

TABLE OF CONTENTS

ARTICLE I	
1.01 <u>RECOGNITION</u>	1
1.02 <u>AGENCY SHOP</u>	1
ARTICLE II	
2.01 <u>MANAGEMENT RIGHTS</u>	2
2.02 <u>SCOPE OF AGREEMENT</u>	3
2.03 <u>DISCHARGE AND DISCIPLINE</u>	3
ARTICLE III	
3.01 <u>SENIORITY</u>	4
3.02 <u>SENIORITY-FILLING OF VACANCIES</u>	5
3.03 <u>STAFFING LEVELS</u>	6
3.04 <u>TRAFFIC UNIT</u>	7
3.05 <u>SELECTION & TRAINING OF CPU PERSONNEL</u>	8
3.06 <u>JUVENILE DIVISION/BCI</u>	10
3.07 <u>LAYOFFS</u>	10
ARTICLE IV	
4.01 <u>VACANCIES-PERMANENT</u>	11
4.02 <u>VACANCIES-OTHER</u>	15
4.03 <u>POLICE CHIEF/DEPUTY CHIEF</u>	15
ARTICLE V	
5.01 <u>DUTIES</u>	16
5.02 <u>DETAIL TO OTHER DEPARTMENTS PROHIBITED</u>	16
ARTICLE VI	
6.01 <u>HOURS</u>	17
6.02 <u>LUNCH PERIOD</u>	17
6.03 <u>SUBSTITUTIONS</u>	17
6.04 <u>OVERTIME</u>	18
6.05 <u>CALLBACK PAY</u>	18
6.06 <u>OVERTIME LIMITATIONS</u>	19
ARTICLE VII	
7.01 <u>PAID HOLIDAYS</u>	19
ARTICLE VIII	
8.01 <u>SALARIES</u>	20
8.02 <u>STEP INCREASES</u>	20
8.03 <u>LONGEVITY PAY</u>	20
8.04 <u>PAYCHECKS</u>	21

ARTICLE IX	
9.01 <u>SICK LEAVE</u>	21
9.02 <u>DEATH PAYMENT</u>	24
9.03 <u>IN LINE OF DUTY ILLNESS</u>	24
ARTICLE X	
10.01 <u>VACATION</u>	26
10.02 <u>PERSONAL DAYS</u>	27
10.03 <u>MATERNITY LEAVE</u>	28
ARTICLE XI	
11.01 <u>CLOTHING ALLOWANCE</u>	28
11.02 <u>UNIFORMS</u>	29
11.03 <u>PROTECTIVE GEAR</u>	29
ARTICLE XII	
12.01 <u>HEALTH COVERAGE</u>	30
12.02 <u>DENTAL COVERAGE</u>	32
12.03 <u>DUPLICATE COVERAGE</u>	32
12.04 <u>EXCEPTIONAL CIRCUMSTANCES COVERAGE</u>	32
ARTICLE XIII	
13.01 <u>TIME OFF WHILE PERFORMING IBPO DUTIES</u>	33
ARTICLE XIV	
14.01 <u>RULES AND REGULATIONS</u>	33
ARTICLE XV	
15.01 <u>TEMPORARY SERVICE OUT OF RANK</u>	33
ARTICLE XVI	
16.01 <u>BEREAVEMENT PAY</u>	34
16.02 <u>KILLED IN THE LINE OF DUTY</u>	34
ARTICLE XVII	
17.01 <u>COURT TIME</u>	34
ARTICLE XVIII	
18.01 <u>DETAILS</u>	35
18.02 <u>INJURIES-SPECIAL DETAILS</u>	36
ARTICLE XIX	
19.01 <u>HOLIDAY PROCEDURE LUNCH PERIOD</u>	37

ARTICLE XX	
20.01 <u>WEARING OF UNIFORM</u>	37
ARTICLE XXI	
21.01 <u>INFORMATIONAL MEETINGS</u>	37
ARTICLE XXII	
22.01 <u>PENSION</u>	38
ARTICLE XXIII	
23.01. <u>EDUCATIONAL REIMBURSEMENT</u>	41
ARTICLE XXIV	
24.01 <u>LIFE INSURANCE</u>	41
ARTICLE XXV	
25.01 <u>LIABILITY PROTECTION</u>	41
ARTICLE XVI	
26.01 <u>GRIEVANCE PROCEDURE</u>	42
26.02 <u>ARBITRATION</u>	42
ARTICLE XXVII	
27.01 <u>WORK STOPPAGE</u>	43
ARTICLE XXVIII	
28.01 <u>DRIVERS LICENSE</u>	43
ARTICLE XXIX	
29.01 <u>AGREEMENTS</u>	43
ARTICLE XXX	
30.01 <u>SPECIAL POLICE OFFICERS</u>	43
ARTICLE XXXI	
31.01 <u>PHYSICAL EXAMINATION</u>	44
31.02 <u>PHYSICAL FITNESS PROGRAM</u>	44
ARTICLE XXXII	
32.01 <u>DURATION OF THIS AGREEMENT</u>	45