

AGREEMENT

By and Between the

MUNICIPALITY OF PRINCETON

And

PBA LOCAL 130, PRINCETON

January 1, 2025 through December 31, 2029

BP *BP*

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PREAMBLE

THIS AGREEMENT, made this _____ day of _____ 2026, by and between:

THE MUNICIPALITY OF PRINCETON, a Municipal Corporation in the County of Mercer, State of New Jersey (hereinafter referred to as “Princeton” or “Municipality”), and

NEW JERSEY STATE POLICEMEN’S BENEVOLENT ASSOCIATION, INC., LOCAL #130 (hereinafter referred to as the “PBA” or “Bargaining Unit”).

WITNESSETH THAT:

WHEREAS, the parties have conducted collective bargaining negotiations concerning wages, benefits and certain other conditions of employment of the Patrol Officers, Detectives, Corporals, Sergeants, Lieutenants and Captains, who are regular members of the Police Department of the Municipality of Princeton; and

WHEREAS, the parties have agreed upon certain salaries, terms and conditions of employment and are desirous of reducing such agreement to writing;

NOW, THEREFORE, in consideration of the premises and mutual covenants, terms and conditions hereinafter set forth, it is agreed as follows:

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ARTICLE I
RECOGNITION AND BARGAINING UNIT

- (a) The PBA recognizes the Municipality as possessing statutory powers to establish a police department and force and provide for the maintenance, regulation and control thereof, to appoint such members, officers and personnel as it shall deem necessary, determine their terms of office, fix their compensation and prescribe their powers, functions and duties and adopt and promulgate rules and regulations for the government of the department and force and for the discipline of its members.

- (b) The Municipality recognizes the PBA as the sole and exclusive bargaining agent for all Patrol Officers, Detectives, Corporals, Sergeants, Lieutenants and Captains who are regular members of the Police Department of the Municipality of Princeton, Mercer County, New Jersey.

- (c) To facilitate the administration of this agreement, the PBA will designate one member of the bargaining unit as its representative and one member of the bargaining unit as its alternate representative for service of all notices and communications hereunder, and will notify the Municipality of their names and addresses. The designated representative (or in his/her absence, the alternative representative or PBA designee) shall be responsible for conducting all PBA grievances under Article XVII, and if requested by individual members will assist in individual grievances. Participation by the designated representative in the formal grievance procedure under Article XVII Section (a) will not result in loss of pay.

- (d) Proposed new rules governing terms and conditions of employment shall be negotiated with the PBA before they are officially adopted. The Municipality will provide the PBA with a copy of any proposed new rules or modification of existing rules at least thirty (30) days prior to implementation. If the PBA desires to negotiate concerning the proposed rules, it shall give notice to the Municipality of its intention prior to the effective date.

- (e) **Except as modified by the terms of this Agreement,** Princeton hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to signing of this Agreement by the laws and constitution of the State of New Jersey and of the United States, including, but limiting the generality of the foregoing, the following rights:

The executive management and administrative control of the Government and its properties and facilities and activities of its employees by utilizing personnel, methods, and means of the most appropriate and efficient manner possible as may, from time to time, be determined by the municipality.

To make rules of procedures and conduct, to use improved methods and equipment, to determine work schedule and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required.

The right of management to make, maintain and amend such reasonable rules and regulations as it may from time to time deem best for and/or the effective operation of the Department after a minimum of thirty (30) calendar days advance notice thereof to the PBA and to employees, except nothing herein shall be interpreted as a waiver of the PBA's right to negotiate over changes in rules and regulations that affect terms and conditions of employment according to applicable law.

To Hire all employees, and subject to the provision of law, to determine their qualification and conditions of continued employment, assignment, and to promote and transfer employees, except as otherwise limited by this Agreement.

ARTICLE II
ANNUAL SALARIES & LONGEVITY

A. Annual Base salary

1. Any officer hired prior to January 1, 2013 shall be subject to the following pay scale-

Year	2025	2026	2027	2028	2029
Salary	\$134,882	\$139,940	\$145,538	\$151,359	\$157,414

2. Any employee elevated to the rank of **Corporal** shall be subject to the following pay scale-

Corporals	2025	2026	2027	2028	2029
Salary	\$143,913	\$149,309	\$155,282	\$161,493	\$167,953

3. Any employee elevated to the rank of **Sergeant** shall be subject to the following pay scale-

Sergeants	2025	2026	2027	2028	2029
Year 1	\$148,327	\$153,889	\$160,045	\$166,446	\$173,104
Year 2	\$150,402	\$156,042	\$162,284	\$168,775	\$175,526
Year 3	\$152,472	\$158,190	\$164,517	\$171,098	\$177,942
Year 4	\$154,544	\$160,339	\$166,753	\$173,423	\$180,360
Top Salary	\$156,617	\$162,490	\$168,990	\$175,750	\$182,779

4. Any officer hired between January 1, 2013 and August 31st, 2025 shall be subject to the following pay scale-

	2025	2026	2027	2028	2029
Academy	\$67,008	\$68,348	\$69,715	\$71,109	\$72,531
Balance of 1st Year	\$74,760	\$76,255	\$77,780	\$79,336	\$80,922
YEAR 2	\$86,805	\$88,541	\$90,312	\$92,118	\$93,950
YEAR 3	\$90,997	\$92,817	\$94,673	\$96,567	\$98,498
YEAR 4	\$95,188	\$97,092	\$99,034	\$101,015	\$103,035
YEAR 5	\$99,378	\$101,366	\$103,393	\$105,461	\$107,571
YEAR 6	\$103,568	\$105,639	\$107,752	\$109,907	\$112,105
YEAR 7	\$107,761	\$109,916	\$112,114	\$114,357	\$116,644
YEAR 8	\$111,950	\$114,189	\$116,473	\$118,802	\$121,178
YEAR 9	\$116,139	\$118,462	\$120,831	\$123,248	\$125,713
YEAR 10	\$120,332	\$122,739	\$125,193	\$127,698	\$130,252
YEAR 11	\$124,522	\$127,012	\$129,552	\$132,143	\$134,786
YEAR 12	\$128,372	\$130,940	\$133,558	\$136,229	\$138,954
YEAR 13	\$134,882	\$139,940	\$145,538	\$151,359	\$157,414

5. Any officer hired between September 1, 2025 and December 31, 2029 shall be subject to the following pay scale-

	2025	2026	2027	2028	2029
Academy/YEAR 1	\$65,694	\$65,694	\$65,694	\$65,694	\$65,694
YEAR 2	\$73,294	\$73,294	\$73,294	\$73,294	\$73,294
YEAR 3	\$85,103	\$85,103	\$85,103	\$85,103	\$85,103
YEAR 4	\$89,213	\$89,213	\$89,213	\$89,213	\$89,213
YEAR 5	\$93,322	\$93,322	\$93,322	\$93,322	\$93,322
YEAR 6	\$97,430	\$97,430	\$97,430	\$97,430	\$97,430
YEAR 7	\$101,537	\$101,537	\$101,537	\$101,537	\$101,537
YEAR 8	\$105,648	\$105,648	\$105,648	\$105,648	\$105,648
YEAR 9	\$109,755	\$109,755	\$109,755	\$109,755	\$109,755
YEAR 10	\$113,862	\$113,862	\$113,862	\$113,862	\$113,862
YEAR 11	\$117,973	\$117,973	\$117,973	\$117,973	\$117,973
YEAR 12	\$122,080	\$122,080	\$122,080	\$122,080	\$122,080
YEAR 13	\$125,855	\$125,855	\$125,855	\$125,855	\$125,855
YEAR 14	\$134,882	\$139,940	\$145,538	\$151,359	\$157,414

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6. All salaries set forth in this provision and in Articles XVIII and XIX are retroactive to January 1, 2025.

B. Longevity

1. The annual salary of each officer in the bargaining unit who has been continuously in the employment of The Princeton Township, Princeton Borough, or the Princeton Police Departments or any combination thereof, and hired prior to January 1, 2013, shall be increased by a longevity increment as follows:

YEARS OF CONTINUOUS SERVICE, LONGEVITY INCREMENT

After 5 years of service	1% of base pay
After 8 years of service	2% of base pay
After 10 years of service	3% of base pay
After 15 years of service	4% of base pay
After 20 years of service	5% of base pay
After 24 years of service	6% of base pay

2. Longevity increments shall be paid as part of base salary and take effect upon the anniversary of employment. Longevity payments will be made to officers in equal installments with the regular payroll cycle and shall be subject to pension contributions.
3. Any officer hired after January 1, 2013 shall not be entitled to a longevity increment.

C. Hiring Certified Officers with Previous Work Experience

- a. The Chief of Police shall be permitted, with the approval from the Business Administrator and the governing body, to start a certified officer with previous law enforcement experience at a pay rate commensurate with their experience. This pay rate shall not exceed YEAR 4 of the salary guide for new hires.

ARTICLE III
NORMAL WORK WEEK

A. The term “regular hourly rate” as used in this contract shall mean the quotient resulting from the division of the annual base specified salary in section (a) Article II by the divisor 2080 (52x 40).

B. The normal work week for all police officers is forty (40) hours per week.

C. Patrol Bureau Schedule

The normal work day for all police officers assigned to patrol duties in the Patrol Bureau is twelve (12) hours per day and the Patrol Bureau schedule will be a 2 on/2 off - 3 on/2 off - 2 on/3 off schedule, which is commonly referred to as the “Pitman Schedule.” For police officers assigned to the Patrol Bureau, normal working hours shall consist of a twenty-eight (28) day duty cycle, during which the officer assigned to shift duty shall work fourteen (14) normal days and be off for fourteen (14) days.

D. Compensatory Time

1. Each officer assigned to a 28 day cycle per year (13.04 cycles per year) of shift duty shall be entitled to one hundred ten (110) hours of compensatory time per year in order that the shift work be equivalent to that which would have been worked in a forty (40) hour work week year.
2. It is understood that officers will be provided with training during normal work hours, and if no training time can be provided during an officer’s normal work hours, and officers are required to attend training beyond their normal weekly work schedule, then officers shall be compensated accordingly in the form of compensatory time, at a rate of 1.5 hours for every hour, which shall be immediately added to their time bank.
3. Any officer transferred to the 28 day duty cycle of shift duty from another bureau within the police department shall immediately receive compensatory time provided on a prorated basis.
4. Any officer designated as a K-9 Handler shall be compensated for the appropriate care and maintenance of the police canine while off-duty, in accordance with the provisions set forth in the Fair Labor Standards Act (commonly referred to as the “Garcia Act”). A separate written agreement will be executed by the officer assigned to be a K-9

officer, the PBA and the Municipality, confirming the agreed upon terms for K-9 duties outside of the regular shift.

E. On-Call/Standby Time

1. There shall be an on-call officer assigned to each twelve (12) hour patrol shift. On-call shall be in accordance with Departmental General Orders. It is understood that the officer listed on-call shall remain on-call for the entire patrol shift. Each Patrol Officer and Corporal assigned to the Patrol Bureau and who is assigned to the on-call rotation shall receive an additional thirty-six (36) hours of compensatory time.
2. Sergeants assigned to the Patrol Bureau will not be provided with the thirty-six (36) hours of compensatory time, because they will not be placed in the on-call rotation.
3. Officers will be given the one hundred ten (110) hours of compensatory time and the thirty six (36) hours of on-call time, provided in the form of compensatory time, for a total of one hundred forty six (146) hours of compensatory time. Officers shall receive the one hundred forty six (146) hours of compensatory time at the beginning of each calendar year (January 1st).

F. Carry Over Time

Officers will be permitted to carry over a total off forty-eight (48) hours of any combination of unused time off, excluding personal time, to the following calendar year. The time off that was carried over from the previous year will be converted to "Carry-Over Time" and be classified as such in the POSS Scheduling System. It is understood that the officer must use the Carry-Over Time within the following year. Any unused Carry-Over Time that is not used by the end of the calendar year will be forfeited. Officers may be permitted to carry over up to an additional twenty (20) hours of unused time into the next year, as authorized by the Chief, when the Officer can demonstrate unique circumstances as to why they were unable to use their accrued leave time within the calendar year. The Chief's decision to allow or not allow additional carryover of time will not be subject to the parties' grievance procedure.

G. In-Service Training

Each officer who attends training on a regularly scheduled work day, shall be credited for a full day's work whenever attending a training session of four (4) hours or more in duration (including travel time). On those regularly scheduled work days when an officer

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attends a training session that is scheduled for less than four (4) hours, the officer will be required to return to work and complete his/her shift. Officers attending trainings, or schools greater than two (2) weeks will not receive any additional compensation or compensatory time for attending school on their days off (ie: officers will be assigned off on their respective "scheduled work days" in order to attend the training, thus equaling the hour for hour compensation in order to attend the training/class in question)

I. Schedule Changes

The Chief of Police or other officer in charge of the Police Department is empowered to make changes in the schedules of assigned duties of all police officers whenever necessary, provided that any officer whose schedule is changed shall receive at least eighty-four (84) hours notice before said change is implemented. This eighty four (84) hours requirement does not apply to Detectives and Specialty Unit officers whose schedules are changed based upon workload and other mitigating factors, which are changes caused by situations occurring beyond the normal control of the police department, and can include manpower shortages created by sickness and/or long term illness/absence. In the event of manpower shortage created by sickness, then the on-call officer shall be responsible for covering a minimum of four (4) hours of the shift during which the unanticipated shortage occurs. Detectives and Specialty Unit officers may be utilized to cover the remaining 8 hours of an unexpected absence (occurring with less than 48 hours notice) based on availability. In the event of a known/advanced shortage, long term illness/absence or manpower shortage created by an administrative assignment, the Detectives and Specialty Unit officers may have their schedules changed to cover and accommodate such instances provided it is with at least forty eight (48) hours notice. If, by reason of schedule changes, it becomes necessary to summon to duty or to keep on duty officers of the department other than during their regularly scheduled duty assignments, they shall be compensated for all duty performed above and beyond the normal work day by extra duty pay as set forth in Article IV, Section A & E.

ARTICLE IV

COMPENSATION FOR OVERTIME

A. Overtime Pay

Police Officers who incur additional duty beyond the normal hours of employment shall receive time and one-half pay which shall be calculated at an hourly rate equal to one and one-half (1½) times the officer's regular hourly rate.

B. Court Time

1. Appearances as a witness (other than during the officer's regular scheduled duty assignment) before any municipal, county, state or federal court or the New Jersey Division of Motor Vehicles on behalf of the Princeton Police Department or appearances as a witness pursuant to a subpoena of any court or agency to give testimony arising out of the employment of a police officer by Princeton Police Department, will entitle the officer to a minimum of two (2) hours overtime pay.
2. Any officer who is a plaintiff in legal proceedings against the Municipality of Princeton, may be provided time off during any regularly scheduled work days without pay or by using leave time to attend any required proceedings. Any officer who is a witness or defendant in a legal proceeding against the municipality shall be entitled to the overtime as outlined in section 1 above.

C. Remaining on Duty

Police Officers who are required to remain on duty at the end of their scheduled duty assignments shall be compensated for such services by overtime pay as defined in section A above.

D. Call Back Time

1. Officers assigned to the Patrol Bureau, and to a rotating work schedule as defined in Article III(C), who are subject to being "on-call" shall be compensated at an hourly rate equal to two (2) times their normal hourly rate on those occasions that they are

posted “on-call” and are then recalled to duty. No more than one Officer shall be assigned to be “on call” at any given time.

2. If the officer listed “on-call” is recalled to duty, then that officer may seek a replacement that is willing to cover the vacated shift. That replacement officer will have the same opportunity for compensation, at a rate equal to two (2) times their normal hourly rate, for covering the shift. It will be the responsibility of the original officer listed on-call to notify the OIC of the affected shift of the potential replacement, and to have that officer entered into the POSS Scheduling System to be reflected accordingly.
3. Any officer ordered in for a Patrol Bureau manpower shortage after the “on-call” officer has been utilized, shall be compensated an hourly rate equal to two (2) times his or her normal hourly rate on those occasions when recalled to duty.
4. Any officer who has been recalled to duty shall be paid for a minimum of four (4) hours.
5. Those officers who serve on the Serious Accident Response Team (SART) and are called into duty as a result of a serious motor vehicle collision requiring advanced traffic control and/or specialized accident investigation shall be entitled to an hourly rate equal to two (2) times their normal hourly rate.
6. Sergeants who are recalled to duty in order to fill a vacancy caused by the absence of another Sergeant shall be entitled to an hourly rate equal to two (2) times their normal hourly rate.
7. If the Chief of Police or his designee creates/implements a policy limiting how many times in a calendar year an officer may successfully locate a replacement, it shall not be any less than four (4) times per officer.

E. Extra Duty Pay

1. All officers in the bargaining unit shall be compensated for the services such officers agree to provide to individuals, groups, clubs, institutions and others, for which payment is made to the Municipality by those receiving the service, and which service the Municipality is not expected or obligated to provide as a normal police function

(e.g., traffic duty at private parties, club dances, security duties, police duty at athletic and cultural events at Princeton University and other educational institutions, etc.).

2. Private parties are required to cancel extra duty assignments no less than six (6) hours prior to the time such assignments were to begin. In the case of any cancellation between six (6) hours and three (3) hours prior to the start time for the assignment, the scheduled officer shall receive two (2) hours pay by the canceling private party, regardless of whether they have arrived on location to police headquarters or the geographic location specified by the assignment. . In the case of any cancellation less than three (3) hours prior to the start time for the assignment, the scheduled officer shall receive four (4) hours pay by the canceling private party, regardless of whether they have arrived on location to police headquarters or the geographic location specified by the assignment.
3. Officers working an extra duty assignment shall receive a minimum of four (4) hours pay, regardless if the extra duty assignment is completed in less time.

F. Civil Disturbances

Whenever a civil emergency is found and proclaimed to exist by the Chief of Police, Princeton Emergency Services OEM, or the Municipality of Princeton, the Chief of Police and/or their designee shall prepare and post a list of all officers of the Department summoned to emergency duty. All officers of the Department named on the list shall be entitled to receive extra duty pay for time on duty beyond the normal work day or beyond the normal work week. All officers of the Department called back from off-duty status shall be paid for a minimum of four (4) hours at the extra duty rate.

G. Overtime Payments

Overtime payments for overtime, extra duty and extra work shall be made on the pay date following the recording of the overtime compensation voucher in the Payroll Office. Payment shall not exceed two (2) additional pay periods beyond the date in which it was submitted upon completion of the overtime job.

H. Sell Back Time

Officers of the bargaining unit shall be entitled to “sell back” to the Municipality up to one hundred-four (104) hours of unused holiday time per calendar year. To receive payment the officer must submit a voucher to the Payroll Office at any time during the year. The officer shall be paid the officer’s straight time hourly rate for any time sold back to the Municipality.

I. Out of Rank Assignment

1. When any officer is assigned by the Chief of Police or their designee in an acting capacity to perform work of a higher rank, the officer so assigned in an acting capacity shall be paid at the higher rate of pay beginning on the 1st hour of the 1st calendar day he/she is so assigned in an acting capacity, and again each and every time thereafter that the officer acts in that higher rank. Higher pay shall be determined by Article II (A) as defined above, based on the particular assignment made by the Chief of Police.
2. An “Officer-In-Charge” will be entitled to Corporal pay only when there is no Patrol Sergeant working on the shift, as well as no Patrol Corporal working on the shift, to be eligible for pay under “out of rank assignment.”
3. When any officer, holding the rank of Sergeant, is assigned by the Chief of Police or their designee to serve in an acting capacity to perform the duties of a Lieutenant, then that officer shall be entitled to higher pay, specifically the pay rate for Lieutenant, as defined under Article XVII(A).
4. When any officer, holding the rank of Lieutenant, is assigned by the Chief of Police or their designee to serve in an acting capacity to perform the duties of a Captain, then that officer shall be entitled to higher pay, specifically the pay rate for Captain, as defined under Article XVIII(A).

J. Field Training Officer (FTO)

1. A Field Training Officer is any Certified Field Training Officer or an officer who has been assigned by the Chief of Police whose duties will be to directly supervise and train probationary Police Officers while in their field training period.

2. When any officer is called upon to serve as a Field Training Officer, the officer shall be compensated with a stipend of \$250.00 when the officer accumulates forty eight (48) hours of FTO training time.
3. Any Certified FTO or officer appointed by the Chief of Police as an authorized FTO, who is scheduled to a 12 hour work shift, shall be compensated at a prorated stipend if they accrue a minimum of 12 hours and a maximum of 47 hours of FTO training time
4. All FTO's are responsible for tracking and documenting the hours during which they supervise and train probationary Police Officers. Upon the completion of the training process (trainee is released from FTO) the total amount of hours will be submitted once by each officer who served as an FTO for the probationary officer.

K. Physical Testing Stipend

1. Each officer shall be subject to completion of physical fitness testing twice per calendar year unless the officer is medically excused from part or all of the testing.
2. Any officer who successfully passes all physical fitness standards on any given test during a calendar year shall be paid a \$450.00 lump sum bonus.
3. Payment shall be made no later than the second pay period following completion of the test.
4. The Physical Fitness Test employed by the Police Department as a means for evaluating the fitness level for all officers will be the Cooper Institute Physical Fitness Standards for Public Safety Work.

L. Specialty Pay

Each officer assigned to the position and duty of Detective shall receive an additional allowance of \$2,400 per year for as long as such assignment continues. Specialty pay compensation shall be paid as part of the regular paycheck. If an officer is transferred to the Detective Bureau at any point during the calendar year, then that officer shall receive a prorated portion of the specialty pay.

ARTICLE V
HOLIDAYS AND PERSONAL LEAVE

A. Legal Holidays

Each officer of the bargaining unit shall be entitled to receive one hundred four (104) hours of paid holiday time during any calendar year as days off scheduled and approved by the Chief of Police or his/her designee. Officers shall be provided with one hundred four (104) hours of holiday time at the beginning of the calendar year (January 1st).

B. Additional Holidays

1. The Municipality agrees that if any additional paid holidays are granted to other employees of the Municipality, than all officers covered by this Agreement will also be granted an equal number of additional paid holidays in accordance with section (A) above.
2. In the event that municipal offices are closed as a result of inclement weather (hurricane, flooding or snowstorm), local/national emergency or other event, than the officers who report for duty during that portion of the calendar day of the closure shall be provided with holiday time or another classification of time off to their respective time bank on an hour for hour basis.

C. Personal Leave

Each officer shall be entitled to three (3) days personal leave during any calendar year based on their work schedule. (8 hour/day work week = 24 hrs, 10 hour/day work week = 30 hours, and 12 hour/day work week = 36 hrs). Personal leave shall be scheduled in advance and be approved by the Chief of Police or his/her designee. Personal leave shall not be unreasonably withheld from any officer. No officer shall be required to state a reason for taking such leave except when requesting emergency personal leave to be used in conjunction with other paid leave.

D. Special Olympics & Police Unity Tour Leave

1. The Employer agrees to grant up to a total of four (4) days off per year to the negotiations unit to permit officers to provide services to the Special Olympics, subject to the approval of the Chief of Police, or in his/her absence, the next ranking superior officer, based on the reasonable scheduling needs of the Department. The Officers who provide services to the Special Olympics under this provision shall be

excused from their normal work assignments with no loss of pay, provided that they notified the Chief of Police and received approval, as set forth above.

2. The Employer further agrees that the officer's unit can elect to substitute Special Olympics Leave for participation in the annual Police Unity Tour. The Employer agrees to grant up to four (4) days off per year to no more than eight (8) officers who are participating, subject to the approval of the Chief of Police, or in his/her absence, the next ranking superior officer, based on the reasonable scheduling needs of the Department. The Officers who participate in the Police Unity Tour under this provision shall be excused from their normal work assignments with no loss of pay, provided that they notified the Chief of Police and received approval, as set forth above.
3. Additional officers wishing to participate in this event can do so if they utilize their own allotted time and it does not create a manpower shortage or unnecessary hardship for daily operations. A memo shall be submitted to the Chief of Police or his/her designee if an officer wishes to attend and utilize their own time for this event.
4. Officers shall be entitled to time off as set forth above for only one event during any given calendar year, whether it include providing services for the Special Olympics or participating in the Police Unity Tour.

ARTICLE VI
FUNERAL LEAVE

A. Officers shall be entitled to funeral leave with pay to attend funerals in the following circumstances:

1. In the event of the death of a member of the officer's immediate family or the death of any other relative of the officer who resides with the officer, the officer will be granted a leave of absence with pay from the day of death to the day of burial, inclusive, not to exceed a maximum of five working (5) days. "Immediate family" shall include husband, wife, domestic partner, mother, mother-in-law, father, father-in-law, son, son-in-law, daughter, daughter-in-law, sister, brother, grandmother, grandfather and grandchild.
2. In the case of death of an uncle, aunt, nephew, niece, brother-in-law, sister-in-law, and cousins of the first degree, niece, or nephew of an officer's spouse, grandparents, aunt or uncle of an officer's spouse, the officer shall receive up to a maximum of two (2) working days, provided the officer attends the funeral.
3. One of the five (5) or two (2) working days listed in Sections 1 and 2 above may be used within a three (3) month period to conduct any type of business pertaining to the deceased.
4. "Working day" refers to an 8-hour day, 10-hour day or 12-hour day depending on the officer's schedule.

ARTICLE VII
VACATIONS

All officers shall be entitled to annual vacation with pay as follows:

<u>Service</u>	<u>Vacation Time</u>
Less than one year of service if employed before July 1 and after completing a minimum of three (3) months of continuous service	40 hours
After completion of one (1) year of continuous service	120 hours
After completion of five (5) years of continuous service	156 hours
After completion of ten (10) years of continuous service	180 hours
After completion of fifteen (15) years of continuous service	216 hours
After completion of twenty (20) years of continuous service	240 hours

Vacation time shall be selected and approved in accordance with Princeton Police Department General Order *ppd 2-20*.

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ARTICLE VIII
PBA CONVENTIONS AND PBA DAYS

A. Officers who are selected as duly authorized representatives of the PBA will be granted leaves of absence with pay to attend a national or state convention of such organization as follows.

1. The number of officers granted leave pursuant to N.J.S.A. 40A:14-177 shall not exceed 10% of the number of active officers of the Princeton Police Department. The President of the PBA shall notify in writing the Chief of Police of the names of members appointed as duly authorized representatives, and the names of all officers of the local selected to attend the convention, not less than two (2) weeks in advance of any convention. An officer who fails to return to work promptly upon the expiration of the authorized leave shall be subject to disciplinary action in accordance with departmental rules and regulations.
2. The designated PBA delegate, or in his/her absence, the designated PBA alternate delegate, shall be permitted to attend monthly state PBA meetings, not to exceed twelve (12) per year, on a one (1) day per month basis. It is understood that the PBA Delegate will provide to the police administration the dates of all monthly State PBA meetings by January 1st of the calendar year so that the intended dates can be scheduled in advance to avoid any potential conflicts.
3. The PBA President or his/her representative shall be granted reasonable time while on-duty during the course of the business day to conduct union business as well as present, discuss, or adjust grievances which may occur at any time during the work day. The PBA President and/or other member of PBA #130 who are coordinating or managing an event, fundraiser or other related function may also be granted time off to plan or attend the event if it falls during their regularly scheduled work day.
4. PBA Executive officers and members of the negotiation team will be provided up to three (3) days to attend the NJSPBA Annual Collective Bargaining Seminar.

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ARTICLE IX

UNIFORMS, CLOTHING ALLOWANCE, & DRY CLEANING

A. All Police Officers

Each officer of the Department shall be furnished as needed with the standard police uniform including the standard gun and ammunition. The Police Administration or the Municipality will not unreasonably deny requests for uniform repair and replacement on a yearly basis.

B. Detectives and those officers assigned as plain-clothes Administrative Personnel

1. Each officer assigned to the Detective Bureau or other duty assignment that would require them to wear plain clothes business attire shall be entitled to receive an annual clothing allowance of \$1900.00 per year.
2. If an officer was assigned to administrative duties requiring them to wear plain clothes business attire or assigned to the Detective Bureau for a period of 8 months continually, from calendar year to calendar year, then they shall receive their clothing allowance of \$1900.00 in January of the current calendar year.
3. It is understood that if an officer is transferred to the Detective Bureau during the calendar year, then that officer shall receive a clothing allowance of \$1900.00 per year upon assignment.

C. Dry-Cleaning

It is understood that Princeton will provide for dry cleaning and/or laundering of police uniforms. In addition to police uniforms, Princeton will provide dry cleaning and/or laundering of clothing worn on duty by officers assigned to plain clothes administrative duties and detectives.

1. T-shirts, towels, undergarments and socks will not be cleaned by the department and are not eligible to be laundered absent extenuating circumstances which may have occurred while on duty (contamination from chemical, biological, medical hazards encountered while at work) In the event these particular items are soiled while on duty, a the items shall be placed and secured in a "biohazard" bag and a memo shall be submitted to your immediate supervisor indicating the nature of the contamination and need for laundering or cleaning.

ARTICLE X

HOSPITAL AND MEDICAL INSURANCE

- A. Enrollment is in the State Health Benefits (SHBP) for medical insurance and prescription insurance for officers and their eligible dependents defined by the SHBP. Eligibility is effective sixty days after the date of hire.
1. The Municipality will pay for coverage for officers and eligible dependents. Officers may enroll in any of the health benefit programs offered by the SHBP.
 2. The Town may substitute for the above specified health benefit programs such alternative carriers or programs as may continue to provide the same or better benefits, subject to negotiations with the Union.
 3. As of May 22, 2010 and upon the expiration of any applicable binding collective negotiations agreement in force on that date, officers shall pay an amount as set forth in P.L. 2011, Chap. 78 (NJSA 52:14-17:28, et. seq.) notwithstanding any amount that may be required additionally pursuant to this paragraph by means of a binding collective negotiations agreement.
 4. An officer who becomes a member of a State or locally-administered retirement system on or after May 22, 2010 shall pay in retirement an amount pursuant to P.L. 2010, C 2 (NJSA 52:14-17:28, et. seq.), notwithstanding any other amount that may be required additionally pursuant to this paragraph by means of a binding collective negotiations agreement.
 5. Officers who are hired on or after September 1, 2025, can select as a plan in the New Jersey State Health Benefits Program the NJ DIRECT2035 plan, or a less expensive plan with the premiums paid for by the Municipality for their first three years of employment. Such Officers shall contribute towards the cost of their benefit plan as set forth in Section 3 above and may select other more expensive plans with the difference in premium cost over the 2035 Plan to be paid by the Officer. After expiration of the three years of employment an Officer hired after September 1, 2025 shall be eligible for the same health benefits coverage under the same conditions as all other Officers.
- B. Any officer who elects to obtain health insurance coverage through his/her spouse, and not through the Town, shall be paid a sum, which is to be determined by P.L. 2011, Chap. 78 (NJSA 52:14-17:28, et. seq.). Such payment shall be made in two installments during the calendar year. The first payment shall be made no later than the first pay period in June, and the second payment shall be made no later than the first pay period in December. In addition, in order to participate in the program, an officer

must show proof of insurance prior to the issuance of the payment. This proof of insurance must be done on a yearly basis.

- C. The Municipality will continue to provide dental coverage for the officers, and their eligible dependents as defined by the insurance carrier. Officers shall receive at least sixty (60) days notice of any intended change in dental coverage.
- D. The Municipality recognizes same-sex domestic partners as eligible dependents for pension purposes only under the Domestic Partnership Act, Chapter 246, P.L. 2003 and to authorize participation in the New Jersey State Health Benefits Program Act of the State of New Jersey for the Domestic Partnership Coverage in accordance with Chapter 246, P.L. 2003.
- E. Retiree Medical Coverage
 - 1. Officers who retire from the Municipality, who have twenty-five (25) years of credited service in the Police and Firemen's Retirement System will be provided with the Medical Insurance Plan benefits as set for in Article X section A herein for themselves, their spouse/civil union domestic partner and eligible dependents who are covered by the Plan at the time of retirement, until the death of the retiree, at which time their spouse/civil union domestic partner and dependents are eligible to purchase health benefits under COBRA.
 - 2. Officers who retire from the Municipality who have twenty-five (25) years of credited service in the Police and Firemen's Retirement System shall be provided with a prescription plan for themselves, their spouse/civil union domestic partner and eligible dependents.
 - 3. Coverage is limited to the same persons who are covered at the time of retirement, and only to the extent that the retiree, their spouse/civil union domestic partner and those same dependents are eligible under the rules of the plan for the type of coverage in effect at the time of retirement until the death of the retiree at which time, their spouse/civil union domestic partner and dependents are eligible to purchase prescription benefits in the same way as the health benefits through COBRA.
 - 4. Furthermore, no coverage will be provided during the period when medical coverage is furnished to the retiree from another source. The retiree is responsible for notifying the Town at the state of such coverage and at its termination.
 - 5. A retired officer and spouse/civil union domestic partner and/or dependents eligible for Medicare coverage by reason of age or disability must be enrolled in both Part A (Hospital Insurance) and Part B (Medical Insurance). Both parts of Medicare are available from the Social Security Administration.

Upon enrollment in Medicare, the Municipality's health benefit plan becomes the secondary provider to Medicare. Proof of that enrollment, a photocopy of the Medicare card(s), must be submitted to the Municipality in order to remain enrolled in any of the Municipality's health benefit plans. In addition, evidence of enrollment must be provided to the SHBP. Failure to enroll in both parts of Medicare when eligible will result in the retiree's and/or dependent's and spouse/civil union domestic partner's coverage being terminated. If coverage is terminated because of non-enrollment in Medicare Parts A and B, coverage may be reinstated upon the Municipality receiving proof of full Medicare enrollment. Coverage will be reinstated effective the month following receipt, not retroactively.

6. Any retired officer of the former Princeton Borough Police Department, who retired prior to January 1, 2013, shall be provided with the Medical Insurance Plan benefits as set for in Article X Section A herein for themselves, their spouse/civil union domestic partner and eligible dependents who are covered by the Plan at the time of retirement, until the death of the retiree, at which time, their spouse/civil union domestic partner and dependents are eligible to purchase health benefits under COBRA. That retired officer shall adhere to all terms within this agreement as it pertains to retiree medical coverage.
7. Any retired officer of the former Princeton Township Police Department, who retired prior to January 1, 2013 shall be eligible for the following medical insurance reimbursement program-
 - a.) In order to be eligible for the medical reimbursement program, an officer must retire with twenty-five (25) years of service in PFRS, of which at least twenty (20) years of service must be with Princeton Township.
 - b.) The Municipality will provide reimbursement payments to eligible retirees on a quarterly basis up to the amount shown in the officers payment schedule below.

Type	2013 +
Single 65 +	\$5,500/year
Single Under 65	\$8,200/year
Parent/Child(ren)	\$13,950/year
Two Adults	\$18,900/year
Family	\$19,850/year

- c) It is understood that in order to be eligible for the reimbursement payments, the retiree must furnish proof on a quarterly basis of health insurance purchase by providing the Municipality Administrator's office with a copy of the insurance premium billings.

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Included is hospital, medical, prescription drug, Medicare B and/or dental. Vision care is included if part of a health plan premium, but not a standalone program. Failure to provide such proof within a reasonable time will result in the loss of these benefits.

- d.) It is understood that if the retiree's quarterly premium is less than the amount in the quarterly reimbursement schedule, the retiree will receive the actual premium amount. In no case will the quarterly reimbursement payment exceed the actual quarterly premium.
- e.) It is understood that the retiree will deal directly with the carrier to arrange individual coverage based on currently available health insurance conversion packages. It is further understood that these insurance conversion options are offered by the carrier, not the Municipality, and are subject to change without notice.

F. Retiree Health Contributions

1. Officers enrolled in the Police and Firemen's Retirement System (PFRS) prior to May 22, 2010 will pay **2.5%** of their retirement pension towards retiree health benefits.
2. Officers enrolled in the Police and Firemen's Retirement System (PFRS) on or after May 22, 2010 and prior to September 1, 2025 will pay **5%** of their retirement pension towards retiree health benefits.
3. Officers enrolled in Police and Firemen's Retirement System (PFRS) on or after September 1st, 2025 will pay 20% of the cost of the premium for the plan selected towards retiree health benefits.
4. Current Officers enrolled in Police and Firemen's Retirement System (PFRS) on or before June 28th, 1991 will not be required to contribute the 2.5% as set forth in (1) of this provision.
5. Officers must have 25 years in the Police and Firemen's Retirement System (PFRS) to qualify for retiree health benefits.

The retiree and/or their spouse/domestic union partner are responsible for the costs of Medicare Part A and B coverage.

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ARTICLE XI
UNREIMBURSED MEDICAL EXPENSES

- A. Each officer must receive a physical examination periodically, the frequency of which is to be determined by competent medical advice. The Municipality shall reimburse the member of the bargaining unit annually for said physical, as set forth below in paragraph B.
- B. It is understood that the employee will have the option to use the remainder of the allowance thereof given by the Municipality towards unreimbursed expenses. These medical expenses can be reimbursed for office visits to doctors or dentists, vision care, medical procedures, hospital bills, advanced physicals or medical tests, costs associated with medical prescriptions, other procedures not covered by medical insurance, as well as satisfying the medical insurance deductible; for the officer and/or his/her dependents only in that year. Payment shall be made upon the presentation of appropriate bills or receipts. The officer can only submit for expenses incurred during that specific calendar year. Receipts and/or bills must be submitted by the end of the year in order to be eligible.
- B. 1. All officers hired prior to January 1, 2013, shall be entitled to a medical reimbursement of \$900.00 in 2025, 2026, 2027, 2028, 2029 & every year thereafter.
2. All officers hired after January 1, 2013, shall be entitled to a medical reimbursement of \$450.00 in 2025, 2026, 2027, 2028, 2029 & every year thereafter.

ARTICLE XII
SICK LEAVE AND FAMILY LEAVE

A. Sick Leave

1. All officers are entitled to unlimited paid sick days to be used for personal illness or emergencies.
2. Officers shall also be entitled to a maximum of eighty four (84) hours per year of paid sick leave to be used for family illness and emergencies. The family illness and/or emergencies provision is for immediate family members residing in the same home, domestic partners, individuals to whom the officer has “Power of Attorney” over, or for whom the officer has other legal guardianship—covering injury, medical quarantine and treatment, which cannot be otherwise scheduled during normal work hours. Under the terms of this provision “Family” shall include husband, wife, domestic partner, mother, mother-in-law, father, father-in-law, son, son-in-law, daughter, daughter-in-law, sister, brother, grandmother, grandfather and grandchild, uncle, aunt, nephew, niece, brother-in-law, sister-in-law, and cousins of the first degree, as well as niece, or nephew of an officer’s spouse, grandparents, aunt or uncle of an officer’s spouse.
3. All officers who are assigned to either an eight (8), ten (10), or twelve (12) hour workday shall receive an additional one-day credit of holiday time according to their hourly work schedule (8, 10 or 12 hours) for every three (3) consecutive month period during which no sick time is used. The officer shall have the time credited at the end of each three (3) month period by the Chief of Police and/or his designee.
4. A memorandum will be sent to the Chief of Police or his/her designee if advanced notice or a known/future date requires the use of a PBA Family Sick Time. This ensures the administration is aware of the day for a “pre-approval” and gives them the ability to ensure adequate manpower or utilize the Detective Bureau or Specialty Units if applicable.
5. Officers have the ability to “donate” their unused allotment of Family Sick Time (up to eighty four (84) hours) to another officer in the event that officer has used their entire bank of allotted time (Family Sick Time, Holiday Time, Compensation Time,

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Personal Time and Vacation Time) for an unforeseen emergency not covered under the Articles within this agreement. This provision would require submission of a memorandum and the approval of the Chief of Police and Town Administrator.

Nothing contained in this provision shall be construed as conflicting with any employee rights under the Federal Family and Medical Leave Act and the New Jersey Family Leave Act.

B. On-Duty Injury

1. An officer injured in the performance of his/her police duties (with or for the Municipality or 3rd party vendor requiring police presence) shall receive full salary during his/her convalescence in accordance with N.J.S.A. 40A:14-137. Any such work-connected injury convalescence time shall not be charged against his/her sick leave allowance in (A).

2. When an award under Worker's Compensation is made to the officer, whether for illness or for injury, the Municipality will pay the officer the difference between the compensation payment and his/her full pay during the period of his/her convalescence.

ARTICLE XIII
TERMINAL LEAVE

- A. Provided an officer has had twenty (20) or more years of continuous service with the former Princeton Township or Princeton Boro, Town of Princeton, Municipality-of Princeton, or any combination thereof, and is eligible for Police and Fire Retirement System service related retirement, he/she shall be entitled to the option of one of the following:
1. Be granted 240 hours of terminal pay after twenty (20) years of PFRS service, and 12 hours for each additional year of service. Payment is to be made to the officer upon separation.
 2. An officer retiring under a service retirement in PFRS system prior to his/her 20 years of service with the municipality shall be entitled to 12 hours of terminal pay for each year of service to the municipality.
 3. Be granted 300 hours of terminal pay after 25 years of PFRS service, and 12 hours for each additional year of service, with a maximum of 360 hours. Payment is to be made to the officer upon separation.
- B. Terminal leave shall not be granted to any officer who retires while a disciplinary proceeding is pending or is in lieu of pending disciplinary proceedings.
- C. For full time officers retiring who have twenty-five (25) years of credit service-in the Police and Firemen's Retirement System, unused vacation, holiday and personal time shall be allocated as follows:
1. An officer shall be entitled to a pro-ration of vacation, holiday and personal time during the last calendar year in which the employee is physically present and working as follows:
 - a. If termination of actual work takes place before March 31, the officer shall be entitled to one-half (1/2) of that calendar year's unused vacation, holiday pay and personal time.

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- b. If termination of actual work takes place between April 1 and July 1, the officer shall be entitled to three-quarters (3/4) of that calendar year's unused vacation, holiday pay and personal time.
 - c. If termination of actual work takes place after July 1, the officer shall be entitled to all of the calendar year's unused vacation, holiday and personal time.
 - d. If an officer uses more holiday, vacation and or compensatory time that he/she earns on a prorated basis in their last year of employment, they will be required to reimburse the Municipality for the value of the excess time use. Said reimbursement will be completed within six (6) months.
- 2. If the officer's terminal leave, vacation, holiday and personal time leave results in a retirement date which falls in the later calendar year than the last calendar year for which the officer was physically present and working, then no additional vacation, holiday, or other benefits shall accrue.
 - 3. For purposes of this agreement, retirement date shall mean the effective retirement date submitted to and approved by the New Jersey Division of Pensions and Benefits for the purpose of determining the commencement of special, ordinary and disability retirement.

ARTICLE XIV
IN-SERVICE TRAINING

1. The cost of all police training courses, seminars and conferences authorized by the Chief of Police and/or Town Administrator will be borne by the Municipality .

2. The Municipality will contribute up to the sum of \$3000.00 in 2025, 2026, 2027, 2028, 2029 and each year thereafter for any non-reimbursed tuition and fees; also for any room, board and travel expenses, as well as any books or other course related material, so long as:
 - A. Such fees/costs are documented and requisite to being in good standing and actually are incurred by any police officer who pursues coursework, certifications and or training in the study of subjects relating to police work and the police profession;
 - B. Such course or courses have been approved for such contribution by the Chief of Police-which approval shall not be unreasonably denied;
 - C. The officer receives a passing grade (C or above) or certificate of completion in the course.
 - D. At the time such contributions is to be made by the Municipality, but prior to any payment, the officer will sign an agreement and/or promissory note to continue their employment with the Municipality for three (3) calendar years from the date of the completion of the course, or otherwise refund to the municipality the full amount of the tuition and fees paid by the municipality in the event of a voluntary resignation within less than three (3) years. The reimbursement of the tuition and fees shall be completed within six (6) months unless otherwise agreed between the individual and the Municipality. *This obligation shall not apply if the officer retires on a disability retirement.

3. Officers shall be afforded appropriate time off to attend such courses if the course falls on the officer's regular work day as defined in Article III(G) of this agreement. Officers attending college classes or training not directly affiliated or approved by the department

will not be provided departmental "Training" time off and should use their personal allotment of time if necessary.

4. Notwithstanding anything to the contrary above, the Municipality shall make the reimbursement as soon as reasonably possible after receipt of documentation. The Municipality shall not withhold payment pending actual receipt of proof of grades.
5. Officers who attend annual training as called or scheduled by the Chief of Police and/or their designee, which may occur during their non-working hours, shall be compensated for such attendance with compensatory time. This is initially referenced in Article III D (2) of this agreement.
6. All administrative costs required to obtain, renew, and/or maintain a Police License shall be borne by the Municipality of Princeton.

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ARTICLE XV
PUBLIC LIABILITY INSURANCE COVERAGE

The Municipality shall keep in force and effect during this Contract a policy of public liability insurance which includes coverage on each and officer during the course of his/her employment. Such insurance includes the liability coverage for bodily injury or property damage to third parties arising out of the operation of Municipality automobiles and vehicles.

Such insurance now includes liability coverage for damages to third parties arising out of the false arrest, detention or imprisonment committed by officers during the course of their employment. The Municipality will endeavor to continue such coverage in effect so long as it continues to be available for purchase at a reasonable premium.

Nothing herein shall in any way relieve any employee of Princeton Police Department from his/her own liability to the Municipality for negligent or intentional damage to property, equipment or vehicles owned by Princeton; nor shall insurance be provided by the Municipality against such negligent or intentional damage by Municipal employees. Police officers shall be subject to the Municipality's procedures and regulations governing loss and damage to Municipality owned property as provided in the Municipality Personnel Manual.

ARTICLE XVI
DEFENSE OF CERTAIN LEGAL PROCEEDINGS

Whenever an officer of the Princeton Police Department is a defendant in any action or legal proceeding arising out of or incidental to the performance of his/her duties, the governing body of the Municipality shall provide said officer with the necessary means for the defense of such actions in accordance with N.J.S.A. 40A:14-155.

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ARTICLE XVII
GRIEVANCE PROCEDURE

- 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 under this Agreement.

- B. Nothing herein shall be construed as limiting the right of any officer having a grievance to discuss the matter informally with any appropriate member of the Department.

- C.
 - 1. With regard to officers, the term "grievance" as used herein, means an appeal by an individual officer or the Association on behalf of an individual officer or group of officers, from the interpretation, application, or violation of policies, agreements and administrative decisions affecting them. With regard to the Municipal, the term "grievance" as used herein means a complaint or controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement.

 - 2. With respect to officer grievances, no grievance may proceed beyond Step Three herein unless it constitutes a controversy arising over the interpretation, application, or alleged violation of the terms and conditions of this Agreement. Disputes concerning terms and conditions of employment controlled by statute or ordinance or general orders or special orders or administrative regulation, incorporated by reference in this Agreement, either expressly or by operation of law, shall not be processed beyond Step Three herein.

STEP 1. An individual officer or the PBA shall submit the grievance or dispute to the Chief of Police in writing within fourteen (14) working days after the later of either the date of the occurrence or the date upon which the officer or the PBA could reasonably have had notice of the

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occurrence. The Chief of Police shall attempt to adjust the matter and shall respond in writing to the officer or his/her representative within five (5) working days thereafter.

STEP 2. If the grievance has not been adjusted satisfactorily under Step 1 in the time limited there under, it may be presented in writing by the PBA or by the individual officer to the Town Administrator or his/her designee within ten (10) working days of the response of the Chief of Police or within ten (10) working days after such expiration of the time without decision. The Administrator or his/her designee shall respond in writing to the grievance within ten (10) working days after submission.

STEP 3. If the grievance is not resolved under Step 2 within the time limited thereunder, the employee or the PBA may submit, through the Township Clerk, the grievance in writing to the Princeton Town Council within ten (10) working days after such expiration of the time without decision. Discussions with interested persons shall be held by the Town Council at its own request or at the request of the employee or the PBA. The Town Council shall issue its decision in writing within twenty (20) working days after submission of the grievance to it.

STEP 4. If the grievance is not resolved under Step 3 above within the time limits thereunder, only the PBA or the Municipality shall have the right to submit the grievance or dispute to final and binding arbitration. The arbitrator shall be appointed in accordance with the rules and regulations of the New Jersey Public Employment Relations Commission. The arbitrator's decision shall be in writing and shall be final and binding on the parties. Costs for the arbitrator shall be shared equally by the parties regardless of the disposition of the grievance; provided, however, that any witness fees or counsel fees or any other costs shall be borne solely by the party incurring the same.

(b) General Provisions

If the formal procedure outlined in subsection (a) is not commenced or if any appeal is not taken up within the respective periods of time limited by subsection (a), then such grievance shall be deemed abandoned, and no further appeals shall be had thereon.

ARTICLE XVIII
LIEUTENANTS

A. Salary

Any officer elevated to the rank of **Lieutenant** shall be subject to the following pay scale-

Lieutenant	2025	2026	2027	2028	2029
Top Salary	\$180,112	\$186,866	\$194,340	\$202,114	\$210,199

B. Overtime

All Lieutenants in the bargaining unit shall receive a stipend to cover all overtime hours. The stipend shall be an amount equal to 6% of their respective base salary. This stipend will be paid on a pro-rata basis as part of annual base salary in the normal paycheck. However, this provision will not include extra duty assignments. In the event that a Lieutenant works an extra duty assignment, they shall be compensated for extra work performed after the effective date of this contract at the rate of one and one-half (1 1/2) times the officer's hourly rate.

C. On-Call/ Stand-By Time

Standby time shall be at the rate of \$2,400 per year. This covers all of the standby time during the weeks that the officer is on standby.

D. Compensatory Time

All Lieutenants in the bargaining unit shall be provided with forty (40) hours of Compensatory Time at the beginning of the year (January 1st). This time is in lieu of shift differential for working nights, weekends, and all other required supervisory shifts.

E. Holiday Time

Lieutenants in the bargaining unit shall be entitled to one-hundred four (104) paid hours of holiday time annually. Lieutenants shall be paid for all one hundred four (104) hours of holiday time in their regular salary pro-rata.

F. Normal Work Week

The normal work week for Lieutenants shall be forty (40) hours per week.

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G. Miscellaneous

Except as specified above, all other terms and conditions of this Agreement apply to Lieutenants.

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ARTICLE XIX

CAPTAIN

A. Salary

Any officer elevated to the rank of **Captain** shall be subject to the following pay scale-

Captain	2025	2026	2027	2028	2029
Top Salary	\$190,918	\$198,078	\$206,001	\$214,241	\$222,810

B. Overtime, On-Call/Standby, Compensatory Time, Holiday Time

Any member of the bargaining unit elevated to the rank of Captain, shall receive all terms and conditions as outlined in Article XVIII B, C, D, E.

C. Miscellaneous

Except as specified above, all other terms and conditions of this Agreement apply to the rank of Captain.

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ARTICLE XX
TERM OF THE AGREEMENT

This Agreement shall be effective as of the first day of January, 2025, and shall run through December 31, 2029 and shall be renewed from year to year thereafter unless either party shall notify the other in writing at least one-hundred twenty (120) days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin by the party giving the notice submitting a proposal to the other party not later than ninety (90) days prior to the anniversary date. This Agreement shall remain in full force and effect during the period of negotiation of any modification of the contract, notwithstanding the anniversary date.

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ARTICLE XXI

NEGOTIATION OF MODIFICATIONS

The negotiation of modification of this Agreement shall be conducted on behalf of the Town by a person or persons not to exceed four (4) to be designated by the Town Council. Negotiations shall be conducted on behalf of the PBA by a negotiating Committee consisting of not more than four (4) members of the bargaining unit. Members of the negotiating committee will be permitted to participate in negotiating sessions without loss of pay.

IN WITNESS WHEREOF, the parties hereto have caused this collective bargaining agreement to be signed and attested by the proper officials and have hereunto set their hands on this 26th day of February, 2026.

Attest:



Bernard Hvozdovic Jr., Administrator

TOWN OF PRINCETON



Mark Freda, Mayor

Attest:



Jeffrey Grosser, Deputy Administrator

PBA LOCAL #130

 2/16/2026

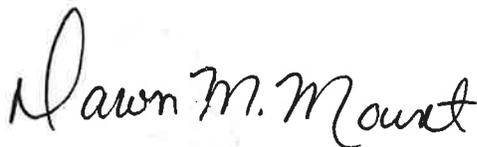
Frank A. Pinelli, Representative

 2/18/2026

Jonathan E. Myzie, Representative

 2/16/2026

Darwin Kieffer IV, Representative



DAWN M. MOUNT
Notary Public of New Jersey
My Commission Expires July 16, 2027

