

AGREEMENT

BETWEEN

TOWNSHIP OF WASHINGTON

BERGEN COUNTY, NEW JERSEY

AND

NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION, INC.

PASCACK VALLEY LOCAL NO. 206

WASHINGTON TOWNSHIP UNIT

JANUARY 1, 2023 THROUGH DECEMBER 31, 2026

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WITNESSETH

WHEREAS, the parties have carried on collective bargaining for the purpose of developing a contract covering wages, hours of work and other conditions of employment

NOW THEREFORE, in consideration of the premises and mutual agreements herein contained the parties hereto agree with each other in respect to the Employees of the employer recognized as being represented by the PBA as follows:

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ARTICLE I

RECOGNITION

The Employer hereby recognizes the aforementioned PBA as the exclusive representative for all full time sworn law enforcement personnel in its Police Department in the Township of Washington, New Jersey, but excluding the Chief of Police, special traffic monitors, special police, probationary Employees and all other members.

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ARTICLE II

MANAGEMENT RIGHTS

The PBA recognizes that there are certain functions, responsibilities and management rights exclusively reserved to the Employer including, but not limited to, the making and enforcement of rules and regulations, the establishment of reporting time, the right to hire, transfer, lay off, promote, demote, assign or discipline members, to relieve Employees from duties because of lack of work or other legitimate reasons, to plan, direct and control operations, to determine the amount and quantity of work needed, to introduce new or improved methods, to change existing practices. All of the rights, power and authority possessed by the Employer prior to the signing of this Agreement are retained exclusively by the Employer subject only to such limitations as are, specifically provided in this Agreement and in the statutes of the State of New Jersey.

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ARTICLE III

GRIEVANCE PROCEDURE

Section 1.

This grievance procedure shall provide a means by which Employees may appeal the interpretation, application or violation of policies, agreements and administrative decisions affecting them. Discipline resulting in a five (5) day suspension or equivalent fine, or any lesser penalty, shall be subject to this grievance procedure.

STEP 1.

An Officer with a grievance shall first discuss it with his immediate supervisor for the purpose of resolving the matter informally. The supervisor shall attempt to resolve the matter within seven (7) calendar days.

STEP 2.

If the grievance has not been resolved at STEP 1, or if no decision has been rendered within seven (7) calendar days after presentation of that grievance at STEP 1, the aggrieved party may file a written grievance with the Chief of Police within three (3) calendar days after he has received his answer from his supervisor. If not further appealed, the grievance shall be deemed to be abandoned and the result at the preceding step shall be deemed conclusive. The Chief of Police shall respond within seven (7) calendar days.

STEP 3.

If the grievance is not settled satisfactorily in STEP 2, it may be appealed within

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seven (7) calendar days to the Director of the Department or the Mayor. A meeting shall be held between the two (2) parties within ten (10) calendar days, and the Director or Mayor shall render his decision within fifteen (15) days of the meeting.

STEP 4.

If the grievance is not settled satisfactorily in STEP 3, the grievance shall be subject, at the instance of either party, to arbitration as provided in Article IV.

Section 2.

The time limit specified in the grievance procedure shall be construed as maximum. However, these may be extended upon mutual agreement between the parties.

Section 3.

A grievance must be presented at STEP I within one (1) week from the date of occurrence or the Employee's notification thereof; which gave rise to the grievance. If it is not presented within the aforementioned time period, it shall not thereafter be considered a grievance under this Agreement.

Section 4.

A grievance affecting a group of Employees may be submitted by the PBA on behalf of the group in STEP 2 of this Article.

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Section 5.

No meetings held under the grievance or arbitration procedure shall be opened to the public.

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ARTICLE IV

ARBITRATION

Section 1.

In the event that an agreement cannot be reached between the PBA and the Employer with respect to a grievance involving and limited to the interpretation and application of any specific provision of this Agreement, it may, on the request of either party, be submitted to arbitration pursuant to the labor arbitration rules of the Public Employment Relations Commission, provided such request is made within fifteen (15) days after final decision has been rendered.

Section 2.

The decision of the Arbitrator shall be binding on both parties for a period to be named in the arbitration decision, but in no event to antedate the period for which this Agreement is effective.

Section 3.

The Arbitrator shall not have the authority to alter or modify any of the express provisions of this Agreement. In addition the Arbitrator shall set forth the reasons for making his or her award in a written opinion.

Section 4.

The expenses, including fees and other necessary expenses of the Arbitrator, shall be shared equally by the Employer and the PBA. All other expense incidental to, and arising out of, the arbitration shall be paid by the party incurring same.

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ARTICLE V

SALARIES

A) The Salary Schedules for all Officers recognized as being represented by the PBA shall be as set forth in Appendix "A" which is attached hereto and made a part thereof. Schedule A(1) shall apply to employees hired on or before August 31, 2012. Schedule A(2) shall apply to employees hired on or after September 1, 2012 and prior to January 1, 2016. Schedule A(3) shall apply to employees hired on or after January 1, 2016 and prior to August 1, 2019. Schedule A(4) shall apply to employees hired on or after August 1, 2019.

B) The Salary Schedules annexed hereto as Appendix A have been developed pursuant to the following agreed upon methodology:

1. Effective January 1, 2023, each step of the salary schedules for each rank shall be increased by 2.75%.

2. Effective January 1, 2024, each step of the salary schedules for each rank shall be increased by 2.75%.

3. Effective January 1, 2025, each step of the salary schedules for each rank shall be increased by 2.75%.

4. Effective January 1, 2026, each step of the salary schedules for each rank shall be increased by 2.75%.

5. Effective January 1, 2019, a new salary guide, Appendix A(4), shall be applicable to employees hired on or after August 1, 2019.

C) All economic benefits shall be retroactive to the effective date of such benefit and all retroactive payments shall be made as soon after execution of this Agreement

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as is practicable.

D) Senior Officer Differential - Employees having completed seventeen (17) years of service shall receive an increase in their base pay rate of an amount equal to one-half (1/2) the difference between the Employee's then current base rate and the next higher rank rate of pay. [For example, a Sergeant having completed seventeen (17) years of Police service shall receive a Sergeant's pay expanded by one-half (½) the difference between the Sergeant's base rate and the Lieutenant's base rate of pay.] The following rank sequence shall be used for Senior Officer compensation computation purposes: Patrolman - Sergeant - Lieutenant - Captain - Chief. For those persons in the Detective Bureau the sequence for compensation shall be: Detective - Detective Sergeant - Lieutenant. Following the elimination of the Detective and Detective Sergeant ranks and the adoption of the Corporal rank, the following rank sequence shall be used for Senior Officer compensation computation purposes: Patrolman - Sergeant - Lieutenant - Captain - Chief. The Senior Officer Differential shall not exceed five (5%) percent of the base rate of the Officer's permanent rank pay rate.

E) Tour Commander's Pay - Where there is no uniform Sergeant on a tour, then the uniformed Patrolman in charge of that tour shall be paid a Tour Commander's pay differential. Said differential shall be defined as the difference between the base salary of a Patrolman upon completion of the eighth (8th) year (maximum Schedule A) and the base salary of a Sergeant. Said Tour Commander's pay differential shall be paid in addition to all other compensation to which the Patrolman so working is entitled. Effective January 1, 2023, the Tour Commander's Pay differential shall be

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set at the rate of \$6.25 per hour.

F) Effective January 1, 2022, the overtime rate for municipal road paving projects shall be \$76.71 per hour regardless of the Employee's actual overtime rate. Each January 1 thereafter, this rate shall be increased by the Consumer Price Index for All Urban Consumers for the New York-Newark-Jersey City region for the prior calendar year.

G) Pay checks shall be available to employees covered by this agreement for distribution at the close of banking hours on the calendar day preceding pay day, except that checks dated Mondays shall be made available on the prior Friday after 3:00 P.M.

H) Effective January 1, 2020, the Detective Bureau will become an assignment made in the discretion of the Chief of Police and will not be a promotion to a new rank. Employees holding the rank of Detective, Detective Sergeant or Detective Lieutenant will continue to hold that rank and receive the compensation for that rank reflected in Schedule A(1), (2), (3), and/or (4) respectively. Once the current employees holding these ranks are promoted to a different rank, retire or otherwise leave the service of the Township, these ranks will be closed for new promotions. Employees newly assigned to the Detective Bureau after that date shall receive the stipend of \$1,500.00 annually, payable in equal installments in each payroll period.

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ARTICLE VI

RETENTION OF BENEFITS

Any modifications of existing benefits shall be negotiated with the majority representative before they are established.

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ARTICLE VII

LEGAL AID

The Employer will provide legal aid to all personnel covered by this Agreement pursuant to statutes of the State of New Jersey as interpreted by the Courts, in suits or other legal proceedings against them, which arose from a reasonable and proper discharge of their official duties.

If any disciplinary or criminal proceedings brought against an Employee shall be dismissed or finally determined in favor of the Officer, then, the Officer shall be reimbursed for the expense of his defense.

In any event, there shall be no indemnification for punitive damages.

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ARTICLE VIII

DISCRIMINATION OR COERCION

There shall be no discrimination, interference or coercion by the Employer or any of its agents against the Employees represented by the PBA because of membership or non-membership in the PBA. The PBA or any of its agents shall not intimidate or coerce Employees into membership. Neither the Employer nor the PBA shall discriminate against any Employee because of race, creed, color, age, sex or national origin.

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ARTICLE IX

SAVINGS CLAUSE

In the event that any Federal or State legislature, governmental regulation or court decision 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, and the parties shall renegotiate concerning any such invalidated provisions.

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ARTICLE X
HOURS OF WORK AND OVERTIME

Section 1.

All persons except the Captain and persons regularly working in the Detective Bureau covered by this Agreement shall be placed on a "5-2/5-3 work chart". The work schedule shall provide for five (5) consecutive eight (8) hour tours of work followed by two (2) consecutive days off; followed by five (5) consecutive tours of work followed by three (3) consecutive days off and so on. This schedule shall provide one thousand nine hundred and fifty-two (1,952) hours of work per Officer per year, or two hundred and forty-four (244) eight (8) hour tours of work per year.

Persons in the rank of Captain and persons regularly working in the Detective Bureau shall continue to work their prior work schedule system, however, each such Employee shall receive annually sixteen (16) schedule adjustment days. A schedule adjustment day shall be defined as one (1) eight (8) hour tour of work as time off which had previously been scheduled as duty time.

Effective January 1, 2020, all persons working the patrol schedule will transition to the Pitman schedule documented on the attached Memorandum of Understanding dated December 5, 2019. Persons in the rank of Captain and persons regularly working in the Detective Bureau shall continue to their prior work schedule system, or such other schedule as may be fixed at the discretion of the Chief of Police, however, those persons will not receive schedule adjustment days during the period of the Pitman schedule. All persons will receive one hundred twenty eight (128) additional hours of straight time compensation for these additional work hours at the

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Employee's rate effective January 1, 2020. This adjustment is reflected in the Salary Guides attached as Appendices (A)(1), (2),(3) and (4).

Section 2.

Scheduling of schedule adjustment days shall be handled by the Police Department.

Section 3.

Any Employee working in excess of his or her scheduled work shift or on a non-scheduled work day shall be paid at the time and one-half ($1\frac{1}{2}$) rate for the excess time worked. In lieu of payments he may be credited with time off at his option at the time and one-half ($1\frac{1}{2}$). Use of accumulated compensatory time off may be requested by the Employee to be approved by the Chief of Police or his or her designee. The Township may purchase any accumulated compensatory time hours at the Employee's straight time rate as the conclusion of each calendar year. Any compensatory time hours not purchased will be carried over to future years.

Section 4.

Any Employee who is recalled to work, which is not an extension of or in addition to his scheduled tour of duty, shall be guaranteed a minimum of four (4) hours compensation at the time and one-half ($1\frac{1}{2}$) rate. Effective January 1, 2020, for Township overtime only (not extra duty), Employees shall be guaranteed a minimum of two (2) hours compensation at the time and one-half ($1\frac{1}{2}$) rate. Where the overtime is an extension of his regular tour of duty he shall be paid or credited for time actually worked as provided in Section 3 of this Article.

Section 5.

Overtime shall be allocated in the discretion of the Chief.

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Section 6.

The Chief of Police may call for two (2) Departmental meetings per year. In addition, the Chief of Police may call for two (2) Superior Officers meetings per year. These meetings shall be compensated for by means of compensatory time off for each off-duty employee attending computed at straight time rates hour for hour. No compensation shall be given to any employee attending while on duty.

ARTICLE XI

LONGEVITY PAY

(1) Each full-time employee hired by the Township prior to January 1, 2004 shall receive longevity pay which shall be 1% of the officer's annual salary (as set forth in Appendix A) for each three years of service up to an officer's 24th year of service, at which time the longevity pay rate shall be 10%. This longevity schedule therefore shall be as follows:

<u>Years of Service</u>	<u>Percentage Increases</u>
3	1%
6	2%
9	3%
12	4%
15	5%
18	6%
21	7%
24	10%
27	10%
30 (and above)	10%

(2) The following represents the longevity schedule to be in effect for those officers hired subsequent to January 1, 2004:

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<u>Years of Service</u>	<u>Percentage Increases</u>
6	2%
12	4%
18	6%
24	8%
30 (and above)	10%

(3) The following represents the longevity schedule to be in effect for those officers hired subsequent to August 1, 2019:

<u>Years of Service</u>	<u>Percentage Increases</u>
6	2%
12	4%
15 (and above)	5%

(4) Where an Employee has an anniversary date of employment which would entitle said Employee to a higher longevity value during said calendar year, then said Employee shall receive the higher longevity percentage rate effective January 1 of that year.

(5) Each Employee's longevity entitlement shall be folded in and paid along with the Employee's regular payroll. Longevity entitlement shall be used for all compensation computation purposes (hourly rate, overtime rate, holiday rate).

(6) In the event that an Employee is terminated for cause by the Employer prior to the Employee's anniversary date and, in a year where the Employee's longevity pay changes to a higher longevity percentage rate, then the Employer shall have the right to recover from the Employee's pay the difference between the higher percentage and the lower percentage already paid to the Employee during that year.

ARTICLE XII

HOLIDAYS

(1) In lieu of holidays as declared by the Employer, all full time members of the Office of Police will receive an additional thirteen (13) days (156 hours) salary, or pro-rated portion thereof based upon commencement date of his employment.

(2) The holiday pay referred to above shall be incorporated within each Officer's base salary as of each Officer's initial date of employment within the Department and said pay shall be considered to be part of an Officer's salary for pensionable purposes.

(3) The inclusion of holiday pay as part of an Officer's base salary shall not be considered to be part of an Officer's base salary, however, for any computations other than for pension purposes, and shall be considered for no other purpose whatsoever such as the following items which are listed by way of illustration but not by way of limitation; overtime pay, college credit payments, personal day payments, terminal leave payments, senior officer differential payments, and percentage increases in base salary in future years.

(4) For any additional holidays beyond thirteen (13) declared by the Employer, Employees shall be credited for equivalent compensatory time off; which shall be taken at convenience of the Employer.

All rights by these Employees to holiday pay are forfeited should their services be terminated for cause by the Township.

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ARTICLE XIII

VACATIONS

Employees shall receive paid vacation as follows:

More than Six (6) Months but less than One (1) Year	Forty (40) Working Hours
Second Year	Eighty (80) Working Hours
Third Year	Eighty (80) Working Hours
Fourth Year	Eighty-Eight (88) Working Hours
Fifth Year	Ninety-Six (96) Working Hours
Sixth Year	One Hundred Twenty (120) Working Hours
Seventh Year	One Hundred Twenty (120) Working Hours
Eighth Year	One Hundred Twenty (120) Working Hours
Ninth Year	One Hundred Twenty (120) Working Hours
Tenth Year	One Hundred Twenty (120) Working Hours
Eleventh Year	One Hundred Twenty-eight (128) Working Hours
Twelfth Year	One Hundred Thirty-six (136) Working Days
Thirteenth Year	One Hundred Forty-four (144) Working Hours
Fourteenth Year	One Hundred Fifty-two (152) Working Hours
Fifteenth Year	One Hundred Sixty (160) Working Hours
Sixteenth Year	One Hundred Sixty-eight (168) Working Hours
Seventeenth Year	One Hundred Seventy-six (176) Working Hours
Eighteenth Year	One Hundred Eighty-four (184) Working Days
Nineteenth Year	One Hundred Ninety-two (192) Working Hours
Twentieth Year	Two Hundred (200) Working Hours

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Each Employee may request to sell back up to fifty percent (50%) of the Employee's annual paid vacation time at "straight" time rates, provided the Employee will be available to work at the time of the request. The request shall be made in writing to the Chief of Police setting forth the amount of paid vacation time that the Employee seeks to sell back. The Township shall respond to the written request within thirty (30) days and shall pay the Employee for any time that the Township elects to buy back from the Employee within two pay periods following approval of the request.

Any unused vacation time that is carried over to the next year cannot be sold back to the Township and must be used as paid vacation.

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ARTICLE XIV

MEDICAL, HEALTH AND DENTAL INSURANCE

(1) Each full time Employee, on the first of the month following the date of two (2) months of continuous service, shall receive the State of New Jersey State Health Benefits Program at the expense of the Employer. To the extent the Township elects to change from the State of New Jersey State Health Benefits Program to another insurance program, that program shall be equal to or better than the State Health Benefits Program in all respects and offerings provided to Employees and Dependents as those programs exist presently on the date of this Agreement.

(2) Retirees may continue to be covered by the Township's group hospitalization insurance coverage at the retiree's expense provided the Township can arrange such coverage with its insurance carrier of record. The Township will attempt to secure continued group life insurance coverage for retirees and the retirees shall pay for such coverage.

(3) The Employer shall, at its sole cost and expense, provide a fully paid family dental plan covering all Employees and their families. The level of insurance shall be designated as that which is currently offered by New Jersey Delta Dental as Plan II-A with orthodontic coverage.

(4) Effective January 1, 2012, Employees shall contribute to their medical insurance coverage in accordance with the Laws of the State of New Jersey, Chapter 78, P.L. 2011

(5) The Township will provide a payroll deduction plan compliant with Internal

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Revenue Code § 125 for Employees to make the contributions set forth in Paragraph 4 on a pre-tax basis.

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ARTICLE XV

GROUP LIFE INSURANCE

After three (3) months of continuous employment each full time Employee shall be enrolled, at the expense of the Employer, in a Group Life Insurance Policy in the amount of Ten Thousand (\$10,000.00) Dollars.

Insurance carrier and description:

Safeco	-	\$5,000	- Accidental Death and Dismemberment
		\$5,000	- Life Insurance
Safeco	-	\$10,000	- Accidental Death and Dismemberment
		\$10,000	- Loss of Life

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ARTICLE XVI

UNIFORM ALLOWANCE

1) As of January 1, 2004, the \$1,000 clothing allowance shall be eliminated and an equivalent amount shall be added to each Officer's base salary. Because the sum will increase when additional salary increases are made to base salary, the PBA acknowledges that no new or supplemental clothing allowance proposals will be made in the future for the purchase and/or maintenance of uniforms or equipment under the conditions which existed as of January 1, 2004. These conditions include an Officer's responsibility to purchase and maintain his or her clothing and equipment except for uniform replacement if the uniform is damaged from unusual events occurring in the line of duty. The PBA agrees that these customary clothing maintenance requirements as existing on January 1, 2004 will be borne by each Officer in the future. Because of the unforeseen possibility that future requirements could compel the purchase and/or maintenance of clothing and/or equipment of a nature extending beyond what was the customary clothing maintenance requirements as of January 1, 2004, the PBA may, subject to the following requirements, propose a new or supplemental allowance. In the event that there is a dispute over this issue, the PBA must meet its burden to prove that any such proposal is predicated upon new requirements or changed circumstances which extend beyond what was the customary clothing maintenance requirements as of January 1, 2004. If such burden is met, the amount of the clothing which was eliminated of January 1, 2004 (\$1,000) and placed into base salary as increased by all "across the board" salary

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increases thereafter shall be considered as part of the reasonableness of any such proposal. A mere increase in expenses relating to the purchase and/or maintenance of covering the expenses associated with meeting the customary clothing maintenance requirements prior to January 1, 2004, shall not constitute a new requirement or changed circumstances.

2) Notwithstanding the above, the complete initial uniform requirements shall be supplied by the Employer for all new officers.

3) Notwithstanding the above, the Employer agrees to replace those articles of an officer's uniform that are torn or otherwise ruined during the performance of an officer's assigned duties. The Township is not responsible for the replacement of articles of an Officer's uniform that are due to be replaced because of frequent use.

4) It is understood by the PBA that all officers continue to be responsible for the proper maintenance of their uniforms and assigned equipment.

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ARTICLE XVII

FALSE ARREST INSURANCE

Employer shall provide false arrest insurance for each Employee.

Insurance carrier and description:

LLOYD'S OF LONDON. Includes Personal Injury and Police Liability

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ARTICLE XVIII

ADDITIONAL INSURANCE

All other insurance coverage provided for Employees heretofore shall remain in effect.

Insurance carrier and description:

Workman's Compensation

Self Insurance

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ARTICLE XIX

PAID SICK LEAVE

This benefit shall be continued as heretofore subject to policy under the administration of the Director of the Department, the Chief of Police and the Chief Administrative Officer of the Department.

The present system of unlimited sick leave up to one year shall be unchanged. If any Officer is out sick for seven (7) consecutive work days a doctor's note is required.

If any Officer is out sick for fourteen (14) consecutive work days the Township of Washington will send the Officer to its own doctor, at the Township's expense. Effective January 1, 2019, the sick leave policy adopted by the Chief of Police, a copy of which policy is attached hereto as Appendix B, shall be followed by the Department.

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ARTICLE XX

COLLEGE CREDIT PROGRAM

(1) The salaries for full time Employees employed prior to January 1, 1979 shall be increased by the sum of Fifteen (\$15.00) Dollars for each credit completed in a recognized institution of higher education leading to a degree or associate degree in Police Science or Law Enforcement, provided such additional remuneration shall not exceed Five Hundred (\$500.00) Dollars in the calendar year.

(2) Each member desiring to participate in the program shall present to the Administrator either before or at the time of enrollment in the institution, a breakdown of the credits to be taken.

(3) Employee's college credit program entitlement shall be folded in and paid along with the Employee's regular payroll. College credit program entitlement shall be used for all compensation computation purposes (hourly rate, overtime rate, holiday rate, buy back rates).

(4) Employees covered by this Agreement who earn an Associate Degree from a recognized institution of higher learning shall, upon presentation of adequate evidence of such attainment, receive as an additional annual compensation to their base pay the maximum sum of Seven Hundred Fifty (\$750.00) Dollars annually thereafter in lieu of the existing Five Hundred (\$500.00) Dollars maximum allowance provided for in Paragraph (1) of this Article. Effective January 1, 2020, the additional annual compensation to their base pay for an Associate Degree shall be One Thousand Dollars (\$1,000.00).

5) Effective January 1, 1980, Employees covered by this Agreement who have or earn

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a Bachelors Degree from a recognized institution of higher learning shall, upon presentation of adequate evidence of such attainment, receive as an additional compensation to their base pay the maximum sum of One Thousand (\$1,000.00) Dollars annually thereafter in lieu of the existing Five Hundred (\$500.00) Dollar maximum allowance provided for in Paragraph (1) of this Article, or in lieu of the Seven Hundred Fifty (\$750.00) Dollar payment in Paragraph (4) of this Article. Effective January 1, 2020, the additional annual compensation to their base pay for an Bachelor's Degree shall be One Thousand Five Hundred Dollars (\$1,500.00).

(6) Effective January 1, 2020, Employees covered by this Agreement who have or earn a Master's Degree from a recognized institution of higher learning shall, upon presentation of adequate evidence of such attainment, receive as an additional compensation to their base pay the maximum sum of Two Thousand (\$2,000.00) Dollars annually thereafter in lieu of the existing Five Hundred (\$500.00) Dollar maximum allowance provided for in Paragraph (1) of this Article, or in lieu of the Seven Hundred Fifty (\$750.00) Dollar payment in Paragraph (4) of this Article, or in lieu of the One Thousand (\$1,000.00) Dollar payment in Paragraph (5) of this Article.

(7) Effective January 1, 2020, Employees covered by this Agreement who have served four (4) or more years in a military service of the United States or any state and are honorably discharged from that service shall receive Five Hundred Dollars (\$500.00) annually added to their base pay.

(8) Employees employed after the effective date of this Agreement shall receive no compensation under the college credit program until the receipt of one of the aforementioned degrees, and then only after the completion of the third year of

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service with the Township's Police Department. Upon such receipt and completion, those Employees shall be entitled to payment pursuant to Paragraph (4) or (5) of this Article (i.e., \$500.00, \$750.00, or \$1,000.00 payment only (\$1,000.00, \$1,500 or \$2,000 after January 1, 2020.).

(9) Employees hired on or after January 1, 2019 shall not be entitled to or receive any additional compensation or remuneration provided for in this Article XX.

(10) Effective January 1, 2019 no employee shall receive compensation under this Article XX for more than one compensation category, i.e., Associate Degree, Bachelor Degree, Masters Degree or Military time.

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ARTICLE XXI
ADDITIONAL COMPENSATION

- (1) Employees assigned as an Automobile Maintenance Officer shall receive three hundred dollars (\$300.00) which amount shall be payable annually in November of each Year.
- (2) Employees assigned to the Detective Bureau or otherwise working the administrative schedule (5-2) on or after January 1, 2020 shall receive Fifteen Hundred Dollars (\$1,500.00) additional base salary per year which amount shall be paid along with normal payroll and utilized for all calculations. Employees assigned to the Detective Bureau prior to that date will remain at the compensation shown for the rank held by the Employee and will not receive this additional compensation. Employees receiving rank compensation who are thereafter promoted and remain or are reassigned to the administrative schedule will receive the additional Fifteen Hundred Dollars (\$1,500.00).
- (3) The rank of Corporal shall be created and the existing Table of Organization shall be modified as is necessary to reflect same. Employees granted Corporal rank shall receive three hundred fifty dollars (\$350.00) per year., Effective January 1, 2023, Employees holding the rank of Corporal shall receive \$2,000 per year, but shall not be entitled to any out of title compensation for the first three hundred (300) hours working in lieu of a Sergeant. Hours worked out of title beyond three hundred (300) hours shall be payable at the Tour Commander's pay differential of \$6.25 per hour in addition to the Corporal's normal rate.

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ARTICLE XXII

PERSONAL DAYS

Effective January 1, 2023, Employees covered by this Agreement shall be entitled to thirty six (36) personal hours annually. If for any reason such personal hours are not taken by the Employee, he shall be compensated for same at the rate of pay in effect in the year in which they were earned.

Personal leave hours shall be requested by the Employee in writing one (1) week in advance of the day requested except in the event of a personal emergency or other valid reason in the discretion of the Township or its designee. Requests for such days off shall not be unreasonably denied subject to the manpower needs of the Department.

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ARTICLE XXIII

BEREAVEMENT LEAVE

Effective January 1, 2023, Employees covered by this Agreement shall be entitled to bereavement leave with pay totaling up to sixty (60) hours in the event of death of certain family members, as shown on the chart below, where the distance to the funeral site is less than one hundred fifty (150) miles from the Municipal Building of the Township..

In the event the distance to be traveled to the funeral site is in excess of one hundred fifty (150) miles from the Township Municipal Building and/or one hundred fifty (150) miles from the Employee's home, then, the member shall be entitled to an additional twelve (12) scheduled hours of bereavement leave.

Effective with the execution of this Agreement, Employees will receive the following number of scheduled work hours off (regardless of schedule):

Spouse	Child	Stepchild	60 Hours
Mother/ Mother In-Law	Father/ Father In-Law	Sibling/Sibling-In-Law	48 Hours
Grandparent	Grandchild	Step-grandchild/ Step-grandparent	24 Hours
Aunt/Aunt-in-Law	Uncle/Uncle-in-Law	Niece/Nephew	16 Hours

These classifications are not exhaustive and any similar familial relationship to the above chart shall be treated in the appropriate classification and receive that number of scheduled hours. Use of these hours shall not prevent an employee from requesting the use of other paid leave to extend the bereavement leave period provided under this section.

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ARTICLE XXIV

TERMINAL LEAVE PROGRAM

(1) Effective January 1, 1979, all Employees who utilize less than ten (10) sick days per calendar year shall be credited with one-half ($\frac{1}{2}$) day of terminal leave for each day under ten (10) that is not used.

EXAMPLES

No. of Sick Days Used	No. of Terminal Leave Days Granted
0	5
1	4 $\frac{1}{2}$
2	4
3	3 $\frac{1}{2}$
4	3
5	2 $\frac{1}{2}$
6	2
7	1 $\frac{1}{2}$
8	1
9	$\frac{1}{2}$
10	0

Terminal leave days shall be payable at the Employee's daily rate of pay at retirement. The terminal leave benefit shall only apply if an Employee retires, and not upon transfer, quit or discharge. "Retirement" shall include disability retirement, regular retirement or death. The terminal leave benefit may be taken in pay upon retirement or in time off prior to retirement.

(2) Effective December 31, 2011, all terminal leave days of all Employees accrued as of said date shall be frozen and the accumulated terminal leave days as of December 31, 2011 shall be paid out or provided as leave, at each Employee's option, with payment calculated at the Employee's daily rate of pay at retirement as set forth

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in paragraph 1 of this section.

(3) Employees hired on or before May 21, 2010 shall accrue terminal leave days based upon utilization of sick leave as set forth in Paragraph 1 hereof; however, Employees will be paid for terminal leave in January of the year succeeding the calendar year in which it was earned. Terminal leave shall be paid at the Employee's rate of pay as of December 31st of the year in which it was earned.

(4) Employees hired between May 21, 2010 and July 31, 2019 will receive eight (8) hours of compensatory time for each Terminal Leave day accrued in accordance with Paragraph 1. Use of accrued compensatory time may be requested by the Employee to be approved by the Chief of Police or his or her designee. To the extent that the additional compensatory time cannot be utilized in the following calendar year, Employees will be permitted to carryover the compensatory time to future years. The additional compensatory time granted by virtue of this letter agreement will only be used for leave time and may not be cashed out in the future.

(5) Employees hired on or after August 1, 2019 shall not be entitled to payment incentive or additional leave based upon sick leave usage pursuant to this Article.

(6) Effective January 1, 2023, regardless of hire date, employees shall no longer accrue Terminal Leave based upon the Employee's utilization of sick leave. All Terminal Leave accrued under prior versions of this clause was paid out in pay or added to qualified employees compensatory time bank.

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ARTICLE XXV

INSURANCE

The Employer will indemnify all Employees covered by this Agreement from civil suits arising out of the performance of their duties including but not limited to the following; False arrest, malicious prosecution, libel, slander, defamation of character, privileged occupancy and the invasion of civil rights.

Employees covered by this Agreement shall be fully indemnified and defended by the Employer for all circumstances in which the Employee renders first aid, whether on duty or off duty.

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[Signature]
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ARTICLE XXVI

OFF DUTY POLICE ACTION

A. Since all Police Officers are presumed to be subject to duty twenty-four (24) hours per day, the parties agree that any action taken by a member of the force on his time off while in the State of New Jersey, which would have been taken by an Officer if present or available, shall be considered as Police action, and the Employee shall have all of the rights and benefits concerning such action as if he were on active duty.

B. Recognizing that the Employer and its residents benefit from the additional protection afforded them by off duty Police Officers, and further recognizing the weighty responsibility and hazards confronting each off-duty Police Officer, the Employer agrees to pay such Employees an additional sum to be added to the regular and periodic payments the Employees receive in the following amount; One (\$1.00) Dollar per year which shall be considered as part of the base annual wage.

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ARTICLE XXVII

PRESERVATION OF RIGHTS

The parties agree that all benefits, rights, duties, obligations and conditions of employment relating to the status of the Township of Washington which benefits, rights, duties, obligations, terms and conditions of employment are not specifically set forth in this Agreement shall be maintained in not less than the highest standards in effect at the time of the commencement of collective bargaining negotiations between the parties leading to the execution of this Agreement.

Unless a contrary intent is expressed in this Agreement, all existing benefits, rights, duties, obligations and conditions of employment applicable to any Police Officer pursuant to any rules, regulations, instruction, directive, memorandum, statute or otherwise shall not be limited, restricted, impaired, removed or abolished.

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ARTICLE XXVIII

MAINTENANCE OF OPERATIONS

There shall be no strikes, work stoppage, slowdown, walkout, refusal to work or any other interference or interruption of the normal operations of the Township. The PBA covenants and agrees that during the term of this Agreement, neither it or any designated person acting on its behalf will cause, authorize, or support nor will any of its members take part in any strike, work stoppage, slowdown, walkout, refusal to work, or any other interference or interruption of the normal operations of the Township.

Nothing contained in this Agreement shall be construed to limit or restrict the Employer in its right to ask and obtain any judicial relief as it may be entitled to have, in law or in equity, for injunction or damages, or both, in the event of such breach by the aforesaid Employees, PBA, or its members. It is agreed that any Employees engaging in any activities prohibited by this Article shall be subject to discipline.

Nothing contained in this Agreement shall be construed to limit or restrict the Employees, the PBA or any designated persons acting in its behalf from the right of public self-expression, either singly or collectively.

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Memorandum of Understanding
Washington Township
NJ State PBA Local #206

December 5, 2019

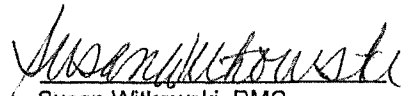
1. Effective January 1, 2020, a trial schedule shall be substituted for all uniformed employees in the bargaining unit which shall replace the schedule found in Article X of the Agreement. The schedule shall be a modified Pitman chart consisting of 12 hour work tours worked on a 3 day on, 2 day off, 2 day on, 2 day off, 2 day on and 3 day off schedule. The three days off shall fall on Friday, Saturday and Sunday. Employees shall alternately work twenty-eight (28) days (two (2) fourteen (14) day cycles) of night tours followed by twenty-eight (28) days (two (2) fourteen (14) day cycles) of day tours. Shift start times shall be 0700/1900 hours.
2. The modification to the Pitman schedule set forth in Paragraph 1 shall be an additional 116 hours of Schedule Adjustment Time (SAT). These hours are necessary to bring the number of hours worked by each employee from the Pitman Schedule (2,196 hours) back to the current level of 2,080 hours annually. The additional hours off shall be allocated in accordance with this agreement.
3. All contractual benefits based in days shall be converted to hours and be granted on the same basis set forth in the agreement.
4. Employees shall receive two (2) twelve (12) hour Personal Days (Article XXII) annually working the modified Pitman schedule which will reduce the SAT Hours by eight (8) hours.
5. Employees working the modified Pitman schedule shall accumulate SAT Hours in a separate compensatory time bank. Any request for use of these hours must be approved by the Chief of Police and may be denied if the requested time must be covered using overtime. Any SAT hours not scheduled in accordance with this paragraph will be addressed by mutual agreement of the parties and may not be forfeited.
6. Employees working the modified Pitman schedule shall have breaks consisting of a one (1) 45 minute meal period and three (3) fifteen (15) minute breaks per twelve hours.
7. Full paid leave days shall continue to be provided pursuant to Article XXIII (Bereavement).

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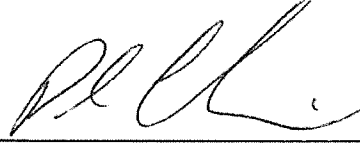
8. All other days shall be calculated and reduced to hours so that no additional time is realized by moving to a 12 hour day schedule then what is already provided in the current Memorandum of Agreement. The parties agree to work together to resolve any issues not directly addressed by the terms of this agreement.
9. The schedule set forth in this Memorandum of Understanding shall be effective during a three (3) year trial period. During the trial period, the parties will monitor the Twelve Hour schedule to determine whether the schedule can be modified. Any modifications agreed upon shall be adopted in writing. At the conclusion of the trial period, either party may determine to terminate the modified Pitman Schedule. Any such termination shall be made with a minimum of ninety (90) calendar days' notice, i.e., on or before September 30, 2022
10. Except as set forth in this Memorandum of Understanding, all contractual terms and practices concerning scheduling shall be maintained at present standards.
11. This Memorandum of Understanding shall be a part of the Memorandum of Agreement and alleged violations of this Memorandum of Understanding shall be subject to Articles III and IV.
12. Except as set forth in this Memorandum of Understanding, the Memorandum of Agreement shall remain unmodified.
13. If the temporary schedule is not terminated, the parties will make best effort to incorporate the terms of the 12 hour schedule as reflected in this Memorandum of Understanding into the successor Memorandum of Agreement.
14. If any term, provision or condition of this Memorandum of Understanding is held invalid or unenforceable by any agency or court of competent jurisdiction, such holding shall be without effect upon the validity, enforceability or any other clause, sentence, paragraph, section, provision, term and/or condition of this Memorandum of Understanding.

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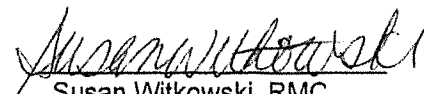
ATTEST:


Susan Witkowski, RMC

WASHINGTON TOWNSHIP


Mayor Peter Calamari

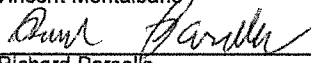
ATTEST:


Susan Witkowski, RMC

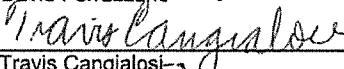
POLICE BENEVOLENT ASSOCIATION
LOCAL #206

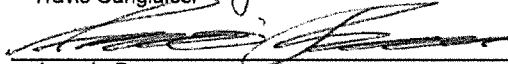

Michael Glock


Vincent Montalbano


Richard Parella


David Ferrazzano


Travis Cangialosi


Arsenio Pecora


C.O.

EFFECTIVE DATE: 04/15/2017				GENERAL ORDER: #8			
SUBJECT: Sick Leave							
ISSUED BY: Chief Glenn Hooper				# OF PAGES: 7			
DISTRIBUTION: 07/13/2018				REVIEW DATE: 2018			
LAST REVISED: 07/13/2018							
ACCREDITATION STANDARDS:							
The written directives developed by the Police Department are for internal use only, and do not enlarge an officer's civil or criminal liability in any way. They should not be construed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violations of written directives can only be the basis of a complaint by this department, and then only in an administrative disciplinary setting.							

PURPOSE:

Controlling absenteeism is a legitimate business necessity and a basic management right. It is particularly important in police work because our mission is to provide police service twenty-four hours a day. It is reasonable to expect that members will be absent occasionally. However, abusive or excessive use of absenteeism privileges creates legitimate ethical, economic and safety related issues for the department and our citizens alike.

POLICY:

Members who are on extended sick or injury leave due to a suspected physical or mental disability can expect to have their fitness for duty evaluated. The purpose of the evaluation will be to determine if the member is fit to perform the essential functions of his/her position with or without reasonable accommodation. For the purpose of this policy all sworn officers must be able to perform the essential functions of a police officer.

Members are subject to disciplinary action if substantial evidence suggests that sick leave privileges have been abused.

PROCEDURE:

I. DEFINITIONS

Documented Sick Leave -Absence due to illness or injury that is accompanied by a physician's certificate will be classified as SE (Sick Excused). The physician's certificate will be filed in the employee's confidential file.

Undocumented Sick Leave- Absence due to illness or injury that is not accompanied by a physician's certificate will be classified as SU (Sick Unexcused)

Duty Related Injury Leave -Members who are injured in the performance of police duty which includes training and police action taken while off duty will be classified as having an on the job injury (OJI).

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Abuse of Sick Time – patterns of excessive absenteeism or absences on certain days of the week that are disproportionate to other days; fraudulently claiming illness; on holidays; on days immediately prior to or after other benefit days off; using an excess of undocumented sick days.

Chronic Sick Leave 8-hour employees – Undocumented sick leave use totaling at least seven (7) days leave within a twelve (12) month period

Foreseeable Sick Leave – sick leave used when an employee knows in advance that he/she will not be available for regularly scheduled duties due to illness, a serious health condition or medical appointment for themselves.

Unforeseeable Sick Leave – sick leave used when an employee does not know in advance that he/she will not be available for regular scheduled duties due to illness, a serious health condition or medical appointment for themselves or an immediate family member.

Officers injured while taking action while working outside employment as Security Officer and not employed by or paid by Washington Township will not be considered DI (Duty Injury). For the purposes of this policy, they will be subject to the same procedures governing members on sick leave.

Primary residence is the place where a person normally abides, their home, their one true domicile. This should be your address on record with the Washington Township Police Department.

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I. REPORTING

Members who are unable to report for duty because of illness or injury are required to provide at least **two hours notice** before their scheduled reporting time with the exception of day tours where the starting time is 0630 hours, one (1) hour notice is acceptable. The member who is reporting sick must speak with the desk officer or dispatcher on the recorded police phone line (201-664-1140). All information must be TOT the Tour Commander (TC)/OIC. In some cases, such as when the member is too ill to call, a family member or other person may call in place of the ill member, but that person must call on the recorded police telephone line.

*If the TC/OIC is unavailable, the employee taking the call will complete a Sick Time computer aided dispatch entry (CAD) and then advise the Tour Commander/OIC as soon as possible. A copy of the CAD will be forwarded to the captain or schedule officer.

Information required for the Sick Record will include:

- ☐ Date/Time Reported
- ☐ Person Reporting
- ☐ Name: Officer/Telecommunicator/Civilian personnel - who is Sick/Unable
- ☐ Date(s) Absence(s)
- ☐ Location of member during illness

Members who call in sick or injured are required to remain at their primary residence or provide information on their place of confinement and a telephone number **if they are not at their residence during the time period of their assigned shift**. If a member's place of confinement is other than a hospital, rehabilitation facility, or other medical facility the member must obtain authorization from the Chief of Police.

- ☐ officer or dispatcher taking call
- ☐ Tour Commander/OIC
- ☐ If a member calling in, has already obtained a physician note, excusing the absence, and such note includes several days of absence for such illness or injury recovery, the member **MUST** advise at that time of calling in, of such dates of absences that will affect the member's regular shifts, reassignments, or other duty details. This will eliminate the need for the officer to call in each day.

The TC/ OIC will make arrangements to cover the shortage when necessary and mark the work schedule accordingly.

Members who become ill while on duty will notify the TC/OIC before going off duty. The TC/OIC will complete a sick record (CAD) and document the illness. This sick record will be documented in the schedule program or forwarded to the Captain or schedule officer.

Members are required to report in every day that they are sick or injured unless they have provided an estimated date for returning to duty, in which case daily reporting is not necessary unless directed by the Chief of Police or his/her designee.

Members are expected to remain at primary residence or designated place of confinement during their absence and may leave only to travel to their doctor or pharmacy or for a medically necessary reason. Disciplinary action may result if personnel leave their residence or designated place of confinement for an unauthorized reason.

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A member who has been **advised that he/she has abused sick time or has their sick time designated as chronic**, may be required to contact the police desk and speak to the OIC on the recorded police line every time they leave and return to their home while on sick leave. If deemed necessary by the Chief of Police or his/her designee the affected member will be notified of such notification requirements.

Duty Related Injury

Whenever an employee is injured while on duty, while attending training or taking off duty police actions or exposed to chemicals/bloodborne pathogens, the TC/OIC must be notified as soon as practical and a CAD entry will be made documenting the injury. When the employee is injured while on duty arrangements will be made for immediate medical attention as necessary. Any employee who is exposed to bloodborne pathogens will receive treatment necessary including follow-ups as required.

The TC/OIC will be responsible for making immediate notifications to command level personnel whenever an officer is injured due to a vehicular pursuit, assault, shooting or whenever an employee is admitted to a hospital for treatment due to serious or life-threatening injuries or illness.

Notifications will be documented in the CAD.

The TC/OIC will complete the employee injury reports as per policy and forward them to the Chief of police. The Chief or his designee will be responsible for conducting an administrative review for all occupational injuries and exposures.

Police Administration will maintain a file documenting the injury and medical care provided to the employee.

- 1) The injury must be reported to the injured officer's current supervisor immediately.
- 2) Once reported, a CAD/report must be generated along with a report describing the event. This shall be completed by the injured officer or the supervisor receiving the complaint. (Injuries sustained while responding to a call for service must have a separate CAD/report generated and cross referenced to the initial call for service). Bergen Risk forms shall reflect this new GC/report number.
- 3) The supervisor in charge shall complete and submit the necessary electronic forms at www.bergenrisk.com . Copies shall be printed and forwarded through the Chain of Command.
- 4) The injured officer or supervisor completing the reports shall be responsible for notifying Bergen Risk immediately at 1-888-525-3454 (Monday-Friday 0800hrs-1700hrs). Officers completing an after-hours call shall leave their name and contact number on that 1st Report Hotline.
- 5) Any medical treatment needed other than immediate emergency care shall be coordinated by the injured officer through the Bergen Risk Managers. Police Administration shall be advised of same.



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III. RESTRICTIONS

Members on sick leave may not engage in any activity that is not related to their convalescence and rehabilitation. Officers who feign illness or injury will be subject to disciplinary action. All officers are put on notice that a supervisor or his/her designee may call or visit their place of confinement to verify the illness or injury.

Officers are put on notice that the Chief of Police may order that a doctor's note be presented and/or that the member submit to an examination by a physician retained by the Borough whenever substantial evidence exists that a member is abusing his/her sick time privileges. This will be done in accordance with the Collective bargaining agreement between the Township and the PBA.

The following are illustrative examples of "substantial evidence".

- a. Sick time taken attached with regularly scheduled days off, or in conjunction with Vacation leave time, Personal leave time, SAD, or Compensatory days, and such sick time occurs on a regular and/or continued basis creating a demonstrable pattern of use.
- b. Sick time taken in a demonstrable pattern, for example, on holidays or weekends.
- c. Sick time taken on a day for which a previous request for time off was denied.

Members working an 8-hour schedule are permitted seven (7) undocumented sick days per calendar year.

Any further use of sick leave during the calendar year will be designated as chronic undocumented sick leave.

If a doctor's certificate is required, it must be dated to cover the days lost to illness and presented when the member reports back to duty after the illness. Employees must submit the **original doctor's certificate**. Photocopies are not acceptable.

Members who are sick or injured for more than seven consecutive days must present a doctor's certificate upon their return to duty. The certificate must state that the member is cleared for a full return to duty.

A member who has been **advised that he/she has abused sick time or has their sick time designated as chronic**, shall be required to contact the police desk and speak to the OIC on the recorded police line every time they leave and return to their home while on sick leave. If deemed necessary by the Chief of Police or his/her designee the affected member will be notified of such notification requirements.

Members **do not** need to use their undocumented sick days prior to submitting a doctor's note for an excused sick day. Any sick day excused with a Physician's certificate will be considered documented sick leave. A member who has been advised that he/she has abused sick time or has their sick time designated as chronic, may be required to provide medical verification for all future subsequent illnesses.

IV EXTENDED SICK LEAVE

Members who report sick or injured for more than seven (7) consecutive work days will be considered to be on extended sick leave. A comprehensive letter from his/her attending physician is required at that time explaining the following:

- a. The nature of the member's illness.

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- b. How the illness prevents the member from performing his/her duties.
- c. The treatment that the member is receiving.
- d. A professional opinion as to the member's potential for recovery.
- e. A projected date for a return to full duty.

Excess of Thirty Days

Additional documentation, in the form of a doctor's letter as described above, will also be required for each 30-day period that a member is on extended leave after extended sick leave has been invoked. Members on extended sick leave may arrange with the Chief of Police for advance approval of activities related to their continued convalescence and rehabilitation.

The Chief may order any member on extended sick leave to submit to examination by a physician retained by the Township to determine their fitness for duty. Any member who refuses to comply with this order will be deemed to be insubordinate.

Members who are returning to duty from extended sick leave must present a doctor's letter. The letter must state that the member is cleared for a return to full duty.

V. Light Duty

See General Order #9 (Light Duty Policy)

VI. VACATION TIME

- A) Members who become injured or ill during an **annual vacation period leave**, and such illness or injury impacted the member's vacation activities, may apply to the Chief for the return of any vacation days lost due to injury or illness. To begin this process, the officer must first immediately notify the officer in charge that he/she has taken ill during his/her vacation period, and that he/she intends to apply for the return of any days lost due to the illness. The TC/OIC will make written notification to the Chief of Police.

The member must then make a written report to the Chief through the chain of command requesting the return of the lost days as soon as she/he returns to duty. This report must detail the nature of the illness or injury and its impact on the member's vacation activities. This application **must be accompanied by a doctor's certificate** detailing the extent of the officer's illness or injury. The Chief will base his/her decision on the totality of circumstances, including the nature of the illness or injury and its impact on the member's ability to use his/her vacation time productively.

** The Chief will base a decision on the totality of circumstances, including the nature of the illness or injury and its impact on the leave time in full or in part.*

- B) Officers **on extended sick leave** may make a special request to the Chief of Police to use vacation time. The officer will detail in his/her request the following details:

- ☐ type of vacation
- ☐ the necessity
- ☐ the location
- ☐ the activity that the officer will be participating in. The officer will provide a note from his/her attending medical doctor indicating that the activity **will not interfere** with the officer's recuperation time. The medical note may not come from anyone other than the attending medical doctor, i.e., the note cannot come from a physical therapist, regardless if that person is a DPT (Doctor of Physical Therapy).

The Chief will base his/her decision on the totality of circumstances.

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VII. RESPONSIBILITY OF EMPLOYEES

Members of the Department will be responsible and accountable for keeping track of their own sick/injury time and any other type of time off.

VIII. CHIEF OF POLICE/SUPERVISOR RESPONSIBILITIES

A. The Chief and Supervisors shall conduct an ongoing and thorough review of each of their subordinates' attendance records. Such review shall include identification of potential patterns of absenteeism, excessive absenteeism, sick time abuse and chronic sick time usage. Supervisors who have documented such abuse of sick leave shall notify the Chief of Police in writing.

B. Whenever, a supervisor identifies any violation of the department's Rules and Regulations regarding Abuse of Sick Leave, and a failure to comply with policy and procedures regarding Reporting Sick and Injured, he/she shall:

1. Prepare a report documenting all facts, findings and recommendations.
2. Forward the report along with supporting documents to the Chief of Police.

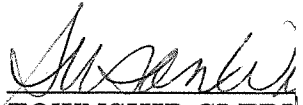
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DURATION

This Agreement shall

December 31, 2026.

WITNESS WHEREOF


TOWNSHIP CLERK

APPENDIX A(1)
Employees hired on or before August 31, 2012

	EFFECTIVE 1/1/2023	EFFECTIVE 1/1/2024	EFFECTIVE 1/1/2025	EFFECTIVE 1/1/2026
PERCENTAGE INCREASE	2.75%	2.75%	2.75%	2.75%
CAPTAIN	\$160,928	\$165,354	\$169,901	\$174,573
SR. OFF. CAP.	\$168,868	\$173,511	\$178,283	\$183,186
LIEUTENANT	\$155,223	\$159,492	\$163,878	\$168,385
SR. OFF. LT.	\$158,025	\$162,371	\$166,836	\$171,424
SERGEANT	\$148,062	\$152,133	\$156,317	\$160,616
SR. OFF. SGT.	\$151,642	\$155,812	\$160,096	\$164,499
CORPORAL	\$136,581	\$140,282	\$144,085	\$147,992
SR. OFF. CPL.	\$143,414	\$147,303	\$151,299	\$155,404
PATROLMAN	\$134,581	\$138,282	\$142,085	\$145,992
SR. OFF. PTL.	\$141,414	\$145,303	\$149,299	\$153,404
SCHEDULE A				
POLICE ACAD.	\$43,652	\$44,853	\$46,086	\$47,354
GRADUATION	\$69,321	\$71,228	\$73,186	\$75,199
DURING 2ND YEAR	\$75,210	\$77,278	\$79,403	\$81,587
DURING 3RD YEAR	\$87,965	\$90,384	\$92,870	\$95,424
DURING 4TH YEAR	\$97,286	\$99,961	\$102,710	\$105,535
DURING 5TH YEAR	\$106,606	\$109,538	\$112,550	\$115,645
DURING 6TH YEAR	\$115,929	\$119,117	\$122,392	\$125,758
DURING 7TH YEAR	\$125,248	\$128,692	\$132,232	\$135,868
COMP. 7TH YEAR	\$134,581	\$138,282	\$142,085	\$145,992

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APPENDIX A(2)
Employees hired after August 31, 2012

	EFFECTIVE 1/1/2023	EFFECTIVE 1/1/2024	EFFECTIVE 1/1/2025	EFFECTIVE 1/1/2026
PERCENTAGE INCREASE	2.75%	2.75%	2.75%	2.75%
CAPTAIN	\$160,928	\$165,354	\$169,901	\$174,573
SR. OFF. CAP.	\$168,868	\$173,511	\$178,283	\$183,186
LIEUTENANT	\$155,223	\$159,492	\$163,878	\$168,385
SR. OFF. LT.	\$158,025	\$162,371	\$166,836	\$171,424
SERGEANT	\$148,062	\$152,133	\$156,317	\$160,616
SR. OFF. SGT.	\$151,642	\$155,812	\$160,096	\$164,499
CORPORAL	\$136,581	\$140,282	\$144,085	\$147,992
SR. OFF. CPL.	\$143,414	\$147,303	\$151,299	\$155,404
PATROLMAN	\$134,581	\$138,282	\$142,085	\$145,992
SR. OFF. PTL.	\$141,414	\$145,303	\$149,299	\$153,404
SCHEDULE A				
POLICE ACADEMY	\$43,652	\$44,853	\$46,086	\$47,354
MONTHS 1-6 POST ACADEMY	\$49,694	\$51,061	\$52,465	\$53,908
MONTHS 7-12 POST ACADEMY	\$62,357	\$64,072	\$65,834	\$67,644
DURING 2ND YEAR POST ACADEMY	\$76,647	\$78,755	\$80,921	\$83,146
DURING 3RD YEAR POST ACADEMY	\$87,965	\$90,384	\$92,870	\$95,424
DURING 4TH YEAR POST ACADEMY	\$97,286	\$99,961	\$102,710	\$105,535
DURING 5TH YEAR POST ACADEMY	\$106,606	\$109,538	\$112,550	\$115,645
DURING 6TH YEAR POST ACADEMY	\$115,929	\$119,117	\$122,392	\$125,758
DURING 7TH YEAR POST ACADEMY	\$125,248	\$128,692	\$132,232	\$135,868
COMP. 7TH YEAR POST ACADEMY	\$134,581	\$138,282	\$142,085	\$145,992

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APPENDIX A(3)
Employees hired after January 1, 2016

	EFFECTIVE 1/1/2023	EFFECTIVE 1/1/2024	EFFECTIVE 1/1/2025	EFFECTIVE 1/1/2026
PERCENTAGE INCREASE	2.75%	2.75%	2.75%	2.75%
CAPTAIN	\$160,928	\$165,354	\$169,901	\$174,573
SR. OFF. CAP.	\$168,868	\$173,511	\$178,283	\$183,186
LIEUTENANT	\$155,223	\$159,492	\$163,878	\$168,385
SR. OFF. LT.	\$158,024	\$162,370	\$166,835	\$171,423
SERGEANT	\$148,062	\$152,133	\$156,317	\$160,616
SR. OFF. SGT.	\$151,642	\$155,812	\$160,096	\$164,499
CORPORAL	\$136,581	\$140,282	\$144,085	\$147,992
SR. OFF. CPL.	\$143,311	\$147,197	\$151,190	\$155,293
PATROLMAN	\$134,581	\$138,282	\$142,085	\$145,992
SR. OFF. PTL.	\$141,311	\$145,197	\$149,190	\$153,293
SCHEDULE A				
POLICE ACADEMY	\$43,652	\$44,853	\$46,086	\$47,354
MONTHS 1-6 POST ACADEMY	\$51,965	\$53,394	\$54,862	\$56,371
MONTHS 7-12 POST ACADEMY	\$62,357	\$64,072	\$65,834	\$67,644
MONTHS 13-18 POST ACADEMY	\$69,502	\$71,413	\$73,377	\$75,395
MONTHS 19-24 POST ACADEMY	\$76,647	\$78,755	\$80,921	\$83,146
DURING 3RD YEAR POST ACADEMY	\$87,965	\$90,384	\$92,870	\$95,424
DURING 4TH YEAR POST ACADEMY	\$97,286	\$99,961	\$102,710	\$105,535
DURING 5TH YEAR POST ACADEMY	\$106,606	\$109,538	\$112,550	\$115,645
DURING 6TH YEAR POST ACADEMY	\$115,929	\$119,117	\$122,392	\$125,758
DURING 7TH YEAR POST ACADEMY	\$125,248	\$128,692	\$132,232	\$135,868
COMP. 7TH YEAR POST ACADEMY	\$134,581	\$138,282	\$142,085	\$145,992

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APPENDIX A(4)
Employees hired after August 1, 2019

	EFFECTIVE 1/1/2023	EFFECTIVE 1/1/2024	EFFECTIVE 1/1/2025	EFFECTIVE 1/1/2026
PERCENTAGE INCREASE	2.75%	2.75%	2.75%	2.75%
CAPTAIN	\$160,825	\$165,248	\$169,792	\$174,462
SR. OFF. CAP.	\$168,868	\$173,511	\$178,283	\$183,186
LIEUTENANT	\$155,223	\$159,492	\$163,878	\$168,385
SR. OFF. LT.	\$158,024	\$162,370	\$166,835	\$171,423
SERGEANT	\$151,446	\$155,611	\$159,890	\$164,287
SR. OFF. SGT.	\$153,336	\$157,553	\$161,885	\$166,337
CORPORAL	\$136,581	\$140,282	\$144,085	\$147,992
SR. OFF. CPL.	\$143,414	\$147,303	\$151,299	\$155,404
PATROLMAN	\$134,581	\$138,282	\$142,085	\$145,992
SR. OFF. PTL.	\$141,414	\$145,303	\$149,299	\$153,404
SCHEDULE A				
POLICE ACADEMY	\$43,652	\$44,853	\$46,086	\$47,354
DURING 1ST YEAR POST ACADEMY	\$51,965	\$53,394	\$54,862	\$56,371
DURING 2ND YEAR POST ACADEMY	\$62,357	\$64,072	\$65,834	\$67,644
DURING 3RD YEAR POST ACADEMY	\$69,502	\$71,413	\$73,377	\$75,395
DURING 4TH YEAR POST ACADEMY	\$76,647	\$78,755	\$80,921	\$83,146
DURING 5TH YEAR POST ACADEMY	\$87,965	\$90,384	\$92,870	\$95,424
DURING 6TH YEAR POST ACADEMY	\$97,286	\$99,961	\$102,710	\$105,535
DURING 7TH YEAR POST ACADEMY	\$106,606	\$109,538	\$112,550	\$115,645
DURING 8TH YEAR POST ACADEMY	\$115,929	\$119,117	\$122,392	\$125,758
DURING 9TH YEAR POST ACADEMY	\$125,248	\$128,692	\$132,232	\$135,868
COMP. 9TH YEAR POST ACADEMY	\$134,581	\$138,282	\$142,085	\$145,992

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