

AGREEMENT

-BETWEEN-

BOROUGH OF SOUTH PLAINFIELD

-AND-

**PBA LOCAL #100 SUPERIOR OFFICERS
(PBASO)**

JANUARY 1, 2017 THROUGH DECEMBER 31, 2020

PREPARED BY:

CAPT MATTHEW KOEP

PBASO NEGOTIATING COMMITTEE:

CAPT. MATTHEW KOEP

DET. LT. DANIEL NOONAN

LT. PETER PAPA


SGT. PETER MAGNANI

January 1, 2017 – December 31, 2020
Borough of South Plainfield
PBA Local 100

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THIS AGREEMENT, made and entered into by and between the Borough of South Plainfield, (hereinafter referred to as the “Employer”) and the South Plainfield Local 100 Superior Officer (*PBA SO*), (hereinafter referred to as the “Employee”) is to be effective as of **January 1, 2017**.

The Employer and the Employee do hereby agree to the terms of this Agreement as hereinafter specifically set forth:


I. RECOGNITION

1. The Employer does hereby recognize the South Plainfield PBA Local 100 Superior Officer (*PBA SO*) as the sole and exclusive bargaining agency for all Sergeants, Lieutenants and Captains, in the Borough of South Plainfield, in all matters pertaining to rates of pay, wages or salaries, hours of work, benefits, and other terms and conditions of employment as permitted under law.
2. The provisions of this Agreement shall apply to all accretions to the bargaining unit. Specifically excluded from the terms and conditions of this Agreement, are Patrolmen, Senior Patrolmen (including Detectives) and other personnel employed by the Borough of South Plainfield now working or to be working, in its police department.

II. EMPLOYER'S RIGHTS

1. The Employer shall retain all rights of management and supervision resulting from or pertaining to the operation of the police department and its members as provided by law.
2. The Employee recognizes the Employer's rights, duties and authority to manage and control the affairs of the Borough of South Plainfield pursuant to the authority conferred on it by the State of New Jersey and all applicable local, state, and federal laws. The Employer retains and reserves all rights of management and control not limited by this Agreement and including, but not limited to firing, promoting, discipline, layoff, transfer of all Employees covered by this Agreement, together with assignment and designation of all such work to be performed by said Employees.
3. Nothing herein contained shall be intended to abrogate, modify or in any way conflict with any rights available to the Employer and/or Employee under the provisions of the New Jersey Employer-Employee Relations Act.


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III. INSPECTION PRIVILEGES

Upon due and proper notice, an authorized agent of the Employee shall have access to the Employer's records during work hours, at times of mutual convenience, for the purpose of adjusting disputes or investigating working conditions, provided however, that there is no interruption of the Employer's working facility or schedule.



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IV. GRIEVANCE PROCEDURE

1. PURPOSE.

(a) The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment of Employees.

(b) Nothing herein shall be considered as limiting the right of any Employee having a grievance, to discuss the matter informally with an appropriate representative of the Employer, within the presence of a PBA representative appointed by the President of the PBA, if requested by the Employee involved.

2. DEFINITION.

The term grievance as used herein means any dispute and/or controversy arising over the interpretation, application or alleged violation of the terms and conditions of this agreement or regarding employment of the application of any rules, regulations, policies and/or ordinance which effect a working condition or actual working conditions and may be raised by the Employee or PBA on behalf of an individual Employee, group of Employees or the PBA itself. The right of the PBA to file such a grievance is at the option and within the discretion of the PBA and/or Employee and may be with or without the consent of the individual Employee.


3. STEPS OF GRIEVANCE PROCEDURE

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent.


Step 1. The next higher superior officer of the unit, to which the Employee is attached, will attempt to find a mutually satisfactory solution to the grievance within three (3) working days. Failing a solution, the complaint accompanied by a written report on the matter prepared by the next higher superior officer of the unit to which the Employee is attached must be forwarded through the chain of command to the superior officer in charge of the section to which the Employee is assigned.

Step 2. The superior officer in charge of the section will attempt to find a mutually satisfactory solution to the grievance within ten (10) working days. Failing a solution, the complaint accompanied by a written report on the matter by the superior officer in charge of the section to which the Employee is attached must be forwarded through the chain of command to the Chief of Police.

Step 3. The Chief of Police will attempt to find a mutually satisfactory solution to the grievance within ten (10) working days. Failing a solution, the complaint accompanied by a written report on the matter by the Chief of Police must be forwarded to the Public Safety Committee of the Borough of South Plainfield.



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Step 4. The Public Safety Committee will then consider and formally act on the complaint within thirty (30) days. The Public Safety Committee may, or may not, at their discretion consult with and/or place the matter before the entire Council of the consult with and/or place the matter before the entire Council of the Borough of South Plainfield if it deems necessary. Since it is intended that most, if not all, grievances can and should be settled without the necessity of reference to the Public Safety Committee, no grievance will be heard or considered by the Public Safety Committee which has not first passed through the above described steps.

4. SUBMISSION.

Employees' grievances shall be presented on forms prepared by the South Plainfield PBA. The grievance procedure, as contained in this contract, shall be strictly adhered to. It is understood that Employees must sign their individual grievances. Grievances without an Employee's signature shall not be accepted or processed.

5. ARBITRATION.


- (a) If no settlement of the grievances has been reached between the parties, either one or both may move the grievance to arbitration within thirty (30) days of receiving the answer from the Mayor and Council.
- (b) Any party wishing to move a grievance to arbitration shall notify the Public Employment Relations Commission that they are moving a grievance to arbitration and request that a list of arbitrators be furnished to the Employer and Employee.

V. WORK SCHEDULE

The parties agree to negotiate changes in the work schedule absent the Employer's demonstrated need to effectuate a significant managerial prerogative.



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VI. RATES OF PAY

1. The Employees shall be classified in accordance with skills used and shall be paid not less than the minimum for such classification in accordance with the table of job classifications and rates of pay in the following schedule expressly made part of this Agreement. Such wages shall be incorporated in the wage and salary ordinance to be adopted by the Employer and subject to the terms thereof.

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Sergeants	\$125,877	\$128,709	\$131,605	\$134,896
Lieutenants	\$140,983	\$144,155	\$147,398	\$151,083
Captains	\$157,899	\$161,452	\$165,085	\$169,212

2. It is intended that a minimum of thirteen percent (13%) spread between the rank of class "A" patrolmen and Sergeant. It is intended that a minimum of twelve percent (12%) spread between Sergeant, and the superior ranks of Lieutenant and Captain shall be maintained through the contract period.

At the time of the execution of this contract, the borough and PBA Local 100 have not negotiated an agreement for years 2019 and beyond. Accordingly, it is understood that the above salaries for 2019 and 2020 may have to be adjusted upward to maintain the respective 13% and 12% rank differentials.

VII. LONGEVITY

All Employees hired prior to January 1, 2011 shall be entitled to longevity payments in accordance with the following schedule:

<u>YEARS OF SERVICE TO THE BOROUGH OF SOUTH PLAINFIELD</u>	<u>PERCENT</u>
5	2.5%
10	4.5%
15	7%
20	8%

Employees hired on or after January 1, 2011 shall not be entitled to longevity payments upon promotion to Superior Officer ranking.

VIII. COMPENSATION FOR OVERTIME

1. Each Employee shall be compensated for overtime worked above the normal tour of duty required to be worked, and such compensation shall be paid at the rate of time and one half the officer's hourly rate of pay.
2. Overtime worked will be paid in the next succeeding pay period, unless at the request of the Employee, said overtime will be applied to the Accumulated Time Off (ATO) bank.

Accumulated time off is calculated at the rate of one and one half hours times the hours worked, which is not compensated by payment. The ATO bank is capped at 480 hours ATO. Any Employee who has reached the maximum of 480 hours ATO shall be prohibited from accumulated additional hours, and shall be paid for said in excess of 480 hours.

3. In the event an Employee is called to work on his non-scheduled time (including, but not limited to, off-duty court or administrative appearances, police schools, firearm's qualifications, special training, etc.) the Employee shall be guaranteed a minimum call out pay. Overtime shall be calculated at the rate of time and one half the Employee's hourly rate of pay. The minimum time of call-out shall be (4) four hours.
4. Notwithstanding the foregoing, the overtime rate shall not exceed that which is allowed under the appropriate statute including the provisions of the Fair Labor Standard Act, if applicable, in such case made and provided.



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**IX. ENTITLEMENT ON ACCOUNTABILITY OF DEATH OR
PERMANENT DISABILITY**

To the extent permitted by law, the Employer will pay a sum equivalent to six (6) calendar months of pay to any Employee who dies or is permanently disabled, as the result of injuries sustained in the line of duty. Such payments shall be in addition to any other benefits payable to such Employee. The Employer shall not be obligated to make any such payment as herein above provided if the death or injury was intentionally self-inflicted. In the event payment pursuant to this paragraph must be made on a "pension" or time basis in order to comply with the applicable law, the sum total of the Employer's payments shall not exceed a sum equivalent to six (6) calendar months pay.


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X. RETIREMENT BENEFITS


1. The Employer shall pay to any Employee retiring, in good standing, upon the completion of 25 years of service with Employer, a sum equivalent to six (6) calendar months pay. In the event payment pursuant to this paragraph must be made on a Pension or time basis in order to comply with applicable law, the sum total of the Employer's payment shall not exceed six (6) calendar months of pay. Notice of intent to retire shall be duly served in writing upon the Employer no later than six (6) calendar months prior to January 1 of any calendar year. The benefits paid on account of retirement shall be computed at the Employee's last pay rate and shall be maintained at such rate throughout the entitlement period. All Employees inclusive prior to January 1, 1984.

2. In addition to the above stated benefits, Employees who have 25 years creditable service in the PFRS or retires on a disability pension, and his dependents as defined in the applicable policies at the time of retirement, shall be entitled to receive health insurance, (as set forth in Article XI) paid by the Employer.
 - a) Any Employee who retires on or after January 01, 2000, shall also be entitled to receive the benefits set forth in Article XI, (health, vision, prescription) paid for by the Employer.
 - b) Any Employee who retires on or after January 01, 2004, shall also be entitled to receive all benefits set forth in Article XI, (health, vision, prescription, dental) paid for by the Employer.

Any dispute regarding this coverage shall be heard by the Public Safety Commission.



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3. Surviving spouse clause enacted September 9, 1984 by the Borough of South Plainfield shall apply to this Article, copy of the Resolution is attached (see Rider A).

4. Effective August, 2008 and retroactive to January, 1999, The PBA withdrew its grievance under PERC Docket Number AR-2007-797 for the following addition to the contract:
 - A. Any retired officer eligible for post-retirement benefits under this article shall not be subject to any increased out of pocket expenses effectuated after the date of their respective retirement.

 - B. The Borough also recognizes that the level of benefits provided to the eligible retirees shall be at least equal to the benefit package in effect immediately prior to the retiree's retirement. Additionally, in the event the level of benefits to which the retiree is eligible to receive are enhanced, or otherwise improved subsequent to his/her retirement, said enhancements/improvements shall be extended, at no cost, to the retiree.

5. There will be no premium-sharing contributions for retiree benefits for employees who had achieved (20) or more years of pension service as of June 28, 2011. For employees who achieved less than (20) years of pension service as of June 28, 2011 and who retire with a minimum of (25) years of service, the percentage of their retirement allowance that shall be contributed toward the cost of health care coverage shall be in according to the following chart:

<u>Year of Retirement</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
% Retirement Allowance	0.00%	0.00%	0.00%	1.50%

It is understood that the above contribution requirements shall not apply to those employees who retire on a disability pension.



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XI. INSURANCE PLANS

1. Health Insurance.

If the Borough exercises its right to change insurance carriers or self-insure, benefits levels shall be equal to or better than current benefit levels.

Emergency Room co-pay shall be increased from \$25.00 to \$100.00, effective upon the full execution of this Agreement by both parties.


2. Dental Plan.

The Employer will provide a dental care program equal or greater than that referred to as "The Delta Dental Plan" with coverage being 100% and a zero deductible on Preventive and Diagnostic Services, 80%-20% coverage on all other care with a one-time per year deductible of \$25.00 per person (\$75 maximum per family), Crowns and Prosthodontic Services will be covered at 50%, lifetime maximum per patient for orthodontic services at \$1500. Calendar year maximum per patient of \$2200.00. Such coverage shall automatically terminate upon termination of employment by Employee with the Employer or upon death of the Employee, except in the instance where COBRA applies. The benefits described in this section shall accrue to the retired members of this unit who have retired after January 1, 2003.

3. Optical Plan.

The Employer agrees to provide an annual eye examination and prescription eye glasses or contact lens, for each Employee. The cost to the Employer for the annual eye examination shall be no more than \$75.00 per year and the cost to the Employer, for the prescription eye glasses or contact lens shall not exceed \$300.00 each year. This benefit shall be transferable to a family member. The benefits described in this section shall accrue to the retired members of this unit.


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4. Prescription Plan.

The Employer will provide a Prescription plan equal to or better than the plan in effect at the time this contract was signed. Effective upon the full execution of this Agreement by both parties, there shall be a co-pay of \$22.00 per prescription for name brand, a \$12.00 co-pay for generic, and 3 month mail order prescriptions with a co-pay of \$35.00 for name brand and \$25.00 for generic. The benefits described in this section shall accrue to the retired members of this unit.

The PBA agrees not to exercise the right to submit prescription co-pays to major medical for reimbursement.

5. Health Care Contributions


Effective January 1, 2017, contributions towards the cost of health care coverage required under Chapter 78, P.L. 2011, shall be replaced with the following chart:

<u>Plan Coverage</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Family	\$8000.	\$6500.	\$6000.	\$5700.
Member +1	\$6000.	\$4875.	\$4500.	\$4275.
Single	\$3600.	\$2925.	\$2700.	\$2565.

XII. COLLEGE DEGREES

1. Employees who obtain full criminal justice degrees shall receive a one time payment of \$600.00 payable within ninety (90) days of the award of said degree.
2. Employees who obtain associate degrees (two years) shall receive a one time payment of \$300.00 payable within ninety (90) days of the award of said degree.
3. These payments will be paid one time only when the degree is received and not at the beginning of each contract period. Those officers who already received one payment will not receive any additional payments.
4. Employees who are enrolled in a criminal justice / public administration related degree program shall receive up to \$2,000.00 toward tuition costs per semester, upon completion of said courses(s).
 - a. Payment shall be made within ninety (90) days of completion of said course(s).
 - b. A minimum of a "B" average must be maintained to be eligible for said payment.


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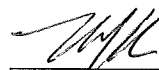
XIII. CLOTHING ALLOWANCE

1. All Employees subject to this agreement shall be entitled to a uniform allowance paid on April 1st of each calendar year. However, if the Employer required any changes to the uniform, it will pay for the initial issue after the change is enacted. The uniform allowance shall be paid as follows:

April 1, 2017	\$1,950.00
April 1, 2018	\$1,950.00
April 1, 2019	\$1,950.00
April 1, 2020	\$1,950.00

2. Bulletproof vests shall be replaced as necessary or at the manufacturer's notification.
3. The Employer agrees to pay for or replace any clothing and/or equipment including but not limited to, duty belt, belt gear, weapon holster previously supplied to the Employee which is damaged while on active duty or becomes unserviceable or in need of replacement. Such replacement shall be supported by a duly verified incident report or white sheet, attested to by a superior officer and supported by an appropriate replacement voucher. No such allowance shall be provided for clothing and/or equipment damaged or lost by misplacement or negligence of the Employee. The Employer will reimburse Employee up to \$100.00 for personal property damaged while in the line of duty. Plainclothes personnel who damage their clothing in performance of their duty shall be compensated commensurate to the value of clothing worn, not to exceed the value of the comparable uniform replacement item.



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XIV. LEGAL DEFENSE

1. While this Agreement makes no provision for or reference to the Employee's due process and other constitutional rights, failure to include a reference to or provision for said due process and other constitutional rights shall not be interpreted as a waiver of said rights on the part of the Employee.
2. Whenever any civil action is brought against an Employee covered by this Agreement for the Employee's reliance on a warrant executed by a judicial officer, the Borough of South Plainfield shall incur all costs of defending such action, if any, including attorney's fee, and shall pay any adverse judgement, save harmless, and protect such person from any financial loss resulting therefrom, provided the Employee's service of the warrant is done in a reasonable manner.
3. Employees may retain private counsel so long as the resulting legal fee and costs do not exceed the customary rates awarded by the governing body of the Employer to its Borough Attorneys. The effected Employee will be responsible for paying any difference that may result between the private counsel rate and the aforementioned customary rate.

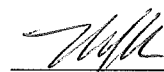

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XV. SICK TIME

Sick time shall be based on NJS Title 40A:14-137.


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XVI. HOLIDAYS

1. It is hereby agreed that the Employee shall be entitled to each day declared as a holiday by the Governor of the State of New Jersey and/or the Mayor and Council of the Borough of South Plainfield as the same may pertain to municipal Employees and any additional time off which shall be authorized by any executive or legislative order of federal, state or local government. An exception to this clause shall be when the Mayor, Council, or CEO decides to close borough offices early due to a snow emergency. In this case, only those officers scheduled for work on that date shall be compensated in time for the hours the borough was closed.

2. The Employer agrees to compensate each Employee eight (8) hours with compensatory time for each of the following holidays:
 - 1) New Year's Day
 - 2) Martin Luther King Day
 - 3) Washington's Birthday
 - 4) Lincoln's Birthday
 - 5) Good Friday
 - 6) Memorial Day
 - 7) Independence Day
 - 8) Columbus Day
 - 9) Veteran's Day
 - 10) General Election Day
 - 11) Thanksgiving Day
 - 12) Day after Thanksgiving Day
 - 13) Christmas Day
 - 14) Employee's Birthday (In lieu of Labor Day)

3. An employee is entitled to a compensatory day only when that Employee's work schedule requires the Employee to work on one of the above stated holidays. Otherwise, all Employees not at work on one or more of the above stated holidays is said to be utilizing the compensatory day off on the holiday except when said holiday falls on the Employee's scheduled day off.

4. All Superior Officers be paid a total of \$4535 for 2017 entitled Holiday Pay. This Holiday Pay will be incorporated into weekly salary and shall be adjusted yearly according to negotiated salary increases. Said Holiday Pay shall be in lieu of any time and one half compensation to the Employee whose work schedule requires the Employee to work on one or more of the above stated holidays.




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XVII. PERSONAL DAYS

An employee shall be entitled to four (4) personal days in each calendar year of this contract, not to be accumulated.



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XVIII. VACATION TIME

1. The Employee shall be allowed vacation time on an annual basis in accordance with the schedule below. Vacation time shall not be accumulated year to year except of the extent that emergency circumstances occurring toward the end of the calendar year shall preclude the Employee from utilizing this entitlement during such year. In such event, the unused portion of the vacation time may be carried over for one additional year. The provisions of this Article are intended to prevail, notwithstanding any conflict of same with other local ordinances regarding vacation time.

2. Annual vacation leave for Employees as herein defined shall be granted the following annual vacation leave with pay:
 - a. Starting with employment to the Borough of South Plainfield, after six months, to one year of service, one (1) working day vacation per month.
 - b. After completion of one year of service, thirteen (13) working days of vacation.
 - c. Upon completion of five years of service, eighteen (18) working days vacation.
 - d. Upon completion of ten years of service, twenty-three (23) working days vacation.
 - e. Upon completion of fifteen years of service, twenty-four (24) working days vacation.
 - f. Upon completion of twenty years of service, twenty-seven (27) working days vacation.
 - g. Upon completion of twenty-five years of service, thirty (30) working days vacation.

XIX. FUNERAL LEAVE

1. The Employer agrees to grant an Employee a funeral leave with the full pay when a death occurs in the Employee's immediate family. The Employee's immediate family includes: spouse, children, grandchildren, siblings, parents, step-parents, grandparents and spouse's children, grandchildren, parents, and grandparents. This provision also applies for any relative who continuously resided with the Employee for at least one year prior to death.
2. Funeral leave with pay shall not exceed five (5) working days. Approval for additional time off may be granted by the Chief of Police and Borough Administrator.
3. Employees shall be granted a leave not to exceed three (3) working days in the event of the death of a brother-in-law, sister-in-law of the employee, aunt, uncle, niece or nephew of the employee or the employee spouse. Approval for additional time off may be granted by the Chief of Police and Borough Administrator.
4. In all cases, the Employer may request submission of proof.
5. Under this article only, a *working day* shall be defined as a normal working day for the officer, regardless of how many hours are in his/her tour of duty.



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XX. ENTIRE AGREEMENT CLAUSE

Unless otherwise expressly provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any Employee benefit existing prior to the effective date of this Agreement.


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XXI. SEVERABILITY

In the event of any federal or state legislation, governmental regulations or court decision which causes invalidation of any Article or Section of this Agreement, the same shall be constructed as being severable and all other Articles and Sections not so invalidated shall remain in full force and effect.



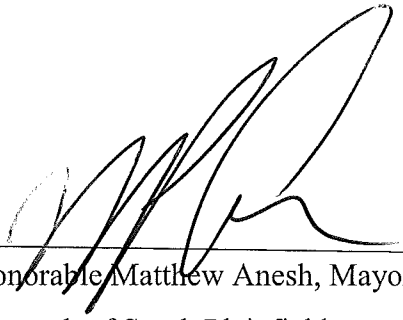
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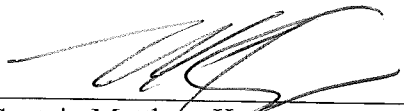
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XXII. EFFECTIVE DATE AND TERMINATION CLAUSE


This Agreement shall be effective retroactively as of January 1, 2017 and shall continue in full force and effect from that date to and through December 31, 2020.



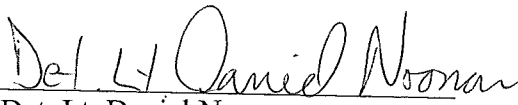
Honorable Matthew Anesh, Mayor
Borough of South Plainfield



Captain Matthew Koep
Superior Officers



Mr. Glenn Cullen, Administrator
Borough of South Plainfield



Det. Lt. Daniel Noonan
Superior Officers