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A G R E E M E N T

Between
THE BOROUGH OF PITMAN,
A Municipal Corporation
And
THE POLICE BENEVOLENT ASSOCIATION

WHEREAS, the BOROUGH OF PITMAN and the PBA recognize and declare that they have reached certain understandings which they desire to confirm in this Agreement:

1. The BOROUGH OF PITMAN recognizes the PBA as the majority representative for collective negotiations concerning Salary and other negotiable items as may be set forth in this Agreement, but excluding the Administrative and Executive Staff of the Police Department of the Borough of Pitman. (Specifically excluding from this Agreement the Chief of Police and the Captain of Police and any Clerks, Typists or other civilian personnel).

2. Contract shall extend from January 1, 1972 and shall terminate December 31, 1972. All salary benefits as shall be agreed upon in this Contract shall be retroactive to January 1, 1972.

3. The parties do hereby agree, insofar as Salary may be concerned, to the following terms and conditions:

OVERTIME Time and One-half will be paid for over-time, which will include all Borough functions where Police duties may be required as well as Court time and investigating time and shall be applicable to all members of the Police Department covered by the terms of this Agreement, including the Detectives.

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VACATIONS Vacations will be as provided for in the Borough Ordinance, Revised General Ordinances of the Borough of Pitman, 1967, and as amended. However, vacation time of up to one (1) week may be accrued and carried over from one year to the next at the option of the individual Officer and upon due and proper notice in the preceding year, such Officer will be entitled to take the vacation to which he is entitled, less the carry-over of up to one week, which may then be placed into the next forthcoming year. No vacation will be permitted to be accrued for over one year. Dates of all vacations will be subject to the calendar as prepared by the Executive Staff of the Police Department.

PAY DAY It is agreed by and between the parties hereto that all pay will be made every two (2) calendar weeks or a total of twenty-six (26) pays per year.

Each Officer of the Borough of Pitman Police Department will receive a Clothing Allowance of TWO HUNDRED (\$200.00) DOLLARS per annum.

SALARY INCREASE The parties hereto agree that Salary will be increased for the year 1972, commencing January 1, 1972 in the amount of 6½% increase over and above Salary paid for the year 1971.

BLUE CROSS-BLUE SHIELD - RIDER "J" INSURANCE
COVERAGE Those Officers electing to receive Blue Cross-Blue Shield, including Rider "J", will receive the same on a group plan through the Borough of Pitman. Blue Cross-Blue Shield and all other coverage applicable to the Employee of the Borough of Pitman will be and continued the same practice as in the past

insofar as the Borough's share may be concerned. Such Officers electing to receive additional coverage relating to their family may have the option of including their families in such plan subject, however, to the rules of Blue Cross-Blue Shield, and the cost of same will be deducted from their salary. However, no costs will be deducted for the coverage of the individual Police Officer of the Borough for his own personal insurance coverage. Only that coverage relating to the family will be deductible from the Police Officer's salary.

BOROUGH OF PITMAN

Robert M. Shumaker
Earl S. Curry

POLICE BENEVOLENT ASSOCIATION

Lawrence E. Brown
Edward L. Belycatt