

AGREEMENT

THIS AGREEMENT, made this 1st day of MARCH 2010, between the Township of Harrison, in the County of Gloucester, hereinafter referred to as "the Township", and the Harrison Township Policeman's Benevolent Association, Local # 178, hereinafter referred to as "the Association".

WITNESSETH:

WHEREAS, the parties hereto have carried on collective bargaining for the purpose of developing a contract for the period from January 1, 2010 through December 31, 2013 covering wages, hours and other conditions of employment for members of the Township's Police Department.

NOW THEREFORE, in consideration of the premises and mutual agreements herein contained, the parties agree with each other as follows:

ARTICLE 1

RECOGNITION

The Township recognizes the Policeman's Benevolent Association Local # 178 as the exclusive representation for all members of the Harrison Township Police Department who are employed as Patrolman and Sergeants by the Township, but this is not intended to include the Chief of Police nor any other employees of the Township. Whenever the phrase, "Members of the Association" is used herein, it is

understood to mean the Patrolmen and Sergeants of the Harrison Township Police Department ,except managerial employees.

ARTICLE II

MANAGEMENT RIGHTS

The Association recognizes that there are certain functions responsibilities and management rights exclusively reserved to the Township. All of the rights, power and authority possessed by the Township prior to the signing of this agreement, including but not limited to the right to terminate employment for conduct unbecoming a police officer, inability to perform police duties and discipline with just cause are retained exclusively by the Township, subject only to such limitations as are specifically provided in this agreement

ARTICLE III

LENGTH OF PROBATIONARY PERIOD

The probationary period for a new member of the harrison Township Police Department shall be for a period of one (1) year from that date that an officer is sworn as a Township police officer. This shall also include, for classification purposes, officers who are hired from other police departments, regardless of their years of service with said department.

ARTICLE IV

GRIEVANCE PROCEDURE

SECTION 1

The purpose of this article is to settle all grievances between the Township and the members of the PBA as quickly as possible, so as to foster efficiency and Employee morale. A grievance is defined as any dispute between the Township and the PBA involving the application, interpretation or an alleged violation of this Agreement. Any grievance must be presented to the Chief of Police or his designee within ten (10) working days of the aggrieved party becoming aware of the event (s) upon which the claim is based or else such grievance is deemed waived. A grievance shall be processed as follows:

STEP A

The PBA representative, the aggrieved party (s), the Chief of Police or his designee shall meet and attempt to settle the matter, with said meeting taking place within five (5) working days of the filing. If a settlement is not reached, the PBA shall furnish a written statement of grievance to the Chief on a form provided by the Township. The Chief of Police or his designee shall then file a written report with their findings of fact, conclusion and recommendation, to accompany the PBA written statement and forward same to the Director of Public Safety within five (5) working days of their meeting. The PBA has the option of also filing a written report with the Director of Public Safety within five (5) working days of the meeting.

STEP B

The Director of Public Safety shall conduct a hearing no later than five (5) working days from the receipt of said finding, conclusions and recommendations. Prior written notification for said hearing shall be afforded to all interested parties. Present for said hearing shall be the Chief of Police, the PBA representative and aggrieved parties throughout the grievance procedure. The Director of Public Safety shall make a reasonable effort to reach an agreement that is acceptable to all parties. If however, the Director is unable to obtain a mutually amicable agreement at this time, he shall within five (5) working days, render a written decision and serve same upon the respective parties.

If the aggrieved party (s) or the PBA object to the Director's decision, he/she (they) shall, within five (5) working days of receipt of the Director's written response, request a hearing with the full Township Committee. Said hearing shall occur within fifteen (15) days of said request. Interested parties shall be furnished with advance written notice of the scheduled hearing date.

STEP C

Upon compliance with the requirements of Step B, the Township Committee shall conduct a hearing at which time the aggrieved party, the Director of Public Safety, the Chief of Police and the PBA representative shall all be present. The Committee shall make all reasonable attempts to reach a settlement that is satisfactory to all parties. If an amicable settlement is not reached, the Township Committee shall, within ten (10) days, render a written decision and serve same upon the respective parties.

NOTE: If an amicable settlement of the dispute is reached upon agreement of the parties during any of the aforementioned steps, said agreement shall be reduced to writing and signed by the respective parties.

ARBITRATION

SECTION 2

If the PBA disagrees with or objects to the decision of the Township Committee, it may file for arbitration within twenty (20) working days of the receipt of the decision of the Committee. Said request for arbitration may also be filed for by the Township. The filing party shall serve written notice of same with the other party. Only grievances related to the interpretation and application of the specific provisions of this Agreement shall be arbitral, and no other issues may be submitted to the arbitrator.

The parties shall immediately attempt to mutually agree upon an impartial arbitrator. Should the parties fail to agree, they shall obtain the services of the American Arbitration Association, the State Board of Mediation or the Public Employees Relations Commission and shall be bound by their rules and regulations. The cost of the arbitrator shall be shared equally by the Township and the PBA. The decision of the arbitrator shall be final and binding on both parties.

The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him. The arbitrator shall be further bound by the laws of the State of New Jersey and the United States of America, and the decisions of those respective courts, where applicable.

The arbitrator shall not add to, modify, detract from or alter in any way, the provisions of this Agreement. In rendering his written decision, the arbitrator shall indicate his findings of fact and reason for his decision.

SECTION 3

The time limit specific in the Grievance Procedure shall be construed as the maximum; however these may be extended upon mutual agreement.

SECTION 4

Any meeting between the Harrison Township Committee and the PBA to discuss a grievance shall not be held publicly unless the parties so agree in writing

ARTICLE V

SALARIES

Effective January 1, 2010 through December 31, 2013, the salaries for all members recognized as being represented by the PBA shall be set forth in and provided for by the Township Salary Ordinances of 2010, 2011, 2012 and 2013 per the Salary Schedule set forth in this Agreement. (Identified herein as "Appendix A "). The issues of Holiday pay and Longevity were previously calculated separately. Effective January 1, 2010, these items are considered part of and included in the base salary. This is reflected in the attached salary schedule.

SECTION 1

Effective January 1, 2010, the members regular hourly rate shall be the annual salary as given in the Salary Schedule, divided by 2184. It is understood and agreed that this is the only way the hourly rate shall be computed.

SECTION 2

The member's straight time hourly rate for the computation of overtime shall adhere to the above section, denoted as Section 1.

ARTICLE VI

COMPUTATION OF SALARY AND BENEFITS

Seniority and other rights and benefits, e.g., vacation for the purposes of this Article shall be deemed to have commenced from date of hire as a member of the Harrison Township Police Department.

ARTICLE VII

OVERTIME

All time worked in excess of the member's scheduled twelve (12) hours per day or the member's normally scheduled work week will be paid at the rate of one and one half (1.5) times the straight pay as defined in Article V, Section 2

All overtime will be administered on an equal basis on total hours offered. Seniority and total hours offered will be used to determine which officer is next in line to be offered overtime.

If, at any time, hours offered are equal between two (2) or more officers, seniority will be the determining factor.

The parties to this Agreement acknowledge the right of the Township to employ Special Officers pursuant to New Jersey law. In the event that the Township employs Special Officers, the parties agree that both the Township and the Association interpret that law to allow the Township to employ Special Officers to work in the event that a regularly scheduled officer would be unavailable due to sickness, emergency, training, personal day, vacation etc., as well as any use of a Special Officer to supplement regularly scheduled officers. The parties agree that this Agreement is entered into on the basis and reliance of those interpretations. Any use of a Special Officer pursuant to this interpretation shall not be a basis for a claim by a member for additional compensation for any work performed by a Special Officer.

If a supervisor is not available on the shift for more than four hours, an officer approved by the Chief of Police shall be entitled to the sergeant's rate of pay for all hours worked in such capacity, retroactive to the first hour.

ARTICLE VIII

VACATION

All members of the Association shall be entitled to the following paid vacation: After the first year of service- thirty six (36) hours; after the second and up to the third year of service- eighty four (84) hours; after three (3) years of service- one hundred and twenty (120) hours; after five (5) years of service-one hundred and sixty eight (168) hours; after ten (10) years of service- one hundred and eighty two (182)

hours; after fifteen (15) years of service- one hundred and ninety six hours; after twenty (20) years of service-two hundred and ten (210) hours.

There shall be no more than forty percent (40 %) of a shift's manpower on vacation.

Vacations should be selected and scheduled by March 31st. Requests for vacation changes must be made five (5) calendar days in advance unless extenuating circumstances exist and with the approval of the Chief of Police or his designee.

Members shall be supplied with a statement of available vacation time by January 31st of each calendar year.

ARTICLE IX

HOLIDAYS

This agreement recognizes thirteen (13) holidays during a calendar year. All members shall be paid at the rate of one and one half (1.5) times their straight time pay for the hours worked on the following holidays:

1. New Years Day
2. Martin Luther King's Birthday-January 15th
3. Lincoln's Birthday- February 12th
4. Washington's Birthday- February 22nd

5. Good Friday
6. Memorial Day- 4th Monday in May
7. Independence Day- July 4th
8. Labor Day
9. Election Day
10. Veteran's Day- November 11th
11. Thanksgiving Day
12. Day after Thanksgiving
13. Christmas day

ARTICLE X

COURT APPEARANCES

All members of the Association compelled to appear in any court in connections with a criminal or quasi-criminal complaint, or before any administrative board while on a scheduled day off, or on scheduled time off, shall be compensated at a minimum of two (2) hours at one and one half (1.5) times the straight time pay, as defined in Article V.

ARTICLE XI

SICK LEAVE

All members of the Association shall be entitled to one hundred and twenty (120) hours sick leave per year of employment. Sick leave may be accumulated to a maximum of two thousand two hundred and fifty

(2,250) hours per member. Sick leave shall not be used or charged against any officer who is injured performing a duty for the Township. The Township shall provide for the full salary of any member of the Association who may be subject to any major injury while in the performance of his duty for the Township for such period of time as he shall be receiving workman's compensation.

Members shall be provided with a statement of available sick time by January 31st of each calendar year.

Officers who go a full calendar year without using sick time shall receive twelve hours of compensatory time on January 1st of the following year.

Upon retirement of any member, the Township shall buy back two (2) hours for every five (5) hours of unused sick time. (Payback of 40%). Due to budget considerations, notification must be made by the member to the Township by the proceeding November of the intended retirement year. The buy back shall be spread out over two (2) years, with 50% of the final buy back figure being paid during the year of retirement and the remaining 50% of the final buy back figure being paid the year after retirement.

ARTICLE XII

PERSONAL DAYS

SECTION 1

Each member of the Association shall be given three (3) personal days off, to be taken at **ANY** time during the calendar year. Requests for a personal day that are for reasons other than an emergency should be

requested with as much advance notice as possible but still fall under the same conditions of being permitted for use at **ANY** time. One (1) day of personal time may be taken in two (2) six (6) hour segments.

SECTION 2- LEAVE OF ABSENCE DUE TO FAMILIAL DEATH

Members of the Association will be allowed five (5) days off with pay in the event of the death of: Father, Mother, Grandfather, Grandmother, Husband, Wife, Son, Daughter, Brother, Sister, Father-in-law, Mother-in-law, Son-in-law, Daughter-in-law (including step relations). For grandchild, niece, nephew, aunt, uncle, brother/sister-in-law or any person in the household for whom the Member is legal guardian, shall be granted three (3) days off with pay. Exceptions to this article may be made, at the discretion of the Chief of Police, where the deceased is buried in another city and the Member would be unable to return to duty on time, with the allotted leave granted.

SECTION 3-UNILATERAL SHIFT MOVEMENT

Unilateral shift movement is permitted, so long as: A notice, containing the dates of shifts to be exchanged and signed by both Members is submitted to the Chief of Police. Said notice shall be submitted at the earliest possible date. Unilateral shift movement shall not result in the payment of overtime.

ARTICLE XIII

VACATION CARRY-FORWARD

When a Member is unable to take all of the vacation time permitted under the conditions of this Agreement due to illness, disability, military service or the need to work due to any emergency situation,

the vacation time not used may be carried forward to the following year. The following year, the Chief of Police shall have the option of giving the vacation days remaining or paying for the unused vacation time at the salary rate specified under " Vacation " Article VIII and "Salaries ", Article V. Such vacation carryover shall be limited to a maximum of ten (10) days per year.

ARTICLE XIII

UNIFORMS, SUPPLIES AND EQUIPMENT

SECTION 1

The Township shall pay for the dry cleaning, maintenance and alterations of all uniforms to maximize utilization of equipment and uniforms. The Township shall provide each newly hired police officer with 1 winter jacket, 2 trousers, 2 short sleeved shirts and 2 long sleeved shirts. All officers, including new hires, shall receive at Township expense, two (2) pair of footwear per year (shoes and/or boots), weapons, 1 bulletproof vest and other associated equipment. For officers who have completed their probationary period, the Township shall provide \$850.00 per year on a voucher system for the purpose of purchasing uniforms and associated equipment. Service ammunition shall be replaced twice per year at the expense of the Township as per state regulation.

An officer assigned to the detective/investigative bureau shall be permitted to purchase clothing and equipment suitable for that position in lieu of the standard issue uniform. Said officer shall be reimbursed for those purchases after submitting receipts, and the

amount of reimbursement shall not exceed the stated \$850.00 allotted for uniformed officers.

SECTION 2

To ensure that the uniforms are consistent, the Chief of Police will determine the style and/or design of each item as well as select appropriate vendors based on competitive quotations. A list of approved vendors will be supplied by January 15th of each year, by the Chief of Police.

SECTION 3

All orders for clothing and equipment items can be placed by March 31st of each year. Should the officer still have funds available, and a need arises, final orders shall be placed no later than September 30th for billing and payment purposes.

SECTION 4

Safety shields and a shotgun with safety locks shall be installed in each patrol vehicle. The shield shall be made of high impact clear plastic so that no article may be passed or thrown from the rear seat to the front seat.

SECTION 5

All bulletproof vests shall be replaced as per the manufacturer's specifications or when severe damage or wear is evident.

ARTICLE XV

CONTINUING EDUCATION

SECTION 1- TUITION REIMBURSEMENT

Officers shall be entitled to tuition reimbursement for classes taken at an accredited college. Classes must be related to or required for a degree in Law Enforcement, Public Safety or Public Administration to be eligible. Officers must obtain a “ C “ average or better or a “ pass “ for a “pass/fail “ course, in the course, to be eligible. Tuition reimbursement is limited to up to \$1,250 per year, per officer. If an officer’s employment with the Township is discontinued, whether by resignation, retirement or dismissal, all tuition reimbursement for courses which may be on-going or have been completed within the 24 month period prior to leaving shall be reimbursed by the employee to the Township.

SECTION 2- EMT INCENTIVE

Officers who are certified by the State of New Jersey as Emergency Medical Technicians shall receive \$200.00 per year. An officer must present proof of his certification to the Chief to be eligible for the stipend.

ARTICLE XVI

MEDICAL INSURANCE BENEFITS

SECTION 1

The Township shall provide for payment of all Blue Cross/Blue Shield plans of New Jersey 1,420 Group, Rider J Major Medical benefits or any approved plan offered in the New Jersey Health benefits Program for each Association member and his/her immediate dependent family. There shall be no decrease in benefits if an alternative health plan is

offered and members shall receive any improvements or upgrading of benefits which are given to any other Township employee at no cost to the member. If there should be an anticipated change of the medical plan carrier, the PBA shall be given advanced notice of said change as an alternative to Blue Cross/Blue Shield, each member of the Association may choose any plan offered as an alternative in the New Jersey Health Benefits Program, at no additional cost to the member.

SECTION 2

Each member of the Association shall be given a complete medical examination every other year. The medical examination shall be scheduled by the employee through his/her medical insurance provider and submitted for payment by such provider. Any expense for the exam not covered by the insurance may be submitted to the Township for reimbursement. All expenses of the examination shall be borne by the Township. Said examination shall be mandatory. If, as part of this medical examination, the physician notes a written need for a stress test, the Township shall bear the cost. Examinations requested by a member in years that are not mandatory will be covered only to the amount not covered by the member's insurance policy.

Results of the medical examination shall be discussed with the officer in its entirety by the attending physician of Life Care Institute. It shall be the officer's responsibility to notify the Safety Committee of any negative results from the medical examination, **ONLY** if said results would hinder performance of duty.

Life Care Institute will provide documentation to the Township Public Safety Committee indicating that the prescribed examination was performed.

Under current known medical provisions, and costs, if a member should desire a “ Lymes Disease “ vaccination, the Township shall bear the costs.

SECTION 3- COMMUNICABLE DISEASES

Any officer who shall suffer from any blood borne communicable disease, e.g. Hepatitis B, AIDS etc. shall be treated initially with the assumption, but not the conclusion, that the disease was contracted in or during the performance of duty. Incident reports or other proof will be requested to validate the claim of on-duty contamination. Inoculations for the above diseases, if proven to be from on-duty action, will be made available to any member on a mandatory basis at no expense to the member. It is recommended by the PBA that inoculations for Hepatitis B be the synthetic type serum.

SECTION 4- RETIREMENT BENEFITS

Retirement benefits will be provided under the following conditions:

Coverage for retiring employee and spouse only (including Rx).

Must have 25 years credit in the PFRS and 20 years of service with the Township or retire on an ordinary or accidental disability

Township to pay for the full cost of the premium for health insurance, including prescription coverage, for retirees at the cost equivalent to that of N. J. Plus program. Retirees may upgrade at their own expense.

If retiree or spouse becomes employed and is eligible for health benefits with dependant coverage that are equal to or better than

those offered by the Township and at no cost to the retiree or spouse, the Township will not provide retirement health benefits.

In the event of death of the retiree, the surviving spouse will receive health benefits under the conditions outlined, unless surviving spouse remarries and is eligible to receive benefits through his/her new spouse.

The Township may change retirement health coverage provided that the new benefits and doctor/hospital co-pays are equal to or better than those offered by the Township as of the date the employee retired.

ARTICLE XVII

DENTAL AND EYE CARE

Each member of the Association shall be reimbursed up to \$1,050.00 per year for treatment to immediate family member(s) as an allowance for dental and eye care. Effective January 1, 2006, the Township will reimburse members up to a maximum of \$500.00 per dependant child for orthodontic treatment to a maximum of \$1,000.00 per family. Reimbursement will be paid upon presentation of paid receipts to the Township Treasurer. If, during this contract period, a plan is offered and accepted which offers dental and eye coverage, then the provisions of monetary reimbursement shall become null and void at the end of the calendar year in which the plan is accepted.

ARTICLE XVIII

CALL-IN AND SCHEDULE CHANGE

SECTION 1- CALL IN

When an officer is recalled to duty on a scheduled day off or prior to or after a regularly scheduled shift, that officer will be guaranteed a minimum of three (3) hours pay at one and one half (1.5) times the straight pay.

SECTION 2- SCHEDULE CHANGE

Effective January 1, 1995 three (3) hours allowance pay at the regular hourly rate shall be paid in the event of five (5) days or less notice of schedule change.

Scheduled Platoons and Shifts must be posted by December 15th, to take effect the following calendar year

ARTICLE XIX

COMPENSATORY TIME

SECTION 1

An officer shall have the right to choose to receive compensatory time hours in lieu of overtime payment, at a rate of one and one half (1.5) hours for each hour of overtime worked. The Chief of Police or his designee shall keep a record of each officer's compensatory time bank. An officer who utilizes compensatory time is subject to recall, and if that officer is unable to recall, the officer's compensatory time will be cancelled and the officer will be charged vacation or personal time. Officers shall not accrue a bank of more than 60

hours of compensatory time before they shall be compelled to use an amount of time that takes them under the maximum bank of 60 hours. Officers shall not use compensatory time in amounts that exceed their available personal or vacation time. Compensatory time may not knowingly be taken if it results in the need for overtime pay for shift coverage. Compensatory time can be taken in increments of thirty (30) minutes.

ARTICLE XX

TWELVE (12) HOUR WORK SCHEDULE

The shift schedule is attached hereto as part of this Agreement, labeled " Appendix B ".

ARTICLE XXI

REQUIREMENT OF WRITTEN MODIFICATION

This agreement may not be changed or altered in any way during the contract period without the written consent of both parties hereto.

ARTICLE XXII

RETROACTIVITY

Unless otherwise specified, all the terms and conditions of this Agreement are retroactive to January 1, 2010.

ARTICLE XXIII

RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges and benefits which the members of the Association have heretofore enjoyed as of January 1, 1996, and are presently enjoying, shall be maintained and contained by the Township during the term of this Agreement at not less than the highest standards in effect.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in this Agreement as if set forth herein at length.

ARTICLE XXIV

LEGAL AID

The Township will provide legal aid to all members of the Association pursuant to the applicable statutes of the State of New Jersey. Officers shall have the right to select the attorney of their choice, to be paid at the Township's established hourly rate, provided the attorney is approved by the JIF.

ARTICLE XXV

DISCRIMINATION OR COERCION

There shall be no discrimination, interference or coercion by the Township or any of its agents against the employees represented by the PBA because of membership or activity in the Association. The Association or any of its agents shall not intimidate or coerce police officers into membership.

Neither the Township nor the PBA shall discriminate against any police officer because of race, creed, color, age, sex or national origin.

ARTICLE XXVI

SAVINGS CLAUSE

In the event that any Federal or State Legislation, governmental regulation or court decision causes invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect, and the parties shall renegotiate concerning any such invalidated provisions.

ARTICLE XXVII

MEMBERSHIP DUES

SECTION 1

The Township shall deduct dues from the wages of all personnel covered by this agreement who have filed with the Township a proper dues deduction authorization card as required by the laws of the State of New Jersey. The Association shall advise the Township of the fixed and standard dues of its members. The Township shall deduct a proportionate amount from the bi-weekly paycheck and deliver to the Association on the first of each month the previous month's dues collection.

SECTION 2

The Association shall hold the Township harmless from any and all claims concerning such deduction after the Township has fulfilled its obligation in Section 1.

SECTION 3

For those officers who do not become members of the Association, the Township will implement a fair share representation fee equal to 85% of the union's dues, initiation fees and assessments, which shall be withheld in accordance with the law and transmitted to the Association.

SECTION 4

The Association shall indemnify the Township from all liability resulting from and/or caused by dues deduction or fair share representation fees.

ARTICLE XXVIII

ASSOCIATION BUSINESS

SECTION 1

The Township shall grant time off without loss of pay to the Association State Delegate or designee to attend monthly state meetings.

SECTION 2

The Association President and one (1) designee shall be granted time off without loss of pay to attend meetings at mutually agreed times with the Employer's representatives and shall be granted similar time off to conduct Association business. The Township shall not deny a reasonable request of the Association President for such time off. The Association recognizes the right of the Township to recall the officers to duty in case of emergency.

SECTION 3- CONVENTIONS

The Township agrees to grant the necessary time off without loss of pay to attend any State or National convention of the New Jersey State PBA, pursuant to NJSA 40A:14-177

ARTICLE XXIX

NEGOTIATIONS PROCEDURE

SECTION 1

The parties agree to enter into collective negotiations over a successor Agreement in accordance with the New Jersey Employer-Employee Relations Act in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment of members of the Township Police Department and the Association included in Article I. Such negotiations shall begin not later than September 15th of the calendar year in which this Agreement expires. Any agreement so negotiated shall apply to all employees included in said Article I, to be reduced to writing, be signed by authorized representatives of the Township of Harrison and the members of the PBA.

The Township agrees that there shall be no changes in the terms and conditions of employment during the term of this agreement, except through negotiations between the parties.

SECTION 2

The Employer shall permit members of the Association Negotiating Committee to attend collective bargaining meetings during scheduled

hours without loss of pay. The parties recognize the right of the Township to recall the officers to duty in case of emergency.

ARTICLE XXX

DURATION

SECTION 1

This agreement shall become effective January 1, 2010 and shall terminate on December 31, 2013. If either party desires to change or annul this Agreement, it shall notify the other party in writing at least 120 days before the expiration of this Agreement. If notice is not given as herein stated, this Agreement shall automatically be renewed for another year.

SECTION 2

The terms set forth in this Agreement shall remain in effect after December 31, 2013 and during such time that the Agreement for 2014 is being negotiated.

ARTICLE XXXI

EXTRA-DUTY WORK

SECTION 1

Effective January 1, 2010, the hourly rate for extra-duty work shall be _____ per hour, except that the School Board rate shall be per current practice.

SECTION 2

All extra duty work for the third party shall be administered by and paid to an Officer by the Township.

SECTION 3

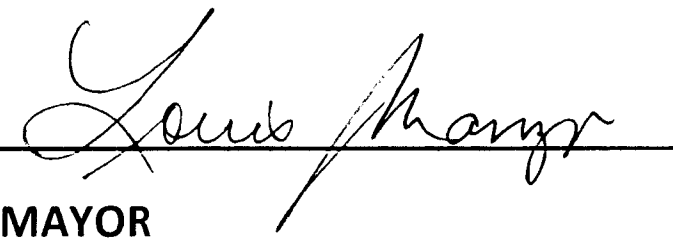
Officers hired for extra duty work shall be guaranteed a minimum of 4 hours pay.

SECTION 4

All extra duty work shall be equalized in the same manner as overtime under Article VII.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures:

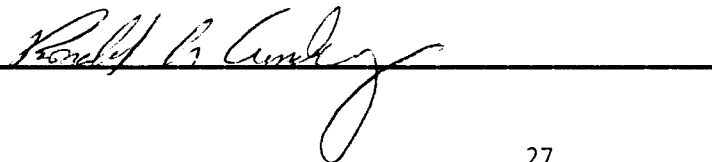
TOWNSHIP OF HARRISON, IN THE COUNTY OF GLOUCESTER

BY: 
MAYOR

BY: 
PUBLIC SAFETY DIRECTOR

HARRISON TOWNSHIP PBA LOCAL #178

BY: 
GEORGE MARRA- NEGOTIATING COMMITTEE

BY: 

RONALD CUNDEY-STATE DELEGATE

ATTEST: Diann Malloy
DIANN MALLOY, Municipal Clerk

DATE: ~~3/3~~ 3/1/2010

Salary Level	Harrison Township Police				
	2010-2013				
Patrolman	Salary Schedule A				
	2009	2010	2011	2012	2013
Starting	40,976.56	40,976.56	40,976.56	40,976.56	40,976.56
Sixth Class	50,525.76	50,525.76	50,525.76	50,525.76	50,525.76
Fifth Class	58,530.56	60,871.78	63,306.65	65,838.92	68,472.48
Fourth Class	62,884.77	65,400.16	68,016.17	70,736.81	73,566.29
Third Class	65,448.97	68,066.93	70,789.61	73,621.19	76,566.04
Second Class	69,587.04	72,370.52	75,265.34	78,275.96	81,406.99
First Class	72,935.88	75,853.32	78,887.45	82,042.95	85,324.66
10 years Twp. Service	73,647.45	76,593.35	79,657.08	82,843.37	86,157.10
15 years Twp. Service	74,359.02	77,333.38	80,426.72	83,643.78	86,989.54
Sergeant					
5 years Twp. Service	75,094.04	78,617.80	81,762.51	85,033.01	88,434.33
10 years Twp. Service	76,971.39	80,570.25	83,793.06	87,144.78	90,630.57
15 years Twp. Service	77,722.33	81,351.22	84,605.27	87,989.48	91,509.06
	78,473.27	82,132.20	85,417.49	88,834.19	92,387.56

Effective for employees hired prior to January 1, 2010

Harrison Township Police
2010-2013

Salary Level	Salary Schedule B				
	2009	2010	2011	2012	2013
Patrolman					
Starting	40,976.56	40,976.56	40,976.56	40,976.56	40,976.56
Seventh Class	50,525.76	50,525.76	50,525.76	50,525.76	50,525.76
Sixth Class				58,025.76	58,025.76
Fifth Class	58,530.56	60,871.78	63,306.65	65,838.92	68,472.48
Fourth Class	62,303.28	64,795.41	67,387.23	70,082.72	72,886.03
Third Class	64,843.76	67,437.51	70,135.01	72,940.41	75,858.03
Second Class	69,587.04	72,370.52	75,265.34	78,275.96	81,406.99
First Class	72,935.88	75,853.32	78,887.45	82,042.95	85,324.66
10 years Twp. Service	73,647.45	76,593.35	79,657.08	82,843.37	86,157.10
15 years Twp. Service	74,359.02	77,333.38	80,426.72	83,643.78	86,989.54
Sergeant					
5 years Twp. Service	75,094.04	78,617.80	81,762.51	85,033.01	88,434.33
10 years Twp. Service	76,971.39	80,570.25	83,793.06	87,144.78	90,630.57
15 years Twp. Service	77,722.33	81,351.22	84,605.27	87,989.48	91,509.06
	78,473.27	82,132.20	85,417.49	88,834.19	92,387.56

Effective for employees hired after January 1, 2010

SALARY GUIDE APPENDIX

It is understood and agreed to by both parties that the reference in the salary guide to 5, 10 or 15 years of service refers to the length of time employed by the Township, not time served in a stated rank. It is further understood and agreed to by both parties that moving up in salary from one (1) stated length of service time to another takes place **AFTER** the anniversary date of the lower stated service time. For example, if an officer's date of hire is April 1st, and he has nine (9) years of service, he will move to the recognized salary level of ten (10) years of service in the pay period commencing **AFTER** April 1st of that year.

