

R-101546

AGREEMENT

between

THE CITY OF NEW BRUNSWICK

and

POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL NO. 23, INC.

JANUARY 1, 2014

THROUGH

DECEMBER 31, 2021

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rank of Police Officer only. This article does not apply to the ranks of Sergeant, Lieutenant, and Captain.

ARTICLE III

Duration of Agreement

The City and the Employees agree that the duration of this agreement shall be for a period of eight (8) years commencing January 1, 2014 and ending December 31, 2021.

ARTICLE IV

Discrimination

The City and the Employees both recognize that there shall be no discrimination by reason of sex, age, creed, race, origin as far as any application for employment or job or as a condition for employment. This City further agrees that it will not interfere with nor discriminate against any employee because of membership in, or legitimate activity on behalf of, the Policemen's Benevolent Association Local No. 23, nor will the City encourage membership in any other association or union or do anything to interfere with the exclusive representatives of the City in the appropriate bargaining unit.

ARTICLE V

Standards of Service

It is the right of the City to determine the standards of service to be offered by its agencies; determine the standards of selection for employment; direct its employees; schedule work; take disciplinary action; relieve its employees from duty because of lack of work or for any other legitimate reasons; maintain the efficiency of its operation; determine the methods,

his/her annual sick leave allotment for use as "excess accumulated sick leave", or receive payment for one-half of the unused portion with the other one-half being banked for future use as excess accumulated sick leave. Members who have not yet accumulated 1400 hours of regular accumulated sick leave time will have his/her entire unused allotment of sick time accrue as regular accumulated sick time. If, through the use of regular accumulated sick leave, a member's level has dropped below 1400 hours or capped totals as of December 31, 1988, his/her unused sick leave will accrue as regular accumulated sick leave until the level of 1400 hours or capped total as of December 31, 1988 is once again established at which time he/she shall once again use the election process mentioned earlier. Effective January 1, 2011, members who have reached the 1400 hour cap shall no longer have the ability to sell back one-half of accumulated sick time.

b. Members shall be compensated for ordinary short-term illness or injury (not meeting the criteria as established in Article VI, Section 3 Major Illness) by charging such time against excess accumulated sick leave. If insufficient excess accumulated sick time is not available, members may use regular accumulated sick leave. If such use reduces levels below 175 days (the equivalent of 1400 hours) or the capped total as of December 31, 1988, such levels may be re-established by accruing unused sick leave time each year until previous levels (1400 hours or capped) of regular accumulated sick leave are attained.

physician or Worker's Compensation Panel physicians if required by the City.

d. Any Worker's Compensation checks received by members during this one-year period shall be endorsed over to the City by the member.

e. If the member is judged by the City physician or Worker's Compensation physician to be able to perform light duty, the member will report for light duty or incur a loss of benefits under this section.

Section 3. Major Illness.

Major illness is defined as an illness or injury which is not service related and which requires hospitalization for six (6) or more days, or non-elective surgery, or an ailment or contagious disease requiring a leave of thirty (30) or more days which would render a member unfit for light duty.

a. Any member who is not working due to a major illness as defined above for a period of one (1) year, will not be charged sick time. Effective April 1, 2014, major illness benefits will be modified to provide for a maximum of 6 months paid leave. After the 6 months is exhausted, an officer can use his/her balance of accrued contractual leave time to remain on major illness leave with pay. An officer who does not have enough accrued time to extend major illness leave to 12 months, shall be granted a medical leave of absence without pay for up to 12 months. In addition, an officer need only use 5 accrued sick days instead of 10 prior to major illness eligibility. All officers who are on major illness prior to April 1, 2014 shall

g. The definition of major illness shall recognize a disability phase of pregnancy during which individuals will be entitled to the benefits of the Agreement's Major Illness provision. Major illness shall include a period of absence due to pregnancy or medical conditions related to pregnancy or delivery where the absence is for ten (10) or more days.

Section 4. Light Duty.

a. Light Duty is defined as any duty which may be required of an officer which will not exceed his/her physical limitations, as imposed by illness or injury.

b. An officer placed on light duty may refrain from wearing the uniform and may wear proper civilian attire until the light duty assignment has been concluded.

c. An officer who is on light duty shall work his/her regular hours (or a portion thereof if not eligible to work a full tour) if he/she is responsible for the care of a child or other family member during his off-duty hours. An officer's hours may be changed by mutual agreement of the City and officer.

d. For safety reasons, officers on light duty shall not be assigned to the police desk.

Section 5. Accumulated Sick Time Reimbursement at Retirement.

Upon retirement, members shall be entitled to payment for regular accumulated sick time, if termination occurs while in good standing, at a daily rate equal to the salary of said member at retirement. Such payment shall be paid as follows:

Section 7. Accumulated Sick Time Reimbursement - Separation in Good Standing.

Members severing service to the New Brunswick Police Department after not less than ten years continuous police service to the City of New Brunswick shall receive payment for one-half of the total amount of regular accumulated sick leave, if termination occurs while in good standing, at a rate equal to the salary of said member upon separation. Such payment shall be made in regular payroll increments until one-half of the total regular accumulated sick leave has been paid. Payment for the other one-half of the total amount of regular accumulated sick leave shall be made by lump sum payment.

ARTICLE VII

Bereavement

Any employee suffering bereavement by reason of death in his family as defined in Chapter 5 of the General Ordinances of the City of New Brunswick, shall receive up to three (3) working days off with pay for the purpose of attending the funeral or arranging for his personal affairs. Notwithstanding the definition in Chapter 5 of the General Ordinances, for the purposes of this Article, the term "immediate family" shall include parent, spouse, civil union partner, child, step-child, foster child, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandchild, grandparents, niece and nephew or any relative residing in the officer's household. In special situations where the request is reasonable, such time may be extended up to seven (7) days. Officers shall be provided with

for hours worked overtime. Overtime shall be defined as any hours worked by an employee over, beyond and above his regular tour of duty.

In the event that any employee must appear in any court as a result of a case that the employee is involved in arising as a result of employment with the department, the employee shall be paid at time and one-half. This Article is applicable when the employee is called or subpoenaed to Court during his time off from the regular tour of duty or when the time in Court extends beyond his regular tour of duty.

ARTICLE X

Standby Time

Any employee required to "standby" shall be called into the police station and be paid as if that time was part of his regular tour of duty. The employee shall present himself at the police station in uniform ready for active duty. However, no employee shall be required to "standby" at home or any other place other than the police station. For the purposes of this Article, an employee shall be entitled to a minimum of two (2) hours. With regard to standby time, the employees are required to leave a telephone number where they may be reached at all times.

in an arbitrary, capricious or discriminatory manner. Further, the City recognizes and accepts the officer's right to grieve the superior's determination.

ARTICLE XII

Health Benefits

Hospitalization

Section 1.

The City shall provide to all full time employees hospitalization and sickness insurance. In the event that the City shall cancel or be canceled by the hospitalization and sickness plan that was in effect prior to the writing of this contract, it shall be the obligation of the City to provide the same coverage and benefits to the employees with another carrier. In addition, the City will provide a major medical benefit program or option plan for all employees and will pay the cost for each employee and his immediate family. The parties agree that employees shall contribute towards the cost of health care premiums as required by P.L. 2010 Chapter 2 and Chapter 78. Any change in the law which either increases or decreases or otherwise changes the required premium contribution shall only be effective with the next successor agreement unless otherwise required by law.

Notwithstanding the above, the PBA and SOA acknowledge that their active unit members who receive health benefits through the City shall be obligated to pay no less than the contribution percentage levels from Year 4 of the Chapter 78 schedule for the term of this extension agreement regardless of whether Chapter

Effective January 1, 2011, current employees and future retirees shall no longer be able to submit prescription co-pay reimbursement requests through Aetna.

Section 2.

Hospitalization, sickness insurance, dental, major medical, prescription and vision programs that the employee had at the time of retirement shall continue to be provided for retired members and their dependents at no cost to said retired member. Regarding other benefits retired employees are entitled to participate at group rate.

Section 3.

The City may change health plan providers, provided that the benefits and coverage of any new plan are, in the aggregate, substantially equal to the plan currently in effect. Any unresolved disputes regarding whether the benefits and coverage of a proposed new plan are, in the aggregate, substantially equal to the plan currently in effect, may be submitted to expedited arbitration. The City will provide reasonable notice to the PBA of any proposed new plan.

The City shall have the right to implement an additional health plan or plans to supplement the current health benefits program offered to PBA and SOA unit members. PBA and SOA unit members may, at their option, elect to participate in such plans if established.

i. Co-pays for 30 day supply: generic drugs, \$10; preferred brand drugs, \$30; and non-preferred brand drugs, \$50.

ii. The parties agree to limit prescriptions for erectile dysfunction ("ED") to 6 pills per month per participant. If, however, the participant's healthcare provider prescribes such medication for a non-ED condition, the participant shall be allowed to exceed the limit if the healthcare provider establishes medical necessity.

iii. Specialty drugs shall be purchased through Maxor mail order.

iv. The plan shall not cover Proton Pump Inhibitors ("PPI") in as much as these drugs can now be purchased "over-the-counter."

vi. Effective November 1, 2015, a mandatory generic dispense as written ("DAW") procedure shall take effect. That is, if a healthcare provider indicates "DAW" or "dispense as written" on the prescription, the participant shall only pay the preferred or non-preferred co-pay. If the healthcare provider does not indicate "DAW" or "dispense as written" the member shall pay the brand (preferred or non-preferred) co-pay plus the difference in cost between the generic and the drug obtained.

The parties agree that the changes that are effective on November 1, 2015, will apply only to active employees and those who retire under a contract that contains said plan except that

pursuant to provisions of the Statute and Laws of the State of New Jersey.

ARTICLE XIV

Vacations

Section 1.

All employees shall be entitled to annual vacations as per the following schedule:

- A. Upon the completion of one year of service - forty (40) hours.
- B. Upon the completion of two years of service - eighty (80) hours.
- C. Upon the completion of three years of service - one hundred sixty (160) hours.
- D. Upon the completion of ten years of service - two hundred (200) hours.
- E. Upon the completion of fifteen years of service - two hundred forty (240) hours.
- F. Upon the completion of twenty years of service - two hundred eighty (280) hours.

Officers hired on or after January 1, 2014, shall be entitled to annual vacations as per the following schedule:

- A. Upon the completion of one year of service - forty (40) hours.
- B. Upon the completion of two years of service - seventy (70) hours.
- C. Upon the completion of three years of service - one hundred fifty (150) hours.

have more than 1200 or more accrued vacation time shall have their accrual limited to 1200 hours.

D. If an officer reduces the time in his/her red-circled bank, he/she shall have his/her red-circled amount adjusted to the reduced amount. Thus, his/her balance shall be reduced and he/she shall not be eligible to accumulate vacation time in excess of the reduced amount. If the officer reduces his/her bank to 1200 hours or less, he/she shall be subject to that cap.

E. When using vacation, the officer shall first use all time accrued on or after January 1, 2014 and then red-circled time.

ARTICLE XV

Longevity

In addition to base pay, the City agrees to pay, as a fringe benefit, and in addition to the regular salary, a longevity increment as per the following schedule:

- A. Upon the completion of four (4) years - 2% of annual base pay.
- B. Upon the completion of eight (8) years - 4% of annual base pay.
- C. Upon the completion of twelve (12) years - 6% of annual base pay.
- D. Upon the completion of sixteen (16) years - 8% of annual base pay.
- E. Upon the completion of twenty (20) years - 10% of annual base pay.

ARTICLE XVI

Savings Clause

In the event that any provision of this Agreement shall be finally determined to be in violation of applicable New Jersey Law or Regulation such terms shall not impair the validity and enforceability of the remaining provisions of this Agreement. If the provision is mandatorily negotiable, the parties shall meet to negotiate replacement language to remedy the illegality.

Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, nor otherwise detract from any employee benefit existing prior to its effective date.

ARTICLE XVII

Holidays

The City agrees to pay the employee, in addition to the regular salary and as additional compensation, sixteen (16) holidays. Such compensation is equal to one hundred and twenty eight (128) hours pay at the officer's individual hourly rate. Holiday pay shall be included in base salary and paid in equal amounts as part of an officer's regular payroll cycle with his regular paycheck. Employees hired during the year shall receive pro-rata pay for holiday pay.

ARTICLE XVIII

Leave Without Pay

The City Administrator upon the request of an employee and after reasonable written notice, may grant a six (6) month leave of absence without pay to the said employee. Said leave may

Step 5	\$ 98,332	\$ \$100,299	\$ 101,803	\$ 103,839
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Police Officers	2018	2019	2020	2021
Training Step (0-12 mos)	\$47,175	\$48,119	\$48,841	\$49,818
Step 1	\$63,175	\$64,438	\$65,405	\$66,713
Step 2	\$72,850	\$74,307	\$75,422	\$76,930
Step 3	\$83,700	\$85,374	\$86,655	\$88,388
Step 4	\$94,548	\$96,439	\$97,886	\$99,844
Step 5	\$105,397	\$107,505	\$109,118	\$111,300

The salary guide figures are based on the following calculations and understandings:

- A. 2014 - 1.5% increase of the 2013 ending base salaries.
- B. 2015 - 2.0% increase of the 2014 ending base salaries.
- C. 2016 - 1.5% increase of the 2015 ending base salaries.
- D. 2017 - 2.0% increase of the 2016 ending base salaries.
- E. 2018 - 1.5% increase of the 2017 ending base salaries.
- F. 2019 - 2.0% increase of the 2018 ending base salaries.
- G. 2020 - 1.5% increase of the 2019 ending base salaries.
- H. 2021 - 2.0% increase of the 2020 ending base salaries.

In addition, all officers not at top pay will receive their increment.

provide an exclusive mechanism for the settlement of employee grievances.

(b) No resolution of any grievance under this Article shall add to, subtract from or modify any terms of this Agreement.

(c) The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, then the grievance shall be deemed to have been abandoned. If any grievance is not processed to the next succeeding step in the grievance procedure within the time limit prescribed thereunder, then the disposition of the grievance at the last preceding step shall be deemed to be conclusive. If a decision is not rendered within the time limit prescribed at any step in the grievance procedure, then the grievance shall be deemed to have been denied. Nothing herein shall prevent the parties from mutually agreeing in writing to extend or contract the time limits for processing a grievance at any step in the grievance procedure.

Section 2. Definitions.

(a) A grievance is defined as any dispute, controversy or issue involving the interpretation, application or violations (alleged or otherwise) of any provision of this Agreement or regarding employment or the application of any rules, regulations, ordinance and/or statute which actually affects working conditions.

(b) A "grievant" is defined as any bargaining unit employee or party to this Agreement who has a grievance as

rules and regulations of that agency. The steps of the grievance procedure shall be followed in their entirety unless any step is waived by mutual written consent.

Step 1. The grievant shall informally discuss a grievance with the employee's immediate supervisor within twenty (20) calendar days after the occurrence or event giving rise to the grievance or within twenty (20) calendar days after the grievant knew or should have known of the existence of the grievance. If the grievance is not amicably resolved within one (1) working day, the grievance shall be reduced to writing within seven (7) calendar days, signed by the grievant and submitted to the Lieutenant at Step 1. It is expressly understood that no grievance shall be initiated more than twenty (20) calendar days after the grievant first knew or should have known of its occurrence. The Lieutenant shall investigate the grievance and provide a written answer to the grievant within three (3) calendar days of the date of submission.

Step 2. In the event the grievance is not resolved at Step 1, the grievant shall file the written grievance with the Director/Chief of Police, copying the City Administrator with same, within three (3) calendar days from the date the Step 1 written answer was received or should have been received. The Director/Chief of Police shall submit a written answer to the grievant within three (3) calendar days of the date of receipt of the grievance.

Step 3. In the event the grievance is not resolved at Step 2, the grievant shall submit the written grievance to the

The cost for the services of the arbitrator shall be shared equally by the parties. All other expenses, including, but not limited to, the presentation of witnesses and attorneys fees, shall be paid by the party incurring same.

The arbitrator so selected shall hear the dispute at a mutually agreeable date, time and place. The decision of the arbitrator shall be final and binding and shall be in writing setting forth findings of fact, reasons and conclusions on the issues submitted.

No one arbitrator shall have more than one grievance submitted to him/her, and under consideration by him/her, at any one time unless the parties otherwise agree in writing. A grievance shall be deemed under the consideration by an arbitrator until he/she has rendered a written decision which shall be done within thirty (30) days from the close of the hearing.

In the event of the submission of any matter for arbitration as herein provided, the arbitrator shall have no right or power to alter or modify the terms of this Agreement or to impose upon the parties any obligation or liability not expressly assumed by the parties under the provisions of this Agreement; nor may the arbitrator deprive the parties of any right reserved, expressed or implied, by them for their benefit hereunder.

The party initiating arbitration who subsequently withdraws the grievance from arbitration or otherwise discontinues the arbitration proceeding shall be deemed to have done so with

ARTICLE XXII

General Provisions

A. Both the City and the Employees acknowledge that this Agreement is a fair agreement and both parties agree that no modification or waiver of any of the terms of this Agreement shall be valid unless in writing, signed and acknowledged by both parties. No waiver of any breach herein or default hereunder shall be deemed a waiver of any subsequent breach or default of the same or similar nature. Further, the waiver of any breach or conditions of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions thereof.

B. Any provision in this Agreement that provides additional protections and/or benefits to the Civil Service Commission Rules and Regulations shall remain in full force and effect, it being the intention of the parties hereto to supplement the protection afforded to Civil Service employees or Civil Service Laws.

C. Notwithstanding any prior Articles, all paragraphs of this Article or provisions of this Agreement may be changed or altered provided both parties mutually agree in writing.

D. The City agrees that new rules or modifications of existing rules governing working conditions must be negotiated with the P.B.A. and may not be unilaterally established.

without just cause. Any such action, asserted by a supervisor, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth if recourse is not provided for under N.J. Civil Service Commission Rules and Regulations.

ARTICLE XXV

Legal Representation and Legal Fees

The City agrees to provide for the defense of actions or proceedings in accordance with N.J.S.A. 40A:14-145. The City further agrees that the officer or officers of the New Brunswick Police Department who are the defendant or defendants in such an action shall have the right to select the Attorney of his/their choice, except that the officer or officers agree that the City shall pay for such legal services pursuant to practice.

ARTICLE XXVI

Police Procedures & Equipment Committee

There shall be a standing committee called the "Police Procedures and Equipment Committee", consisting of the Director/Chief of Police, the City Administrator, the PBA President, the PBA State Delegate and one other authorized representative of the local, for the purpose of discussing any matter or material or ideas relevant and helpful to the harmony and efficiency of the Police Department. Such group shall act as a planning and advisory group to resolve and improve working conditions and public safety. Such group shall study equipment and uniforms used in law enforcement and the City Administrator shall make recommendations to the Mayor and Municipal Council concerning the purchase of and use of recommended equipment.

violation of any Federal, State or Local Law, and providing that such occupation does not cause a conflict of interest with his job as a police officer. The employee shall be required to obtain the permission of the employer before he obtains other employment. Permission to engage in off-duty occupations or work shall not be arbitrarily or unreasonably denied, nor shall harsh or restrictive terms and conditions be set. An employee is limited to a maximum of twenty-five (25) hours per week in any occupation or occupations during his off-duty hours. No officer shall engage in outside employment for more than four (4) hours on a regularly scheduled work day.

ARTICLE XXVIII

Management Rights

Section 1.

There are no provisions in this Agreement that shall be deemed to limit or curtail the City in any way in the exercise of the rights, powers and authority which the City had prior to the effective date of this Contract unless and only to the extent that provisions of this Agreement curtail or limit such rights, powers and authority which the City had prior to the effective date of this Contract unless and only to the extent that provisions of this Agreement curtail or limit such rights, powers and authority. The PBA recognizes that the City's rights, power and authority include, but are not limited to:

- (a) The right to manage its operation;
- (b) Direct, select, decrease and increase the work force including hiring, promotion, demotion, transfer, suspension,

its members may have under this Agreement or any other authority.

The PBA and its members shall have the right to grieve, under this Agreement, the unreasonable and/or arbitrary exercise of any of the foregoing management rights of the City.

Section 2. Maintenance of Operations.

The PBA covenants and agrees that during the term of this Agreement neither the PBA nor any person acting in its behalf will cause, authorize or support, nor will any of its member take part in any strike (i.e., the concerted failure to report for duty or the concerted willful absence of a police officer from his/her duties of employment) work stoppage, slowdown, walkout or other mass absenteeism against the City. The PBA agrees that such action would constitute a material breach of this Agreement.

In the event of a strike, slowdown, walkout or organized mass absenteeism, it is covenanted and agreed that the participation in any such activity by any agent, servant or employee of the PBA or by any bargaining unit member shall be deemed grounds for disciplinary action up to and including termination of employment.

Nothing contained herein shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damage, or both, in the event of such breach by the PBA, its agents, servants or employees or employees of the bargaining unit.

ARTICLE XXX

Miscellaneous

Section 1. Workshops, Seminars, Special Training.

On those occasions when an officer attends a workshop, seminar, or special training program he shall be provided with a \$15.00 per diem meal allowance. Effective July 13, 2000, the per diem meal allowance shall be increased by \$10.00 to \$25.00. The per diem meal allowance shall not apply if said allowance is already provided for as part of a registration fee or in some way included in the overall costs of a workshop, seminar or special training program.

Section 2.

The Director/Chief of Police shall make every reasonable effort to provide a City owned police vehicle for out of county assignments as well as those occasions when an officer or officers are assigned to participate in a workshop, seminar, or special training program. If a City owned police vehicle is unavailable and the Director/Chief or designee has granted authorization to use one's own vehicle, the officer shall be reimbursed in a timely manner a mileage allowance equivalent to the IRS rate.

Section 3. Meal Break.

Effective July 1, 1996, the meal break for police officers shall be increased from thirty (30) minutes to forty-five (45) minutes.

Section 4. Vehicle Safety.

days off ("4x4"). Officers will work 10.25 hours per shift for a total of 41 hours per eight (8) day cycle.

Section 2. Work Schedule: Detective and Administrative Division

Effective October 1, 2000, the Detective and Administrative Divisions' work schedule will consist of four (4) days on followed by three (3) days off (4x3). Officers will work 9.25 hours per shift for a total of 37 hours per seven (7) day cycle. Effective April 1, 2014, officers on the 4/3 work schedule shall work a nine (9) hour day.

Section 3. Training and Bank Time

The above work schedules result in a reduction of seventy-six (76) hours worked annually. In order to compensate for the loss of hours due to the schedule change, the City may direct each officer to work an additional seventy-six (76) hours annually over and above his or her regularly scheduled tour of duty without overtime consequences. The seventy-six (76) hours is included in each officer's base salary as set forth in this Agreement. Thirty-two (32) of these hours will be allocated to training time, while the remaining forty-four (44) hours will be classified as "bank time" which will be exhausted as an officer works details outside his or her regular shift or work period.

The City agrees to provide an officer with as much advance notice as practicable under the circumstances when the City

of study. Each course will be assessed for eligibility separately and individually.

3. Tuition charges only will be eligible for reimbursement; fees for parking, computer use, student activities, etc., will no longer be eligible for reimbursement.

4. Reimbursement will be processed by the City upon receipt of final grade report and/or official transcript and evidence of employee payment to college or university.

5. Reimbursement will only be made when an employee has satisfactorily completed a course having earned a grade of "B" or better.

6. Courses of study must be related to an individual's job. Final determination of eligibility will be made by the City Administrator or his designee.

7. The City will reimburse an individual for 50% of one's actual tuition charges or 50% of an equivalent Rutgers University tuition charge, whichever produces the lesser value.

ARTICLE XXXIV

LATERAL TRANSFERS

If the employer exercises its right under a Civil Service Commission Inter-Governmental Transfer procedure or other procedure authorized by law to hire an officer with prior experience (including but not limited to the Inter-Governmental Transfer Program), such transferring officer shall not receive credit for and shall be considered a new hire for seniority vacation selection, overtime selection, and seniority based bidding assignments.

IN WITNESS WHEREOF, the parties have hereunto set their hands and affixed their seals, on this 30th day of June 2016.

THE CITY OF NEW BRUNSWICK

ATTEST

James M. Cahill

JAMES M. CAHILL, Mayor

[Signature]

City Clerk

WITNESSED:

Thomas J. Lough 3^d 6/29/16

POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL NO. 23, INC.

Pete Maroon

Pete Maroon, President