

3-0747

Maywood Borough BOROUGH OF MAYWOOD

02-34

and
10 L BENEVOLENT ASSOCIATION
LOCAL 102

AMENDED AGREEMENT

X January 1, 1985 to December 31, 1986

THIS AGREEMENT made the 1st day of January, 1985, amending the agreement by and between the BOROUGH OF MAYWOOD, a municipal corporation of the County of Bergen, State of New Jersey (hereinafter referred to as the "BOROUGH") and the POLICE BENEVOLENT ASSOCIATION, LOCAL 102, representative of the Patrolmen of Maywood Police Department (hereinafter referred to as the "EMPLOYEE"), dated January 1, 1983,

WHEREAS, the parties have agreed to the terms and conditions of employment respecting the patrolmen of the Maywood Police Department for the period commencing January 1, 1985 to December 31, 1986,

NOW, THEREFORE, the parties agree as follows:

1. The agreement between the parties dated January 1, 1983 is hereby amended in accordance with the numbered sections and appendices attached hereto and made part hereof being more specifically Sections 13.07, 14.06, 17.01, 22.01, 34.03, 39.01, 44.03, 44.04, 47.01, 47.02, 47.03, 47.04, 47.05, 49.02, 50.02, 51.01, Appendix A, Appendix B and Appendix D.

✓ 2. All other provisions of the agreement dated January 1, 1983 shall remain in full force and effect during the term of this amended agreement.

3. This amended agreement shall take effect as of X January 1, 1985 and shall terminate on December 31, 1986.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

BOROUGH OF MAYWOOD

ATTEST:

Patricia Allison
Patricia Allison, Borough Clerk

James J. Panos
By: James J. Panos, Mayor

MAYWOOD PBA LOCAL 102

ATTEST:

Anthony A. Rocco

Joseph Sacco
By: Joseph Sacco

ADD

13.07

The Borough shall have the right to reopen negotiations with respect to the payment of college credits at any time during the term of this agreement.

17.01

In addition to all wages and other benefits,
each employee shall be entitled to a longevity payment
of one (1%) percent for every three (3) years of
service, up to fifteen (15) years of service, and
thereafter one (1%) percent for every two (2) years
of service to a maximum of ten (10%) percent after
twenty-five (25) years of service.

22.01

All employees covered by this Agreement shall be entitled to receive fourteen (14) working days off per year chargeable as holidays.

34.03 E. STEP FIVE

If the Association wishes to appeal the decision of the Governing Body, it shall, within sixty (60) working days of the receipt of the decision of the Governing Body, file with the New Jersey Public Employment Relations Commission its request for arbitration of the grievance in question. The parties shall be bound by the decision of the Arbitrator. The cost of the Arbitrator shall be borne equally by both parties, but each party shall be liable for the payment of its own representative.

39.01

Whenever an Employee shall be required to use his personal vehicle in any job connected capacity, he shall be entitled to an allowance of Twenty (\$.20) Cents per mile.

44.03

The Borough shall use its best efforts to provide a minimum of two (2) police officers on patrol at all times on every tour of each day. This minimum patrol shall be constituted from ranks of Patrolman and Sergeant.

44.04

The parties agree that on any tour not manned by the aforesaid minimum complement of Police Officers, the Patrolman shall notify the officer in charge of said condition who shall reasonably determine whether circumstances exist which renders it either impracticable or unnecessary to provide the aforesaid minimum complement.

47.01 Promotions to the ranks of sergeant, lieutenant or captain shall be made in accordance with the following procedure.

47.02 A notice shall be posted, in Police Headquarters advising applicants for promotion that written applications may be submitted within thirty (30) days following the posting of such notice.

47.03 Such notice shall set forth the criteria which will be used in the promotional process, which may include, but shall not necessarily be limited to, the following criteria:

- a) Seniority in job
- b) Seniority in rank
- c) Attendance record
- d) Work record (citations, disciplinary actions, reprimands, productivity, education background, immediate supervisor's evaluation, chief's evaluation).

47.04 Following the close of the application period, the Chief shall provide each applicant with the Chief's preliminary evaluation and recommendation, either orally or in writing. Each applicant will be afforded an opportunity to consult with the Chief respecting the preliminary evaluation and recommendation within ten (10) days of oral or written receipt of the preliminary evaluation and recommendation.

47.05 At the conclusion of the steps set forth in 47.04, the Chief shall submit a final evaluation and

recommendation to the Mayor and Council with respect to each applicant and shall furnish the respective evaluation and recommendation to the applicant. The applicant will be given an additional ten (10) day period to submit any additional written comments or information to the Mayor and Council.

49.02 HEALTH BENEFITS AND DENTAL COVERAGE. The Borough shall pay all premiums for health benefits and dental coverage of Employees (which shall cover Employee's spouse and unemancipated children) who shall have served as members of the Police Department of the Borough for twenty-five (25) years or more.

For the purposes of this paragraph, health benefits and dental coverage shall include those benefits which are or may be provided to municipal employees which include Blue Cross/Blue Shield, Series 14/20, including Rider J, and a major medical policy through the New Jersey Blue Cross/Blue Shield.

ADD

50.02

New police officers shall be appointed for a probationary period commencing from the date of their employment to a date one year following completion of the police training school, but in no event later than sixteen (16) months following date of appointment. During said period of probation, an employee may be dismissed with or without cause.

51.01

This contract shall take effect as of January 1,
1985 and shall terminate on December 31, 1986.

APPENDIX "A"

ANNUAL BASE SALARIES

1985

Patrolmen

From commencement of service to completion of first year	\$18,260.00
After completion of first year until completion of second year	24,300.00
After completion of second year until completion of third year	26,700.00
After completion of th rd year	30,000.00

1986

Patrolmen

From commencement of service to completion of first year	\$19,000.00
After completion of first year until completion of second year	24,500.00
After completion of second year until completion of third year	28,100.00
After completion of third year	32,600.00

APPENDIX "D"

HOLIDAY SCHEDULE

The following holidays are observed:

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