
AGREEMENT

BETWEEN

TOWNSHIP OF LACEY

AND

**MICHAEL C. DIBELLA
CHIEF OF POLICE**

AUGUST 1, 2016 THROUGH AND INCLUDING DECEMBER 31, 2021

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AGREEMENT

THIS AGREEMENT made by and between the TOWNSHIP OF LACEY, a corporated body politic, in the County of Ocean, State of New Jersey, hereinafter referred to as the Employer, and Michael C. DiBella, hereinafter referred to as Employee.

WITNESSETH:

WHEREAS, it is the intent and purpose of the parties herein to promote and improve the harmonious and economic relations between the Employer and its Employee and to establish a basic understanding relative to compensation and other conditions of employment consistent with the law.

ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT

- A. This agreement shall govern all compensation and other conditions of employment set forth herein and shall be binding upon the parties hereto. All matters not addressed herein shall be governed by the Lacey Township Personnel Manual, PBA/SOA contracts, and related personnel resolutions, ordinances, and policies.

ARTICLE II PERSONAL LEAVE

- A. In each calendar year the Employee shall be granted forty-four (44) hours of personal leave.

ARTICLE III VACATIONS

- A. In each calendar year the Employee shall be granted 231 vacation hours.

ARTICLE IV
HOSPITAL AND MEDICAL INSURANCE

- A. The Employer will provide, at no cost to the Employee and Employee's family, the following hospitalization:
- X New Jersey Blue Cross, 1420 Series
 - X New Jersey Blue Shield
 - X Major Medical
 - X Prescription Plan
 - X New Jersey Dental Plan
- B. The Employer will provide at no cost to former Employee and Employee's family, the cost of benefits outlined in Section A above; (1) if said Employee is disabled in the line of duty and no longer employed by Employer due to said disability; or (2) upon Employee's retirement in the Police and Fire Retirement System (PFRS).
1. While employed with the Township, the employee agrees to pay the rate established in the SOA Contract toward the cost of benefits outlined in Section A above.
 2. Upon retirement, the former Employee shall not be required to contribute toward the Township funded retirement health care benefits as outlined in Section A above.
- C. The Employer shall provide for Employee and family a New Jersey Dental Service Plan, 80/20 Basic, 80/20 Prosthodontic.
- D. The Employee and the Township agree that the Township has the right to contract with other hospital and medical insurance carriers in order to provide coverage which is equal or greater than the benefits currently available under the policies provided. The parties further agree that the Township will give notice to the Employee of at least 60 days of its intent to change carriers.

ARTICLE V
LEGAL AID

The Employer will provide all necessary legal aid and false arrest and liability insurance to the Employee in the performance of his duties.

ARTICLE VI
PENSIONS AND RETIREMENT

The Employer shall continue to make contributions as provided for the pension and retirement benefits to the Employee covered by this agreement under the Police and Fireman's Retirement System (PFRS) pursuant to the provisions of the statutes of the State of New Jersey.

ARTICLE VII
SALARIES

- A. The Employee's annual basic salary and cost of living increase(s) shall, at a minimum, be 5% above the rate established in the SOA contract for the position of Police Captain and, at a minimum, 16 percent above the rate established in the SOA contract for the position of Police Lieutenant.
- B. The Employee shall continue to receive longevity pay, holiday pay, educational incentive and cleaning/clothing allowance during the term of this agreement no less than as established in the Lacey Township Personnel Manual and the PBA/SOA contracts

ARTICLE VIII
SAVINGS CLAUSE

In the event that any Federal or State legislation, governmental regulation including Internal Revenue Service determinations or court decisions causes invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect.

ARTICLE IX
DURATION

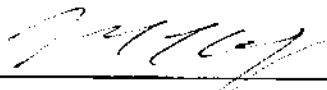
This Agreement shall be in effect as of August 1, 2016 to and including the 31st day of December 2021.

ARTICLE X
COMPLETENESS OF AGREEMENT

Matters not addressed within this agreement shall be governed by Township Policy, including but not limited to the Lacey Township Personnel Manual.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals on the dates set forth below each signature.

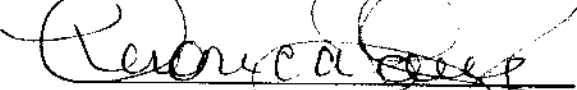
EMPLOYEE



Michael C. DiBella

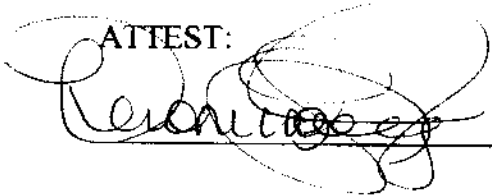
DATED: 7-19-16

TOWNSHIP OF LACEY



DATED: 7-19-2016

ATTEST:



DATED: 7-19-2016

ATTEST:



DATED: 7-19-2016