

3-0113

14-10

NOT CALLED

EAST HANOVER TOWNSHIP POLICE DEPARTMENT

COMPENSATION AND INCENTIVE PROGRAM

1973, 1974, 1975

As
presented by Township Committee

Final Draft

Chief Joseph A. Schuber

Richard W. [unclear]
Rayton M. [unclear]
[unclear]
[unclear]
[unclear]

5/9/73

Police Compensation and Incentive Program

1973, 1974, 1975

For purposes of this plan in its entirety, completed years of service is to mean:

1. Personnel appointed full-time members of the Police Department up to and including the first day of July of the calendar year appointed will be considered to have been full-time members retro-active to the first day of January of that year.
2. Personnel appointed full-time members of the Police Department after the first day of July of the calendar year appointed will be considered full-time personnel commencing the first day of January of the following year.
3. Vacation plan excluded from above provisions.

SECTION I - SALARIES

The salaries of each member of the Police Department shall be at the following rates. Such salaries shall be on an annual basis and payable bi-weekly commencing and to be effective January 1, 1973.

A. Chief	\$17,000	\$18,000	\$19,000
B. Deputy Chief	16,000	17,000	18,000
C. Captain	15,000	16,000	17,000
D. Lieutenant	14,000	15,000	16,000
E. Sergeant	13,000	14,000	15,000
F. Patrolmen			
Patrolman I	12,500	13,000	14,000
Patrolman II	11,500	12,500	13,500
Patrolman III	10,500	11,500	12,500
Patrolman IV	9,500	10,500	11,500
G. Clerk-typist-Dispatcher			
First Year	7,500	8,000	8,500
Thereafter	8,500	9,000	9,500

H. Detective-Yearly in addition to base pay	\$750	\$750	\$750
I. Special Officers & School Guards			
1. Special Officer I	\$4 per hr.	\$4.25 per hr.	\$4.25 per hr.
Special Officer II	\$3.75 per hr.	\$3.75 per hr.	\$3.75 per hr.
2. School Guards	\$11 per day	\$11 per day	\$12 per day
J. Secretary I			
Secretary II	\$6,240	\$6,750	\$7,250
		\$6,250	\$6,750

SECTION II - OVERTIME PAY

All members of the Police Department working in excess of eight (8) hours within any one twenty-four hour (24) period or and time over and above the regular planned and adopted schedule instituted by the Chief of Police shall be compensated by one and one-half the regular rate for all such time worked.

SECTION III - HOLIDAYS

Each member of the Police Department will receive ten (10) paid holidays per year payable in a lump sum equal to ten times the members regular daily rate. This compensation will be paid to all members without regard to the actual number of holidays worked. It is understood and accepted by all members of the department that the present work schedule is fair and impartial and that some members will work more holidays than others in any given year. Observed holidays are as follows:

- | | |
|---------------------|---------------------------|
| 1. New Years Day | 6. Labor Day |
| 2. Good Friday | 7. Veteran's Day |
| 3. Easter Sunday | 8. Thanksgiving Day |
| 4. Memorial Day | 9. Christmas Day |
| 5. Independence Day | 10. Washington's Birthday |

Holiday pay will be made in two equal installments payable June 15th and December 15th of each year.

SECTION IV - VACATIONS

A vacation period shall be provided for every full-time employee of the Police Department with full pay. The status of each member with respect to annual vacation credits shall be fixed and determined as of the 31st of December of the year immediately preceding the year in which the right of such vacation period shall become due.

The vacation period herein authorized shall commence on a Monday of each week and shall include all calendar days including Saturdays, Sundays, and

Holidays. All members who on the determining date shall have had:

1. Less than one (1) year of continuous employment in a full-time capacity shall be entitled to a vacation period of the same number of days as the number of full calendar months worked, or
2. more than one (1) year but less than five (5) years of continuous employment in a full-time capacity shall be entitled to a vacation period of fourteen(14) days, or
3. more than five (5) years but less than ten (10) years of continuous employment in a full-time capacity shall be entitled to a vacation period of twenty-one (21) days, or
4. more than ten (10) years but less than nineteen (19) years of continuous employment in a full-time capacity shall be entitled to a vacation period of twenty-eight (28) days, or
5. more than nineteen (19) years of continuous employment in a full-time capacity shall be entitled to a vacation period of thirty-five (35) days.

The vacation period shall consist of consecutive calendar days unless otherwise approved by the Chief of Police who shall be responsible for the preparation of the vacation schedule.

All vacation days in excess of fifteen (15) to which a member is entitled shall expire on the 31st day of December of the year immediately following the year in which such vacation days become due. In the event a member fails to, or neglects to accept these vacation days, it shall be deemed that he has waived any and all right to such days.

Upon death or termination of employment there shall be paid to such member or to his estate forthwith, a sum equivalent to all vacation days previously earned. In any such event, vacation days earned shall be computed and determined as of the 31st day of December of the preceding year.

SECTION V - PERSONAL REASON LEAVE

All members of the Police Department shall be entitled to personal reason leave in accordance with the following:

- | | |
|------------------------------|----------------|
| A. Marriage | Seven (7) days |
| B. Death in Immediate family | Five (5) days |
| C. Funeral in family | One (1) day |

Immediate family is to mean father, mother, father-in-law, mother-in-law, sister, brother, husband, wife, child, grandparent, or any relative living in the household with the member. The Chief of Police may grant special consideration in cases not covered by the above.

SECTION VI - UNIFORMS AND EQUIPMENT

- A. All newly appointed members of the Police Department shall be supplied a complete issue of uniforms and equipment designated by the Chief of Police to be initial issue and shall be supplied at the expense of the township. This issue shall include all necessary clothing and equipment required for basic training.
- B. All members of the Police Department shall receive, after one (1) complete year of service, two-hundred and fifty dollars (\$250) per year for replacement of worn clothing and equipment supplied under Section VI - A.

SECTION VII - EDUCATION INCENTIVE

- A. All members of the Police Department, in addition to salary wages and other benefits, shall be entitled to receive in each calendar year the sum of eighteen dollars (\$18) for each credit-hour accumulated and satisfactorily completed in a recognized institution of higher education leading to a degree in Police Science or Law Enforcement. All credits accumulated up to and including the current fall semester will be eligible for payment. Proper certification from the institution attended setting forth the number of credit-hours earned along with evidence of passing grades must be presented to the Chief of Police by the 31st day of January of each year to be eligible for payment.

- B. All new personnel appointed full-time members of the Police Department after November 1, 1971, will be entitled to all benefits of this section in accordance with the following:

1. From appointment to the end of first year of service	No compensation
2. From completion of one year of service to completion of two years	15 Credit-hours max.
3. From completion of two years of service to completion of three years	30 Credit-hours max.
4. From completion of three years of service to completion of four years	45 Credit-hours max.
5. From completion of four years of service	All accumulated Credit-hours

- C. In no way will a member's participation in this program relieve him of his obligations to his duties and to this department. All personnel will be expected to fulfill their duties, comply with all rules and regulations of the department, and to participate in and complete all in-service training programs conducted by the department. Failure to meet any and all of these obligations will result in the members suspension from participation in this program. Any member so accused will be granted a fair and impartial hearing before the Township Committee who will decide the proper course of action with respect to this program based upon testimony and factual evidence.

SECTION VIII - COURT TIME

- A. All time expended in any court other than the East Hanover Municipal Court will be reimbursed by the member's straight time hourly rate.

SECTION IX - PERSONNEL, GRADE STA

Joseph E. Schuler	Chief			
William J. Scioscia	Deputy Chief			
George Schaeffer	Captain			
Conrad Rittweger	Lieutenant			
John H. Miller	Lieutenant			
Alan D. Schweitzer	Sergeant			
Richard W. Loehwing	Sergeant			
Barry Squier	Patrolman	Grade I	Grade I	Grade I
Brian Farley	Patrolman	Grade I	Grade I	Grade I
James Caputo	Detective	Grade I	Grade I	Grade I
Jay Needham	Patrolman	Grade I	Grade I	Grade I
Richard Fortunato	Patrolman	Grade I	Grade I	Grade I
Thomas Swartz	Patrolman	Grade I	Grade I	Grade I
Richard Smith	Patrolman	Grade I	Grade I	Grade I
Mario Lombardi	Patrolman	Grade I	Grade I	Grade I
Albert Evans	Patrolman	Grade I	Grade I	Grade I
Allen Wyckoff	Patrolman	Grade II	Grade I	Grade I
David Shrader	Patrolman	Grade III	Grade II	Grade I
New Men	Patrolman	Grade IV	Grade III	Grade II

SECTION X - HEALTH AND LIFE BENEFITS

The Township of East Hanover shall provide health and life benefits to each member of the Police Department at the expense of the township in accordance with the following:

A. Health and Medical Benefits

1. A comprehensive Blue Cross - Blue Shield program with Rider J.

, 2. A Comprehensive Major Medical Policy

B. Life Benefits

1. A life insurance policy equal to the member's annual salary.

SECTION XI - WORK SCHEDULE

A fair and impartial work schedule will be maintained. The Chief of Police will be empowered to alter this schedule for the benefit of the department should the need arise, but in no way will these alterations cause an increase in working hours over the schedule in effect as of November 1, 1971.

SECTION XII - MODE OF COMPENSATION

See Section I

SECTION XIII - LONGEVITY

In addition to salaries and other benefits, all members of the Police Department shall receive longevity pay equal to two-percent (2%) of the members annual base salary for each four (4) years of continuous employment.

Longevity pay will be payable bi-weekly in conjunction with the annual salary and subject to all pension benefits and deductions.

The longevity program will become effective January 1, 1974, in accordance with the following schedules:

A. Patrolmen:

1. For the year 1974 - maximum benefit 2%
2. The maximum benefit will be increased by an additional 2% each successive year thereafter, but shall not exceed a maximum of 10%.

B. All superior officers with exception of Chief of Police

1. For the year 1974 - maximum benefit 1%
2. The maximum benefit will be increased by an additional 2% each successive year thereafter, but shall not exceed a maximum of 10%.

C. Chief of Police

1. For the year 1974 - maximum benefit 6%
2. For the year 1975 - maximum benefit 8%
3. For the year 1976 - maximum benefit 10%

LONGEVITY

	<u>1974</u>	<u>1975</u>
Chief Schuler	6% \$ 720.00	8% \$ 1,520.00
Captain Schaeffer	4% 640.00	6% 1,020.00
D. C. Scioscia	4% 680.00	6% 1,080.00
Lt. Rittweger	4% 600.00	6% 960.00
Sgt. Schweitzer	4% 560.00	6% 900.00
Lt. Miller	4% 600.00	6% 960.00
Sgt. Loehwing	2% 280.00	2% 300.00
Ptl. Squier	2% 260.00	4% 560.00
Ptl. Farley	2% 260.00	4% 560.00
Ptl. (Det.) Caputo	2% 260.00	4% 560.00
Ptl. Needham	2% 260.00	2% 280.00
Ptl. Fortunato	2% 260.00	2% 280.00
Ptl. Swartz	2% 260.00	2% 280.00
Ptl. Lombardi	2% 260.00	2% 280.00
Ptl. Smith	2% 260.00	2% 280.00
Ptl. Evans	2% 260.00	2% 280.00
Ptl. Wyckoff	2% 260.00	2% 280.00
Ptl. Shrader		2% 280.00
<u>TOTALS</u>	<u>\$6,680.00</u>	<u>\$10,660.00</u>