

THIS BOOK DOES NOT CIRCULATE

AGREEMENT BETWEEN

BOROUGH OF RIVER EDGE

AND

RIVER EDGE P.B.A. LOCAL #201 (THE RIVER EDGE POLICE DEPT.)

*Reigen County
76*

THIS AGREEMENT made on the 25th day of May 1976 by and between the Borough of River Edge, with its principal place of business at 705 Kinderkamack Road, River Edge, New Jersey, hereinafter called "The Borough," and River Edge P.B.A. Local #201, affiliated with the New Jersey State Policemen's Benevolent Association, hereinafter called, "The P.B.A." with its principal place of business, care of the River Edge Police Department, 705 Kinderkamack Road, River Edge, New Jersey.

WHEREAS, both parties to this Agreement have reached an understanding with respect to the employer, employee relationship existing between them, and wish to enter into an agreement concerning terms and conditions of employment.

NOW, THEREFORE, in consideration of the terms, conditions and mutual promises and covenants hereinafter set forth, the parties agree as follows:

ARTICLE I

TERM OF AGREEMENT

1. The term of this Agreement shall be from January 1, 1976 to December 31, 1976, and it shall take effect upon execution by both parties.

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2. In the event the parties do not enter into a new agreement on or before midnight of December 31, 1976, then this agreement shall continue in full force and effect from month to month, subject to being terminated upon written notice by either party at least thirty (30) days prior to any intended expiration date.

3. All notices shall be served by either party on the other party stating such intention to terminate or amend this Agreement and shall be sent by Certified Mail, Return Receipt Requested, in the case of the BOROUGH to the Borough Clerk at the Municipal Building, and in the case of the EMPLOYEES to the PBA 201, River Edge Police Department.

4. The parties agree that they will exchange proposals for any proposed changes in this Agreement at least forty-five (45) days before December 31, 1976.

5. The parties further agree that salary negotiations for 1977 will begin on September 1, 1976.

ARTICLE II

RECOGNITION

1. The Borough recognizes the River Edge P.B.A. Local #201 as the sole and exclusive bargaining agent of the bargaining unit for hours, wages and terms and condition of employment. The bargaining unit shall consist of all full time Law Enforcement personnel of the River Edge Police Department, (with the exception of the Chief of Police and Captain of Police.)

2. Those P.B.A. members designated as the negotiating committee may attend all collective negotiations with the BOROUGH provided that those men on duty at the time, shall be on call with the additional proviso that such absence from regular work assignments will not seriously interfere with the BOROUGH'S operations, and shall have the approval of the Chief of Police. Members of the PBA'S Negotiating Committee on duty at the time that the negotiation sessions are being held shall suffer no loss of regular straight time pay for time spent on such negotiations.

3. Collective negotiating meetings shall be held at times and places mutually convenient at the request of either the BOROUGH or the EMPLOYEES.

4. The duly authorized negotiating agents of either the BOROUGH OR THE P.B.A. are not required to be employees of the BOROUGH.

ARTICLE III

PROBATION PERIOD

1. After signing of this Agreement, employees appointed to a full-time position of employment, shall be probationary employees for a six (6) month period. An employee may be dismissed by the Borough during the probationary period without recourse. Employees under probation shall not have recourse to any grievance or arbitration procedure under this Agreement.

ARTICLE IV

APPLICABLE LAW

The parties recognize and affirm that their relationship is governed by the New Jersey Public Employment Relations Act, Chapter 303 of the Laws of the 1968 (NJSA 34:13A-1 et.seq.) and that they are bound by the rules and regulations of the New Jersey Public Employment Relations Commission. However, either party to the extent permitted by law may appeal an adverse decision of the aforesaid Commission to a court of competent jurisdiction.

ARTICLE V

CHECKOFF

1. The Borough agrees to deduct from the pay of each employee in the bargaining unit, a sum certified in writing by the Treasurer of the P.B.A. to be uniform P.B.A. dues and/or initiation fees; such deductions will be made only upon receipt by the Borough of a card authorizing said payroll deductions which is signed by the employee.
2. The card shall be in a form agreed to by the Borough and the P.B.A. and shall be irrevocable for the length of this Agreement.
3. The card shall be filed with the Borough Clerk of the Borough and shall become effective in the first pay period of the first month after it has been received.

4. The deductions shall be made from the first pay period of each month and said deductions shall be mailed within five (5) working days to the Treasurer of the P.B.A. together with a list of the names of the employees from whose pay such deductions have been made.

5. The remittance will be deemed correct if the P.B.A. does not give written notice to the Borough within fifty-six (56) calendar days after receipt of the same of its belief that the remittance is believed to be incorrect. The P.B.A. assumes full responsibility for the remittance upon receipt of the same.

6. The Borough shall have no responsibility for collection of fees or dues which are not expressly stated in the Agreement.

7. The P.B.A. agrees to indemnify and hold the Borough harmless from any claim or action commenced by an employee against the Borough which arises out of the aforesaid deduction.

ARTICLE VI

CONDUCT OF P.B.A. BUSINESS ON BOROUGH PREMISES

1. The P.B.A. Local shall be permitted the use of the Garage in the rear of Police Headquarters (commonly referred to as the Police Reserve Building), for regular monthly meetings.

ARTICLE VII (A)

BULLETIN BOARDS

1. The Borough shall supply one (1) bulletin board of suitable size for exclusive use by the P.B.A. at a place which

is convenient for all employees in the bargaining unit. Said bulletin board shall be used only for notices pertaining to P.B.A. business and shall not contain any partisan political material or material degrading to the Borough or its employees. It shall be the duty of the P.B.A. President to supervise the contents of the bulletin board.

2. All material to be posted on the bulletin board shall be submitted for approval to the Chief of Police, which approval shall not be unreasonably withheld.

ARTICLE VII (B)

PERSONNEL FILES

- a) Any member may review his personnel files under the supervision of the Chief of Police.
- b) The member may request any reprimand, letter of criticism, or Mayor and Council hearing decision, two years old, be reviewed by the Mayor and Council and the Chief of Police for consideration of its removal.

ARTICLE VIII

STEWARDS

1. P.B.A. President, or the Vice-President acting in his absence, shall have the right to receive and present grievances in accordance with the provisions of this Agreement.
2. The President or the Vice-President may attempt to settle a grievance during working hours without loss of pay, provided the time specified meets with the approval of the Chief of Police.

ARTICLE IX

LEAVE OF ABSENCE

1. A permanent full-time employee may request a personal leave of absence for good cause without pay for a period not to exceed twenty-four (24) working days. Leave may be granted with the approval of the Chief of Police and at the discretion of the Council and subject to the needs of the Borough.

2. A leave of absence may be renewed upon request of the employee and it may be granted for reasons deemed proper by the Chief of Police and at the discretion of the Council.

3. The Council reserves the right to revoke a leave of absence for good cause for emergency reasons upon written notice of five (5) working days.

4. All decisions of the Council regarding leaves of absence shall be discretionary.

5. At the expiration of such leave, the employee shall be returned to the position from which he is on leave and shall be entitled to all increases granted during his leave for his job title. There shall be no retroactive pay pursuant to this Article.

6. During all personal leaves of absence, seniority shall be retained.

ARTICLE X

DISCHARGE & DISCIPLINE

1. A permanent employee covered by this Agreement may be discharged, suspended or otherwise disciplined for just cause according to State Law.
2. Any discharge, suspension or other discipline which results in loss of pay shall be subject to grievance and arbitration as set forth hereinbelow. Letters of reprimand or verbal warnings shall be subject to grievance but not arbitration.
3. A grievance by an employee claiming that he has been unfairly discharged or suspended must be submitted to the Council in writing within ten (10) working days of the disciplinary action.
4. Any employee whose grievance has been sustained shall be returned to his former position and will be compensated at his regular rate of pay for all or any portion of pay lost during the period of discharge or suspension.

ARTICLE XI

MANAGEMENT RIGHTS

1. Nothing in this Agreement shall interfere with the right of the Borough in accordance with applicable law, rules and regulations to:
 - (a) Carry out the statutory mandate and goals assigned to Municipality utilizing personnel, equipment, methods and means in the most appropriate and efficient manner possible.

(b) Manage employees of the Borough, to hire, promote, transfer, assign or retain employees in positions with the Borough, and in that regard establish work rules, in accordance with Borough Ordinance and State Laws.

(c) Suspend, demote, discharge or take other appropriate disciplinary action against an employee for reasonable cause, in accordance with Borough Ordinance and State Laws.

ARTICLE XII

RULES & REGULATIONS

1. Proposed new work rules or modifications of existing rules governing working conditions shall be announced in advance and discussed with the members of the Police Department before they are established.

ARTICLE XIII

GRIEVANCES

1. Definition

A. The term 'grievance' is hereby defined as any difference or dispute between the Borough and any employee, or group of employees covered by this agreement, arising over the interpretation or adherence to the terms and conditions of this Agreement.

2. Purpose

A. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to problems which may arise. The parties agree that this procedure will be kept as informal as may be appropriate.

B. Nothing herein contained shall be construed as limiting the right of any EMPLOYEE having a grievance to discuss the matter informally with any appropriate member of the departmental supervisory staff and having the grievance adjusted without the intervention of the P.B.A.

3. Steps of the Grievance Procedure

A. 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:

(1) An aggrieved employee or employees shall institute action under the provisions hereof within ten (10) working days of the occurrence, or his knowledge of the occurrence, of the grievance and an earnest effort shall be made to settle the difference between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter informally. Failure to act within said ten (10) days shall be deemed to constitute an abandonment of the grievance. The employee shall have the right to state the action requested to be taken.

(2) The supervisor shall render a decision in writing within five (5) working days after receipt of the grievance.

STEP TWO:

(1) In the event a satisfactory settlement has not been reached, or the supervisor has not rendered his decision as required above, the employee shall in writing and signed, file his complaint with the Police Chief (or his representative) within five (5) working days following the determination by the Supervisor. An earnest effort shall be made to settle the grievance informally by the Police Chief.

(2) The Police Chief, or his representative, shall render a decision in writing within ten (10) working days from the receipt of the complaint.

STEP THREE: (See Article XIII, Paragraph 5)

(1) In the event the grievance has not been resolved at Step Two, then within ten (10) working days following the determination of the Police Chief, the matter may be submitted to the Mayor and Council of the Borough. An earnest effort shall be made to settle the grievance informally by the Mayor and Council.

(2) The Mayor and Council of the Borough shall review the meeting and make a determination within thirty (30) days from the receipt of the complaint.

4. General Grievances

The following steps are hereby established as the grievance procedure to be followed by all employees of the BOROUGH subject to this Agreement with respect to general grievances:

a. (Step 1) All general grievances shall be presented in writing to the Chief of Police. Such general grievance shall be deemed to be from all the employees of the department and it shall not be necessary to reveal any individual's name therein. Within ten (10) working days after the presentation of such written grievance, the Chief of Police shall meet with the P.B.A. with the objective of resolving the matter informally. Within five (5) working days next following such meeting, the Chief of Police shall communicate his decision to the P.B.A., or if the Chief fails to communicate his decision within the said five (5) working days, the P.B.A. may proceed to Step 2 of this grievance procedure.

b. (Step 2) Within five (5) working days following the denial or failure of relief under Step 1 in the general grievance procedure, the P.B.A. may appeal such decision to the Mayor and Council. Such appeal shall be in writing and shall set forth the specific nature of the grievance, the facts

relating thereto, each specific issue with which the P.B.A. disagrees with the decision at Step 1, and the action requested to be taken by the Mayor and Council. Within ten (10) working days after the appeal has been filed with the Mayor and Council, the same shall be discussed at a meeting between the said Mayor and Council and the P.B.A. Thereafter, the Mayor and Council shall communicate their decision in writing to the P.B.A. within ten (10) working days after the conclusion of such meeting. In the event the appeal is not timely filed in writing with the Mayor and Council, the decision at Step 1 shall be final and the matter shall be deemed closed.

5. Nothing contained in this Article shall limit the right of an employee to process his own grievance provided, however, the P.B.A. shall be notified by the Borough of all such situations, when they reach Step #3, and shall have the right to be present during the same, and, further provided that any agreement reached with any such employee shall not violate this Agreement.

6. Failure to proceed within the times set forth in this Article shall be conclusively deemed a waiver of the right to grieve and the right to a determination.

7. All management rights and prerogatives shall be excluded from the grievance procedure contained in this Article unless specifically included herein.

ARTICLE XIV

ARBITRATION

1. If a grievance as defined in Article XIII is not settled pursuant to Article XIII, such grievance shall, at the request of the Borough or the P.B.A. be referred to the Public Employment Relations Commission for selection of an Arbitrator according to its rules. Such referral must be made within ten (10) working days of the failure to settle the grievance. Failure to proceed within the time set forth for arbitration shall be conclusively deemed a waiver of the right to arbitration.

2. The decision of the Arbitrator shall be final and binding upon the parties. The expense of such arbitration shall be borne equally by the parties.

3. The Arbitrator appointed under the above procedure shall be limited to interpretations of this Agreement. He shall have no power to enlarge upon or reduce the obligations of the parties under the agreement.

ARTICLE XV

OVERTIME

1. It is recognized that the needs of the BOROUGH may require overtime work beyond the EMPLOYEES' standard daily or weekly schedule, although it is the policy of the BOROUGH to avoid the necessity of overtime work wherever possible.

2. The Chief of Police and the Borough shall have authority in their sole discretion to declare an emergency as "emergency" is defined in N.J.S. 40A:13-134.

3. In all situations of earned overtime, EMPLOYEES shall be compensated at one and one-half (1-1/2) times the regular rates of pay.

4. Attached hereto and made a part hereof is a copy of current schedule of work for the Police Department. The overtime shall be computed on all work performed in excess of eight (8) hours of a completed tour of duty. It shall also be computed for work performed in excess of a forty (40) hour week, based on the fifty-six (56) day schedule attached, e.g.

A. Patrolman works nine (9) hours in one tour of duty. He would receive one (1) hour overtime.

B. Patrolman's normal tour for a week is thirty-two (32) hours and the following week, normal tour is six (6) days at eight (8) hours, or forty-eight (48) hours. He would not receive any overtime. If on the basis of the fifty-six (56) day schedule, he only worked forty (40) hours average for each week in that cycle, then the patrolman shall not be eligible for overtime except for each hour of work which he may have performed in one day which exceeded eight (8) hours for such day.

5. For hours worked in excess of forty (40) hours in the regularly scheduled work week, the Borough will pay one and one-half (1-1/2) times the regular rate of pay.

6. For purposes of computing overtime and determining whether an employee is entitled to the overtime pay, the vacation days and holidays which are recognized by the Borough shall be considered as eight (8) hours worked by an employee.

7. All overtime work performed on Saturday and Sunday, employees shall be compensated for at double the regular rate of pay.

8. During hours worked in excess of eight (8) hours a day, employees shall receive rest periods as provided by law.

ARTICLE XVI

HOLIDAYS OR DAYS OFF IN LIEU OF STATE HOLIDAYS

1. There are recognized twelve (12) paid holidays for all Borough employees during each calendar year, as follows:

New Years Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Veteran's Day
Good Friday	General Election Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Inasmuch as Police Department EMPLOYEES are not entitled to days off on the above-named holidays, any Police Department Employee may, at his option, obtain a day off in lieu of each of the above-named holidays, and in such event will receive no additional compensation for such days off.

2. In the event that an EMPLOYEE of the Police Department does not take compensatory time off in lieu of the above-named holidays, during the calendar year such EMPLOYEE shall be compensated at the overtime rate of one and one-half (1-1/2) times the regular rate of pay for a maximum of twelve (12) days.

3. If any other group of employees is granted an additional holiday, the same benefit will be granted to the employees covered by this Agreement.

ARTICLE XVII

LONGEVITY PAY

Employees shall receive, in addition to their regular pay, "Longevity Pay" as set forth below:

During the fifth, through eighth years of employment with the Borough, an additional 1% of the regular rate of pay.

During the ninth, through twelfth years of employment, 2% of the regular rate of pay.

During the thirteenth, through sixteenth years of employment, 3% of the regular rate of pay.

During the seventeenth, through twentieth years of employment, 4% of the regular rate of pay.

During the twenty-first, through twenty-fourth years of employment, 5% of the regular rate of pay.

During the twenty-fifth and all subsequent years of employment, 6% of the regular pay.

Longevity shall be paid in the regular pay period.

The right to Longevity Pay shall accrue on the anniversary date of employment. For all purposes, longevity pay shall be considered as base pay.

If any other group of employees is granted additional longevity, the same benefits will be granted to the employees covered by this agreement.

ARTICLE XVIII

SICK LEAVE

It is recognized that the present sick leave policy is subject to further negotiation.

ARTICLE XIX

BEREAVEMENT LEAVE

1. Every permanent full time employee upon the death of a member of the immediate family shall be granted reasonable leave with pay at his regular rate not to exceed a maximum of three (3) days from the date of death to the day after interment. In determining reasonable leave, consideration will be given to the relationship of the employee to the deceased and the responsibility for making funeral arrangements.

2. A member of the immediate family is defined as spouse, sister or brother, or son or daughter, mother, father, father-in-law, mother-in-law, and grandparents.

3. An employee must produce proof of death and relationship to obtain the benefits under this Article.

4. If an out of state funeral requires an additional day, leave may be granted.

ARTICLE XX

VACATIONS

1. Employees covered by this Agreement shall receive paid vacations at their regular rate of pay as provided in this Article. The vacation schedule reflected herein is peculiar to the Police Department's eight day work cycle and their eight week work schedule.

2. During the period beginning on the date of hire as a full-time employee and ending on the first succeeding December 31, an employee may earn up to twelve (12) working days vacation at the rate of one (1) day for each full month of employment

provided that he has satisfactorily completed the probationary period. If an employee does not satisfactorily complete the probationary period or is discharged by the Borough, he shall not be entitled to any vacation. If an employee begins work on or before the 15th of the month, he shall earn vacation credit for that month.

3. During the second through ninth years of full time employment, inclusive, an employee shall receive twelve (12) working days vacation.

4. During the tenth year of full time employment an employee shall receive eighteen (18) working days vacation.

5. During the eleventh through the nineteenth years of full-time employment inclusive; an employee shall receive eighteen (18) working days vacation.

6. During the twentieth year and all subsequent years of full-time employment, an employee shall earn and receive twenty-four (24) working days vacation.

7. In arranging the vacation schedule, seniority will be respected.

8. In arranging schedules, vacations may be taken at the discretion of the employee with the approval of the Chief.

9. An employee leaving the employ of the Borough after proper notice and before the completion of an entire year, shall be paid for the vacation due him on a prorated basis.

10. If any greater vacation benefits are granted to or negotiated with any other group of Borough employees during the period of this Agreement, said benefits will be granted to the employees covered by this Agreement.

ARTICLE XXI

NON-DISCRIMINATION

1. There shall be no discrimination against any employee because of race, creed, color, sex, age or national origin.

ARTICLE XXII

COURT TIME

The EMPLOYEES shall be paid for court appearances if such appearance is on behalf of the BOROUGH, or the EMPLOYEE is called in his capacity as a police officer. Court time to be considered overtime, with a guarantee of one (1) hour.

ARTICLE XXIII

ON-CALL DUTY

Members assigned to the Detective Bureau and the Juvenile Bureau shall receive four (4) hours compensatory "time off" for each day they are placed on an on-call status for duty in the Detective Bureau. However, if a man is called to duty, the actual time spent on an assignment will be deducted from the four (4) hours compensatory "time off".

ARTICLE XXIV

HEALTH & WELFARE

1. It is agreed that all existing health and welfare benefits in effect on the date of execution hereof and which uniformly affect all EMPLOYEES covered by this Agreement will be continued for the term of this Agreement.

2. Unless specifically stated to the contrary, there shall be no diminution of present health and welfare benefits during the term of the Agreement.

3. The Borough shall enroll employees that file the necessary and required statements in the New Jersey State Health Benefits Program as it exists on the date of this Agreement. Enrollment shall include the employee's dependents as defined by the plan. The full cost of the plan will be paid by the Borough.

4. If, for any reason, the aforementioned plan or a part thereof is withdrawn by the carrier, the Borough will make its best effort to obtain comparable coverage for the employees.

ARTICLE XXV

SAFETY & UNIFORMS

1. The Borough agrees that it will comply with all provisions of State safety laws which are applicable to the Borough. The Borough shall provide a maximum clothing allowance of Two Hundred Dollars (\$200.00) per year for each EMPLOYEE during the calendar year.

ARTICLE XXVI

PAY DURING JOB RELATED INJURIES

1. The Borough represents that all employees covered by this Agreement are covered by a Workman's Compensation Insurance Policy and that it will continue to provide such coverage as required by statute.

ARTICLE XXVII

SAVINGS CLAUSE

1. It is agreed that if any provision of this Agreement or application thereof to any person or circumstance shall be held invalid, the remainder of this Agreement or application of such provisions shall not be affected thereby. If any such provisions are held invalid, the Council and the P.B.A. will meet to negotiate changes so required.

ARTICLE XXVIII

NO STRIKE - NO LOCKOUT

1. Neither the P.B.A. nor any of its members shall engage in any job action, strike, work stoppage, slowdown, sit down, sick call action, picketing before, during or after working hours, boycott or any other interference with the operations of the Borough during the term of the Agreement. The P.B.A. agrees that it shall use its best efforts to prevent acts forbidden herein on the part of any employee or group of employees and, in the event any of such acts take place by an employee, the P.B.A. agrees it will use its best efforts to cause an immediate cessation thereof.

2. The Borough will not engage in any lockout of employees covered by this Agreement during the term of the Agreement.

ARTICLE XXIX

HOURS OF WORK

1. The standard weekly work schedule shall consist of an average of forty (4) hours on a changing rotating eight (8) hour per tour basis. The numerical composition of each tour shall be determined by the Chief of Police.

2. During the eight (8) hour tour, the employees shall be allowed with pay, one (1) fifteen-minute rest period during the morning and one (1) fifteen-minute rest period in the afternoon. The lunch period shall be on-half (1/2) hour, and the employees shall be paid for the duration thereof.

In case of an emergency, the relief period may be shortened and the employee required to work without additional pay, but every effort will be made to allow the employee his relief period.

ARTICLE XXX

PAY

1. Employees shall be paid an annual rate of pay in accordance with their job title and rank set forth in the attached schedule.

2. Any EMPLOYEE performing the duties of a higher rank on a temporary basis for a period of ninety (90) consecutive days, will receive the higher rank's rate of pay, starting on the ninety-first (91) day of performing within that higher rank, starting with the rank of Sergeant, until such time as the temporary need is fulfilled and completed.

ARTICLE XXXI

COLLEGE CREDITS

1. A college credit program is established on the following criteria:

A. Each EMPLOYEE shall receive Ten Dollars (\$10.00) per credit hour to a 128 credit hour maximum in a matriculating program of police science or its equivalent at an accredited college.

B. An EMPLOYEE shall not receive the Ten Dollars (\$10.00) per credit hour until he has achieved a minimum of twelve (12) credit hours; payment from the first credit earned.

C. Payment by the BOROUGH shall be made on the first of January next following the calendar year during which a college credit has been earned, provided, however, that the EMPLOYEE receives a passing grade from the institution providing such courses.

ARTICLE XXXII

MISCELLANEOUS

1. In all references to any parties, persons, entities or corporations, the use of any particular gender or the plural or singular number shall be deemed to refer to and include the appropriate gender or number, as the text may require.

2. All the terms, covenants and conditions herein contained shall inure to the benefit of and shall bind the respective parties hereto, their legal representatives, successors and assigns.

3. EMPLOYEES shall not be required to be residents of the BOROUGH, unless otherwise provided by law.

ARTICLE XXXIII

SCOPE OF CONTRACT

1. This Agreement contains those issues which the parties have bargained for and each party reserves their respective rights on any other issues which they may have for negotiations of future contracts subsequent to the terms of the contract herein.

2. This Agreement shall supersede any rules, regulations or practices of the Borough which shall be contrary to or inconsistent with its terms.

3. This Agreement may be altered, changed, added to, deleted from or modified only by voluntary mutual consent of the parties in a written and signed amendment.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals or caused this Agreement to be signed by their duly authorized officers or representatives on the day and year first set forth above.

ATTEST:

BOROUGH OF RIVER EDGE

BY _____

JOHN F. CURRAN, MAYOR

ATTEST:

RIVER EDGE P.B.A. LOCAL #201

Clayton F. Marcoux, President

APPROVED AS TO FORM:

Borough Attorney

1976 "PAY SCHEDULE"

<u>Member</u>	<u>Rank</u>	<u>Base</u>	<u>Long.</u>	<u>Total</u>	<u>Per Hr. Rate</u>	<u>1½ Rate</u>
Reinach, O.	Lt.	\$16,996.00	\$849.80	\$17,845.80	\$8.58	\$12.87
Davis, J.	Sgt.	16,116.00	483.48	16,599.48	7.98	11.97
Burke, J.	Sgt.	16,116.00	483.48	16,599.48	7.98	11.97
Naprstek, R.	Sgt.	16,116.00	483.48	16,599.48	7.98	11.97
Baker, B.	Sgt.	16,116.00	483.48	16,599.48	7.98	11.97
* Naprstek, C.	Ptl.	15,000.00	300.00	15,300.00	7.35	11.02
Quinn, K.	Ptl.	15,000.00	300.00	15,300.00	7.35	11.02
Hammel, D.B.	Ptl.	15,000.00	300.00	15,300.00	7.35	11.02
Starace, R.	Ptl.	15,000.00	300.00	15,300.00	7.35	11.02
DeAngelis, J.	Ptl.	15,000.00	300.00	15,300.00	7.35	11.02
Biggar, D.	Ptl.	15,000.00	300.00	15,300.00	7.35	11.02
McCarthy, D.	Ptl.	15,000.00	150.00	15,150.00	7.28	10.92
Marcoux, C.	Ptl.	15,000.00	150.00	15,150.00	7.28	10.92
McDermott, E.	Ptl.	15,000.00	150.00	15,150.00	7.28	10.92
Hammel, J.	Ptl.	15,000.00	150.00	15,150.00	7.28	10.92
** Kolze, G.	Ptl.	15,000.00	- -	15,000.00	7.21	10.82
* Sabino, A.	Ptl.	15,000.00	- -	15,000.00	7.21	10.82
*** Tabano, J.	Ptl.	11,000.00	- -	11,000.00	5.29	7.94
*** Gant, R.	Ptl.	11,000.00	- -	11,000.00	5.29	7.94

THE ABOVE RATES DO NOT INCLUDE COLLEGE CREDIT PAY!

Longevity Increase

* Naprstek, C.	6/15/76	3%	\$450.00	\$15,450.00	\$7.42	\$11.13
** Kolze, G.	4/3/76	1%	\$150.00	\$15,150.00	\$7.28	\$10.92
** Sabino, A.	5/1/76	1%	\$150.00	\$15,150.00	\$7.28	\$10.92

Step in Grade (Ptl. 3)

*** Tabano, J.	1/8/76			\$12,200.00	\$5.86	\$ 8.79
*** Gant, R.	1/8/76			\$12,200.00	\$5.86	\$ 8.79

1976 "BASE PAY SCALE"

RANK

Lieutenant	\$16,996.00
Sergeant	16,116.00
Patrolman 1	15,000.00
Patrolman 2	13,400.00
Patrolman 3	12,200.00
Patrolman 4	11,000.00
Start	10,000.00

ATTEST:

Angela Spill

BOROUGH OF RIVER EDGE

BY: *John F. Curran*

JOHN F. CURRAN, MAYOR

ATTEST:

Margaret Del Maestro

RIVER EDGE P.B.A. LOCAL #201

(original signed)

Clayton F. Marcoux
Clayton F. Marcoux, President

APPROVED AS TO FORM:

[Signature]
Borough Attorney