

Prepared: March 8, 2005

AGREEMENT

BETWEEN THE

TOWNSHIP OF HAMILTON
MERCER COUNTY

AND

NEW JERSEY STATE
POLICEMEN'S BENEVOLENT ASSOCIATION, INC.
LOCAL NO. 66

JULY 1, 2003 THROUGH JUNE 30, 2008

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ARTICLE I

PREAMBLE

This contract entered into on this _____ day of _____ 2005 between the Township of Hamilton, County of Mercer and State of New Jersey, hereinafter referred to as "Employer", and the New Jersey State Policemen's Benevolent Association Local #66, hereinafter referred to as the "Association", has as its purpose the promotion of harmonious relations between the Employer and the Association; the establishment of an equitable and peaceful procedure for the resolution of differences; the establishment of rates of pay, hours of work and other conditions of employment; and further, to promote the morale and protect the rights and privileges, well-being and security of Association members.

ARTICLE II

DEFINITIONS

1. "Employer" means the Township of Hamilton.
2. "Association" means New Jersey State Police Benevolent Association Local 66.
3. "Association Executive Committee" means the elected board of officers consisting of: President, Vice-President, Recording Secretary, Treasurer, Delegate, Financial Secretary, Sergeant-at-Arms and Alternate State Delegate.
4. "Employee" means any sworn Superior Officer of the Township holding the rank of Patrolman or Detective.
5. "Member" means any employee who is in the membership list of and pays dues to the Association.
6. "Supervisor" or "Superior Officer" means an employee holding the rank of Sergeant or above, or temporarily holding the rank of Sergeant, or above.
7. "Emergency" means any situation which jeopardizes the public health, benefit, safety and welfare, as defined by State Law or Township Ordinance; and requires alteration of scheduled work hours, shifts, and/or personnel assignments.
8. "Chief" means the Chief of Police of the Township of Hamilton.

9. "Immediate Family" means spouse, children, parents, grandparents, brothers or sisters, mother-in-law, father-in-law, spouse's brothers and sisters, son-in-law and daughter-in-law.

10. "Grievance Person" means any member of the Association appointed by the President of the Association to serve as grievance person.

11. "Probationary Patrolman" means any employee who is not a permanent employee. All officers shall remain in probationary status for one (1) year from appointment date.

12. "Day" means a calendar day of twenty-four (24) hours.

13. "Grievance" refer to ARTICLE VIII, Section 2.

14. "Dues Check Off" means deductions from the pay of the employee, by the employer, according to the money due from each employee to the Association.

15. "Fair Share" means amount to be deducted from each member or other designated persons pay.

16. "Association Negotiating Team" means the committee appointed by the President of the Association to work on the contract.

17. "Association State Delegate" means member elected to represent the Association at State meetings.

18. "Tour Day" means any twenty-four hour (24) period beginning at 8:00 a.m. one calendar day and ending 7:59 a.m. the next following calendar day.

19. "Longevity" means years of service in the Police and Fire Retirement System.

20. "A Tour Week" shall begin at 8:00 a.m. Monday of any calendar week and shall end 7:59 a.m. the Monday of the next following calendar week.

21. "Funeral Detail" to consist of the P.B.A. President or his designee and seven (7) uniformed Officers with the understanding that a limit of not more than two (2) Police Officers from any one unit or platoon be assigned.

ARTICLE III

ASSOCIATION RIGHTS

1. ASSOCIATION RECOGNITION

The Employer hereby recognizes the Association as the sole and exclusive collective bargaining agent for the unit consisting of all Patrolmen and Patrolmen Detectives for the purpose of establishing salaries, wages, hours, and other conditions of employment.

2. ASSOCIATION SECURITY

(a) The Employer agrees to deduct Association dues from each member of the Association by automatic payroll deduction in such amount as determined by the Association and certified to the Employer by the Treasurer and/or President of the Association each pay period and remit same to the Treasurer within the next pay period from the scheduled pay day.

(b) Pursuant to the Agency Shop Law, any employee in the Bargaining Unit on the effective date of this Agreement who does not join the Association within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the unit and any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit shall, as a condition of

employment, pay a Representation Fee to the Union by automatic payroll deduction. The Representation Fee shall be in an amount equal to eighty-five percent (85%) of the regular Association membership dues, fees, and assessments as certified to the Employer by the Association. Such Representation Fee shall be paid by payroll deduction and remitted to the Association President or Treasurer within the next pay period from the scheduled pay day. The Association may revise its certification of the amount of the Representation Fee at any time to reflect changes in the regular Association membership dues, fees and assessments. The Association's entitlement to the Representation Fee shall continue beyond the termination date of this Agreement so long as the Association remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Association and the Employer.

3. ASSOCIATION BUSINESS

(a) Whenever a Police Officer of an organized Police Department in the State of New Jersey or Quad-State area, i.e., New York, New Jersey, Pennsylvania, Delaware is killed in the line of duty, a funeral detail as determined by the President, shall be given one (1) day off with pay

if working that shift to attend the funeral and shall be afforded two (2) Township of Hamilton marked police vehicles for such purpose for that one (1) day with approval of the Chief.

(b) The hours of the Association President shall be 0830 - 1630 hours Monday through Friday and may be adjusted upon mutual consent by both the Chief of Police and the President of the Association. The Association President shall be allowed time off during his shift, as is actually necessary, to conduct union business involving the Township, Association, or Police Division without loss of any pay, benefit, or time. Such time off shall be with the agreement of the Chief or his delegate for that day. However, such time off shall not be unreasonably withheld by the Chief or his delegate. However, if business is to be conducted with on duty personnel they must first receive the approval of their superior.

(c) The Chief shall provide a copy of rules and procedures, directives, orders and changes thereof to the Association President within five (5) working days, when possible, in order that the Association can be afforded an opportunity to study and analyze the rule, directive, procedure, order or change, and to meet and confer with the Chief in order to express the views of the Association.

The purpose of this clause is so that labor and management relationship can be kept on a harmonious level. This is not to be interpreted as giving the Association veto power; it is merely to insure the best possible communications between labor and management.

(d) The Association Executive Committee or Grievance Personal shall have the exclusive right to visit the P.B.A. office or designated areas of the Police Division for the purpose of administering this Agreement.

(e) The Association Negotiating Team, to be comprised of no more than five (5) employees, shall be permitted to spend five (5) days preparing for contract negotiations and to attend negotiating sessions with Employer representatives, where such sessions are scheduled during working hours of the employee, negotiating team, with no more than two (2) men being released per shift for this purpose.

(f) Employees shall be represented by one (1) Association Representative (grievance person) for each unit. The Association shall furnish to the Employer a list of Association Representative names and shall keep the current at all times. Alternate Association Representatives may be appointed by the Association

President to serve in the absence of any regular Association Representative.

(g) Members of the Association Executive Committee shall receive time off without loss of pay, benefit or time, to attend regularly scheduled Association Meetings, Association Executive Committee Meetings and special meetings not to exceed two (2) days per months, nor to exceed two (2) men per shift.

(h) The PBA shall be entitled to sixty-five (65) eight (8) hour tours per year for attendance at PBA business. This shall be deemed to include delegate time and convention time in accordance with New Jersey State Statutes. The use of said time off shall be conditioned only on prior notification by the PBA President, or his designee, to the Police Chief or his designee. Said use of time off shall be denied only in the event of a clear and present danger confronting the Police Department. Said PBA business time shall not be diminished by time spent at meetings which are scheduled by the Township.

(i) The Association Executive Committee shall not be restricted from using the office at the Policemen Benevolent Association Headquarters or the P.B.A. office located in the Police Station during duty hours with the permission of their immediate supervisor.

ARTICLE IV

NO STRIKE CLAUSE

The employees agree to comply with the existing laws of the State of New Jersey prohibiting public employees to strike or to take any other concerted action designed to illegally obstruct or disable the proper functions of the Township.

ARTICLE V

MANAGEMENT RIGHTS

1. The employees recognize that areas of responsibility must be reserved to the Township to serve the public effectively. Therefore, the right to manage the affairs of the Township and to direct and schedule the working forces and operations of the Township is vested and retained by the Township, exclusively, except as otherwise limited by law or the terms of the Agreement.

2. The management and the conduct of the business of the Township, the scheduling and direction of its working force, and the disciplining of employees for just cause are the exclusive rights of the Township, except as otherwise limited by statute or the terms of this Agreement.

3. The Employer shall have the authority to consolidate the operations of two (2) or more units and to reorganize the operations within a unit or division subject to any contrary provisions of this Agreement.

4. Recognition of management rights by the Association is not a waiver by the Association or its members of any rights, benefits or privileges that the Association or its members may have under this agreement or other authority.

ARTICLE VI

ASSOCIATION DUTIES

Prohibiting Practices - Neither the Association nor any employee shall engage in any of the following practices:

a. Restrain or coerce any employee in exercise of any rights granted under this Agreement.

b. Cause or attempt to cause an employee to discriminate against another employee because of the employee's membership or non-membership in any Township or employee organization or attempt to cause the Township to violate any rights of the employee.

c. Discriminate against any employee because he has signed or filed an affidavit, petition, or complaint or any other form of process, or given any information or testimony alleging violations of this Agreement.

d. Discriminate against any employee covered by this Agreement because of race, sex, creed, color, age, national origin, religion, affiliation, association, or non-association; or discriminate in the application or interpretation of the provisions of this Agreement or to discriminate against any employee wherein such discrimination is prohibited by any laws of the State of New Jersey or of the United States.

e. Discriminate against any employee who has filed a grievance pursuant to Article VIII of this Agreement or any other Article of this Agreement.

f. Initiate, authorize or participate in any strike.

ARTICLE VII

MANAGEMENT DUTIES TO THE UNION

1. The Township shall provide the following materials to every employee:

a. A copy of the special orders, general orders, training bulletins and rules and regulations, and new Township ordinances where potentially applicable to police operations.

b. A copy of this Agreement for all employees.

2. The Township shall not engage in the following practices:

a. Interfere with, restrain and/or coerce any employee in the exercise of rights granted in this Agreement.

b. Dominate, interfere with, or assist in any manner, shape or form in the formation, existence or administration of any employee organization, or contribute financial support to any such organization.

c. Encourage or discourage membership in any manner, shape or form in employee organization by discriminating in hiring, training or in any other term or terms or conditions of employment.

d. Discharge or discriminate against any employee because he has filed any affidavit, petition,

grievance or complaint or any other process; or given any information or testimony alleging violations of this Agreement, or because he has formed, joined or chosen to be represented by an employee organization.

e. Discriminate against any employee because of sex, creed, color, age, national origin, religion, association or non-association, or affiliation, or discriminate in the application or interpretation of the provisions of this Agreement.

ARTICLE VIII

GRIEVANCE PROCEDURE

1. Purpose

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

b. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate representative of the Township within the presence of an Association Representative appointed by the President of the Association, or the President of the Association, if requested by the employee involved.

2. Definition

The term "grievance" as used herein means any dispute and/or controversy arising over the interpretation, application, or alleged violation of the terms and conditions of this Agreement or regarding employment or application of any rules, regulations and/or ordinance which affects working conditions or actual working conditions and may be raised by the Association on behalf of an individual employee or group of employees, or the Township or by the employee individually or by, the

Association itself. The right of the Association and the Township to file such a grievance is at the option and within the discretion of the Association and Township and may be with or without the consent of the individual employee. Whenever any discipline resulting in an economic loss or penalty (including fine and/or suspension) which has a value of five (5) days or less, such disciplinary decision shall be subject to the Grievance Procedure which shall commence at Step Two.

3. Steps of Grievance Procedure

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

Step One

a. The aggrieved employee or aggrieved employees, the Association on behalf of the employee or the Association on behalf of itself, or the Township shall institute action under the provision hereof within ten (10) working days of the actual occurrence of the grievance, or within ten (10) working days of the actual or implied knowledge of the occurrence of the grievance and an earnest effort shall be made to settle the differences between the employee or the aggrieved employees, the Association on

behalf of the employee or the Association on behalf of itself and the Chief of Police for the purpose of resolving the matter. Failure to act on the part of the employee, the aggrieved employees, the Association on behalf of the employee, the Association on behalf of itself or the Township, within ten (10) days shall be deemed to constitute an abandonment and/or waiver of the grievance.

b. The Chief of Police or his designee shall render a written decision within five (5) working days after said discussion of the grievance.

c. Said discussion shall take place at a convenient time and place for all parties within (5) working days of the grievance after notification, formally or informally.

Step Two

a. In the event the grievance has not been resolved in or at Step 1, the employee, or the Association on behalf of the employee or the Association on behalf of itself or the Township, shall in writing and signed by the Association, employee or Township, file the grievance with the Township's Personnel Officer and Business Administrator within five (5) working days following the determination of Step 1.

b. Said discussion shall take place at a convenient time and place for all parties within five (5) days of the grievance after notification, formally or informally.

c. The Business Administrator and/or his designee shall render a written decision within seven (7) working days after said discussion of the grievance.

Step Three

a. In the event the grievance has not been resolved in or at Step 2, the matter may be referred to arbitration as herein-after provided.

b. In the event that the Township, employee or the Association desires to submit a grievance to arbitration, the following procedure shall be followed:

1. The party demanding arbitration shall serve written notice of its intention to arbitrate on the other party or parties within ten (10) working days following the Business Administrator's determination.

2. The party demanding arbitration shall notify the New Jersey State Public Employment Relations Commission of the need for arbitration. The selection of the arbitrator shall be conducted in accordance with the Rules and Regulations of the New Jersey State Public Employment Relations Commission.

3. The costs of the services of the arbitrator shall be borne equally by the Township and the Association and/or the employee.

4. The decisions of the arbitrator shall be in writing and shall include all reasons for such decisions and shall be served on all parties by regular and certified mail.

5. The decision of the arbitrator shall be final and binding upon the Township and the Association and the employee.

6. The arbitrator shall have no power to alter, modify, amend, add to, or detract from the terms of the Agreement. His decision shall be within the scope and terms of the Agreement.

4. Conditions

a. Failure to respond at any step in this procedure by the Township or its agents or the Association or an employee shall be deemed to be a negative response and/or a waiver of the right to respond upon the termination of the applicable time limits the grievance may proceed to the next step.

b. No financial penalty shall be borne by the employee or association until all avenues of grievance or appeal are exhausted.

ARTICLE IX

WAGES

1. The following pay grade levels and definitions are provided under this contract:

POLICE OFFICER IN TRAINING - One (1) year in training. (This pay step does not include police officers who have completed basic training at the police academy).

POLICE OFFICER ENTRY - Upon completion of one (1) year in training employee shall move to Police Officer Entry.

POLICE OFFICER I

Step One: Pay rate for Police Officer automatically commencing after completion of Entry Level step. Length of Step One - One (1) year.

POLICE OFFICER II

Step Two: Pay rate for Police Officer automatically commencing after one (1) year in Step One. Length of Step Two - One (1) year.

POLICE OFFICER III

Step Three: Pay rate for Patrolmen automatically commencing one (1) year after entry into Step Two. Employee is at maximum step.

POLICE OFFICERS IV AND V

Two (2) additional steps (Step Four and Step Five) added to the Patrolmen Salary Guide for employees hired on or after July 1, 1997 (See Schedule B)

POLICE OFFICER DETECTIVES

Police Officers assigned as Detectives shall receive this amount upon appointment as a Detective.

2. The accompanying Base Wage Rates are set forth at Schedule A annexed.

3. For the purpose of promotions, Civil Service requirements shall prevail.

ARTICLE X

INCIDENTAL ECONOMIC BENEFITS

1. Tour Week

a. Employees shall be required and regularly scheduled to work forty (40) hours in any tour week. Each tour week shall consist of five (5), eight (8) hour days, "except that the employees assigned to the Patrol Division on the "4-2" schedule shall work 8.5 hour days in a tour week of 4 days on duty - 2 days off duty.

b. During each tour day an employee shall receive one half (1/2) hour for meals included in his eight (8) hour period. These meals shall be taken only with the authorization of the Desk Officer or his designee in charge and Officers are subject to recall to duty at any time without compensation. And, the parties further agree that it is the practice of the Patrol Bureau to divide employees into early and late crews for purposes of tour assignments. The parties agree, therefore, that for all definitions and purposes in this amendment, an officer's tour day or tour week shall be the same as the scheduled tour day and tour week for his platoon, notwithstanding the fact he may actually have been scheduled otherwise.

c. Except in emergency, seventy-two (72) hours notice will be given for the purpose of shift changes.

d. The Chief of Police may, in case of an emergency as defined by the applicable statutes of the State of New Jersey, summon and keep on duty any and all members of the division as such emergency shall require.

e. Whenever an employee, as part of his duties, is summoned to return or report to duty or to headquarters other than for his normal tour of duty, whether for emergencies or otherwise, he shall be paid at least the overtime rate. If more than one (1) hour has elapsed since the completion of his previous tour of duty, the officer shall be paid for not less than FOUR (4) hours overtime, or more if he actually works longer. The one (1) hour hiatus shall be waived for breathalyzer analysts and evidence technicians.

f. Schedule Study Committee

Recognizing that all schedules currently in effect shall remain so, a committee shall be formed for the expressed purpose of developing an alternative work schedule to that presently in effect and overseeing its implementation as appropriate.

1. Composition - The committee shall consist of the PBA President, or his designee, and two PBA members appointed by the PBA President, the Chief of Police, or his designee, and two other Township officials.

2. Meetings - The committee shall meet at a time and place of mutual convenience.

Recommendations of the committee shall be adopted and implemented only upon ratification by both parties as per the process utilized for contract ratification. Any schedule so adopted shall remain in effect for the duration of the current agreement.

g. Employees Assigned To The 4 - 2 Work Schedule Shall On Or About November 1st Of Each Year Pick Their Shift Based On Seniority To Be Effective For The Following Calendar Year. The PBA Shall Supervise The Procedure. Vacancies Occurring During The Year Will Be Filled At The Discretion Of The Chief.

2. Overtime

a. Time and one-half will be paid for all work in excess of eight (8) hours in any tour day and forty (40) hours in any tour week.

An employee shall have the option of receiving compensatory time in lieu of overtime. Said compensatory time will be accrued at time and one-half (1 1/2) and used in accordance with Township Policy. This provision will not apply to the Patrol and Traffic Divisions.

b. No employee shall be entitled to paid overtime unless such overtime is ordered; authorization or

approval to be recorded and maintained with the records of the division in form to be determined by the Chief.

c. Any employee required to report in advance of the tour starting time and for the purpose of report making to remain at the end of a tour will be compensated under this section.

d. Overtime wages shall be paid at the next immediate pay period after such overtime is recorded.

e. Overtime shall be compensated for but once. Nothing in this Agreement shall be construed as to require the payment of overtime an overtime or pyramiding of overtime as a result of computing hours worked in accordance with this Agreement. No employee shall be required to work overtime in non-emergency situations.

3. Court Time

a. Whenever an employee, as part of his or her duties, shall be required to appear before any grand jury or any court including but not limited to Municipal, County, Superior Court, Supreme Court, Federal Court or Administrative Agency, such required time spent waiting for, or testifying at said Court or hearing or legal office for job related situations when off duty or on vacation, shall be paid at the overtime rate with a minimum compensation of two (2) hours. Whenever the employee must

travel outside of Mercer County for such testimony he shall be compensated for travel time, in accordance with this paragraph.

b. Employees will be required to have a voucher validated for court time in order to be paid. Said voucher to be supplied by the employer.

c. Whenever an officer is required to appear in court, the Township will provide the use of a vehicle whenever practicable as determined by the Chief of his designee.

4. Special Officer Work

a. Township regular officers shall be paid a minimum of Twenty-Two (\$22.00) Dollars per hours for off duty police work.

b. No employee shall be prohibited or restricted from off duty or Special Officer work by reason of number of hours worked in a given time period.

5. Educational Incentive Pay

a. Education Incentive Pay shall be provided as follows:

Employees who have 30 credits, or accrue 30 credits shall receive payment of \$100.00 for two (2) years only.

AAS Degree \$250.00

BA or BS Degree \$450.00

Masters Degree \$500.00

b. Incentive pay will be prorated for any employee during the employee's probationary period. Payment will be made the next calendar year. Employees must submit proper documentation in order to receive payment. Said payment will be paid once each year during November.

c. All courses must be taken on the employee's own time.

d. Credits will be limited to job related courses to include, but not limited to, criminal justice courses, sociology, psychology, government, law, industrial relations, ethics, English, and any other courses that the Chief deems beneficial to the Officer. Officers must maintain a 2.0 average or better, or a grade of "C".

6. Training Coach Incentive

Employees selected as training coaches shall be credited with one (1) day compensatory time for each thirty (30) day period, served as a training coach. A maximum of three (3) days compensatory time will be credited per trainee. Training coaches will be selected by the Police Chief. The provision shall not be subject to the grievance procedure.

7. Longevity

Each employee covered by this Agreement shall, in addition to his regular wages and benefits, be paid longevity based upon years of service as is defined by the New Jersey Police and Fire Pension Laws:

The following schedule shall apply:

5 years of service	1.5%
10 years of service	2.0%
15 years of service	2.5%
20 years of service	3.0%
24 years of service	3.5%

All employees who have completed the above-required years of service during any quarter of the calendar year, shall be paid the first pay period in December of the year of eligibility or trip-over, prorated accordingly. Thereafter, longevity will be computed in their bi-weekly pay. Longevity for retiring officers will not be prorated. Retiring officers will receive credit for a full year's longevity on January 1 of retirement year.

8. Clothing, Equipment and Personal Property

a. The Employer shall provide each new employee with the following clothing:

1. Two (2) Winter Trousers (A)
2. Two (2) Summer Trousers (A)

3. Five (5) Wash & Wear Trousers (B)
4. Two (2) Long Sleeve Shirts (A)
5. Two (2) Short Sleeve Shirts (A)
6. Five (5) Long Sleeve Shirts (B)
7. Five (5) Short Sleeve Shirts (A)
8. One (1) Winter Hat (A)
9. One (1) Summer Hat (A)
10. Rain Coat & Cap
11. One (1) pair of Rain Boots (Rubber)
12. One (1) pair of Shoes (Leather)
13. One (1) pair of boots (Leather)
14. One (1) Neck Tie (Black)
15. One (1) Spring/Fall Jacket
16. One (1) Mesh Vest/Reflective Stripes
and Panel "POLICE"
17. One (1) Flex Fit Baseball Cap (B)
18. One (1) Rain Cap (B)
19. Two (2) Black Turtlenecks (B)
20. One (1) Watch Cap (B)
21. *Two (2) Cadet/Utility Long Sleeve
Shirts
22. *Two (2) Cadet/Utility Pants
23. Two (2) Name Plates
24. **One (1) Winter Coat

I. Spiewak Model 775

*Hires that do not go through Academy deduct
Cadet/Utility Uniforms

**Winter coat replaces leather coat

b. The Employer shall replace or repair all clothing lost or damaged in the line of duty. All replacements made shall be made only with prior approval of the Chief. If in the event of any change in the primary uniform requested, required or ordered by the division or Chief of Police, the Employer shall pay for the monies initially necessary to implement this change and replace all "outdated" uniforms or portions of uniforms.

c. The Employer shall provide each employee with the following:

1. Holster
2. Key Holder
3. PR 24
4. Baton Holder
5. Handcuff and two (2) keys
6. Handcuff Case
7. Semi-Automatic Hand Gun
8. Ammunition, three magazines and one magazine pouch.
9. Flashlight, C and D batteries

10. Clipboard
11. Manual
12. Twenty-five (25) cards (Patrol Officer Hamilton Township Police Division)
13. Two (2) breast badges and one (1) hat badge (excluding employees hired prior to December 31, 1982).
14. Name Tag
15. Hamilton Township Bars (
16. Police Division Bars
17. Whistle and Chain and Clip
18. Utility Belt

The Township agreed that they would supply a reasonable amount of mace at the Police Station.

d. The Employer shall repair or replace all equipment lost, damaged or worn, unless such loss, damage, or wear is due solely to the negligence of the employee, in which case the employee shall reimburse the Employer for the costs of the equipment.

e. Each employee shall receive \$600.00 each year for maintenance and equipment. The maintenance allowance shall be paid in two equal installments; one in the first pay period in June of each year, and the other in the first pay period in December of each year. There is no

clothing allowance in the first year, and the second year is prorated based upon the employee's date of hire and the number of months remaining in the calendar year.

f. The Employer shall replace or repair all equipment or reasonable personal property of the employee up to a reasonable amount, commonly worn while working which is damaged or lost while the employee is on duty. This provision shall not apply if such damage or loss is due to the negligence of the employee, in which case, the employee shall bear the cost.

g. All regular marked police vehicles purchased after the execution of this Agreement shall be equipped with a standard police package. The equipment of said vehicles shall include but not be limited to the following equipment: Automatic transmission, power steering, power brakes, air conditioning, interior lighting package, automatic trunk release, roof rack electronic siren and lights, oxygen, first aid kit and flares.

At least two (2) marked vehicles shall be equipped with twelve (12) gauge shotguns and cages.

9. Working Temporarily Out of Rank

An employee specifically instructed by higher authority to assume the responsibilities, authority, and duties of a supervisor shall be compensated at the rate of

pay for the higher rank after performing these duties for more than one (1) working day.

10. Holidays

a. Due to the emergency nature of the work of the Police Division, no specific holidays will be granted, but such members shall be granted pay for the following holidays:

1. New Year's Day
2. Martin Luther King's Birthday
3. Lincoln's Birthday
4. Washington's Birthday
5. Good Friday
6. Memorial Day
7. Independence Day
8. Labor Day
9. Columbus Day
10. General Election Day
11. Veteran's Day
12. Thanksgiving Day
13. Day After Thanksgiving
14. Christmas Day
15. Employee's Birthday

b. This payment is made in a lump sum and is to be paid the first period in July.

c. Effective July 1, 2001 the entire holiday benefit shall be folded in and paid along with base pay for the purpose of pension entitlements only. In the year 2001 only, due to the fact that holidays are being folded in after half of the calendar year has elapsed, half of the holiday pay, for the year 2001 only, shall be paid as a lump sum. Thereafter, commencing July 1, 2001 and for all years thereafter, the holiday pay shall continue to be folded in and paid along with base pay and utilized for the purpose of pension entitlements only provided same is subject to pension contributions and/or creditable for retirement and death benefits.

(d) Holiday pay will not be used in the computation of over time or any other fringe benefits.

(e) In the event Holiday Pay, which is not being included in base pay except as provided herein above, is subsequently grieved and/or litigated by an individual (or individuals), the Association will not in any way support such grievance or litigation.

(f) Holiday Pay will be included in base pay of the purpose of over time calculations commencing July 1, 2006.

(g) Recruits while in the academy and Police Officers in Training and Probationary Police Officers while

in basic police training school shall not be entitled to holiday benefits and shall not be required to work on days granted off by the academy or police training school. Upon graduation, holiday pay shall be prorated for the remainder of the year. If graduation is after July 1st, payment shall be made in a lump sum and is to be paid in the second period following graduation.

(h) Upon retirement, officers will receive credit for a full year of holiday allotment. Holidays for retiring officers will not be prorated.

11. Buy Back of Sick Days

Employees having accumulated ten (10) or more of their fifteen (15) sick days credited for that year will have the option to be paid five (5) day's wages, at the daily rate of pay, in lieu of carrying over five (5) of their sick days. Any employee wishing to exercise this sick leave option must do so by December 1st of the year in which the requirements have been met. Any decision to exercise this option subsequent to December 1st of the year in which the requirements have been met, shall not be recognized. Employees working a 4-2 work schedule shall qualify for sick leave buy back payment if not more than 42.5 hours are used. Payment would continue in such circumstances at a 40 hour value employees working a 4-2 work schedule shall

has been substantiated by a physician authorized by the Township, and the amount of time lost has been substantiated by the physician. Any amount of salary or wages paid or payable to such an employee for disability leave, shall be reduced by the amount of workmen's compensation paid under the New Jersey Workmen's Compensation Act for Temporary Disability. Such leave shall be limited to a maximum of one (1) year from date of injury.

Employees returning from authorized leave of absence, as set forth above, will be restored to their original job classification and shifts at the appropriate rate of pay with no loss of seniority or other employee rights, privileges or benefits.

b. Where an employee covered under this Agreement suffers a work-connected injury or disability, the Township shall continue such employee at full pay, during the continuance of such employee's inability to work, for a period of up to one (1) year. During this period of time, all temporary disability benefits accruing under the provisions of the Workers' Compensation Act shall be paid over to the Township.

The employee shall be required to present evidence by a certificate of an authorized physician that he is unable

to work and, the Chief of Police, may reasonably require the said employee to present such certificates from time to time.

In the event the employee contends that he is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the Township or by its insurance carrier, then, and in that event, the burden shall be upon the employee to establish such additional period of disability by obtaining a judgment in the Division of Workers' Compensation establishing such further period of disability and such findings by the Division of Workers' Compensation, or by the final decision of the last reviewing court shall be binding upon the parties.

For the purpose of this Article, injury or illness incurred while the employee is attending a Township sanctioned training program, shall be considered in the line of duty.

In the event a dispute as to whether an absence shall be computed or designated as sick leave or as to an injury on duty, the parties agree to be bound by the decision of an appropriate Workers' Compensation judgment, or, if there is an appeal therefrom, the final decision of the last reviewing court.

An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be construed as sick leave or a sick leave occasion under the terms of the sick leave policy heretofore agreed upon between the parties.

4. Unused Sick Leave Upon Retirement

a. All employees shall be entitled upon retirement in good standing, and other than vested retirement from the Police and Firemen's Retirement System, to receive a lump sum payment as supplemental compensation for each full day of earned and unused accumulated sick leave which is credited to him on the effective date of his retirement.

b. The supplemental compensation payment to be paid hereunder, shall be computed at the rate of sixty percent (60%) of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the annual compensation received during the last year of his employment, prior to the effective date of his retirement, provided however, that no such lump sum payment of supplemental compensation payment shall exceed twenty-three thousand (\$23,000) dollars. Effective January 1, 1992 this maximum allotment shall be twenty-four thousand (\$24,000) dollars. Said payment to be paid to the employee

in a lump sum or deferred payment at the discretion of the employee.

In the event that an officer elects to defer payment of earned unused accumulated sick leave, said officer must notify the Division of Personnel, Township of Hamilton prior to filing for retirement.

Each retiree must withdraw all money deferred by him/her not later than three years from the date of their retirement. There shall be a maximum of four withdrawals.

The Division of Personnel shall be notified thirty days prior to each withdrawal.

Each officer will be responsible for the payment of taxes on all money withdrawn from the deferred payment program.

A 1099 tax form will be provided to all retirees who participate in this program by the Township of Hamilton.

5. Unused Sick Leave in the Event of Death

The Township will pay a lump sum cash payment equal to sixty percent (60%) of the unused sick leave to the estate of any officer who dies prior to retirement, not to exceed twenty-four thousand (\$24,000) dollars.

6. Incidental Leave

a. Funeral Leave

1. Employees shall be entitled to funeral leave with pay for a period not to exceed five (5) consecutive days for grieving purposes commencing the day after the death of a spouse, parent, son-in-law, daughter-in-law, grandparents, spouses' brothers and sisters, mother-in-law, father-in-law, child, brother or sister of the employee or other relative living in the household of the employee or one (1) day on the day of the burial in the event of the death of a brother-in-law, sister-in-law, first cousin, aunt, uncle, nephew, grandchildren or niece of the employee. Such leave shall not be chargeable. Employees will be required upon request to submit proof of death for the purpose of receiving payment under this Article. Funeral services falling in the one (1) day category may be denied if the services are not attended by the employee.

2. It is intended that the above payment be made for such period only that the employee would actually have been working to the end that the employee will either receive the death benefits hereunder or holiday pay, vacation pay, military pay, jury duty pay or disability benefits, as the case may be.

3. Upon the approval of the Chief of Police, necessary travel time, not to exceed two (2) days, shall be allowed an officer in the event of death in his immediate family. This travel time shall be in addition to the aforementioned allotted time specified above.

4. Under exceptional circumstances death leave may be granted by the Chief of Police upon the death of any other persons.

b. Personal Leave

1. An employee is entitled to five (5) personal days per calendar year. Request for such leave shall be made twenty-four (24) hours in advance before the day or days requested. Permission shall be granted or denied on the basis of potential workload, manpower requirements and emergencies and shall not be withheld arbitrarily. An employee who ends the year without having utilized all personal days up to 2 days in that year and who has been refused at least twice for personal leave shall have the option of carrying those days into the next year. Personal days shall not be prorated for persons retiring during the calendar year for which they will receive full credit for the year's personal days on January 1st of retirement year.

2. An employee who has separated his employment shall be entitled to personal day allowance for the current year prorated on the number of months worked in the calendar year in which the separation becomes effective and any Personal leave which may have been carried over from the preceding calendar year or years. Whenever a permanent employee dies, having any earned Personal leave, there shall be calculated and paid to his estate a sum of money equal to the compensation figured on his salary rate of the time of his death, as soon as practicable within a reasonable time.

3. Personal leave should be granted at the time of hire and prorated for the calendar year according to the date of hire.

c. Military Leave

Leave for military purposes shall be granted in accordance with Rule 4A:6-1.11 of the N.J. Civil Service Rules, Title 4, or New Jersey statutes, which ever gives greater benefits to the employee. The Township shall not reschedule any employee's regular leave, vacation or scheduled day off in order to conform to the days in which the employee must fulfill his scheduled military obligation.

d. Leave of Absence

An employee may take a leave of absence without pay not to exceed nine (9) months. A written request for a leave of absence shall be filed with the Chief of Police one (1) month in advance of said leave, if possible, and permission shall be granted or denied on the basis of potential workload, manpower requirements, and emergencies.

7. All leave time except Personal Leave and Funeral Leave, including accumulated time, shall be converted to hours. Employees using leave time shall be charged for the actual hours used.

ARTICLE XII

PENSION

The Employer shall continue to provide contributions to employee's pension fund in accordance with the Laws of the State of New Jersey and the Administrative Regulations of the State of New Jersey.

ARTICLE XIII

INSURANCE

1. Health and Welfare

a. The Employer shall continue to provide at no cost to the employee and their dependents, medical insurance equivalent to Blue Cross and Blue Shield, including Rider "J". Rider "J" benefits will include lab/x-ray combined \$250.00 per year. A P.A.C.E. schedule and a \$200.00 deductible on major medical coverage mandatory second opinion and mandatory ambulatory surgery program. A Prescription Program with a \$4.00 deductible provision for all employees covered by this Agreement. The Employer will provide, at retirement, the equivalent of Blue Cross and Blue Shield insurance coverage as outlined in Chapter 88. Prescriptions written after January 15, 2006, the prescription co-payment shall be \$2.00 for generic drugs and \$9.00 for brand name drugs.

Employees hired on or after January 1, 2005 shall be ineligible for the traditional program. Employees hired on or after January 1, 2005 and their dependents will be covered by the PPO program without cost to the employee.

b. A UCR Dental Care Program which includes the option of an HMO Program will be provided for the employees and their dependents.

c. The employer shall provide a vision care program at no cost to the employee and their dependents.

d. The Township shall pay the cost for each employee, for a yearly physical examination upon his request to a maximum of \$100.00. The selection of physician shall be the choice of the employee. The employee shall provide the Chief with a copy of the results.

e. The Township shall provide full medical and drug plans for retired employees and their families as set forth in this Agreement. The Township agrees to allow present retirees not eligible for a prescription card to submit prescription costs to Major Medical for payment.

2. Term Insurance

In addition to the existing life insurance available through the State of New Jersey and all other existing plans the Township shall purchase for the benefit of all members of the Division term insurance in the amount of \$20,000.

3. Legal Fees

All fees incurred by an employee for the defense of any action or legal proceeding in accordance with N.J.S.A. 40A:14-155 shall be paid by the employer. The employee may hire an attorney of his/her choice provided however, that the amount of said legal fees shall be mutually agreed upon by the employee and the employer prior to the hiring of the attorney. The employer shall pay for said legal fees only in accordance with the statute.

4. Funeral Expenses

In the event an Officer is killed in the line of duty, or dies from injuries sustained while in the line of duty, the Township shall immediately pay the sum of \$5,000.00 toward funeral and connected expenses to his surviving spouse and/or dependents or if none, to his heirs and/or estate, regardless of amounts paid from other collateral sources.

5. Off Duty Disability Coverage

a. The Employer shall provide each employee with full pay as per Article XI, Section 2, paragraph c of this agreement, if the injury is sustained upholding the laws of State of New Jersey and/or the Township of Hamilton and is substantiated by the Township physician. The Township may require periodic examinations during this injury period.

b. The Employer agrees to pay employees at one-half their regular rate of pay during periods of disability due to illness or injury occurring outside of employment for a maximum period of one hundred and fifty (150) working days. Prior to such payment, the employee must exhaust all sick days, vacation days and compensatory time. Upon presenting a claim for sick leave, the employee must present a medical certificate signed by a licensed medical

doctor indicating the nature of the illness or injury and an indication of when the employee will be able to return to normal duty. The Township reserves the right to employ its own medical doctor to render his own judgment; provided that any substantial difference in opinion between the treating physician and the Township's physician shall be resolved by submitting the matter to a third physician mutually selected. The expense will be shared jointly by all parties involved.

c. During the time of half pay disability, all other benefits will continue in force during said disability, except that credited sick leave and vacation and personal days will be pro-rated accordingly.

d. Claims may not be made for illness or injury resulting from a job condition which is being treated under workmen's compensation claim. Any monies received under this provision where claims are filed under workmen's compensation, then in that case, all money shall be immediately refunded to the Township dollar for dollar. Anyone collecting under this provision and filing, collecting and not refunding the Township for workmen's compensation, as well, is subject to disciplinary action for abuse of this benefit. In the event that the Township employs female officers, no claims under this section may

be presented in any case related to pregnancy. Any monies received from Workmen's Compensation by the officer to compensate him for permanent disability shall be the property of the officer.

e. Any employee found guilty of abuse of sick leave within the past twelve (12) month period shall not be eligible for half pay disability under this section.

ARTICLE XIV

GENERAL PROVISIONS

1. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either, or both, of the parties at the time they negotiated, executed and ratified this Agreement.

2. If any provision of this Agreement is subsequently declared to be unlawful, unenforceable, or not in accordance with applicable statutes or in conflict with any law, rule or regulation, then the parties will not be bound by the provision, but all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. The parties agree immediately to discuss the invalidated portion thereof, consistent of the item deemed illegal, etc., and negotiate a substitute item.

3. Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the PBA before they are established.

ARTICLE XV

PERSONNEL FILE

1. All officers shall have access to their personnel file, and any Summary Report of an Internal Affairs investigation in which they were a suspect. The Officer may submit rebuttal material as desired. This shall be done during normal business hours and when the employee is off duty unless circumstances do not permit otherwise.

2. The Township shall not allow anyone, with the exception of the Personnel Division, Township Administrator, Township Attorney while on official business, Chief of Police or his designee, to read, review, have a copy of, or in any way peruse any employee's personnel file which is kept by the Police Division and Personnel Division.

3. No unsubstantiated or unfounded complaint nor any information in regard thereto shall become part of an officer's official personnel file. No adverse material shall be inserted into any file of the officer, unless the officer has an opportunity to review, receive a copy of and comment in writing upon the adverse material, unless the officer waives these rights in writing. In the event the result of a disciplinary proceeding is finally determined in favor of the officer, then, and in that event, any and

all material concerning the disciplinary proceeding shall be immediately and permanently expunged from the officer's official records. Records concerning the nature and evidence in a disciplinary proceeding which is finally determined to be in favor of an officer may be kept by the Township in separate and distinct files for historical purposes.

ARTICLE XVI

POLITICAL ACTIVITY

Except when on duty or when acting in his official capacity, no officer shall be prohibited from engaging in political activity.

ARTICLE XVIII

SECONDARY EMPLOYMENT

1. An employee may accept and be employed in any occupation during his off-duty hours, provided such occupation is not in violation of any federal, state or local law, and provided that such occupation does not cause a conflict of interest with his job as a police officer. The Police Chief shall determine if such a conflict exists.

2. The employee shall notify the Chief's Office whenever off-duty employment has been accepted.

ARTICLE XXI

HEADQUARTERS EATING FACILITIES

The Township shall provide an area in the Police Headquarters to be used as a rest area with eating and drinking facilities.

ARTICLE XXII

TRAINING

A committee will be formed of the Administration, Central Administration and the Association, concerning monthly meetings and the results and subjects of the committee to be proposed and implemented. This committee would encompass Safety and Equipment, Training, and Scheduling provisions of the contract.

ARTICLE XXIII

OFF DUTY POLICE ACTION

Since all Police Officers are presumed to be subject to duty twenty-four (24) hours per day, the parties agree that any action taken by a member of the force on his time off, while in the State of New Jersey, which would have been taken by an Officer if present or available, shall be considered as Police action, and the employee shall have all of the rights and benefits concerning such action as if he were on active duty.

The Township of Hamilton and Hamilton Township PBA, Local 66, have agreed that sworn police personnel covered by the Agreement shall be fully indemnified and defended by the Employer for all circumstances in which said Employees(s) renders first aid, whether on or off duty.

ARTICLE XXIV

POLICE SERVICES

All requests for services of Police Officers while off duty that may be addressed to the Township shall be forwarded to the Police Department for posting. Any time there is a road opening or significant street repair as determined by the Chief of Police or his designee, the Township agrees to require as a condition of the letting of the job that the Contractor agreed to provide at least one (1) Police Officer to provide public safety and security at the location of the work site.

E. Light duty shall be made available where the employee supplies a doctor's note.

ARTICLE XXVI
BILL OF RIGHTS

PREAMBLE

All employees covered under this Agreement shall be entitled to the protection of this Article. The wide ranging powers and duties given to the Division and employees on and off duty involve them in all manner of contacts and relationship with the public. Of these contacts come many questions concerning the actions of members. These questions often require investigation by Superior Officers and/or Internal Affairs Unit. In an effort to insure that these investigations are conducted in a manner which is conducive to good order and discipline, the following guidelines are promulgated:

A. Advance Notice

1. Prior to being interviewed regarding an investigation on criminal charges which could lead to a suspension, fine, demotion, dismissal and/or criminal charges, an employee shall;

a. Be informed of the nature of the investigation and whether he is a suspect, if and when known; informed of other information necessary to reasonably apprise him of the nature of the allegations of the complaint.

b. Be afforded an opportunity and facilities to contact and consult privately with an attorney of his choosing and/or a representative of the Association.

c. Whenever delay in conducting the interview will not jeopardize the successful accomplishment of the investigation, or when criminal culpability is not at issue, advance notice shall be given the officer not less than twelve (12) hours before the initial interview commences or subsequent written reports are required from the officer.

B. Rights of Employees While Under Investigation

Whenever an employee is under investigation or subjected to interrogation by the Township on criminal charges which could possibly lead to a suspension, fine, demotion, dismissal and/or criminal charges, such investigation or interrogation shall be conducted under the following conditions:

1. The interrogation shall be conducted at a reasonable hour, preferably a time when the employee is on duty, unless the seriousness of the investigation is of such a degree that an immediate interrogation is required.

2. The investigation and interview shall take place at the Hamilton Township Police Headquarters, or

elsewhere if mutually agreed, unless the situation necessitates otherwise.

3. The employee under investigation shall be informed as soon as reasonably feasible, of the rank, name and command of the officer in charge of the investigation, the interrogating officer, and all persons present or to be present during the investigation. All questions directed to the employee shall be asked by and through only such interrogators as are reasonably necessary under the situation and only one interrogator at a time.

4. No punitive action nor formal hearing shall be had of any civilian complaint against an employee unless and until the complainant be duly sworn as to the complaint, in writing, before an official authorized to administer oaths and to take such a statement and complaint. If such hearing and/or action does not require the testimony of a civilian complainant, the name of the original complainant shall not be required to be divulged.

5. The employee under this investigation shall be informed of the nature of the investigation, and he shall be informed of the names of all the complainants unless such disclosure would jeopardize this investigation.

6. Interrogating sessions shall be for reasonable periods and shall be timed to allow for such

personal necessities and rest periods as are reasonably necessary.

7. The officer, at his request, may have an Association Representative appointed by the Superior Officers Association present to witness the interview or interrogation provided the representative does not participate in the interview. The investigating officer or officers shall be required to advise the officer being investigated of this particular right.

8. The employee under interrogation shall not be subjected to offensive language or threatened with transfer, dismissal, or disciplinary action. No promise or reward shall be made as an inducement to answering any questions.

9. Any interrogation of an employee conducted at the Police Station, or if not at the Police Station, wherever feasible, including recess periods, shall be recorded, and there shall be no unrecorded questions or statements and the officer shall be afforded a copy of the complete interrogation proceedings upon his request and at his own expense.

10. If the employee under interrogation is under arrest, or if there is any possibility the employee is to be placed under arrest as a result of the interrogation, he

shall be completely informed of all his rights prior to the commencement of the interrogatories.

11. At the request of the employee under interrogation, he shall immediately have the right to be represented by counsel, who shall be present at all times during such interrogation.

12. The interrogation or interview shall be limited in scope to activities, circumstances, events, conduct, or acts which pertain to the subject investigation.

13. No officer shall be required to take any lie detector or other truth detecting test as a condition of the investigation, interview, interrogation or of continued employment.

C. When the Investigation Results in Charges Being Filed:

1. The officer, upon request, will be furnished with a copy of the report of the Internal Investigation which will contain all material facts and accusations of the matter.

2. The officer will be furnished with names of all witnesses and complainants who may appear against him and/or whose statements may be used against him.

D. When Disciplinary Action Results

1. When the investigation results in a determination of a sustained complaint and disciplinary action, only the findings and the disciplinary order may be placed in the officer's Personnel File.

2. No demotion, suspension, or other monetary punitive measure excluding dismissal shall be taken against an officer unless he is notified of the action and the reasons therefore seven (7) days or more prior to the effective date of such action.

3. All the regulations and laws of the State of New Jersey and the State Civil Service Commission shall be adhered to.

E. Human Factor

All terms of this Agreement shall continue to be administered with the fact and knowledge that human beings are being employed with the rights of human beings in this Agreement, in law and morality and to be treated by both the Township and members of the Association in such a way as to connote this fact of reality.

F. Investigations shall meet standard operating procedures for the Division of Police.

G. All records and references to written reprimands, oral reprimands and counseling forms shall be expunged not

later than one (1) year following their date of issuance.
No record of such reprimand shall remain.

SCHEDULE A

SALARY GUIDE

	<u>7/1/03</u>	<u>1/1/04</u>	<u>10/1/04</u>	<u>7/1/05</u>	<u>7/1/06</u>	<u>7/1/07</u>
Police Officer In Training	\$43,352	\$43,352	\$43,352	\$43,352	\$43,352	\$45,086
Police Officer Entry	\$50,453	\$51,462	\$52,491	\$53,541	\$54,612	\$56,796
Police Officer I	\$57,931	\$59,959	\$62,356	\$64,851	\$67,445	\$70,143
Police Officer II	\$65,418	\$67,707	\$70,415	\$73,232	\$76,161	\$79,207
Police Officer III	\$72,895	\$75,446	\$78,464	\$81,603	\$84,867	\$88,262
Police Officer Detective	\$72,895	\$75,446	\$78,464	\$81,603	\$84,867	\$88,262
	\$ 800	\$ 800	\$ 900	\$ 1,000	\$ 1,000	\$ 1,000

SCHEDULE B

(Employees hired on or after July 1, 1997)

	<u>7/1/03</u>	<u>1/1/04</u>	<u>10/1/04</u>	<u>7/1/05</u>	<u>7/1/06</u>	<u>7/1/07</u>
Police Officer In Training	\$43,352	\$43,352	\$43,352	\$43,352	\$43,352	\$45,086
Police Officer Entry	\$48,102	\$49,064	\$50,045	\$51,046	\$52,067	\$54,150
Police Officer I	\$53,061	\$54,918	\$57,114	\$59,399	\$61,775	\$64,246
Police Officer II	\$58,021	\$60,051	\$62,453	\$64,951	\$67,550	\$70,252
Police Officer III	\$62,979	\$65,183	\$67,790	\$70,502	\$73,322	\$76,255
Police Officer IV	\$67,937	\$70,314	\$73,127	\$76,052	\$79,094	\$82,258
Police Officer V	\$72,895	\$75,446	\$78,464	\$81,603	\$84,866	\$88,261
Police Officer Detective	\$72,895 \$ 800	\$75,446 \$ 800	\$78,464 \$ 900	\$81,603 \$ 1,000	\$84,867 \$ 1,000	\$88,261 \$ 1,000

CERTIFICATION

I declare to the best of my knowledge and belief that the attached document is a true electronic copy of the executed collective negotiation agreement.

Eileen A. Gore
Deputy Municipal Clerk