

CONTRACT

By and Between

West Deptford Township and PBA Local #122

January 1, 2019 through December 31, 2023

TABLE OF CONTENTS

<u>Article</u>		<u>Page</u>
	Preamble	1
I.	Recognition	1
II.	Check-Off and Fair Share Fee	2
III.	Management Rights and Responsibilities	3
IV.	Rules and Regulations	5
V.	Non-Discrimination	5
VI.	Maintenance of Work Operations	6
VII.	Salaries	7
VIII.	Shift Pay Differential Compensation	9
IX.	Safety Lenses (Eye Glasses)	9
X.	Uniform Maintenance and Cleaning Allowance	10
XI.	Replacement of Personal Property	11
XII.	Computation of Overtime	12
XIII.	Safety Equipment	15
XIV.	Sick Leave	15
XV.	Education Incentive Pay	16
XVI.	Payment of Holiday Pay	17
XVII.	Miscellaneous	18
XVIII.	Savings Clause	18
XIX.	Embodiment of Agreement	19
XX.	Ratification by Police Committee and Employees	19
XXI.	Personal Days/Vacation Leave	20
XXII.	Health Benefits	22
XXIII.	Physical Fitness Incentive	29
XXIV.	Injury-on-Duty Leave	30
XXV.	Bereavement	31
XXVI.	Retirement Board	31
XXVII.	Grievances	31
XXVIII.	Duration	35

PREAMBLE

This agreement, entered into on this 17th day of July, 2019, by and between the Township of West Deptford in the County of Gloucester, a Municipal Corporation of the State of New Jersey (the "Township"), and the PBA Local #122 (the "Union"), is designed to promote a harmonious relationship between the Township and such of its employees who are within the Union, in order that more efficient and progressive public service may be rendered to the citizens of the Township (this "Agreement"). This Agreement represents the complete and final understanding of the Township and the Union on all bargainable issues.

ARTICLE I

RECOGNITION

SECTION 1

The Township does recognize the Union as the bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of the employees in the job titles listed in Article I, Section 2 below and any others as the parties may later agree to include. This recognition, however, shall not be interpreted as having the effect of, or in any way abrogating, the rights of employees as established by the Laws of 1968, Chapter 303, as amended by the Laws of 1984, Chapter 123.

SECTION 2

This Agreement applied to all full-time, permanent employees of the Township's Police Department in the following job classifications:

- Detective
- Patrolman
- Corporal
- Detective Corporal
- Sergeant
- Detective Sergeant

SECTION 3

The Union's representation shall not extend to any management executive (i.e., Chief of Police, Deputy Chief of Police, Lieutenant) nor any supervisor having the power to hire, discharge, discipline or to effectively recommend the same, nor any person who is employed in a clerical or similar position in the aforesaid department or any person employed on an hourly or part-time basis and or temporary full-time basis for less than a twelve (12) month period.

SECTION 4

The Township, for the purpose of executing this agreement, retains the right to clarify and define what permanent, full-time positions constitute supervisory personnel as stated in Article 1, Section 3 of this Agreement.

ARTICLE II

CHECK-OFF AND FAIR SHARE FEE

SECTION 1

The Employer agrees to deduct monthly the union membership dues from the pay of the employees who individually request in writing that such deduction be made. The amount to be deducted shall be certified to the employer by the Treasurer of the Union and the aggregate deductions from all the employees shall be remitted to the office of the Union together with a list of names of all the employees for whom the deductions were made by the tenth (10th) day of the succeeding month after such deductions were made. Dues deductions will begin during the first 30 days of employment.

SECTION 2

Employees covered by the Agreement may only request deductions for the payment of dues to the duly certified majority representative named herein.

SECTION 3

Employees electing to revoke their authorization to deduct union dues must provide written notice during the ten (10) days following the anniversary date of their employment. The Township shall provide notice to the Union of any employee revocation within five (5) days of such revocation. The effective date of termination of dues deducted to the majority representative shall be thirtieth (30th) day after the employee's anniversary date of employment.

SECTION 4

In the event that the Township is determined to have deducted union dues from an employee in error or in violation of any applicable law then in force, which were paid to the Union, the Union agrees to indemnify the Township for any amount of any excess deduction.

ARTICLE III

MANAGEMENT RIGHTS AND RESPONSIBILITIES

SECTION 1

The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement 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, following rights:

A. The executive management and administrative control of the Police Department and their properties and facilities and the activities of their employees by utilizing personnel,

methods, and means in the most appropriate and efficient manner possible as may from time to time be determined by the Township.

B. To make rules of procedure and conduct, to use improved methods and equipment, to determine work schedules and shifts, to determine the amount of overtime to be worked, to decide the number of employees needed for any particular time, and to be in sole charge of the quality of the work required.

C. To decide the number and location of its facilities, stations, etc.; the selection, procurement, designing, engineering and the control of equipment and materials; and purchase services of others, contract or otherwise, except as they may be otherwise specifically limited in this Agreement.

D. The right of management to make such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety and/or the effective operation of the Police Department after advance notice thereof to the employees to require compliance by the employees is recognized.

E. To hire all employees, to promote, transfer, assign or retain employees in positions within the Police Department.

F. To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for good and just cause.

G. To layoff employees in the event of lack of work or funds.

H. The Township reserves the right with regard to all other conditions of employment not reserved to make such changes as it deems desirable and necessary for the efficient and effective operation of the Police Department.

SECTION 2

In the exercise of the foregoing powers, rights, authority, duties and responsibilities, and in the adoption of policies, rules, regulations and practices and the furtherance thereof, and in the use of judgment and discretion in connection therewith, the Township shall be limited only by 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.

SECTION 3

Nothing contained herein shall be construed to deny or restrict the Township of its rights, responsibilities and authority under any national, state, county or local laws or regulations.

ARTICLE IV

RULES AND REGULATIONS

SECTION 1

Proposed new rules or modifications of existing rules governing working conditions shall be announced and discussed with the Union representative before they are fully implemented, so as to have input where said new rules or modifications of existing rules are beneficial in maximizing the efficiency of the Department of Public Safety and enhancing the quality of police services and protection to the citizens of the Township of West Deptford.

ARTICLE V

NON-DISCRIMINATION

SECTION 1

There shall be no discrimination, interference, or coercion by the Township or any of its agents against the employees represented by the Union. The Union or any of its agents shall not

intimidate or coerce employees into membership. Neither the Township nor the Union shall discriminate against any employee because of race, creed, color, religion, age, sex, sexual orientation, national origin, or any other classification protected by law.

SECTION 2

It is hereby recognized and agreed that an employee shall have the right to withdraw from membership in the Union. In the exercise of that right, neither party, nor any of its agents, shall discriminate, coerce or otherwise interfere with the employee.

SECTION 3

The Township and the Union agree that the Township is permitted to take all steps necessary to comply with the Americans with Disabilities Act in the application and construction of this Agreement.

ARTICLE VI

MAINTENANCE OF WORK OPERATIONS

SECTION 1

The parties agree that there will be no lockouts, strikes, work stoppages, walk-outs, slowdowns, or other illegal job action during the term of this Agreement. No officer or representative of the Union shall authorize, instigate, or condone such activity, nor shall any employee participate in such activity.

SECTION 2

It is understood that violations of the provisions of this article may subject any employee participating in or condoning such activity to disciplinary action by the Township. Such disciplinary action may include termination of employment, or any other appropriate lesser form of discipline.

ARTICLE VII

SALARIES

SECTION 1

Effective the first pay period after the execution of this Agreement, employees shall be compensated at the rates set forth in Appendix I, provided that no employee shall have his or her compensation reduced as a result.

Employees shall be placed on steps in 2019 and 2020 as set forth in Appendix II. Thereafter, employees shall move one step annually pursuant to the salary guide in Appendix I and the provisions of Section 3 herein.

SECTION 2

Detectives shall receive the additional pay set forth below in addition to the pay they receive in Article VII, Section 1 for their current class base salary. Ranking Officers holding the sworn ranks of Corporal and Sergeant, as set forth below, shall receive the following additional pay to the 1st Class Patrolman's base salary, with these additional amounts to including the percentage raises outlined in section 1 above:

	Effective 1/1/19	Effective 1/1/20	Effective 1/1/21	Effective 1/1/22	Effective 1/1/23
Detective	\$5,050	\$5,202	\$5,306	\$5,385	\$5,466
Patrol Corporal	\$6,070	\$6,252	\$6,377	\$6,473	\$6,570
Detective Corporal	\$7,692	\$7,923	\$8,081	\$8,202	\$8,325
Patrol Sergeant	\$11,140	\$11,475	\$11,704	\$11,880	\$12,058
Detective Sergeant	\$14,903	\$15,350	\$15,657	\$15,892	\$16,131

SECTION 3

Subject to the provisions of Section 1 above, all patrolpersons who have not achieved 1st Class rank shall, on their yearly anniversary date, progress to the next higher class if their work performance has been deemed satisfactory by the Chief of Police.

SECTION 4

Payroll shall be paid bi-weekly.

SECTION 5

Employees assigned duty as a Field Training Officer (F.T.O.) shall receive additional compensation at a rate of \$1.00 per hour limited to time spent as an F.T.O.

SECTION 6

Employees assigned duty as a K-9 Patrolman shall receive an additional yearly stipend of \$1,500 and shall be entitled to 1 hour per shift for K-9 maintenance. This yearly \$1,500 stipend will be payable as follows: One-half payable by the end of January, the balance being due by the end of July. Employees assigned duty as a K-9 Patrolman shall also be reimbursed up to \$750 per year for the cost of animal insurance for the K-9 through Saint Francis Veterinary Center's K9 Heroes Total Health Program while the animal remains on active duty. The number of active duty K-9s for which the Township will be responsible for making the payments set forth in this Section shall be capped at 4. The Township shall also provide one bag of dog food per month for active and retired K-9s.

SECTION 7

Effective as of January 1, 2014, employee longevity payments shall be frozen at their current amount based upon the current percentage rate, and that frozen amount shall be included as a part of base salary for all purposes, including pension, and not subject to the percentage

increases reflected above in Article VII. Employees hired on or after January 1, 2014 shall not be entitled to longevity pay.

Section 8

Effective as of January 1, 2014, all officers covered by this Agreement shall have whatever educational compensation that they have earned frozen, and that amount added to their base salary.

ARTICLE VIII

SHIFT PAY DIFFERENTIAL COMPENSATION

SECTION 1

Shift differential compensation shall be received by all employees covered by this agreement who work during the hours of 6:00 P.M. to 6:00 A.M.. The compensation rate shall be 5.0% above the employee's annual base hourly rate of pay.

SECTION 2

For the purposes of computing pay differential, any employee covered by this agreement who is required to work overtime will be compensated at the higher hourly rate where pay differential applies.

ARTICLE IX

SAFETY LENSES (EYE GLASSES)

SECTION 1

All employees covered by this agreement and who are required to wear eyeglasses as part of their physical requirements for the performance of their duties are required to have safety lenses fitted. The Township shall pay the cost of having regular lenses replaced with safety

lenses as prescribed by prescription, including the safety type lenses with day/night advantage, and said safety lenses that adhere to U.S. Occupational Safety Health Act requirement.

SECTION 2

The Township only agrees to pay the cost of replacing the safety lenses as stated in Section 1 of Article IX for the required physical requirements and breakage occurring while member is on official duty, and this Agreement does not extend to costs associated with frame replacements, or regular optometric examinations.

ARTICLE X

UNIFORM MAINTENANCE AND CLEANING ALLOWANCE

SECTION 1

The clothing allotment for detectives will be as follows:

2019: \$1,276

2020: \$1,314

2021: \$1,341

2022: \$1,367

2023: \$1,395

Clothing allotment will be payable as follows:

One-half payable by the end of January, the balance being due by the end of July.

SECTION 2

All other employees covered by this agreement shall receive two (2) pairs of safety shoes per year. The Township will determine the vendor to be utilized in ordering and supplying the safety shoes. The type of shoes to be selected will be of Corfam style or equivalent, and will conform to the Police Department uniform dress code.

SECTION 3

The Township will select a vendor who will provide cleaning services for all uniforms supplied by the Township. The Township will only pay for cleaning services provided by this vendor.

SECTION 4

All detectives will be responsible for cleaning and repairing clothes worn while on duty. The Township agrees to pay an annual clothing cleaning and maintenance allowance to each detective in addition to their clothing allotment as follows.

2019: \$393

2020: \$404

2021: \$413

2022: \$421

2023: \$429

The schedule for payment of this allowance is as follows:

One-half payable by the end of January, the balance being due by the end of July.

Detectives shall still be entitled to have all uniforms cleaned by the Township approved cleaner.

ARTICLE XI

REPLACEMENT OF PERSONAL PROPERTY

SECTION 1

As agreed upon by the Township and the Union, personal property lost, destroyed or damaged during the performance of duty by any member covered by this Agreement will be reimbursed up to but not to exceed the amount of \$50.00. Personal property defined under this

article is limited to wristwatches that may be damaged or destroyed during the performance of duty. Reimbursement up to \$50.00 maximum will include the watch and strap.

ARTICLE XII

COMPUTATION OF OVERTIME

SECTION 1

Effective January 1, 1977, and in accordance and addition to 9:1-6.2 entitled "Computation of Overtime" of the Police Manual, all employees covered by this Agreement shall be compensated for all authorized off duty police details, i.e. sporting events, crowd control, traffic control, parades, etc., and any other detail authorized by the Chief of Police or his designee, all employees covered by this Agreement shall be compensated at an hourly rate equal to 1 ½ times the equivalent rate prescribed in subsection 9:1-6.1 entitled "Pay Periods; Compensation of Daily and Hourly Rate" of the Personnel Policy of the Township of West Deptford.

SECTION 2

Effective January 1, 1977, and in accordance and addition to 9:1-6.2 entitled "Computation of Overtime" of the Police Manual, all employees covered by this Agreement shall be compensated at an hourly rate of 1 ½ times (time and one half) equivalent rate prescribed in subsection 9:1-6.2 of the Police Manual for all required appearances in County Court, Grand Jury, Juvenile and Criminal Court, minimum of two hours. All employees covered by this Agreement shall be dressed in proper prescribed police attire according to position, and prescribed by the Chief of Police and the Uniform Dress Code of the Division of Police.

All employees covered by this Agreement shall be compensated a minimum of two (2) hours at time and one half (1 ½) when said employee is called into headquarters in order to work,

whatever the reason. When time exceeds the two (2) hours, overtime will be computed at time and one half (1 ½) as pursuant to the Personnel Ordinance.

SECTION 3

All employees covered by this Agreement shall be paid at time and one half (1 ½) their regular rate of pay for work scheduled in excess of their regular workweek. The exception to this would be the twelve (12) hour shift schedule, where compensatory time will be earned at the rate of four (4) hours for each two (2) week cycle.

Compensatory time will be credited and substituted for overtime pay for the purposes of calculating excess hours worked under the present twelve-hour shift schedule, unless modified or changed by federal law. This compensatory time shall be front loaded in its full yearly amount of one hundred and four (104) hours on January 1st of each calendar year, starting on January 1st, 2015. The one hundred and four (104) hours compensatory time will accumulate for all personnel assigned to the twelve (12) hour day schedule during each two (2) weeks work period. In the event a member is reassigned from the detective division to the patrol division after the first of the year, he/she shall be credited a pro-rated portion of the 104 hours compensatory time, based upon the projected amount of pay periods to be worked for the remainder of the year based in the 12 hour shift schedule. In the event that a patrol officer or supervisor on a 12 hour shift schedule is reassigned to an 8 hour shifts schedule after having been credited with 104 compensatory time hours on the first of the year, he/she will forfeit or have deducted any unused compensatory time hours from those 104 hours. If such a reassigned employee going from 12 hour shifts to 8 hour shifts, has used more compensatory time than that which would have been available on a pro-rated basis, there shall be no requirement to pay back, reimburse, or work off

the extra compensatory time hours beyond those that would have been available on a prorated basis.

Overtime shall not include that period of time required of an employee to report prior to his shift nor that subsequent to the completion of his shift, which may be required in the normal course of his employment to complete reports to review reports with his supervisory officers and to make such corrections on the reports as may be required.

SECTION 4

If an employee works four (4) hours or more of overtime, he will be entitled to no more than four dollars (\$4.00) reimbursement for meal money.

SECTION 5

Effective the first pay period after the execution of this Agreement, any detective who has been assigned "on-call" duty for seven (7) consecutive days shall receive five (5) hours pay at his/her overtime rate and five (5) hours compensatory time. These ten (10) hours shall not be utilized in computing hours actually worked.

Retroactive from January 1, 2019 until the execution of this Agreement, any detective who has been assigned "on-call" duty for seven (7) consecutive days shall receive an additional five (5) hours compensatory time for each such week. These hours shall not be utilized in computing hours actually worked.

"On-call" duty is hereby defined as the dual requirement of carrying a cell phone and remaining within one hour's drive of the West Deptford Police Station.

ARTICLE XIII

SAFETY EQUIPMENT

SECTION 1

The Township agrees to supply bulletproof vests as standard equipment in all of its operational police vehicles. Maintenance of this equipment will be according to departmental procedures.

ARTICLE XIV

SICK LEAVE

SECTION 1

All employees covered by this Agreement shall accumulate and use sick leave on the basis of 15 days sick leave per year. During the first year of employment sick leave shall accrue and be credited to each employee on the basis of one (1) day sick leave for each month of employment completed. Thereafter, sick leave shall accrue and be credited to each employee January 1st of each calendar year at the rate of 15 days per year or one and one-quarter (1 ¼) days per month of service completed. Prior credit for sick leave shall be given to January 1, 1966 up to a maximum of 200 working days. At the time of separation from Township service, employee hired before January 1, 2014, shall be entitled to a buy-back of 50% of the unused portion of his sick bank at the officer's current rate of pay at the time of separation from employment. The maximum buy back of accumulated sick leave at separation shall not exceed a maximum of \$15,000. In NO event shall an employee be allowed to use accumulated sick leave as paid leave time for the purposes of computing retirement date, separation and resignation date. All employees hired after January 1, 2014 shall not be entitled to buy back any unused portions of his/her sick bank upon the time of separation from Township service.

SECTION 2

Employees shall only deplete accumulated sick leave bank on a verified long-term illness. Long-term illness is defined as doctor's certified sixth working day off. For the purpose of long-term illness the accrual of sick leave will be unlimited as of January 1, 1980. No prior credit will be given other than what is described in Section 1 of this Article.

SECTION 3

Accrued sick leave shall not be paid to any employee dismissed for just cause.

ARTICLE XV

EDUCATION INCENTIVE PAY

SECTION 1

Effective as of June 19, 2014, no employees covered by this Agreement shall be entitled to receive education compensation pay at the rate of \$10 per credit, with a maximum incentive of \$1200, thus eliminating education incentive pay from this Agreement, subject to the provisions of Article VI, Section 8.

SECTION 2

The Township will provide tuition reimbursement for courses directly related to the attainment of a degree related to law enforcement or courses required for the attainment of the same. The prior approval of the Township Administrator is required and the employee must achieve a grade point average of 2.5 or better to qualify for reimbursement. Reimbursement will apply only to the attainment of an Associate or Bachelor Degree and will be limited to the current cost per credit hour charged by Farleigh Dickinson University.

SECTION 3

The Township will provide up to \$5,000 per annum of tuition reimbursement for courses directly related to the attainment of a law enforcement related Master's Degree or courses required for attainment of the same. The prior approval of the Township Administrator is required and the employee must achieve a grade point average of 2.5 or better to qualify for reimbursement.

ARTICLE XVI

PAYMENT OF HOLIDAY PAY

SECTION 1

All employees covered by this Agreement will, receive 4 hours of holiday pay, biweekly, included in their regular pay checks for the 13 legal holidays designated by Township ordinance. The amount paid will be based on an eight-hour workday at the employee's regular rate of pay. Holiday pay shall be reported to the New Jersey Police and Fire Retirement System as base pay. This payment shall be treated as base pay for pension purposes only.

SECTION 2

If an employee is required to work a legal holiday, that employee will be compensated as follows:

1. Schedule for a full 12 hour shift on holiday: Six hours additional pay at straight time in their next weekly pay.
2. Schedule for a six hour shift on holiday: Three hours additional pay at straight time in their next weekly pay.
3. Schedule for eight hour shift on holiday: Four hours additional pay at straight time in their next weekly pay.

The rate of pay will be based upon hours worked during the actual holiday as opposed to the date of the holiday's legal observance as determined by the Township. This clause applies solely to New Year's Day, Independence Day, and Christmas.

ARTICLE XVII

MISCELLANEOUS

SECTION 1

The Township agrees to provide rides to work by the off-going officer picking up the on-coming shift officer within his zone.

SECTION 2

After a police canine is retired from active service, the Township shall reimburse the employee or retiree providing housing, food, veterinary, and other necessary care for the canine as follows:

1. 50% of documented food costs.
2. Documented veterinary costs up to a maximum of \$300.00 per year.

SECTION 3

After a police canine is retired from active service the canine will become the property of the handler.

ARTICLE XVIII

SAVINGS CLAUSE

SECTION 1

It is understood and agreed that if any part of this Agreement is in conflict with the law, that such part shall be suspended and the appropriate mandatory provision shall prevail, and the

remainder of this Agreement shall not be affected thereby. Any arbitrator may not be presumed or permitted to be able to make decisions in violation of the law.

ARTICLE XIX

EMBODIMENT OF AGREEMENT

SECTION 1

This document constitutes the sole and complete Agreement between the parties, and embodies all terms and conditions governing the employment of employees represented by the Union. The parties acknowledge they have had the opportunity to present and discuss proposals on any subject, which is (or may be) subject to collective bargaining provided. Upon mutual agreement of the parties, which shall be in writing, the parties may further amplify or interpret the terms of this Agreement. Any prior commitment or agreement between the Township and the Union or any individual employee covered by this Agreement is hereby suspended.

ARTICLE XX

RATIFICATION BY POLICE COMMITTEE AND EMPLOYEES

SECTION 1

The Union hereby represents that this Agreement was ratified solely by employees of the Township of West Deptford, Division of Police employed pursuant to the terms of this Agreement and that no members of the Union who are not covered by this Agreement took part in ratification proceedings. The Union further agrees that upon the adoption of any new Agreements, which shall be substituted for this Agreement, or any part thereof, said Agreement will be ratified only by persons who are employed pursuant to the terms of this Agreement or the new Agreement.

ARTICLE XXI

PERSONAL DAYS/VACATION LEAVE

SECTION 1

Three (3) personal days, equal to one work day, will be granted each year and may not be carried over into the following year. Said personal days may be used as a pair coupled with an approved vacation schedule in order to provide for a full shift week vacation providing approval has been granted by the Chief of Police. Personal days not coupled with vacation time may be taken with approval of the Chief of Police and Shift Sergeant so as not to cause overtime. One of the three personal days will be designated as an "emergency," provided it does not cause mandatory overtime on the shift or unreasonably interfere with the department's operations and provided further that the Police Chief grants approval or shift commander in the absence of the Police Chief. Chief of Police or Shift Commander shall only deny requested emergency personal day in the event it would leave the shift with less than 3 patrol personnel or for other such reasons as will be documented in writing at the time the request is denied.

Personal days shall be measured in accordance with an employee's current assignment such as an employee on an 8 hour shift shall be granted an 8 hour personal day or an employee working a 12 hour shift shall be granted a 12 hour personal day.

SECTION 2

Vacation leave shall be provided to all employees covered by this agreement as follows:

YEARS OF SERVICE	# OF VACATION DAYS
0 to end of first year	5
Start of 2nd year through 5th year	10
Start of 6th year through 10th year	15

Start of 11th year through 15th year	20
Start of 16th year	21
Start of 17th year	22
Start of 18th year	23
Start of 19th year	24
Start of 20th year	25

SECTION 3

All vacation time must be totally depleted prior to the actual date of retirement.

SECTION 4

Employees are encouraged to use available vacation time for rest, relaxation, and personal pursuits in the calendar year in which it is earned. In the event that available vacation is not used or cannot be used by the end of the calendar year, employees may carry over up to forty (40) hours, to the following year, subject to approval of the Chief of Police, which approval shall not be unreasonably denied. Employees shall submit a written request for vacation carry over to the Chief of Police or designee via their Superior Officer no later than November 1 of the current year. Vacation time carried forward must be utilized by no later than July 31st of the following year, and will be paid at the rate of pay it was earned in the prior year. In the event this carried over vacation time is not used in the following year it shall be lost.

SECTION 5

Any employee unable to utilize vacation leave within a given calendar year due to a verified extended illness or injury shall be eligible to use this leave at any time within the next calendar year.

ARTICLE XXII

HEALTH BENEFITS

SECTION 1

Subject to the employee premium sharing schedule detailed below, the Township shall provide medical benefits through the New Jersey State Health Benefits Program or substantially similar plans for full-time employees for medical and prescription drug benefits. The Parties agree to be bound by the requirements and terms of the New Jersey State Health Benefits Program and the New Jersey State Health Benefits Commission, and/or any substantially similar plan.

SECTION 2

The Township will provide a comprehensive dental insurance plan comprised of full family coverage as set forth in "Plan Document and Summary Plan Description for West Deptford Township."

SECTION 3

From January 1, 2019 until December 31, 2019, Employees shall contribute towards the cost of coverage for medical and prescription drug benefits at the following percentages based upon the employee's base salary:

Single Family		Family Coverage		Member/ Spouse or Child Coverage	
Salary Range	%	Salary Range	%	Salary Range	%
less than 20,000	3.38	less than 25,000	2.25	less than 25,000	2.63
20,000-24,999.99	4.13	25,000-29,999.99	3.00	25,000-29,999.99	3.38
25,000-29,999.99	5.63	30,000-34,999.99	3.75	30,000-34,999.99	4.50
30,000-34,999.99	7.50	35,000-39,999.99	4.50	35,000-39,999.99	5.25
35,000-39,999.99	8.25	40,000-44,999.99	5.25	40,000-44,999.99	6.00
40,000-44,999.99	9.00	45,000-49,999.99	6.75	45,000-49,999.99	7.50
45,000-49,999.99	10.50	50,000-54,999.99	9.00	50,000-54,999.99	11.25
50,000-54,999.99	15.00	55,000-59,999.99	10.50	55,000-59,999.99	12.75
55,000-59,999.99	17.25	60,000-64,999.99	12.75	60,000-64,999.99	15.75

60,000-64,999.99	20.25	65,000-69,999.99	14.25	65,000-69,999.99	17.25
65,000-69,999.99	21.75	70,000-74,999.99	16.50	70,000-74,999.99	19.50
70,000-74,999.99	24.00	75,000-79,999.99	17.25	75,000-79,999.99	20.25
75,000-79,999.99	24.75	80,000-84,999.99	18.00	80,000-84,999.99	21.00
80,000-94,999.99	25.50	85,000-89,999.99	19.50	85,000-99,999.99	22.50
95,000 and over	26.25	90,000-94,999.99	21.00	100,000 and over	26.25
		95,000-99,999.99	21.75		
		100,000-109,999.99	24.00		
		110,000 and over	26.25		

SECTION 4

Beginning January 1, 2020, Employees shall contribute towards the cost of coverage for medical and prescription drug benefits at the following percentages based upon the employee's base salary:

Single Family		Family Coverage		Member/ Spouse or Child Coverage	
Salary Range	%	Salary Range	%	Salary Range	%
less than 20,000	4.50	less than 25,000	3.00	less than 25,000	3.50
20,000-24,999.99	5.50	25,000-29,999.99	4.00	25,000-29,999.99	4.50
25,000-29,999.99	7.50	30,000-34,999.99	5.00	30,000-34,999.99	6.00
30,000-34,999.99	10.00	35,000-39,999.99	6.00	35,000-39,999.99	7.00
35,000-39,999.99	11.00	40,000-44,999.99	7.00	40,000-44,999.99	8.00
40,000-44,999.99	12.00	45,000-49,999.99	9.00	45,000-49,999.99	10.00
45,000-49,999.99	14.00	50,000-54,999.99	12.00	50,000-54,999.99	15.00
50,000-54,999.99	20.00	55,000-59,999.99	14.00	55,000-59,999.99	17.00
55,000-59,999.99	23.00	60,000-64,999.99	17.00	60,000-64,999.99	21.00
60,000-64,999.99	27.00	65,000-69,999.99	19.00	65,000-69,999.99	23.00
65,000-69,999.99	29.00	70,000-74,999.99	22.00	70,000-74,999.99	26.00
70,000-74,999.99	32.00	75,000-79,999.99	23.00	75,000-79,999.99	27.00
75,000-79,999.99	33.00	80,000-84,999.99	24.00	80,000-84,999.99	28.00
80,000-94,999.99	34.00	85,000-89,999.99	26.00	85,000-99,999.99	30.00
95,000 and over	35.00	90,000-94,999.99	28.00	100,000 and over	35.00
		95,000-99,999.99	29.00		
		100,000-109,999.99	32.00		
		110,000 and over	35.00		

SECTION 5

As used in this Article, “cost of coverage” means the premium or periodic charges for health care and prescription benefits provided, pursuant to N.J.S.A. 40A:10-16 et seq., or any other law, by the Township. If the Employer is required by law to provide dental, vision or other healthcare benefits not otherwise heretofore provided, the “cost of coverage” shall include the premium or periodic charges for those additional mandated benefits as well.

SECTION 6

“Healthcare plan” or “health benefits” mean the healthcare plans for medical and prescription drug benefits. If the Employer is required by law to provide dental, vision or other healthcare benefits not otherwise heretofore provided, the definition of “healthcare plan” or “health benefits” shall also include the additional mandated benefits.

SECTION 7

Employee contributions shall be made by way of withholding of the contribution from the employee’s pay, salary, or other compensation. Withholdings shall be made by way of twenty-six (26) equal payroll deductions in a calendar year, to the extent possible, in accordance with the Employer’s regular payroll practices.

SECTION 8

- A. Retirees with 20 years of West Deptford service, retiring on disability, or age 65 with 15 years of West Deptford service

The Township will pay the full cost of insurance referenced in Sections 1 through 3 of this Article, subject to the provisions of this section, and subject to the retiree contribution requirements of Chapter 78, P.L. 2011, as modified for retirees under this Agreement as set forth

below, to those employees who retire in accordance with the provisions of N.J.S.A. 40A:10-23, where the retiree has:

(1) Completed 20 years of full time service with West Deptford and 25 years or more of service credit in the state pension system; and/or

(2) Retired on a disability pension; and/or

(3) Retired through the pension system and reached the age of 65 or older with at least 15 years of service with the Township.

All employees who retire under this Agreement shall be required to make health care contributions during retirement in accordance with the terms of Chapter 78, P.L. 2011 at the year two phase in contribution rate plus 2%.

B. Grandfathered Employees

The following officers shall be credited with the years of full-time service with the Township necessary to be eligible for retirement benefits under Article XXII, Section 8 provided that they shall have attained 25 years or more of service credit in the state pension system: James Greco, Jr., James Loomis, and Richard T. Henry.

C. Work Related Health Insurance After Retirement

Those who elect to work after retirement will not receive duplicate medical coverage. In the event that such subsequent employment provides coverage already provided by the Township, the Township will be relieved of paying any medical plan premium during the time of such coverage. In the event the retiree deliberately declines otherwise available medical and prescription coverage for the retiree and spouse and/or family dependents (if the retiree receives retiree and spouse and/or dependent benefits from West Deptford) which is substantially similar to the medical and prescription coverage offered by the Township, the Township shall thereafter

be relieved of the obligation to provide medical and prescription coverage to such retiree, and spouse and/or dependents as applicable. If alternate coverage through post retirement employment is obtained by the retiree, and thus relieving the Township from providing the retiree health benefits, but thereafter ceases, proof shall be furnished to the Township before reinstatement into the Township sponsored medical plan(s) shall occur.

D. Previously Grandfathered Employees

Those employees grandfathered by previous agreement shall continue such status.

SECTION 9

Effective January 1, 2014, the Township shall make dependent coverage in its health and prescription plans as set forth in this Article, available for an adult child until the child turns 26 years of age in accordance with Section 2714 of the Federal Patient Protection and Affordable Care Act. Student Status is not required. Coverage will be terminated at the end of the year in which the child turns 26 years of age, subject to the right to elect continued coverage until age 31, pursuant to P.L. 2005, Chapter 375, as set forth below.

Section 10

Subject to the provisions and requirements of P.L. 2005 C. 375, employees who are enrolled through any Township health or prescription plan may elect to enroll their dependent until age 31 for an additional premium which shall be billed directly to the employee by the insurance carrier. Dependents who are permanently disabled will remain covered during the life of the employee.

Section 11

Civil union partners and domestic partners of the same gender under New Jersey law shall be considered as dependents eligible for insurance benefits and shall be used interchangeably with the term "spouse."

Section 12

Effective January 1, 2014 and pursuant to R.L. 2011, C. 78, the Township shall provide a flexible spending account (FSA) to permit employees to voluntarily set aside, on a pre-tax basis, a portion of their earnings to pay for qualified medical and dental expenses not otherwise covered by their health benefits plan, pursuant to Section 125 of the Internal Revenue Code, 26 U.S.C. §125.

Section 13

Each employee covered by this agreement is required to have an annual physical on or about his employment anniversary date. The Township will designate the physician to perform the physical and agrees to pay the cost. Retirees are excluded from the provision of Section 10 of this Article.

SECTION 14

The Township agrees to provide and otherwise extend medical benefits to the dependents of those employees covered under this Article who are killed or totally and permanently disabled in the line of duty as a direct result of a traumatic event that happened or otherwise occurred during and as a direct result of said employee's carrying out his regular duties. Prior to the entitlement to such benefits taking effect, a Certification shall be required from a physician licensed to practice medicine in New Jersey certifying the death or total and permanent disability as the case may be. Said physician to be selected at the sole option of the employer. The covered

employee agrees to submit to a medical examination(s) and otherwise cooperate with the Township and its physician.

Failure to submit to such examination and otherwise cooperate will result in benefits not being extended to said employee's dependents. If said dependent is covered under another medical plan, which provides comparable benefits or would otherwise be entitled to be so covered, then the employer's obligation to extend and provide such medical coverage shall cease. The employer shall provide medical benefits, in whole or on a selective basis, if no comparable coverage is available to dependent.

SECTION 15

All medical benefits provided for by Article XXII, Sections 1, 2, and 3 shall be applicable to the surviving spouse and/or dependent child(ren) of employee(s) covered by this collective bargaining agreement. The employee must otherwise qualify for health insurance benefits and must predecease his/her surviving spouse and/or dependent child(ren). All terms and conditions as set forth in Article XXII, Section 4 that apply to the employee shall likewise apply to the surviving spouse and/or dependent children.

To qualify for said benefits, at the time of the employee(s) death, said surviving spouse must be legally married to said employee(s) and said dependent child(ren) must be legally dependent in accordance with applicable law and/or regulation. Said benefits to said surviving spouse shall terminate upon the remarriage of said surviving spouse. Said benefits to dependent child(ren) shall terminate upon said child(ren) no longer being dependent as determined by applicable law and/or regulation.

SECTION 16

Employees shall be responsible for extra costs incurred by the Employer if there is a change in an employee's life status (divorce, death of spouse, etc.) which would affect his or her health and prescription benefits and the employee does not report it to the Employer within 60 days of the event.

SECTION 17

Employees covered under this agreement, may request a waiver of employer provided health benefits coverage. All those employees who choose to waive employer provided health benefits coverage shall be compensated \$2500 annually for the year in which the health insurance benefit is waived. Employees who waived employer provided health benefits for 2019 shall receive a one-time payment with the first regularly scheduled payroll following the execution of this Agreement in the amount of \$600.

SECTION 18

All retirees and eligible spouses of retirees, age sixty-five (65) or older, who are receiving benefits through the Employer are required to enroll in Medicare Parts A & B within three months of becoming eligible for Medicare, without exception. At that time, the retiree and/or eligible spouse shall designate Medicare as his/her the primary insurance.

ARTICLE XXIII

PHYSICAL FITNESS INCENTIVE

SECTION 1

Physical fitness incentive will provide for reimbursement for annual membership fees at the RiverWinds Community Center or one alternative gym of an employee's choosing up to an amount equal to the cost of an annual membership at RiverWinds Community Center. The

purpose of this incentive is to encourage members of the bargaining unit to maintain a desirable state of physical fitness. The Township shall reimburse the actual cost of the membership paid depending on the membership (single up to a family membership). This annual renewal of the benefit by the Township shall be based upon the employee's meeting the minimum performance standard based on attendance at the facility of an average of two times per week. Failure to maintain the minimum standard without good cause shall result in the loss of the benefit for that member for the next calendar year. Future participation shall be based upon the re-establishment of the performance standard during the uncompensated year.

ARTICLE XXIV

INJURED-ON-DUTY LEAVE

SECTION 1

If an officer is injured on duty, the Township will pay the officer his or her full pay out of his/her sick bank from the date of injury until approved for Workman's Compensation. Once approved, the sick time will be credited back to his or her sick bank. If an officer does not have enough accumulated sick time/time off he or she shall be advanced sick time to cover the absence. If the employee leaves the employ of the Township prior to reimbursing the Township for such advanced time, the employee shall be required to reimburse the Township for such advanced time.

SECTION 2

If the Workman's Compensation carrier determines that the employee is injured in the line of duty, unable to work, and approves the employee for benefits, the Township will make up the difference between the Workman's Compensation benefits and regular gross pay (payroll deductions/benefits as usual), until the employee is either cleared to return to work by the carrier

and the Township or one year elapses from the date of Workman's Compensation approval. In no event shall the supplement continue beyond (1) one year from the date of Workman's Compensation approval. However, during this period the Township shall pay the supplement at the Township's expense and the employee's sick bank shall not be docked.

ARTICLE XXV

BEREAVEMENT

SECTION 1

The bereavement leave policy established by this contract is as follows:

5 days for employee's immediate family - spouse, child, parent, brother or sister.

3 days for employee's relatives – grandparent(s), spouse of brother or sister, child of same and in-laws.

SECTION 2

Employees may use up to three (3) days of sick time for the death of a qualifying relative under Section 1 above after bereavement time is exhausted, provided the employee provides documentation of the death.

ARTICLE XXVI

RETIREMENT BOARD

A Retirement Board will be formed by the Township to include a PBA Local Officer as a member. The Board will meet approximately six (6) months prior to retirement.

ARTICLE XXVII

GRIEVANCE PROCEDURE

For purposes of this Article, a grievance is defined as any complaint or dispute with respect to wages, hours of work, or other term and conditions of employment, and may be raised

by an individual employee, group of employees, or the PBA on behalf of any such individual or group. The term "grievance" shall not apply to: (a) any matter for which a method of review is prescribed by law, (b) which according to law is either beyond the scope of authority of the Township to remedy or limited to unilateral action by the Township, or (c) a complaint of any employee which arises by reason of him or her not being re-employed.

A grievance must be filed within fifteen (15) working days from the date on which the act that is the subject of the grievance was known, or should have been known, whichever is later or else the grievance is deemed waived. The grievance shall be submitted in writing, to the Chief of Police, or his designee. The written grievance shall specify: (a) the specific nature of the grievance and, if a contract violation is claimed, the contract clause violated; (b) the results of previous discussions; (c) the date and time grievance is submitted; and (d) the relief sought.

All employees covered under this Agreement shall have the right to present a grievance. Unless otherwise provided in the Agreement, the grievance shall be processed in the following manner:

Step 1 - The aggrieved party(ies) and the Chief of Police or his designee shall within five (5) working days of this filing, informally meet to try and resolve the grievance. The Chief of Police, or his designee shall answer the grievance, in writing, within ten (10) working days after this meeting. Failure to render a written decision within ten (10) working days, or if the matter is not amicably resolved in Step 1, shall permit the aggrieved party(ies) to automatically move to Step 2.

Step 2 - If the grievance is not amicably resolved in Step 1, the aggrieved party(ies) shall, in writing, file the grievance with all previous documents with the Township Committee within ten (10) working days following the conclusion of Step 1. The Township Committee and the

aggrieved party(ies) shall meet to discuss the grievance within ten (10) working days of the filing of the grievance. This meeting shall not be held publicly unless all parties agree in writing. The Township Committee shall render a decision in writing within fifteen (15) working days after the meeting with the aggrieved party(ies). The decision of the Township Committee shall be final and binding upon the parties involved in the grievance, except for a dispute involving the application, interpretation, or alleged violation of the terms of this Agreement which may be taken to Step 3. At the conclusion of this meeting, or if a written decision is not rendered by the Township Committee within fifteen (15) days, or if the meeting does not take place within fifteen (15) working days, the grievance is deemed to be denied and may be taken to Step 3.

Step 3 - If the grievance is not amicably resolved in Step 2, the aggrieved party(ies) may request arbitration pursuant to the Rules and Regulations of the Public Employment Relations Commission (PERC). The parties may jointly request that the arbitrator initially attempt to mediate the dispute. It is understood and agreed, however, that if the aggrieved party(ies) request the matter to be heard in arbitration, this shall constitute an election of remedies on that issue and waiver of right to have the same matter heard in any other forum, including the courts, since neither party should be entitled to two (2) hearings on the same matter, other than an appeal. The arbitration shall be limited to the issue of an alleged violation of a specific provision of this Agreement, a term and condition of employment, or past practice of the parties. The following procedure will be used to secure the services of an arbitrator:

(1) The aggrieved party(ies) shall within thirty (30) days of the decision of the Township Committee or, if no decision is rendered by the Township Committee, within thirty (30) days after the last day the Township Committee could have rendered a decision, request in writing that

PERC issue a list of persons qualified to function as arbitrator in the dispute in question. The arbitrator shall be selected in accordance with PERC's Rules and Regulations.

(2) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list within ten (10) working days from the receipt of both of them, the aggrieved party(ies) shall request that PERC submit a second list of names. If the parties are unable to determine a mutually satisfactory arbitrator from the second submitted list within ten (10) days of receipt by both parties, PERC may be requested by either party to designate an arbitrator.

(3) The arbitrator shall have no power to add to, modify, detract from, or alter the terms of this Agreement, or any amendment or supplement thereto. The arbitrator's decision shall be rendered within thirty (30) days from the close of the record of the case. Briefs, if any, shall be submitted within thirty (30) days from the close of the hearing unless otherwise agreed to by the parties with the consent of the arbitrator.

(4) The decision of the arbitrator shall be final and binding. The cost of the arbitrator's services shall be borne equally by both parties. All other expenses incidental to and arising out of the arbitration shall be paid by the party incurring same.

(5) The time limits set forth above may be extended by mutual consent of the parties in writing, and such mutual consent shall not be unreasonably withheld.

(6) The aggrieved party(ies) shall have the right to be represented by legal counsel, the PBA, or a fellow police officer of his or her choosing at any stage of this grievance procedure.

(7) A representative of PBA Local 122 shall have the right to be present at all stages of the grievance procedure.

(8) For purposes of this provision, the term "working days" shall refer to Monday through Friday.

ARTICLE XXIII

DURATION

This Agreement shall be effective January 1, 2019 and shall remain in full force and effect until December 31, 2023, provided, however, that Articles VII, VIII, and XXII shall take effect upon the first regular pay period following the execution of this Agreement. On or before September 1, 2023, either party may serve notice upon the other party of intent to commence negotiations for a new Agreement. The parties will make every effort, after notice is served, to promptly commence negotiations. In the event negotiations may continue after December 31, 2023, the terms and conditions of this Agreement will continue in full force and effect until a new Agreement is executed.

PBA Local #122



Michael J. Conn

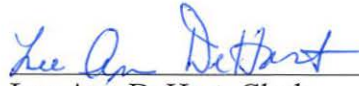


Date

WEST DEPTFORD TOWNSHIP



Denice DiCarlo, Mayor



Lee Ann DeHart, Clerk

Date

APPENDIX I

Steps	1/1/2019 2%	1/1/2020 3%	1/1/2021 2%	1/1/2022 1.5% 2% top step	1/1/2023 1.5% 2% top 2 steps
Academy	35,700.00	36,771.00	37,506.42	38,069.02	38,640.05
12.00	41,099.00	41,921.00	42,759.42	43,400.81	44,051.82
11.00	45,900.00 ^a	47,071.00	48,012.42	48,732.61	49,463.60
10.00	50,660.03 ^b	52,221.00 ^a	53,265.42	54,064.40	54,875.37
9.00	55,420.07 ^c	57,371.00 ^b	58,518.42 ^a	59,396.20	60,287.14
8.00	60,180.10	62,521.00 ^c	63,771.42 ^b	64,727.99 ^a	65,698.91
7.00	64,940.14 ^d	67,871.00 ^d	69,228.42 ^c	70,266.85 ^b	71,320.85 ^a
6.00	69,700.17 ^e	72,821.00 ^e	74,277.42 ^d	75,391.58 ^c	76,522.46 ^b
5.00	74,460.20	77,971.00	79,530.42 ^e	80,723.38 ^d	81,934.23 ^c
4.00	79,220.24	83,121.00	84,783.42	86,055.17 ^e	87,346.00 ^d
3.00	83,980.27 ^f	88,271.00 ^f	90,036.42	91,386.97	92,757.77 ^e
2.00	88,740.31 ^g	93,421.00 ^g	95,289.42 ^f	96,718.76	98,653.14
1.00	93,500.34 ^h	96,305.35 ^h	98,231.10 ^{g,h}	100,195.72 ^{f,g,h}	102,199.64 ^{f,g,h}

^a Dicerbo

^b Miller

^c Boatright, Scott

^d Hickey, Kienholf

^e Niszczak, Alexander, Layton, Manfre, Reichert

^f Carroll

^g Greewald

^h Cramer, Donohue, Greco, D. Jiles, Lamalfa, Pfeiffer, Scirrotto, Shields, Shirey, Teti, Vergara, Weber, Flannery, Hilt, Butts, Facchine, Loomis, Creedon, A. Jiles, Craig, Henry, Mullin, Pallies, Penny, White

APPENDIX II

Name	2019 Step	2020 Step
Michael J Cramer	1 (\$93,550.34)	1 (\$96,305.35)
Kevin R Donahue	1 (\$93,550.34)	1 (\$96,305.35)
James Greco Jr	1 (\$93,550.34)	1 (\$96,305.35)
David Hickey	7 (\$64,940.14)	7 (\$67,871.00)
David W Jiles	1 (\$93,550.34)	1 (\$96,305.35)
Joseph A Lamalfa	1 (\$93,550.34)	1 (\$96,305.35)
Michael J Pfeiffer	1 (\$93,550.34)	1 (\$96,305.35)
Anthony P Scirrotto	1 (\$93,550.34)	1 (\$96,305.35)
James P Shields	1 (\$93,550.34)	1 (\$96,305.35)
Steven C Shirey	1 (\$93,550.34)	1 (\$96,305.35)
Francesco A Teti	1 (\$93,550.34)	1 (\$96,305.35)
Narciso F Vergara III	1 (\$93,550.34)	1 (\$96,305.35)
Stephen D Weber Jr	1 (\$93,550.34)	1 (\$96,305.35)
Steven G Flannery	1 (\$93,550.34)	1 (\$96,305.35)
Justin D Hilt	1 (\$93,550.34)	1 (\$96,305.35)
Robert C Niszcza	6 (\$69,700.17)	6 (\$72,821.00)
Joseph T Butts III	1 (\$93,550.34)	1 (\$96,305.35)
Joseph L Facchine	1 (\$93,550.34)	1 (\$96,305.35)
Brian Kienholz	7 (\$64,940.14)	7 (\$67,871.00)
James Loomis	1 (\$93,550.34)	1 (\$96,305.35)
James Alexander	6 (\$69,700.17)	6 (\$72,821.00)

Name	2019 Step	2020 Step
Anthony Boatright	9 (\$55,420.07)	8 (\$62,521.00)
Matthew J Carroll	3 (\$83,980.27)	3 (\$88,271.00)
James A Creedon	1 (\$93,550.34)	1 (\$96,305.35)
Anthony J Greenwald	2 (\$88,740.31)	2 (\$93,421.00)
Anthony N Jiles	1 (\$93,550.34)	1 (\$96,305.35)
Ryan Layton	6 (\$69,700.17)	6 (\$72,821.00)
Paul F Manfre	6 (\$69,700.17)	6 (\$72,821.00)
William D Reichert	6 (\$69,700.17)	6 (\$72,821.00)
Troy Scott	9 (\$55,420.07)	8 (\$62,521.00)
Basil Dicerbo	11 (\$45,900.00)	10 (\$52,221.00)
John R Craig	1 (\$93,550.34)	1 (\$96,305.35)
Richard T Henry	1 (\$93,550.34)	1 (\$96,305.35)
J Miller	10 (\$50,660.03)	9 (\$57,371.00)
Francis J Mullin Jr	1 (\$93,550.34)	1 (\$96,305.35)
Jeffrey N Pallies	1 (\$93,550.34)	1 (\$96,305.35)
Richard Penny	1 (\$93,550.34)	1 (\$96,305.35)
Marc White	1 (\$93,550.34)	1 (\$96,305.35)