

**BOONTON TOWNSHIP POLICE  
SALARY AND BENEFITS CONTRACT**

**between**

**TOWNSHIP OF BOONTON**

**AND**

**BOONTON TOWNSHIP PBA LOCAL 392**

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**JANUARY 1, 2017 THROUGH DECEMBER 31, 2023**

**PREPARED BY:**

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**PREAMBLE**

This Agreement entered into this \_\_\_\_ day of \_\_\_\_\_, 2016 by and between the **Township of Boonton**, in the County of Morris, State of New Jersey, hereinafter called the "Township" and **Boonton Township P.B.A. Local 392**, hereinafter called "PBA" represents the complete and final understanding on all bargainable issues between the Township and the PBA.

**ARTICLE I**

**TERMS OF THE AGREEMENT**

The term of this Agreement shall be for the period commencing January 1, 2017 and ending December 31, 2023.

**ARTICLE II**

**RECOGNITION AND SCOPE**

The Township hereby recognizes the PBA as the exclusive representative of all regular Police Officers of Boonton Township, except the Chief of Police and the Lieutenants.

**ARTICLE III**

**EMPLOYEE'S RIGHTS**

A. The Police Officers will have the right to take a grievance on any issue involving their working conditions, employment, promotion, or infringement of rights. All grievances shall be processed in writing through the chain of command.

B. The State delegate, if elected, shall be given time off with pay to attend the PBA Convention(s) and receive expenses up to \$100.00 from the Township.

**ARTICLE IV**

**SALARY**

A. Each Police Officer covered by this Agreement shall receive salary compensation in accordance with Schedule C attached hereto.

B. There shall be a 10% salary differential between top Patrol step and top Sergeant step.

C. Salary increments for all Police Officers promoted will be paid on the anniversary date of the promotion until one year in rank has been achieved. Thereafter, salary increments will be paid on January 1<sup>st</sup> of each year.

D. Longevity shall be paid in 24 equal payments to eligible Police Officers in addition to the current base salary on following basis:

1 through 5 years	-	0% of current base salary
6 through 10 years	-	2% of current base salary
11 through 15 years	-	3% of current base salary
15 years and over	-	4% of current base salary

Any Police Officer commencing employment after January 1, 1988 is not entitled to longevity pay. (see Article X Retirement and Death Benefits, A Paragraph 2)

E. Salaries will be effective on January 1 of each year. Longevity pay for eligible officers will be in addition to base pay but will become effective as of the anniversary date of the Police Officer's employment with the Township.

**ARTICLE V**

**HOURS AND OVERTIME**

A. **Work period:** All Police Officers covered by this Agreement shall be scheduled to work a 28 day work period in accordance with the hours established by a duly adopted resolution of the Township Committee.

B. **Overtime:** All Police Officers shall be compensated for hours worked in excess of 160 hours per 28 work day cycle at one and one-half (1 ½) times their regular rate of pay.

C. **Compensatory time:**

1. All Police Officers shall have the option to receive overtime compensation in cash or in the form of compensatory time off. Compensatory time shall be calculated at the rate of one and one-half (1-1/2) hours for each hour actually worked in excess of 160 hours per 28 work day cycle. Compensatory time may be taken upon the giving of reasonable notice and at the discretion of the Chief of Police.

2. Effective January 1, 2012, officers may not carry over from year to year, more than 72 hours of SAT time. Any SAT time that an officer has accrued in excess of 72 hours that remains in his bank as of December 31 will be paid to that officer in the succeeding January at the rate of pay for the year in which it was accrued. All officers who as of January 1, 2012, have SAT time banks in excess of 72 hours shall be allowed to carry-over the amount in their bank as of that date. If the bank is used down to 72 hours, those officers shall not be able to carry-over more than 72 hours. All officers may elect to have their cashed-in SAT time deposited in their Valic Deferred Compensation account subject to the maximum contribution permitted by law. SAT time shall be prorated based on a calendar year if a Police Officer separates from employment with the Township during the calendar year.

D. **Court appearances:** All court appearances by off-duty officers shall be compensated at the officer's overtime rate for a minimum of three (3) hours at time and one-half.

E. **Special duty:** The Township agrees to pay for a minimum of four (4) hours at the officer's overtime rate of pay for unscheduled call-out time when an off-duty Police Officer is called in to duty outside of his regular shift or on his regular day off. An officer shall not be

entitled to the four (4) hour guarantee if he agrees to an early call in that is contiguous to the start of his shift and agrees to work on overtime on an hour for hour basis. Early call-ins that are due to exigent circumstances, even if contiguous to the officer's shift, shall be entitled to the four (4) hour minimum.

F. **Schedule:** The work schedule is attached hereto and made part of this Agreement as Schedule "B".

## ARTICLE VI

### OFF-DUTY POLICE SERVICES

A. All requests for voluntary off-duty services by any company, corporation, organization or person shall be made to the Township via the Police Department. Such request shall be in writing. Only normal police activities, such as, but not limited to, traffic control and crowd control, will be provided. All requests for off-duty services shall be reviewed and approved by the Chief of Police or his designee. Payments for such services shall be made to the Township in accordance with the Township Fee Schedule.

B. The rate of compensation for such services shall be a flat rate for all Police Officers participating in off-duty services in accordance with the Township Fee Schedule.

C. Compensation for the off-duty services shall be paid to the Police Officer, less administration costs to the Township, as soon as practical after payment is received from the contracted party.

D. All voluntary off-duty services worked shall not be considered as a call to duty or overtime.

## **ARTICLE VII**

### **HOLIDAYS**

A. All Police Officers shall be paid for no less than thirteen (13) holidays in twenty-four (24) payments throughout the year. For officers and Sergeants hired prior to January 1, 2012, the holiday rate shall be based on the annual salary of a top paid patrol officer (i.e., top patrol base pay/2080x104). For officers hired on or after January 1, 2012, and for all officers commencing January 1, 2015, holiday pay shall be based on an officer's actual hourly rate (i.e. base pay/2080x104).

B. In addition to those referenced above, the Police Officers shall receive all holidays that are declared legal holidays by the President of the United States and/or the Governor of the State of New Jersey.

C. Effective January 1, 1991 and thereafter; holiday pay shall be included in base pay.

D. Officers shall not receive extra compensation for working on a contractually designated holiday, or as provided in paragraph B.

## **ARTICLE VIII**

### **EDUCATIONAL BENEFITS**

A. The present practice of paying 100% of tuition and books for all Police Officers enrolled in a course in criminal justice sociology, psychology, public administration or in a course of study related to their employment with the Police Department subject to prior written approval of the Chief of Police and Business Administrator, at a fully accredited college shall be continued provided a grade of C or better is received in said course. Reimbursement by the

Township shall not exceed 6 credits per semester and shall not exceed 18 credits per year per officer.

B. The Township agrees to pay an annual \$1,000.00 stipend for all Police Officers securing an associate's degree in criminal justice, sociology, psychology, public administration or in a course of study related to their employment with the Police Department subject to prior written approval of the Chief of Police and Business Administrator. An annual \$1,750.00 stipend will be paid for all Police Officers securing a bachelor's degree under the same conditions as provided herein for an associate's degree. The aforesaid degrees must be obtained at a fully accredited college. These stipends shall be paid to officers hired prior to January 1, 2012, only.

C. The Township agrees to the practice of paying 100% of tuition and books for Sergeants enrolled in a course of Graduate Studies in criminal justice, sociology, psychology, public administration or in a course of study related to their employment with the Police Department subject to prior written approval of the Chief of Police and Business Administrator. The aforesaid course must be at a fully accredited college and a grade of C or better must be received in said course. Reimbursement by the Township shall not exceed 6 credits per semester and shall not exceed 18 credits per year per Sergeant.

D. Payments under this article shall be paid in twenty-four (24) payments throughout the year.



**ARTICLE IX**

**MOTOR VEHICLE REIMBURSEMENT**

Any Police Officer using a private motor vehicle on official police business or college attendance under educational benefit, with the approval of the Chief of Police, will be compensated at the rate of twenty cents (\$0.20) per mile.

**ARTICLE X**

**RETIREMENT AND DEATH BENEFITS**

A. Upon retirement after 25 years of service with the Township, each Police Officer shall be entitled to an annual retirement supplement from the Township of seven hundred and fifty dollars (\$750.00) to be paid to the retiree, commencing with the date of retirement, and on each anniversary date of retirement thereafter. The said benefit shall terminate on the 65<sup>th</sup> birthday of the retiree.

This benefit is available to all qualifying Police Officers and is intended with respect to Police Officers hired after January 1, 1988 to be in lieu of longevity pay. Those Police Officers who were working for the Township, as of January 1, 1994, shall be allowed to include all service in the Police and Firemen's Retirement System for purposes of qualifying for this benefit. Employees hired after January 1, 1994, must have at least 25 years of service with the Township to receive the retirement supplement.

B. Death benefits: The Township agrees to maintain death benefits of three and one-half (3-1/2) times salary for all Township Police Officers or as provided under the Police and Firemen's Retirement System.

## **ARTICLE XI**

### **HOSPITAL AND LIFE INSURANCE BENEFITS**

A. The Township shall continue to provide enrollment in the New Jersey State Health Benefits Program presently in existence.

B. The Township agrees to pay any Police Officer of the Township full salary while said Police Officer is out of work due to job-incurred injury for a maximum period of one year, less moneys received from Worker's Compensation.

C. Effective in the first pay period of January 2012, officers shall contribute to the cost of the New Jersey State Health Benefits Program premium as required by law, Chapter 78, P.L. 2011. A copy of the contribution schedule is attached to this Agreement as Appendix A. All employees hired on or after January 1, 2012 shall contribute based upon the year 4 rates.

## **ARTICLE XII**

### **SICK LEAVE**

A. All Police Officers covered under this Agreement are entitled to 120 hours of sick leave per year with 720 hours accumulation.

B. Sick leave compensation: At the end of each calendar year, the Township will pay the Police Officer one day's pay for each two days accumulated over 90 days at the rate of the Police Officer's base salary.

C. A Police Officer who retires or resigns shall receive payment for accumulated sick days at a rate of one (1) day's pay for each two (2) days of unused accumulated sick time at the rate of the Officer's base salary at the time of separation.

D. The Police Officer must present a medical doctor's certification after three (3) days consecutive absence.

## ARTICLE XIII

### BEREAVEMENT LEAVE AND PERSONAL TIME

A. Bereavement leave of up to five (5) days shall be granted by the Township without loss of pay for a death in the immediate family of Police Officers. Immediate family includes all individuals who are part of the household responsibility. All emergency leave is subject to the review and approval of the Chief of Police.

B. Bereavement leave of one (1) day shall be granted for other immediate relatives on the day of the burial. Exceptions to this provision may be made at the discretion of the Chief of Police with the advice and consent of the Township Committee.

C. Each officer shall receive three (3) twelve (12) hour personal days per annum to attend to personal business and exigencies; permission for the use of said days shall be at the discretion of the Chief of Police.

## ARTICLE XIV

### VACATION DAYS

- A. For the First Year through the Fifth Year - 10 days of paid vacation  
time
- Sixth Year through the Tenth Year - 15 days of paid vacation time
- Eleventh Year through the Twentieth Year - 20 days of paid vacation time
- After Twenty 20 Years of Service - one additional day shall be  
granted for each year to a Maximum  
of 25 days of paid  
vacation time

A paid vacation day shall be equal to the number of hours in a Police Officer's regular workday based on the Police Officer's assigned work schedule. For example: for an Officer

assigned to a 4/4 (12 hour) schedule, a paid vacation day shall be 12 hours; for an Officer on a 5/2 (8 hour) schedule, a paid vacation day shall be 8 hours.

B. All of the vacation days earned in a given calendar year must be used during the same current calendar year at such time as permitted or directed by the Chief of Police, unless the Chief determines that such days may not be taken due to pressure of work. Notwithstanding the preceding sentence, a maximum of 120 hours of vacation time may be carried into the next succeeding calendar year or, at the option of the employee, unused day(s) may be cashed in as an 8 hour day for payment at the end of that current calendar year. If the vacation days which are carried over are not cashed in, then such vacation days must be used during the year in which they were carried over unless the employee has less than fifteen days' vacation credited for that calendar year in which case the employee shall be permitted to carry over a maximum of 120 hours into the following year.

C. Effective January 1, 2006, any employee who prior to January 1, 2006, had accumulated more than 15 vacation days may either continue to bank those previously accumulated vacation days or cash in any portion of those days for payment by the end of the calendar year 2006.

D. All accumulated but unused paid vacation time shall be paid to a Police Officer upon retirement or separation of employment, prorated on a calendar year basis. The rate of pay shall be based on the Police Officer's rate at the time of retirement or separation.

**ARTICLE XV**  
**GRIEVANCE PROCEDURE**

**A. Definition**

1. A grievance is a claim by a Police Officer of any rank, or the PBA based on the interpretation of the work contract (violations thereof) of a specific claim of inequity incurred by a Police Officer in his employment or promotion.

2. An aggrieved person is the person making the claim or the PBA.

3. A party in interest is the person or persons who might be required to take action or action might be taken against in order to resolve the claim.

4. A Police Officer is a full time officer of any rank within the Township Police Department.

**B. Purpose**

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise affecting Police Officers. Both parties agree that the proceedings at any level of the procedure are in accordance with the law.

**C. Grievance**

Should any dispute, or difference, arise between the Township and the PBA or its member as to the interpretations, application, or operation of any provision of the work contract or arise from the lack of equality in employment or promotion, both parties shall endeavor to settle it in the simplest and most direct manner. The procedure shall be as follows, unless any step is waived by mutual consent:

1. **FIRST:** Between the grievant, a PBA Representative and the Chief of Police within 20 days after the event causing the grievance. The grievance may be reduced to

writing or be informally oral. The Chief shall forward his answer within three (3) days following the meeting

2. SECOND: If the grievance is not settled at the first step to the satisfaction of the grievant, the grievant or the PBA may make a written request for a second step meeting within twenty (20) days with the Township Committee, or its designee. The grievant may appear with a PBA Representative. The Committee or its designee will answer the grievance within twenty (20) days.

3. THIRD: If the PBA, is not satisfied with the results of Step Two, the PBA, and only the PBA, may, within fifteen (15) days notify the Committee that it will take the matter to binding arbitration.

a. Within ten (10) days after such written notice of submission to arbitration, the Township Committee or its designee and the PBA shall sit down and mutually agree upon an arbitrator. If the parties cannot agree, then a request for a list of arbitrators may be made to the New Jersey Public Employment Relations Commission by the PBA, only.

b. The arbitrator so selected shall confer with representatives of the PBA and Township and shall hold a hearing as promptly as possible and shall render a decision within twenty (20) days of the close of the hearing, or if oral hearings have been waived by both sides, then from the date the final statements and proofs on the issue are submitted to him. The arbitrator's decision shall set forth his findings of fact and conclusion on the issues submitted.

c. The arbitrator shall be without power to make a decision, which requires the commission of an act prohibited by law or which violates the terms of the contract between both parties. The decision of the arbitrator shall be submitted to both sides simultaneously and shall be binding on both sides.

d. The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Township and the PBA. Any other expenses incurred shall be paid by the party incurring same.

## ARTICLE XVI

### MISCELLANEOUS ITEMS

A. Each Police Officer shall receive uniforms and the Township will replace damaged uniforms.

B. In accordance with N.J.S.A. 40A: 14-155 and in the circumstance set forth in that enabling legislation, the Township agrees to provide legal representation by counsel who is to be MUTUALLY AGREED upon by the Township Committee and the Police Officer or Police Officers seeking representation.

C. Police Officers will not be required to take a polygraph.

D. Police Officers will not have their departmental hearings prior to their criminal trial so as not to prejudice their standing with a jury.

E. The Township shall maintain full insurance to cover any claim of false arrest, both inside and outside the Township.

F. Police Officers shall be reimbursed for expenses incurred while attending police school, including clothing, travel expenses, lodging, meals, equipment and books with the approval of the Chief of Police.

G. Effective January 1, 2017, if a new hire resigns within 2 years of employment they will be required to reimburse the Township for 50% of any expenditures made for training

at the police academy and for equipment and uniform costs which cannot be reused by the Department or Township.

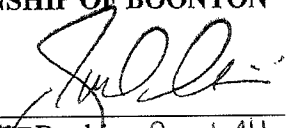
H. The Township agrees that time lost as a direct result of injury in the line of duty shall not be deducted from sick leave due Police Officers.

I. The Township agrees to maintain the present retirement plan with the State of New Jersey - (Police and Fire Retirement System).


J. All existing benefits will be included in the Agreement.

K. This Agreement is effective and retroactive to January 1 of each year.

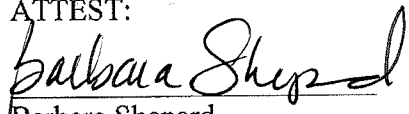
**TOWNSHIP OF BOONTON**

  
\_\_\_\_\_  
Michelle Rankin, Paul Allieri  
Mayor

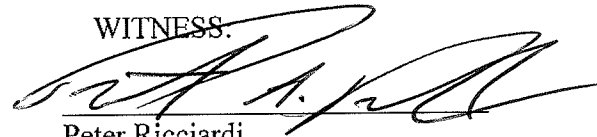
**BOONTON TOWNSHIP PBA LOCAL 392**

  
\_\_\_\_\_  
Chris Chicoris,  
PBA President

ATTEST:

  
\_\_\_\_\_  
Barbara Shepard  
Municipal Clerk

WITNESS:

  
\_\_\_\_\_  
Peter Ricciardi,  
PBA State Delegate



## APPENDIX A

### HEALTH BENEFITS CONTRIBUTION FOR SINGLE COVERAGE (PERCENTAGE OF PREMIUM)\*

Salary Range	Year 1	Year 2	Year 3	Year 4
less than 20,000	1.13%	2.25%	3.38%	4.50%
20,000-24,999.99	1.38%	2.75%	4.13%	5.50%
25,000-29,999.99	1.88%	3.75%	5.63%	7.50%
30,000-34,999.99	2.50%	5.00%	7.50%	10.00%
35,000-39,999.99	2.75%	5.50%	8.25%	11.00%
40,000-44,999.99	3.00%	6.00%	9.00%	12.00%
45,000-49,999.99	3.50%	7.00%	10.50%	14.00%
50,000-54,999.99	5.00%	10.00%	15.00%	20.00%
55,000-59,999.99	5.75%	11.50%	17.25%	23.00%
60,000-64,999.99	6.75%	13.50%	20.25%	27.00%
65,000-69,999.99	7.25%	14.50%	21.75%	29.00%
70,000-74,999.99	8.00%	16.00%	24.00%	32.00%
75,000-79,999.99	8.25%	16.50%	24.75%	33.00%
80,000-94,999.99	8.50%	17.00%	25.50%	34.00%
95,000 and over	8.75%	17.50%	26.25%	35.00%

\*Member contribution is a minimum of 1.5% of base salary towards Health Benefits

### HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE (PERCENTAGE OF PREMIUM)\*

Salary Range	Year 1	Year 2	Year 3	Year 4
less than 25,000	0.75%	1.50%	2.25%	3.00%
25,000-29,999.99	1.00%	2.00%	3.00%	4.00%
30,000-34,999.99	1.25%	2.50%	3.75%	5.00%
35,000-39,999.99	1.50%	3.00%	4.50%	6.00%
40,000-44,999.99	1.75%	3.50%	5.25%	7.00%
45,000-49,999.99	2.25%	4.50%	6.75%	9.00%
50,000-54,999.99	3.00%	6.00%	9.00%	12.00%
55,000-59,999.99	3.50%	7.00%	10.50%	14.00%
60,000-64,999.99	4.25%	8.50%	12.75%	17.00%
65,000-69,999.99	4.75%	9.50%	14.25%	19.00%

70,000-74,999.99	5.50%	11.00%	16.50%	22.00%
75,000-79,999.99	5.75%	11.50%	17.25%	23.00%
80,000-84,999.99	6.00%	12.00%	18.00%	24.00%
85,000-89,999.99	6.50%	13.00%	19.50%	26.00%
90,000-94,999.99	7.00%	14.00%	21.00%	28.00%
95,000-99,999.99	7.25%	14.50%	21.75%	29.00%
100,000-109,999.99	8.00%	16.00%	24.00%	32.00%
110,000 and over	8.75%	17.50%	26.25%	35.00%

\*Member contribution is a minimum of 1.5% of base salary towards Health Benefits

**HEALTH BENEFITS CONTRIBUTION FOR  
MEMBER/SPOUSE/PARTNER OR PARENT/CHILD COVERAGE  
(PERCENTAGE OF PREMIUM)\***

<b>Salary Range</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
less than 25,000	0.88%	1.75%	2.63%	3.50%
25,000-29,999.99	1.13%	2.25%	3.38%	4.50%
30,000-34,999.99	1.50%	3.00%	4.50%	6.00%
35,000-39,999.99	1.75%	3.50%	5.25%	7.00%
40,000-44,999.99	2.00%	4.00%	6.00%	8.00%
45,000-49,999.99	2.50%	5.00%	7.50%	10.00%
50,000-54,999.99	3.75%	7.50%	11.25%	15.00%
55,000-59,999.99	4.25%	8.50%	12.75%	17.00%
60,000-64,999.99	5.25%	10.50%	15.75%	21.00%
65,000-69,999.99	5.75%	11.50%	17.25%	23.00%
70,000-74,999.99	6.50%	13.00%	19.50%	26.00%
75,000-79,999.99	6.75%	13.50%	20.25%	27.00%
80,000-84,999.99	7.00%	14.00%	21.00%	28.00%
85,000-99,999.99	7.50%	15.00%	22.50%	30.00%
100,000 and over	8.75%	17.50%	26.25%	35.00%

\*Member contribution is a minimum of 1.5% of base salary towards Health Benefits

## **SCHEDULE B**

### **4/4 WORK SCHEDULE**

1. The Chief of Police and the PBA have jointly developed a 4/4 - 12 hour schedule for Police Officers of the Patrol Force, which is based upon a twenty-eight (28) day work period consisting of four (4) consecutive twelve (12) hour days on duty followed by four (4) consecutive days off with a maximum of one hundred sixty (160) scheduled hours. Said schedule also consists of rotating shifts where an officer rotates his shift after two cycles of each shift.

2. The Chief of Police shall determine the manning levels (that is, the exact number of Police Officers) for each of the two shifts and squads that are necessary for the 4/4 - 12 hour schedule. In addition, the Chief of Police shall have the managerial right to alter said manning levels, from time to time, as he deems appropriate and necessary to insure the efficient operation of the Department and/or where said adjustments shall be in the best interest of the Department.

3. Except in the event of emergency as determined solely in the discretion of the Chief, Sergeants shall remain on the 5/2 - 8 hour schedule.

### **HOURS OF WORK AND ABSENCES FROM DUTY**

1. Under the Department's prior work schedule, all sworn officers of the Department were scheduled to work a series of 8-hour workdays resulting in a total of 2,080 scheduled work hours per 52-week calendar year for which each officer receives a contractually specified annual salary. Also within the collective negotiations agreement were certain provisions, which permit an officer to be absent from duty for varying numbers of 8-hour days, which are credited as hours worked and included in the aforementioned 2080 annual work hours.

2. Under the 4/4 – 12 hour schedule, officers working the 4/4 - 12 hour schedule are scheduled to work 12-hour as opposed to 8-hour days. Throughout an entire 52-week calendar year, said schedule would result in a total of 116 scheduled work hours over the contractually established 2080 annual scheduled work hours. Since the existing collective negotiations agreement salary scales are based upon 2,080 scheduled hours, the additional 116 scheduled work hours generated by the 4/4 - 12 hour schedule would pose a significant overtime liability to the Township. However, both the Township and the PBA agree that overtime is based upon actual hours worked, and not hours scheduled, therefore, both the Township and the PBA agree that an officer working the 4/4 - 12 hour schedule shall only be entitled to overtime compensation for those additional scheduled work hours that said officer actually works over and above the 2080 scheduled hours for the year. Furthermore, the Township and the PBA agree that in calculating the total number of hours worked within a 52-week calendar year, said calculations shall include only those non-overtime hours worked which are scheduled by the Chief of Police or otherwise provided for in this Schedule B, and shall exclude all overtime hours worked and otherwise compensated as a result of the various overtime provisions contained in the existing collective negotiations agreement including sections A, B, C, D and E of ARTICLE V as modified herein.

3. Both the Township and the PBA recognize that within the collective negotiations agreement are certain provisions which permit an officer to be absent from duty for varying numbers of 8-hour workdays (i.e., vacation and personal leave only) which, if utilized, are credited as hours worked and included as such in the officer's 2,080 annual salaried work hours. Bereavement leave shall remain as currently provided. The Township and the PBA also recognize that those officers working the 4/4 - 12 hour schedule work 12-hour as opposed to 8-

hour workdays. The Township and the PBA agree, therefore, that, except as otherwise provided herein or in the collective negotiations agreement, those officers working the 4/4 - 12 hour schedule shall utilize such compensated leave days in 12-hour blocks as opposed to 8-hour blocks. The Township and the PBA further agree that, when an officer utilizes such 12-hour leave day eight (8) hours of said leave day shall be credited as scheduled hours worked and included in the officer's 2,080 salaried contractual hours. The remaining four (4) hours utilized shall be deemed as additional schedule hours not worked, and shall be debited from the total number of scheduled excess work hours (those work hours over and above 2,080 work hours) generated by the 4/4 – 12 hour schedule. The parties further agree that sick leave shall accrue and be utilized based upon twelve (12) hour days. Therefore, all annual entitlements and banked time for sick leave shall be converted to twelve (12) hour days and utilized accordingly. All Police Officers working the 4/4 12 schedule are entitled to 120 hours sick leave per year with 720 hours total accumulation. Payment of sick leave compensation in accordance with Article XII, Section B, shall be calculated on an hourly basis for all accumulated and banked sick leave hours. Each officer will be paid one (1) hour pay for every two (2) hours accumulated over 720 hours at the rate of the Police Officer's base salary.

4. Vacation leave shall also accrue and be utilized based upon 12 hour days as set forth in Article XIV of the collective negotiations agreement. 5. The Township recognizes that, as a result of managerial adjustments of an officer's work schedule as provided for herein, an officer working the 4/4 – 12 hour schedule may reach a period of time where said officer has an unused number of contractual compensated leave days and an insufficient number of scheduled excess work hours to charge against the utilization of said unused leave. The Township, therefore, agrees that in the event of such a situation the officer in question shall be

permitted to utilize such unused compensated leave days in 4-hour blocks without loss of compensation and irrespective of the fact that the utilization of said unused compensated leave days in 4-hour blocks may result in the officer working less than 2080 scheduled work hours within a 52-week calendar year.

6. The PBA recognize that, as a result of manpower shortages or personal choice, an officer working the 4/4 - 12 hour schedule may work a 52-week calendar year without utilizing all his contractual compensated leave days which may result in said officer actually working a number of scheduled work hours in excess of 2,080 as generated by the 4/4 - 12 hour schedule. Under such circumstances, the officer in question shall be compensated for said excess hours worked at the rate of one hour straight compensatory time for each scheduled excess hour worked.

#### **OVERTIME**

1. Article V of the existing collective negotiations agreement shall be in full force and effect for those officers working the 4/4 - 12 hour schedule.
2. The premium overtime for any officer working the 4/4 - 12 hour schedule shall be defined as all work performed in excess of 160 hours in the 28-day work cycle.
3. The hourly rate shall be calculated by dividing the annual salary by 2,080.

#### **EXTENDED ABSENCES FROM DUTY**

At the discretion of the Chief of Police, an officer working the 4/4 - 12 hour schedule, who is or shall be absent from duty for eight (8) or more consecutive work days for reasons of illness, injury or military leave, may be temporarily placed on a 5/2 (8-hour day) 40-hour workweek schedule for the duration of said absence.

## **TRAINING**

At the discretion of the Chief of Police, an officer working the 4/4 - 12 hour schedule may be temporarily placed on a 5/2 (8—hour day) 40-hour workweek schedule for training purposes when said training exceeds a four (4) day period. This shall include any probationary officers during the first twelve (12) months of employment.

**SCHEDULE C  
SALARY GUIDE**

	2017	2018	2019	2020	2021	2022	2023
Acad	\$39,015	\$39,795	\$40,591	\$41,403	\$42,231	\$43,076	\$43,937
Prob	\$45,758	\$46,673	\$47,607	\$48,559	\$49,530	\$50,521	\$51,531
1	\$52,500	\$53,550	\$54,621	\$55,714	\$56,828	\$57,965	\$59,124
2	\$59,244	\$60,429	\$61,637	\$62,870	\$64,127	\$65,410	\$66,718
3	\$65,986	\$67,306	\$68,652	\$70,025	\$71,425	\$72,854	\$74,311
4	\$72,729	\$74,184	\$75,667	\$77,181	\$78,724	\$80,299	\$81,905
5	\$79,472	\$81,062	\$82,683	\$84,337	\$86,023	\$87,744	\$89,499
6	\$86,214	\$87,939	\$89,698	\$91,491	\$93,321	\$95,188	\$97,092
7	\$92,958	\$94,817	\$96,713	\$98,647	\$100,620	\$102,633	\$104,685
8	\$99,408	\$101,396	\$103,424	\$105,493	\$107,602	\$109,754	\$111,950
9	\$106,071	\$108,192	\$110,356	\$112,563	\$114,814	\$117,111	\$119,453
Sgt. 1	\$109,649	\$111,842	\$114,079	\$116,360	\$118,688	\$121,061	\$123,483
Sgt. 2	\$111,686	\$113,920	\$116,198	\$118,522	\$120,892	\$123,310	\$125,776
Sgt. 3	\$116,678	\$119,011	\$121,392	\$123,820	\$126,296	\$128,822	\$131,398

Officers Chris Chicoris and Alex Clelland who are currently at Step 4 of this salary guide will not be subject to the new Step 8 but shall proceed to Step 9 from Step 7 in year 2020.



**SCHEDULE C  
SALARY GUIDE**

	<b>CURRENT</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Acad	\$38,250	\$39,015	\$39,795	\$40,591	\$41,403	\$42,231	\$43,076	\$43,937
Prob	\$44,861	\$45,758	\$46,673	\$47,607	\$48,559	\$49,530	\$50,521	\$51,531
1	\$51,471	\$52,500	\$53,550	\$54,621	\$55,714	\$56,828	\$57,965	\$59,124
2	\$58,082	\$59,244	\$60,429	\$61,637	\$62,870	\$64,127	\$65,410	\$66,718
3	\$64,692	\$65,986	\$67,306	\$68,652	\$70,025	\$71,425	\$72,854	\$74,311
4	\$71,303	\$72,729	\$74,184	\$75,667	\$77,181	\$78,724	\$80,299	\$81,905
5	\$77,914	\$79,472	\$81,062	\$82,683	\$84,337	\$86,023	\$87,744	\$89,499
6	\$84,524	\$86,214	\$87,939	\$89,698	\$91,491	\$93,321	\$95,188	\$97,092
7	\$91,135	\$92,958	\$94,817	\$96,713	\$98,647	\$100,620	\$102,633	\$104,685
8		\$99,408	\$101,396	\$103,424	\$105,493	\$107,602	\$109,754	\$111,950
9	\$103,991	\$106,071	\$108,192	\$110,356	\$112,563	\$114,814	\$117,111	\$119,453
Sgt 1	\$107,449	\$109,371	\$111,558	\$113,790	\$116,065	\$118,387	\$120,754	\$123,170
sgt 2	\$109,496	\$112,704	\$114,958	\$117,257	\$119,602	\$121,994	\$124,434	\$126,923
sgt 3	\$111,541	\$116,678	\$119,011	\$121,392	\$123,820	\$126,296	\$128,822	\$131,398