cash and credit cards. In addition, damage to a member's residence or automobile caused by persons attempting to intimidate members or retaliate for official actions of members shall be reimbursed by the Township provided that these damages are not otherwise compensated by the members insurance. Association members shall be responsible for maintaining adequate insurance coverage for their residence

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(a homeowner or tenant comprehensive policy with \$100.00 vandalism deductible) and automobiles (liability, collision with \$200.00 deductible and comprehensive with a \$100.00 deductible). All claims for repayment must be made in writing with adequate explanatory information on the cause of the damage or loss within thirty (30) calendar days of the incident.

X. Leave Provisions.

A. The Township will provide each member with annual leave according to the following schedule:

<u>Years of Employment</u>	<u>Leave</u>
0 thru 1	1 day per month
1 thru 5	13 days per year
6 thru 10	16 days per year
11 thru 20	21 days per year
21 and over	26 days per year

In addition, two years' leave may be carried over into the third year. Other leave provisions will be in accordance with Ordinance 1973-17 with the exception that five (5) days of bereavement leave will be allowed for deaths in the immediate family of the member or the member's spouse.

B. Each member will receive full leave credit at the commencement of the calendar year in which the member's employment anniversary occurs.

C. For annual and sick leave the term "day" indicates a tour of duty.

XI. Holidays.

A. The Township will recognize the following holidays

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for Association members. The designated holidays shall be: January 1, President's Day, Good Friday, Memorial Day, July 4, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve and Christmas Day.

B. Designated holidays must be taken within 12 months of the date they occur. However, if in the opinion of the Chief of Police they cannot be taken without hindering the department's operations, then the member may be reimbursed for the unused holiday at a time and one half rate.

C. If on the day of an assigned holiday a member works on an overtime status, he will receive double compensation for his overtime work.

D. A member shall have the option of exchanging a holiday for his regular salary.

E. Sick leave shall not be charged against a member who is injured in the line of duty, provided that the member supplies a medical certificate substantiating that the injury required an absence from work for 3 working days or longer.

XII. Other Items.

A. The Township will provide for each member, spouse, and child on a non-contributory basis, Blue Cross, Blue Shield, "750" Program, Major Medical and Rider "J" health insurance policies.

B. In the event a member is the subject of disciplinary charges brought by the Township for any reason and is found not guilty, the Township shall bear the cost of reasonable defense attorney fees.

C. The Township shall obtain Personal Injury Insurance for Police Officers. However, if the cost of this insurance

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shall exceed 500% of the 1976 annual premium, the Township is relieved of this responsibility.

XIII. College Credit Incentive Plan.

A. In order to encourage police officers to further and complete their education, the Township will provide as an incentive a bonus of \$1.00 per credit hour per month for each college credit hour obtained in police related courses and/or courses required in obtaining a degree in Police Administration or Science, to a maximum of \$64.00 per month. This bonus will be paid in July for those credits through June of that year. To receive this payment, a transcript must be submitted documenting the courses taken and credits earned.

XIV. Working Conditions.

A. In order to provide for the safety of the Association members, the Township has established as a policy a minimum shift strength of 3 police officers and one desk officer-dispatcher. Prior to changing this policy the Township shall meet and confer with the Association Officers for the purpose of discussing the proposed change and its effect on the members. If the Association requests, a public hearing will be held on the proposed change at which time the Association can present evidence concerning the adverse effect of the proposed change upon its members and/or the community. The change shall not to into effect until after the public hearing unless agreed to otherwise by the Association.

B. This procedure shall not apply to short term variations caused by emergency conditions not to exceed 3 days within a pay period unless agreed to by the Association.

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XV Wages.

A. For 1977 and 1978 the Township will pay members in accordance with the attached pay plan, subject to the provisions of subparagraph B herein. For 1978 if the Consumer Price Index for December 1977 published in January 1978 for the Philadelphia Metropolitan area as prepared by B. L. S. is 8% or greater than December 1976, the Township will meet with the Association for the purpose of renegotiating the minimum and maximum salaries of the pay plan, but for increases above 5% and below 8%, the 1978 salary increase shall be 1/2 the increase over 5% and be paid in addition to the 1977 salary.

B. An employee's salary must remain within the salary range stipulated for the position. In 1977, eligible members shall receive a one step increase. The performance evaluation system for 1977 shall be implemented on a non-monetary basis. In 1978 the salary advancement shall be determined by the employee's performance determined by the evaluation system noted below. The salary advancements are as follows:

	<u>1978</u>
Outstanding	Basic + 2 steps
Above Average	Basic + 1 step + 3%
Average	Basic + 1 step
Below Average	Basic + 3%
Unsatisfactory	No Raise

All members shall be evaluated in February by their immediate supervisors. These evaluations shall be reviewed by the Chief and the Chief shall recommend a salary advancement to the Township Manager. The Township Manager shall review all of the recommendations of the Chief of Police and determine the salary advancement of an individual member. If the ~~Chief of~~ ^{Police} member believes that the approved salary advancement of an

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individual member is not equitable, the Township Manager shall supply the Chief and the affected member with a memorandum stating his reasons for the salary advancement.

The Chief shall discuss the evaluation with the individual member. If the member disagrees with the Chief's evaluation and/or the approved salary advancement, he may request a hearing before the Township Manager to seek an explanation of the evaluation and/or salary advancement or a present information to alter the recommendation and/or salary advancement.

If the member is not satisfied with the results of the hearing before the Township Manager, and the evaluation indicated that the member was below average or unsatisfactory employee, the member can have the Grievance Committee of the Association review the available information and meet with the Chief of Police and Township Manager to discuss the evaluation and/or salary advancement.

In 1978, the member must receive an evaluation rating of average or better to be eligible for the longevity advancement. In the event the member received an evaluation rating of below average or unsatisfactory, and upon re-evaluation, receives a rating of average or better, he shall then receive his longevity advancement.

The classification "average" in the evaluation system shall be the normal classification for those employees, performing according to department and professional standards. A new employee who maintains this rating should reach maximum salary at the end of his fifth year of employment.

Members who receive below average, or unsatisfactory ratings shall be given specific reasons for these ratings and corrective measures that can be taken to correct these deficiencies.

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Salary advancements shall be effective on the pay period including April 1. Those employees who receive unsatisfactory or below average ratings shall be re-evaluated within three months upon their request, and an additional salary advancement granted at that time if they have corrected the deficiencies noted in the original evaluation and otherwise performed adequately.

C. In addition to the above salaries, those members who should have received "merit increases" in 1975 and 1976, or who are being adversely affected by the delay in awarding 1977 salary advances, will receive in the pay period including October 1, 1977 compensation for one half of their "total merit" and/or salary loss as shown on the attached schedule, the remaining one half shall be paid in the pay period including April 1, 1978. Members must be employed as police officers on those dates to receive this compensation. Any salary loss shall be paid in full within 30 days of the signing of this Agreement.

D. In addition to the salary advancements noted in B above, members who have been continuously employed by the Township for 108 months shall be eligible for a special longevity salary advancement of 5% over the base salary to be awarded at the time of normal salary advancement. In 1977 an additional salary advancement of 5%, or a total of 10%, shall be awarded in a similar manner at the end of 168 months of employment, and an additional 5%, or a total of 15%, at the end of 228 months. In 1978, an additional salary advancement of 5%, or a total of 10%, shall be awarded in a similar manner at the end of 156 months of employment, and an additional 5%, or a total of 15%, at the end of 216 months. Eligible members shall receive this special longevity pay each year.

E. In order to recognize those employees who use a minimum of sick leave and to encourage the maintenance of

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shift strength, the Township shall reimburse members on a voluntary basis for up to one half of the annual sick leave that they had not used during the year at the rate of one half of the regular pay for the hours so scheduled. The sick leave so reimbursed shall be removed from the members leave record. The reimbursement shall not affect the sick leave accumulated prior to 1977.

XVI. Overtime.

A. Except as otherwise provided for holidays, the Township will pay time and one half for the following work assignments:

(1) Employment in excess of 8-1/2 hours for one continuous tour of duty will entitle the member to overtime pay in thirty minute increments.

(2) For a second tour of duty in a 24 hour period except on those days when the shift assignments rotate.

(3) For court appearances during off duty hours for other than Mount Holly Municipal Court.

(4) For one Mount Holly municipal court appearance per month for those officers assigned to the 12 a.m. - 8 a.m. shift.

(5) For rescheduled court cases when the rescheduling is not due to the police officer's absence.

(6) For other unusual circumstances when so approved in advance by the Chief of Police, or his designee.

(7) Overtime is to be computed to the nearest thirty minutes.

(8) Compensatory time in lieu of overtime will be computed at one and one half times the hours earned; however, this leave is to be taken at the convenience of the department.

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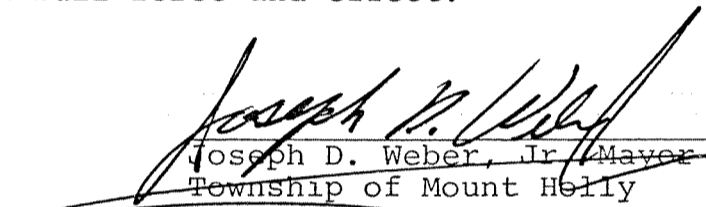
J. P. W.

(9) Whenever a member is called in from an off-duty status, he shall receive a minimum of one hour overtime pay.


XVII. Separability and Savings Clause.

A. The Township and Association recognize the authority of the Federal and State Governments dealing with economic controls. Therefore, salary or wage increases or other economic changes will be implemented to the extent that such implementation is not prohibited by law.

B. If any provision of this Agreement or any application is held to be invalid by legislative changes or by a court of competent jurisdiction, such provision shall be inoperative but all such other provisions shall not be affected thereby and shall continue in full force and effect.




Joseph D. Weber, Jr. Mayor
Township of Mount Holly



Marion H. Baratta,
Township Clerk



President, Association of Mount
Holly Police Department Employees



Witness

Signed on

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Professional Corporation
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SCHEDULE A

(*indicates Dispatcher Uniform and Accessories)

A. Uniforms

Winter

- Long Sleeve Shirts*
- Trousers*
- Tie*
- Hat
- Raincoat* & Hat Cover
- Boots - Rain
- Winter Jacket*

Summer

- Short Sleeve Shirts*
- Trousers - Lightweight*
- Tie*
- Hat
- Lightweight Jacket*

B. Accessories

- Breast Badge*
- Hat Shield
- Helmet
- Belt
- Holster - on duty
- Holster - off duty
- Handcuffs and case*
- Sam Brown Belt
- Night Club and Holder
- Whistle
- Name Plates*
- Flashlight

- Shoes*
- Safety Glasses*
- Special Riot Duty Coveralls and protection gear
- Belt (for dispatchers only)

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