

AGREEMENT

between

Princeton, Borough of

BOROUGH OF PRINCETON

and

NEW JERSEY STATE POLICEMEN'S BENEVOLENT

ASSOCIATION, INC., LOCAL 130,

PRINCETON BOROUGH POLICE, NEW JERSEY

January 1, 1986 through December 31, 1987

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THIS AGREEMENT, made this 9th day of December ,
1986, by and between:

THE BOROUGH OF PRINCETON, a municipality in the
County of Mercer, State of New Jersey, hereinafter referred to
as the "Employer," and NEW JERSEY STATE POLICEMEN'S BENEVOLENT
ASSOCIATION, INC., LOCAL NO. 130, PRINCETON BOROUGH POLICE, NEW
JERSEY, hereinafter referred to as the "Association."

WHEREAS, the parties hereto have carried on
collective bargaining negotiations for the purpose of developing
and concluding a general agreement covering wages, hours of work
and other conditions of employment of the patrolmen and
sergeants of the said Police Department of the Borough of
Princeton.

NOW, THEREFORE, in consideration of these premises
and mutual agreements herein contained, it is AGREED:

ARTICLE I

RECOGNITION AND SCOPE OF AGREEMENT

Section 1.01

The Employer recognizes the Association as the
exclusive representative for collective negotiations concerning
the terms and conditions of employment for all of its employees
in the classification of Princeton Borough patrolmen and
sergeants.

Section 1.02

The bargaining unit shall consist of all patrolmen
and sergeants of the Police Department of the Borough of
Princeton, Mercer County, New Jersey.

Section 1.03

This agreement shall be binding upon the parties hereto and their successors.

Section 1.04

The management of the police department and the direction of the employees covered by this Agreement are recognized to reside in the Mayor and Borough Council and in the officers in the chain of command of the department, as provided by law, ordinance or regulation. This includes, but is not limited to, the right to hire, promote, assign, transfer, schedule, relieve from duty, demote for cause, suspend for cause, discharge for cause or any other proper and legitimate action necessary to assure the proper functioning of the Borough Police Department. Nothing herein shall be deemed to supersede or alter disciplinary procedures established by law or by ordinance or regulation pursuant to law.

ARTICLE II

COLLECTIVE BARGAINING PROCEDURE

Section 2.01

Collective negotiations with respect to terms and conditions of employment for 1986 and 1987, and succeeding years shall be conducted by the duly authorized negotiating agent of each of the parties so long as the Association shall continue to be the exclusive representative of the bargaining unit.

Section 2.02

Collective negotiating meetings shall be held at times and places mutually convenient at the request of either party, and subject to approval of the Chief of Police or in his absence the Captain or Lieutenant, with respect to duty schedules. Employees of the Employer who are designated by the Association to participate in collective negotiating meetings called for the purpose of negotiating this agreement and agreements for 1986, 1987 and succeeding years will be excused from their work assignments with no loss of pay so long as the Association shall continue to be the exclusive representative of the bargaining unit.

ARTICLE III

CONDUCTING ASSOCIATION BUSINESS ON EMPLOYER'S TIME

Section 3.01

The Association President or his authorized representative shall be granted a reasonable amount of time during his regular working hours without loss of pay to present, discuss and adjust grievances in accordance with Article XII. He shall not leave his work without first obtaining the permission of the Chief of Police, or in his absence, the Captain or Lieutenant, which permission shall not be unreasonably withheld.

ARTICLE IV
EQUAL TREATMENT

Section 4.01

The Employer agrees that there shall be no discrimination or favoritism for any reason of sex, age, nationality, race, religion, political affiliation, Association membership or lawful Association activities.

ARTICLE V
HOURS OF EMPLOYMENT AND COMPENSATION FOR EXTRA HOURS

Section 5.01

a. The normal work week for all police officers shall be forty (40) hours per week. The normal work day for all police officers shall be eight (8) hours per day.

b. For police officers assigned to shift duty, the normal working hours shall consist of a twenty-eight (28) day duty cycle, during which the officer assigned to shift duty shall work twenty-one (21) normal working days and be off duty for seven (7) days. After completion of each twenty-eight (28) day cycle, each officer assigned to shift duty shall accrue a credit of one (1) day of compensatory time in order that the shift work cycle be equivalent in time worked in a forty (40) hour work week.

c. The Chief of Police in his discretion shall have the right to specify and schedule when any said accrued holiday time off shall be taken by an employee. If the employee shall

fail to take any time off as so specified and scheduled, he shall be deemed to have waived the same and shall not thereafter be entitled to the time off so waived or to payment therefor.

d. Any employee whose schedule is changed shall receive at least 48 hours notice before said change is implemented. Failure to provide such notice will result in the employee receiving compensation at the employee's time-and-one-half rate for all hours worked which were not a part of his or her previous schedule; provided, however, that nothing in this subsection 5.01 d shall result in extra compensation to any employee whose schedule is changed to perform background checks on new hires, detectives or traffic safety officers.

Section 5.02

a. Private Employment Pay for Extra Work

All employees in the bargaining unit shall be compensated for services provided when normally off duty to individuals, groups, clubs, institutions and others for which payment is made to the Borough by those receiving the service [not including service under Section 5.02 c], and which service the Borough is not expected or obligated to provide as a normal police function (e.g., private employed traffic duty or security at private parties, school athletic and social events and club dances.)

All employees in the bargaining unit shall be compensated for this extra work performed after the date of execution of this contract at the rate of \$16.00 per hour for

the remainder of 1986. For each year commencing after December 31, 1986, the said rate shall increase by that percentage of across-the-board salary increase, if any, which is applicable to that year as provided in Article VI, Section 6.01.

b. Overtime Pay

Police officers who incur additional duty beyond the normal hours of employment shall be compensated for such additional duty by overtime pay, except as otherwise provided in this agreement as to private employment, squad meetings, detective and juvenile officer assignment, and firearms qualification training:

c. Overtime Pay Defined

As used in this Agreement, "overtime pay" means pay calculated at an hourly rate equal to one and one-half times the employee's regular hourly rate (including base salary, longevity and allowances for juvenile officer and detective assignments).

d. Compensation Payment

The compensation due for overtime, and extra work pay as defined hereinabove for duty performed after the date of execution of this contract shall be paid not later than the second pay period following the pay period in which the overtime compensation report was recorded in the Borough Payroll Office.

e. Staff Meetings

Princeton Borough Police Sergeants shall meet with the Princeton Borough Police Chief or a designated

representative in the chain of command from time to time for departmental staff meetings. These staff meetings shall be held at reasonable intervals or whenever in the discretion of the Chief there exists a need for such a meeting. It is expressly understood and agreed that such staff meetings will not entitle the sergeants to any overtime pay as provided for in this Agreement.

f. Departmental Meetings

The Employer shall have the right at its discretion to hold two departmental meetings during each year of this Agreement. Said meetings shall be upon seven (7) days written notice. All members attending shall be compensated at their regular hourly rate, including base salary, longevity, and allowances for juvenile officer and detective assignments. Members who are on duty at the time of said meetings and who are given permission by the Chief of Police, or in his absence the Captain or Lieutenant to attend said meetings and who do attend said meetings shall be entitled to no additional compensation above that for their normal shift.

g. Call Back and Training Time

Employees called back to work shall be guaranteed a minimum of two (2) hours pay at the rate of time and one-half.

h. Firearms Qualification

Employees required to qualify at the firing range on other than their scheduled hours shall be guaranteed a minimum of two (2) hours pay at the rate of time and one-half.

ARTICLE VI

WAGES

Section 6.01

The annual base salary payable to the members of the police department for normal hours of employment shall be as follows:

<u>Continuous Service Time</u>	<u>Annual Base Salary</u>	
	<u>1986</u>	<u>1987</u>
1st year	\$24,422	\$26,009
2nd year	\$26,181	\$27,883
3rd year	\$28,373	\$30,217
4th year	\$29,712	\$31,643
Thereafter	\$31,052	\$33,070
Sergeants	\$33,729	\$35,921

The above compensation shall be paid from January 1, 1986.

Section 6.02 Juvenile Officer and Detective Assignments

During the 1986 and 1987 calendar years, those employees assigned to the duties of Detective or Juvenile Officer by the Chief of Police shall receive a guaranteed minimum additional allowance at the rate of \$900 per year for as long as such assignment continues. All overtime worked by detectives shall be credited against this allowance at the employee's time and one-half rate. If and when credits for overtime work equal \$900 in either year, the employee shall be paid for all hours of overtime during the remainder of the year at his or her time-and-one-half rate.

Section 6.03 Acting Patrol Sergeant Pay

When the patrol sergeant is absent from duty, the Chief of Police shall designate a patrolman to serve in the

capacity of acting patrol sergeant. The patrolman so designated shall carry out the duties and responsibilities of sergeant. During the first seven consecutive work days of each such assignment, the acting patrol sergeant will be paid at his patrolman rate of pay. If the number of consecutive work days in each such assignment continues beyond seven, the acting patrol sergeant's base rate of pay will be that of sergeants annual base salary as provided for in Sec. 6.01 herein above for all remaining consecutive work days.

ARTICLE VII

HOLIDAYS

Section 7.01

Each employee shall be entitled to thirteen (13) paid holidays annually, three (3) days of which may be carried over into the next calendar year, as specified and scheduled by the Chief of Police.

If an employee shall fail to take any holiday days as specified and scheduled by the Chief of Police, the employee shall be deemed to have waived the same and shall not thereafter be entitled to the holidays so waived or to payment thereof; provided, however, that if any holidays shall have been accumulated for a special reason, then, with the approval of the Chief of Police, such specially accumulated holidays need not be taken in kind, and instead, the employee may be paid thereafter on a straight-time basis.

If the Chief of Police shall fail, by December 1st, to specify and schedule when any holidays shall be taken, the employee shall be paid on a straight-time basis for the holidays not so specified and scheduled.

Section 7.02

During calendar year 1986 only, one additional day shall be granted to members of the police department as an extra holiday. This day may be carried over into the next calendar year, as specified and scheduled by the Chief of Police.

ARTICLE VIII

FUNERAL LEAVE

Section 8.01

All members of the Association will be allowed the following time off:

a. In the case of death of father, mother, grandfather, grandmother, wife, son, daughter, grandchild, brother, sister, father-in-law, mother-in-law, son-in-law, or daughter-in-law. . .from the day of death until the day of burial, inclusive, up to a maximum of three (3) days.

b. In the case of death of an uncle, aunt, nephew, niece, brother-in-law, sister-in-law, cousins of the first degree, niece or nephew of an officer's wife and aunt or uncle of an officer's wife. . .the day of burial only, provided he attends the funeral.

Section 8.02

It is to be fully understood, however, that before absenting themselves, employees must notify the Chief of Police of their intended absence stating specifically the relationship between the deceased and themselves, and the days on which they will be absent. The party returning to duty shall furnish the Chief a written statement of the death.

ARTICLE IX

VACATIONS

Section 9.01

Each employee shall be entitled to vacation time as follows:

a. Amounts of Vacation Time

1. Upon completion of three or more months, but less than six months of continuous service 5 work days
2. Upon completion of more than six months, but less than one year of continuous service an additional 5 work days
3. Upon completion of one or more, but less than five years of continuous service on July 1st 12 work days
4. Upon completion of five or more, but less than ten years of continuous service on anniversary year of joining the department 14 work days
5. Upon completion of ten or more years of continuous service on anniversary year of department 21 work days

6. Upon completion of twenty or more years of continuous service on anniversary year of joining department. 28 work days

b. Vacation Schedules

Vacations shall be scheduled according to the following:

1. Each employee entitled to vacation in any amount according to section (a) hereinabove, shall be permitted to schedule their allowed number of vacation days up to a maximum of fourteen (14) such days at any time during the calendar year. It is understood that rank and seniority, in that order, shall govern in the selection of the employee who shall be entitled to take the vacation time as requested.

2. Following a reasonable time for the selection of vacation days by all employees under section (1) hereinabove, any employee entitled to vacation in excess of fourteen (14) days as provided for in section (a) hereinabove, shall be permitted to schedule such excess vacation time up to a maximum of seven (7) additional days at any time during the calendar year. It is understood that rank and seniority, in that order, shall govern in the selection of the employee who shall be entitled to take the vacation time as requested.

3. Following a reasonable time for the selection of vacation days under section (b) (2) hereinabove, any employee entitled to vacation time in excess of twenty-one (21) days as provided for in section (a) hereinabove, shall be permitted to

schedule such excess at any time during the calendar year. It is understood that rank and seniority, in that order, shall govern in the selection of the employee who shall be entitled to take the vacation time as requested.

4. To provide for the orderly scheduling of vacations during a calendar year pursuant to Sections 1, 2 and 3, hereinabove, the Chief of Police shall post vacation schedule sign-up sheets. After the sign-up sheets have been posted for a reasonable period of time and the employees have been given an opportunity to sign up for their requested vacation time, the parties agree that it shall be the responsibility of the Chief of Police to implement the above criteria for the selection of vacation. The parties further agree that in an emergency (such as, but not limited to, a civil disturbance or disaster) that the needs of the Department are paramount.

ARTICLE X

LONGEVITY PAY AND UNIFORM ALLOWANCE

Section 10.01

The annual salary for each police officer shall be increased, for merit, by the following steps:

Longevity

After 10 years of continuous service\$	350.00
After 15 years of continuous service\$	650.00
After 20 years of continuous service\$	950.00
After 25 years of continuous service\$	1,250.00

In no event shall the increments of this paragraph on account of longevity exceed the amount of \$1,250.00 annually. Longevity increments shall take effect upon the anniversary of employment.

Section 10.02

Each employee covered by this Agreement shall be furnished as needed the standard police uniform including standard badge, gun and ammunition. In addition, the cost of dry cleaning the uniforms (excluding shirts) will be borne by the Borough. The employer shall pay for the cost of dry cleaning the shirts of any employee required to wear a shirt which requires dry cleaning for its proper maintenance.

ARTICLE XI

HOSPITAL AND MEDICAL INSURANCE

Section 11.01

A. The Employer will provide to the employee and eligible dependents the Blue Cross/Blue Shield 14/20 Medical Insurance Plan, including hospitalization, medical insurance, major medical insurance, a Rider for emergency medical care and a Rider for Four (\$400.00) Hundred Dollar laboratory and x-ray work.

B. The Employer agrees to provide retirement benefits as required by applicable New Jersey Statutes.

C. In addition to the foregoing, the Employer will maintain a prescription purchase plan similar to that offered by

Hospital Service Plan of New Jersey, wherein the individual members of the Association shall be responsible only for the first dollar (\$1.00) per prescription purchased.

D. Effective September 1, 1986, the employer will fully fund a New Jersey Dental Service Plan known as UCR, Program II, full family plan or equivalent without deductible or co-payment clauses.

Section 11.02 Retiree Medical Coverage

Employees who retire from the Borough after January 1, 1980, and who have completed 25 years of continuous service as a member of the Borough Police force will be provided the New Jersey Blue Cross/Blue Shield 14/20 Medical Insurance Plan for themselves and eligible dependents who are covered by the Plan at time of retirement.

Coverage is limited to the same persons who are covered at time of retirement, and only to the extent that the retiree and those same dependents are eligible under the rules of the Plan for the type of coverage in effect at time of retirement.

Furthermore, no coverage will be provided during the period when medical coverage is furnished the retiree from another source. The retiree is responsible for notifying the Borough at the start of such other coverage and at its termination.

The retiree covered by this agreement shall be entitled if he so chooses and at his expenses and not at the

expense of the Employer to enroll the participant in the then current Employer Major Medical Plan at the Employer's group rate.

ARTICLE XII
GRIEVANCE PROCEDURE

Section 12.01

A. The purpose of this procedure, is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment under this Agreement.

B. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the department.

C. 1. With regard to employees, the term "grievance" as used herein, means an appeal by an individual employee or the Association on behalf of an individual employee or group of employees, from the interpretation, application, or violation of policies, agreements, and administrative decisions affecting them. With regard to the Borough the term "grievance" as used herein means a complaint or controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement.

2. With respect to employee grievances, no grievance may proceed beyond Step One herein unless

it constitutes a controversy arising over the interpretation, application, or alleged violation of the terms and conditions of this Agreement. Disputes concerning terms and conditions of employment controlled by statute or ordinance or general orders, or special orders or administrative regulation, incorporated by reference in this Agreement, either expressly or by operation of law, shall not be processed beyond Step One herein.

D. Steps

Step 1

An individual employee may take up his or her grievance or dispute with the Chief of Police within fifteen (15) days after the date of the occurrence or within ten (10) days after its becoming known. The Chief of Police shall attempt to adjust the matter and shall respond to the individual employee or his representative within five (5) working days thereafter. If the grievance or dispute is not taken up at this step within fifteen (15) days of its occurrence or within ten (10) days after its becoming known, it shall be deemed abandoned.

Step 2

If the grievance has not been settled, it may be presented, in writing, by the Association or the individual to the Public Safety Committee within ten (10) days after the ruling of the Chief of Police. The Public Safety Committee

shall respond to the individual or Association, in writing within fourteen (14) days after submission. If the grievance or dispute is not taken up at this step within ten (10) days after the ruling of the Chief of Police, it shall be deemed abandoned.

Step 3

If the grievance has not been settled, it may be presented in writing by the Association or the individual to the Princeton Borough Council within fifteen (15) days after the ruling of the Public Safety Committee. The Borough Council shall respond to the individual or Association, in writing, within fourteen (14) days after submission. If the grievance or dispute is not taken up at this step within fifteen (15) days after the ruling of the Public Safety Committee, it shall be deemed abandoned.

Step 4

If the grievance is not settled through Steps One, Two and Three, either party shall have the right within fifteen (15) work days to submit the dispute to arbitration pursuant to the rules and regulations of the Public Employment Relations Commission. The costs for the services of the arbitrator shall be borne equally by the Borough and the Association. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the parties incurring the same.

E. 1. The parties direct the arbitrator to decide, as to preliminary question, whether he has

jurisdiction to hear and decide the matter in dispute.

2. The arbitrator shall be bound by the provisions of this Agreement and the Constitution and Laws of the State of New Jersey, and be restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be in writing with reasons therefore and shall be final and binding on the parties. The arbitrator shall be requested to issue his decision within 30 days after the conclusion of testimony and argument.

ARTICLE XIII

IN-SERVICE TRAINING

Section 13.01

A. The cost of all police training courses, seminars and conferences authorized by the Chief of Police shall be borne by the Borough.

B. The Borough of Princeton will contribute up to the sum of \$200.00 annually for tuition expenses to any police officer who continues his education in the study of subjects related to police work and the police profession if such course

or courses of study have been previously approved by the Chief of Police and if said officer is not otherwise compensated.

C. Employees who attend monthly squad meetings as called or scheduled by the Chief of Police shall be compensated for such attendance at their regular hourly rates (including base salary, longevity and allowances for juvenile officer and detective assignments).

D. In cases where an employee, in 1986 and 1987 attends an authorized school, course or training session within a radius of 50 miles of Borough Police Headquarters, and where such school, course or session is of at least one week's duration and includes the furnishing of sleeping quarters to persons in attendance, the Borough shall furnish the employee transportation for two round trips per week between police headquarters and the location of the school, course or session. Such transportation may be furnished in kind or by cash compensation, and if by cash, the compensation shall be computed at the rate of 17 cents per mile for the most direct route. Transportation or compensation shall be so furnished only for trips actually made by the employee.

ARTICLE XIV

INDEMNIFICATION

Section 14.01

Employer shall keep in full force and effect a policy of liability insurance coverage covering each and every member

and a false arrest policy in the sum of \$1,400,000 also covering each and every member.

ARTICLE XV

LEGAL DEFENSE

Section 15.01

Whenever an employee is a defendant in any action or legal proceeding arising out of or incidental to the performance of his duties, the Employer shall provide said employee with necessary means for defense of such action or proceeding, but not for his defense in a disciplinary proceeding instituted against him by the Employer or in a criminal proceeding instituted as a result of a complaint on behalf of the Employer. If any such disciplinary or criminal proceedings instituted by or on complaint of the Employer shall be dismissed or finally determined in favor of the employee, the employee shall be reimbursed for the expense of his defense.

ARTICLE XVI

PROPERTY LOSS

Section 16.01

No employee shall be responsible for damage to Employer's property unless said damage is caused by unreasonable disregard of the same.

ARTICLE XVII
TERMINAL LEAVE AND RETIREMENT

Section 17.01

A. Terminal Leave

Each employee in the bargaining unit shall be entitled to twenty-five (25) days of terminal leave with pay upon his retirement from service in the police department after twenty-five (25) years of continuous service and one (1) additional day for each year thereafter to a maximum of thirty (30) days of terminal leave. Payment for terminal leave shall be made upon permanent separation from service and shall be computed on the basis of the employee's annual salary at the time of separation. Such terminal leave and pay shall not apply, however, to any employee whose separation results from dismissal for disciplinary reasons.

B. Retirement

For full-time employees retiring after 25 years of continuous service with the Borough of Princeton, unused vacation and holiday time shall be allocated as follows:

1. An employee hired prior to January 1, 1970 shall be entitled to a full year of unused vacation and holiday pay for the last calendar year in which the employee is physically present and working, even though the employee is physically present and working for only part of the year.

2. An employee hired after January 1, 1970 shall be entitled to proration of vacation and

holiday pay during the last calendar year in which he or she is physically present and working, as follows:

(a) If termination of actual work takes place before March 31, the employee shall be entitled to one-half of that calendar year's unused vacation and holiday pay.

(b) If termination of actual work takes place between April 1 and July 1, the employee shall be entitled to three-quarters (3/4) of that calendar year's unused vacation and holiday pay.

(c) If termination of actual work takes place after July 1, the employee shall be entitled to all of that *calendar year's unused vacation and holiday pay.*

If the employee's terminal leave, vacation and holiday leave result in a retirement date which falls in the later calendar year than the last calendar year for which he was physically present and working, then no additional vacation, holiday or other benefits shall accrue.

For purposes of this agreement, retirement date shall mean the effective retirement date submitted to and approved by the N.J. State Division of Pensions for the purpose of determining the commencement of special, ordinary and disability retirement, as referred to by the N.J. Division of Pensions, benefits under the N.J. Police and Fireman's Pension Act.

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ARTICLE XVIII
CLOTHING ALLOWANCE FOR DETECTIVES

Section 18.01

Detective clothing allowance will be at the rate of \$400 per year for 1986 and \$450 per year for 1987 for officers assigned as detectives after a period of six (6) months.

ARTICLE XIX
CONVENTIONS

Section 19.01

a. The Employer agrees to grant the necessary time off to the members of the Association selected as delegates to attend any state or national convention/or meeting of such organization provided under N.J.S.A. 11:26C-4 and N.J.S.A. 40A:14-177. The Association President shall notify in writing the Chief of Police which members have been appointed as delegates, names of the Officers of the Association and any change in the list of officers. The State delegate and alternate state delegate shall not both be from the Princeton Borough Police Department.

b. The Employer agrees that the P.B.A. State Delegate from P.B.A. Local #130 shall have the right to exchange shifts with another unit member if such exchange is necessary in order for said Delegate to attend any monthly meeting of P.B.A. State Delegates; provided, however:

(1) Such exchanges shall not involve any officer scheduled for Court time.

(2) The officer with whom the Delegate exchanges shifts must actually work said shift;

(3) The Delegate shall provide seventy-two (72) hours notice to the Chief of Police, such notice including the shifts to be exchanged and the name of the officer with whom the Delegate is exchanging shifts; and

(4) The P.B.A. shall provide the Chief with a schedule of the monthly State Delegates' meetings as soon as it is aware of such schedule.-

ARTICLE XX

MISCELLANEOUS

Section 20.01

The Employer agrees that all patrol cars purchased after the effective date of this Agreement shall include the safety feature of a separating cage between the front and back seats.

Section 20.02

Term

This agreement shall be effective as of the 1st day of January, 1986, and shall remain in full force and effect until midnight, December 31, 1987, except as otherwise expressly provided herein. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing sixty (60) days prior to the anniversary date that it

desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than thirty (30) days prior to the anniversary date. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party.

ARTICLE XXI
PERSONAL DAYS

Section 21.01

All employees of the Association shall be entitled to three (3) personal days off annually with pay. Such personal leave shall be only for the purpose of observance of the employee's religious holidays, absence due to illness in the employee's immediate family, paternity, attendance of the funeral of a friend or relative for which provision is not made under Article VIII of this Agreement, non-employment related Court appearances under subpoena, doctor or dental appointments, marriages and any legal or personal matters that necessarily take place during scheduled hours. Personal leave shall be scheduled in advance and be approved by the Chief of Police, said approval not to be unreasonably withheld. Personal leave shall not be used for vacations and is not accumulative nor will payment be made for unused personal leave upon retirement, separation or resignation.

IN WITNESS WHEREOF, we have hereunto set our hands
and seals the date and year first hereinabove written.

ATTEST:

Penelope J. Carter

MAYOR AND COUNCIL OF THE BOROUGH
OF PRINCETON

By: *Barbara B. Sigmund*

ATTEST:

James D. Agins

NEW JERSEY STATE POLICEMEN'S
BENEVOLENT ASSOCIATION, INC.
LOCAL NO. 130, PRINCETON
BOROUGH POLICE, NEW JERSEY

By: *Chris S. Bantate*