

RESOLUTION 19-04-07**RESOLUTION AUTHORIZING EXECUTION OF
EMPLOYMENT AGREEMENT BETWEEN THE
BOROUGH OF MATAWAN AND
LIEUTENANT CHRISTOPHER S. STARK**

WHEREAS, there is a need to have an Agreement between the Borough of Matawan and Police Lieutenant Christopher S. Stark effective November 20, 2018 through and including December 31, 2019; and

WHEREAS, after negotiation the Borough of Matawan and Lieutenant Christopher S. Stark have reached a satisfactory Employment Agreement effective November 20, 2018 through and including December 31, 2019.

NOW, THEREFORE, BE IT RESOLVED by the Council of the Borough of Matawan that it herewith authorizes the Mayor to execute the Employment Agreement with Lieutenant Christopher S. Stark attached herewith effective November 20, 2018 through and including December 31, 2019.

BE IT FURTHER RESOLVED that a true certified copy of this Resolution shall be forwarded to the following Borough of Matawan Departments: Administration, Clerk, Finance, Payroll as well as Lieutenant Christopher S. Stark.

CERTIFICATION AS TO AVAILABLE FUNDING

I, Monica Antista, Chief Financial Officer of the Borough of Matawan do hereby certify that as of the date of this certification funds are available from the 9-01-25-240-100 Police Department Budget (Salary & Wages) of the Borough of Matawan.

This certification is based solely on the information encumbered into the financial records of the Borough by the appropriate using division as of this date and relies on the completeness of financial records.

Chief Financial Officer

(Signature on File)

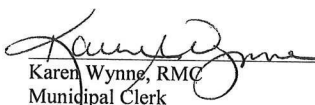
Monica Antista, CMFO

Dated: April 2, 2019

CERTIFICATION OF RESOLUTION

I, Karen Wynne, Borough Clerk of the Borough of Matawan, County of Monmouth, and State of New Jersey, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Borough Council of the Borough of Matawan on April 2, 2019.

IN WITNESS WHEREOF, I have hereunder set my hand and official seal of the Borough of Matawan this 2nd day of April, 2019.


Karen Wynne, RMC
Municipal Clerk

AGREEMENT
Between
LIEUTENANT OF POLICE
And
THE BOROUGH OF MATAWAN

This Agreement is entered into this 2nd day of April, 2019 through December 31, 2019, retroactive to November 20, 2018, is made and entered into by and between the Borough of Matawan, a Municipal Corporation of the State of New Jersey, hereinafter referred to as "Employer", and Christopher S. Stark, Lieutenant of Police, Borough of Matawan Police Department, Monmouth County, New Jersey, hereinafter referred to as "Lieutenant" or "employee".

It is understood and agreed that this Agreement shall not be interpreted to reduce or limit this employee rights created and protected by the laws of New Jersey, including NJSA 40A:14-118 through and inclusive of 40A:14-176;

It is further understood that due to the variable schedule of employees of the Matawan Police Department all days should be converted to hours for purposes of computing vacation, sick, personal and comp time;

Now, therefore, it is mutually agreed between the parties hereto that the following terms shall constitute the entire Agreement between the subject parties:

This Agreement shall govern all wages, hours and other conditions of employment hereinafter set forth. The employee is also subject to any and all Borough ordinances, policy and procedures, rules and regulations of the Borough of Matawan and any applicable state statutes.

1. **Base Salary 2018:** (November 20 – December 31, 2018) \$125,588.28 per annum (excluding college incentive, Watch Commander shift differential and longevity).
2. **Base Salary 2019:** \$130,000.00 per annum (excluding college incentive, Watch Commander shift differential and longevity).

3. **Watch Commander Shift Differential and Work Schedule:** The Borough recognizes that you will serve as Watch Commander as assigned by the Chief of Police, and as such will be scheduled to work holidays. The Borough agrees to compensate you with a \$1,500.00 Watch Commander shift differential which will be added to your base salary. It is further understood that although a Command Officer within the agency, the Lieutenant (Watch Commander) shall be eligible for overtime, compensatory time and Police Special Duty Assignments as governed by Department Order promulgated by the Chief of Police.

The schedule of the Watch Commander is at the sole discretion of the Chief of Police. It is understood that the Watch Commander shall not owe any time to the Borough based upon the schedule they are assigned. The Watch commanders shall be given the same notice as the Sergeants regarding change of scheduled – 24 hours.

4. **College Incentive:** The Borough of Matawan agrees that you shall receive a yearly college incentive payment added to your base salary prior to any longevity payment in accordance with the schedule set forth in the Collective Negotiations Agreement of Matawan PBA Local #179. For the purpose of the Lieutenant's Agreement only, Political Science is an approved course of study as outlined by current PBA Agreement.
5. **Longevity:** The Lieutenant shall be entitled to longevity payments in accordance with the following schedule:

7.5% of base salary commencing in the 15th year of service.
10% of base salary commencing in the 20th year of service.
12.5% of base salary commencing in the 24th year of service.

6. **Clothing Allowance:** The Lieutenant shall be entitled to a clothing and maintenance allowance of \$1,000. It shall be the responsibility of the Lieutenant to maintain all uniforms of the Department as prescribed by Department Order. All new uniform requirements will be supplied by the Borough of Matawan. Any changes or additions to said uniform requirements shall be issued by the Borough without cost to the employee. The cleaning (dry or wet) and alterations of said uniforms prescribed by the Police Department shall be assumed by the Borough of Matawan.
7. **Personal Time:** The Lieutenant shall be entitled to 5 personal days (55 hours of personal time on the eleven-hour work schedule). Notice of intention to exercise personal time shall be given to the Captain of Police 48 hours in advance of their use; unused personal time may not be carried over into a subsequent year.
8. **Tuition Credit:** The Borough shall provide a yearly tuition payment for each college credit hour within the specific field of Criminal Justice, Emergency Management, Public Administration or a similar field while a member of the Matawan Police Department. The reimbursement rate shall be at the Rutgers College Credit rate for that year. The yearly college tuition payments shall not exceed twelve (12) credit hours per year.
9. **Funeral Leave:** In the event of a death in his immediate family, a Borough employee shall be entitled to a leave of absence. During such leave, the employee shall be paid his regular salary for a maximum of three consecutive, regular scheduled workdays.

The employee's immediate family shall be defined as: Spouse, child, stepchild, mother, father, stepmother, mother-in-law, father-in-law, brother, stepbrother, sister, stepsister, brother-in-law, sister-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, son-in-law, daughter-in-law, and grandchildren, or as determined by the Employer.

10. **Vacation:** Vacation shall be in keeping with the following schedule based upon the work schedule as promulgated by the Chief of Police:

(8 hour schedule):	280 hours
(10.5 hour schedule):	283.5 hours
(11 hour schedule):	286 hours
(12 hour schedule):	288 hours

Unused vacation may be carried over into the next calendar year only with the recommendation of the Chief of Police and the approval of the Mayor and Council.

11. **Separation from Service - Vacation Pay:** If the Lieutenant is laid off, resigns, or is otherwise separated from the service of the Borough but not as a result of misconduct, he shall receive vacation pay for all of his accrued vacation up to his separation from employment with the Borough. The amount of payment for all unused vacation shall be calculated based upon the employee's regular straight time hourly rate of pay in effect for the employee's regular job, on the last workday of the employee's employment.
12. **Insurance:**

Group Life and Accidental Death and Dismemberment Insurance. The Borough shall provide the Lieutenant with a \$10,000.00 Life Insurance Policy and equal amount of Accidental Death and Dismemberment (AD&D) coverage.

Right to Select Carrier. The Borough reserves the right to provide the above life and accidental death and dismemberment coverage through a self-insured plan or under a

group insurance policy or policies covered by an insurance company or insurance companies selected by the Borough. Notwithstanding any such changes, the level of benefits shall remain substantially similar to or greater than existing benefits.

13. **Medical Insurance:** The Borough shall maintain a group medical, major medical, and hospital insurance policy, and shall pay all premium costs during the course of employment for hospital insurance, including death benefits, of Lieutenant and his dependents and spouses in keeping with the provision of insurance coverage currently in effect at the signing of this Agreement. For the term of this Agreement, the Borough agrees to continue to provide the above benefit upon retirement with 25 years or more years of service. Upon retirement, if the employee has Medicare entitlement, the employee is required to enroll in Medicare and the Borough coverage shall be deemed secondary. If in the unlikely event, the employee does not meet the qualifications for Medicare, the Borough shall assume the cost of Medicare to continue medical benefits upon retirement (as previous Police Department employees have received).

Right to Select Carrier. The benefits provided for herein shall be provided through a self-insured plan or under a group insurance policy or policies issued by an insurance company or insurance companies selected by the Borough. "Insurance Companies" include regular life insurance companies and non-profit organizations providing hospital, surgical or medical benefits. If these benefits are insured by an insurance company, all benefits are subject to the provision of the policies between the Borough and the insurance company. Notwithstanding any such changes, the level of benefits shall remain substantially similar to or greater than existing benefits.

14. **Non-Duplication of Benefits:** All parties agree to coordinate benefits in situations where a spouse has coverage. It is employee's expressed responsibility to provide employer with spouse insurance information, including but not limited to, spouse's current employer, a copy of spouse's insurance policies, declaration pages, premium amounts and proof of premium payment.

In the event spouse obtains insurance coverage or changes coverage, the employee shall notify employer and provide the aforesaid documentation within 30 days.

15. **Optical Plan:** The Borough shall assume the cost of providing employee with eye examinations, at an optometrist selected by the Borough, once every twenty-four (24) months. The Borough shall grant employee an allowance of seventy-five (\$75.00) toward the cost of one (1) pair prescription glasses in each twenty-four (24) month period. The Borough shall not be required to pay for more than one (1) eye examination or pay for more than one (1) eyeglass allowance for employee in any twenty-four (24) month period.

16. **Sick Leave/Injury:**

Sick Leave and Duty Injury Leave/Sick Leave Accumulation Rate. The employee shall be entitled to accumulate sick leave as follows at the rate of ten (10) hours of sick leave for each completed month of service, such sick leave to be accrued at a rate of five (5) hours per pay period. Except for job-related injuries, no employee will accrue sick time while on sick or injury leave.

Sick Leave Utilization Requirements. The employee with accrued sick leave credit shall be allowed to utilize such sick leave for the following purposes:

- a. **Personal Illness or Disability.** Any employee who has contracted or incurred and is suffering from any non-service connected sickness or disability, which renders them unable to perform the duties of their position, shall be eligible to receive paid sick leave. This also includes periods during which the employee is under enforced quarantine in accordance with community health regulation, or restricted due to exposure to a contagious disease in accordance with a doctor's order. Employee shall also be eligible to utilize their accrued sick leave following the expiration of their duty injury leave benefits.

- b. Family Illness Disability. Employee shall be eligible to receive paid sick leave when there is a sickness or disability involving a member of their immediate family which requires the employee's personal care and attendance, provided that requiring the employee to report for work would cause a serious hardship on the member of the immediate family suffering from the illness or disability. The determination as to whether or not here exists a hardship shall be made by the Chief of Police after the employee has provided sufficient and satisfactory medical documentation of the illness or disability.
17. Maternity, Medical and Extended Duty Injury Leave: Employee shall be eligible to receive paid sick leave, to the extent they have accrued sick leave credit, approved medical leave, and approved extended duty injury leave. Maternity leave shall be treated the same as any other disability as provided by law.
18. Vacation and Personal Leave: When an employee becomes eligible for paid sick leave while on vacation or during an approved personal leave, sick leave may be used in place of vacation time or personal leave hours, provided satisfactory evidence and certification of the illness or disability is presented to the Captain of Police. The determination as to whether or not sick leave time may be used under this provision shall be made by the Captain of Police.
19. Sick Leave Pay: The rate of sick leave pay shall be the employee's regular straight-time hourly rate of pay in effect for the employee's regular job at the time sick leave is approved.
20. Duty Injury Leave: A duty incurred sickness or disability shall not be charged against the accumulated sick leave of an employee for one (1) year during which the employee is on approved duty injury leave and eligible for duty injury leave benefits in accordance with applicable law, beginning with the date of injury or date of beginning illness.
21. Sick Leave Notification: It is the responsibility of the employee requesting sick leave to notify the Captain of Police in writing.
- Employee requesting paid sick leave shall notify or cause notification to be made to the Chief of Police via the chain of command. Where someone other than the employee is or has been requested to make the required notification, the employee will be solely responsible for that notification being made. If an employee becomes sick or ill during their work shift, they must notify or cause notification to be made to the Chief of Police.
- In the event no sick leave notification is made within thirty (30) minutes after the start of the workday, or after an employee becomes sick or ill and leaves work, the Chief of Police shall consider and handle the employee's absence without pay, unless the employee can later substantiate with documentation that it was impossible to make or cause such notification. The decision is to be made by the Chief of Police. Sick leave notification as outlined above must be made for each workday that paid sick leave is being requested, unless this requirement is expressly waived by the Chief of Police.
22. Sick Leave Certification and Approval: If the Borough has reasonable grounds to believe sick leave is being abused, it may at its discretion require any employee requesting paid sick leave to furnish substantiating evidence of a statement from their attending physician certifying that absence from work was required due to one of the reasons set forth above. In any case, such certification must be presented whenever sick leave is requested for three (3) or more consecutive workdays.
23. Sick Leave Release: This employee who is sick or disabled for three (3) or more consecutive work days may be required at the Borough's discretion; and any employee who is sick or disabled for six (6) or more consecutive workdays shall be required to secure and submit a physician's release certifying that they are fit to return

to work. This release must be submitted to the Chief of Police before the employee will be permitted to return to work. The Borough may also require, at its discretion, that an employee take a medical physical in conjunction with the above sick leave procedure.

If the two (2) doctors disagree, the parties agree to consult with the Monmouth County Medical Society Selective to select a third qualified physician. Such physician cost will be submitted to the Employer's insurance carrier. Any cost not covered under the employee's policy shall be paid by the Borough. Such doctor's determination shall be binding upon the parties.

24. **Extended Leave:** After using 240 hours of sick leave, the employee who shall be injured, ill or disabled from any cause not connected with his service as an employee so as to become physically unfit for work, shall be entitled to a leave of absence with pay, provided that said leave of absence is authorized by resolution of the Borough Council and in accordance with the following schedule:

If the employee has served for more than ten (10) years, shall be entitled to a leave of absence with full pay for twenty-six (26) weeks, plus an additional thirteen (13) weeks at half (1/2) pay.

25. **Separation from Services:** Employee shall be paid for one-half (1/2) of their total accrued sick leave upon their retirement, including disability retirement, upon their resignation following ten (10) or more consecutive years of service in the Borough; or to their beneficiaries in case of death to a maximum of \$15,000. The amount of payment shall be calculated based upon the employee's prevailing hourly rate of pay in effect for the employee's regular job on the last work day of the employee's employment.

26. **Continuation of Benefits Not Covered by this Agreement:** All employment conditions not covered by this Agreement shall continue to be governed, controlled and interpreted by reference to either Borough Ordinance or Rule and regulation of the Police Department and any past or present benefits which other Command Officers enjoy but that have not been specifically included in this Agreement shall be continued.

27. **Effective Date of Agreement:** This Agreement shall be effective through and including December 31, 2019 or until a successor Agreement is negotiated as a result of promotion.

The Borough and the employee shall mutually enter into negotiations for a successor Agreement prior to the expiration of the within Agreement.

The employee acknowledges that he has the right to seek legal counsel in conjunction with the negotiation of this contract and with its execution.

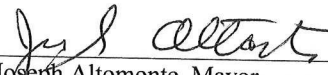
The employee expressly and without duress voluntarily waives any right to counsel.

SIGNATURE PAGE FOLLOWS

SIGNATURE PAGE

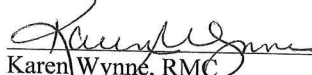
IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their duly authorized representatives this 4 day of April, 2019.

BOROUGH OF MATAWAN


Joseph Altomonte, Mayor

Date: 4-2-2019

ATTEST:


Karen Wynne, RMC
Municipal Clerk

Date: 4-2-2019

EMPLOYEE


Lieutenant of Police

Date: 4/4/19