

POLICE DEPARTMENT CONTRACT

January 1, 1975

to

December 31, 1975

Essex County

A G R E E M E N T

Between

THE TOWNSHIP OF MAPLEWOOD

And

NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION

MAPLEWOOD LOCAL NUMBER 44

Effective: January 1, 1975 through December 31, 1975

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A G R E E M E N T

THIS AGREEMENT, made effective as of January 1, 1975, and to be in force during the calendar year 1975, between the Township of Maplewood, hereinafter referred to as the "Township" or "Employer" and New Jersey State Policemen's Benevolent Association, Maplewood Local Number 44, hereinafter referred to as the "PBA";

WITNESSETH:

WHEREAS, the parties have carried on collective bargaining for the purpose of developing a contract covering wages, hours of work and other conditions of employment;

NOW, THEREFORE, in consideration of the premises and mutual agreements herein contained, the parties hereto agree with each other in respect to the employees of the Employer recognized as being represented by the PBA as follows:

ARTICLE I

RECOGNITION

The Employer hereby recognizes the aforementioned PBA as the exclusive representative for all its patrolmen, sergeants and all other superior officers in its Police Department in Maplewood, New Jersey, but excluding the Chief of Police and all other employees.

ARTICLE II
MANAGEMENT RIGHTS

It is understood and agreed that the Township possess the sole and exclusive right to conduct the Township's business to manage and direct the affairs of the Police Department, to fulfill its lawful obligations and that all management rights repose in it except as modified or limited by the terms of this Agreement.

It is further agreed and understood that all rights of management are retained by the Township unless otherwise specifically restricted by this Agreement and/or the provisions of P.L. 1968, Chapter 303. This right shall include, but shall not be limited to, the right to:

- (A) Direct the employees;
- (B) Hire, promote, transfer and assign;
- (C) Suspend, demote, discharge, or take other disciplinary action for good and just cause.

It is specifically understood that this Article is subject to the provisions of this Agreement and P.L. 1968, Chapter 303 and subsequent amendments.

ARTICLE III
GRIEVANCE PROCEDURE

Section 1. Definition

A grievance is defined as an alleged violation of this Agreement or an improper administrative decision, short of discharge.

Section 2. Purpose

A. The purpose of the grievance procedure is to secure, at the lowest possible level, equitable solutions to the grievances which may from time to time arise affecting the terms and conditions of employment of employees in Article I. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

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 members of the Police Administration, and having the grievance adjusted without intervention of the PBA provided an adjustment is not inconsistent with this Agreement. The PBA will be given the opportunity to be present at such adjustments provided the grievant requests same.

Section 3. Procedure

An aggrieved employee shall institute action under the provisions hereof within ten (10) calendar days of the occurrence complained of. Failure to act within said ten (10) days, shall be deemed to constitute an abandonment of the grievance.

Section 4. The following procedure is mutually agreed

upon for the settlement of grievances:

Step One.

An employee with a grievance shall first discuss it with his Shift Lieutenant, or immediate supervisor, with the objective of resolving the matter informally.

Step Two.

In the event that the aggrieved person is not satisfied with the decision of the Shift Lieutenant at Step One, or in the event that no decision has been rendered by the Shift Lieutenant within seven (7) calendar days after presentation of the grievance to him, the matter shall be presented by the aggrieved person or the PBA on his behalf to the Chief of Police or his designated representative. The Chief of Police or his designated representative shall render his decision, in writing, within seven (7) calendar days after the presentation of the grievance to him.

Step Three.

In the event that the aggrieved person is not satisfied with the decision of the Chief of Police or his designated representative at Step Two, or in the event that no decision has been rendered by the Chief of Police or his designated representative within seven (7) calendar days after presentation of the grievance to him, the matter may be presented by the PBA in its discretion to the Township Committee. If the grievance is

presented to the Township Committee in writing, with a copy to the Chief of Police at least seven (7) days prior to a regular public meeting, it shall be taken up at that meeting. A decision shall be rendered in writing within seven (7) calendar days thereafter.

Step Four.

In the event that the PBA is not satisfied with the decision of the Township Committee, only the PBA in its discretion has fifteen (15) calendar days in which to request arbitration.

A. The arbitrator shall be selected in accordance with the rules and regulations of the American Arbitration Association.

B. The arbitrator's decision shall be in writing and shall be issued not later than thirty (30) calendar days after the close of the arbitration hearing.

C. The arbitrator's decision shall be final and binding upon all parties. Should the matter involve discipline or discharge under N.J.S.A. 40:A the aggrieved employee has the option to pursue his statutory remedy or elect arbitration but in no event shall he be entitled to pursue both remedies.

D. The costs for the services of the arbitrator shall be borne equally by the Township and the PBA. All other expenses incidental to and arising out of the arbitration shall be paid by the party incurring same.

Section 5. Group Grievances

A grievance affecting a group of employees under Article I may be submitted by the PBA on behalf of said named group at Step Two of the Grievance Procedure.

Section 6. Charges or Complaints Against Employees

A. Members of the Police Department hold a unique status as public officers in that the exercise of their duties is a portion of the police power of the State.

B. In view of the nature of their contacts and relationships with the public questions may arise concerning the actions of the members of the Force. Such questions may require prompt investigation by superior officers or other competent authority.

C. To insure that such investigations are conducted in a manner conducive to good order and discipline, meanwhile observing and protecting the individual rights of each member of the Force, the following rules or procedure are hereby established:

(1) The interrogation of any member shall be at a reasonable hour, preferably when the member is on duty, and during the daylight hours, unless the exigencies of the investigation dictate otherwise. In the latter event, reassignment of the member's tour of duty may be employed, where warranted.

(2) The interrogation shall take place at a location designated by the investigating officer, usually at headquarters.

(3) The members of the Department shall be informed of the rank, name and command of the officer in charge of the investigation, as well as the rank, name and command of the interrogating officer and identity of all persons present during the interrogation, and the name of the complainant, if known to the Department.

(4) The member of the Department shall be informed of the nature of the investigation before any interrogation commences. Sufficient information to reasonably apprise the member of the allegations shall be provided. If it is known that the member of the Department being interrogated is a witness only, he should be so informed.

(5) The interrogation shall be completed with reasonable dispatch. Reasonable respites shall be allowed. Time shall be provided also for personal necessities, meals, telephone calls, and rest periods as are reasonably necessary.

(6) The member shall not be subjected to any offensive language, nor shall he be threatened with transfer, dismissal or other disciplinary punishment. No promise of reward shall be made as an inducement to answering questions. Nothing herein is to be construed as to prohibit the investigating officer from informing the member that his conduct can become the subject of disciplinary action resulting in disciplinary punishment.

(7) Excluding investigations pertaining to alleged criminal offenses, in other cases wherein a member is to be interrogated concerning an alleged violation of the Department Rules and Regulations which, if proven, may result in his dismissal from the service or the infliction of other disciplinary punishment upon him, he shall be afforded, if he so requests, a reasonable opportunity and facilities to contact and consult privately with an attorney of his own choosing and/or a representative of the PBA may be present during the interrogation, but may not participate in the interrogation except to counsel the member. However, in such cases, the interrogation may not be postponed for the purpose of counsel and/or a representative of the PBA past four (4) hours following notification of the interrogation.

(8) Requests for consultation and/or representation or the recording of questioning in administrative investigations shall not be denied unless sufficient reasons are advanced by the Employer in writing.

(9) The complete interrogation of the member shall be recorded mechanically or by a stenographer. There will be no "off-the-record" questions. All recesses called during the questioning shall be noted in the record.

(10) If a member is under arrest or is likely to be,

that is, if he is a suspect or the target of a criminal investigation, he shall be given his rights pursuant to the United States Supreme Court requirements.

(11) Under the circumstances described in Paragraph (7), the member shall be given an exact copy of any written statement he may execute, or if the questioning is mechanically or stenographically recorded, the member shall be given a copy of such recording or transcript if requested by him.

(12) The refusal by a member of the Department to answer pertinent questions concerning any non-criminal matter may result in disciplinary action.

D. No member shall be ordered to submit to a polygraph test for any reason. Such test may be given if requested by the member.

E. No member shall be ordered to submit to a blood test, a breathalyzer test or any other test to determine the percentage of alcohol in the blood for any reason except as may be provided otherwise by specific statutory law. Such test may be given if requested by the member.

ARTICLE IV

SALARIES

Effective January 1, 1975, the salary schedule for all officers recognized as being represented by the PBA shall be as

set forth in Schedule A which is attached hereto and made a part hereof.

ARTICLE V

RETENTION OF BENEFITS

Except as otherwise provided herein, all working conditions under which the officers are presently operating, shall be maintained and continued by the Employer during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal ordinances and resolutions pertaining to the Police Department, 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 VI

LEGAL AID

The Employer will provide legal aid to all personnel covered by this Agreement pursuant to the statutes of the State of New Jersey.

ARTICLE VII

DISCRIMINATION OR COERCION

There shall be no discrimination, interference or coercion

by the Employer or any of its agents against the employees represented by the PBA because of membership or activity in the PBA. The PBA or any of its agents shall not intimidate or coerce employees into membership. Neither the Employer nor the PBA shall discriminate against any employee because of race, creed, color, age, sex or national origin.

ARTICLE VIII

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 IX

PBA RIGHTS AND PRIVILEGES

Section 1.

Whenever any representative of the PBA or any policeman is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay or time off. Such representatives shall be limited to three (3) men from the same tour of duty, available manpower permitting.

Section 2.

The PBA shall have the right to use the PBA bulletin board at Police Headquarters to post official PBA materials with the prior approval of the Chief of Police.

Section 3.

The President and State Delegate of the PBA shall have the right to attend regular Local and State PBA monthly meetings without loss of pay subject to manpower needs of the Department.

ARTICLE X

SENIORITY

Seniority is defined as an employee's total length of continuous service with the City beginning with his date of hire. It is agreed that any employee who voluntarily resigns or who is discharged for just cause shall suffer loss of seniority rights. Any employee who is granted a leave of absence without pay shall not enjoy such credit while he is on such leave.

Seniority in rank shall be used for purposes of providing preferential treatment for the most senior employee in his respective rank in the selection of vacations, demotions, recalls and any other substantial employee advantages.

ARTICLE XI

RULES AND REGULATIONS

The Employer may establish and enforce reasonable and just

rules and regulations in connection with its operation of the Police Department and maintenance of discipline. However, proposed new rules or modifications of existing rules governing working conditions shall be negotiated and discussed with the majority representative prior to being established.

It is understood that employees shall comply with all such rules and regulations. Employees shall promptly and efficiently execute the instructions and orders of officers and superiors. If an employee or employees believe a rule, regulation, instruction or order of an officer or other superior is unreasonable or unjust, but not illegal, the employee or employees shall comply with the rule, regulation, order or instruction, but with the further provision that such employee or employees may regard the rule, regulation, order or instruction as a grievance which shall be handled in accordance with the grievance procedure set forth in this Agreement.

In the event that an employee or employees shall refuse to comply with a rule or regulation, or shall refuse to execute promptly and efficiently an instruction or order of an officer or other superior, the Employer shall have the right, at its option, to suspend or discharge the offending employee or employees, subject only to the rights of the employee granted by statute or this contract. This shall not operate as a stay of

suspension or discharge.

ARTICLE XII

LEAVES OF ABSENCE

A. Funeral Leave

A death in an employee's immediate family shall not be charged against his compensatory time off. Time off shall be given from the day of death until the day after the funeral, not to exceed three calendar days immediately following the relative's death. In a case involving unusual circumstances, the Chief may grant additional days off. Immediate family shall be defined as follows: mother, father, son, daughter, sister, brother, husband, wife, grandparents and grandchildren, mother-in-law and father-in-law.

B. Military Leave

Any employee called into the Armed Forces of the United States during national emergency, or drafted, shall be given all the protection of applicable laws and leave of absence shall be granted.

C. Any employee with three or more years of service desiring leave of absence without pay from his employment shall request such leave in writing, stating the reason for the leave, and must receive permission in writing from the Township in order for it to be effective. The maximum leave of absence shall be for

ninety (90) days and may be extended for a like period by the Township. During the period of absence, the employee shall not engage in any gainful employment without the consent of the Township Committee. An employee who fails to comply with this provision shall be subject to disciplinary action. Seniority and longevity shall be retained, but shall not accrue during such leaves. Time on leave shall not be counted in computing service for vacation purposes. The employee must make suitable arrangements for continuation of Welfare and Pension payments, if any, before the leave may be approved by the Township. The Township shall have the right to require an employee returning from leave of absence for illness or injury to undergo a physical examination by a township designated physician before he is returned to the job. An employee shall not be allowed more than six (6) months leave without pay during the term of this Agreement.

ARTICLE XIII

SICK LEAVE

Whenever an employee is injured, ill or disabled other than in the line of duty, the Township shall grant him a leave of absence up to ninety (90) days at full pay. For the next ninety (90) days the Township shall grant him time off at one-half (1/2) his prevailing rate of pay. Effective July 1, 1975, only working days shall be computed in the foregoing calculation.

ARTICLE XIV

EQUIPMENT

Section 1.

The Township shall, so far as practical, provide the Police Department of the Township of Maplewood with all the necessary and essential equipment necessary to properly enforce the law, preserve the peace, and provide public safety and such equipment shall be kept in good state of repair.

The Township shall replace all equipment which is required to be replaced by normal usage, procedure, wear and tear in the performance of duties of the Police Department.

Section 2.

All motor vehicle apparatus shall be kept up to New Jersey State Inspection Laws and clean.

Section 3.

Two-man post radio patrol cars, excluding parking details shall be maintained whenever possible during the hours from dusk to dawn. This requirement shall not apply to supervisory personnel and detectives.

Section 4.

Employees shall be allowed to remove their hats while operating in motor vehicles. Hats must be worn at all times when not in motor vehicles. Employees shall be allowed to remove their

hats while in public restaurants.

Section 5.

All patrol cars and unmarked cars shall be equipped with trunks that can be opened from the interior of the vehicle.

All police officers shall be furnished with new hollow point ammunition. All marked vehicles shall be equipped with alley lights and safety divider screens and all unmarked vehicles shall be equipped with portable lights.

ARTICLE XV

HOURS OF WORK AND OVERTIME

Section 1.

The work day shall consist of no more than eight (8) consecutive hours in a twenty-four (24) hour period except for the day shift which shall consist of nine (9) hours with a one (1) hour lunch period. All other shifts shall continue to be administered with regard to luncheon periods and breaks according to present practice.

The standard working hours for all police officers shall consist of the following shifts:

1st Shift - 8:00 A.M. to 4:00 P.M.

2nd Shift - 4:00 P.M. to 12:00 A.M.

3rd Shift - 12:00 A.M. to 8:00 A.M.

The exceptions to the foregoing shall permit a Town

Centerman who shall work from 10:00 A.M. to 6:00 P.M. and what is commonly known as East post assignment who shall also work from 10:00 A.M. to 6:00 P.M.

The two most senior officers in length of service shall have the preference to work a steady day post which shall be known as Motor Patrol East Post and Motor Patrol West Post, available manpower permitting.

Two volkswagen posts shall be continued and shall be filled by two police officers designated by the Chief.

Section 2.

The work week shall consist of five (5) consecutive working days.

Section 3.

During the year 1975, all work in excess of eight (8) hours per day shall be paid at time and one-half (1-1/2) regular salary rates in cash. The employee's hourly rate shall be determined by dividing the employee's salary by the number forty (40).

Section 4.

An employee required to work beyond his regular tour of duty shall be paid overtime on the following basis:

A. Up to fifteen (15) minutes at the end of a shift he shall receive no compensation for any time.

B. In excess of fifteen (15) minutes but less than one (1) hour during the term of this contract he shall be paid

one (1) full hour at straight time rates.

C. During the term of this contract, if he shall work in excess of one (1) hour he shall be paid at time and one-half (1-1/2) rates on a minute per minute basis from the end of his shift.

It is understood that the employee shall not be entitled to any overtime payment for the presently required line-up time and it is further understood that should any employee be recalled to work during his luncheon period while on the day shift that he shall be paid for the full hour at prevailing rates whether or not he is required to work it.

Section 5.

(a) An employee who is recalled to duty to work unscheduled overtime shall be guaranteed a minimum of four (4) hours' pay at straight time or at the prevailing overtime rate for all hours worked whichever is the greater. An employee who is called to duty on his day off shall receive eight (8) hours' pay at straight time or at the prevailing overtime rate for all hours worked whichever is the greater.

(b) Irrespective of the provisions of Section 5(a) above, effective January 1, 1975, time and one-half (1-1/2) will be paid for all hours actually spent in court appearances except that straight time will be paid for municipal court appearances

in accordance with the provisions of Article XV, Section 4 (a) (b) and (c).

(c) There shall be no pyramiding of overtime.

Section 6.

All paid overtime will be paid to the member within the pay period such overtime is earned unless it is within the last nine (9) days of such pay period. If overtime is earned within the last nine (9) days of the current pay period, it shall be paid to the member at the next regular pay date. Any overtime due a member shall be paid in cash.

Section 7.

The Employer shall adopt no practice designed or intended to deprive the employees of legitimate overtime under this Article.

ARTICLE XVI

PERSONAL LEAVE

Compensatory time off will be granted at the officer's request whenever possible subject to the manpower needs of the Department as determined by the Chief. Only in the most unusual circumstances, will an officer be required to accept compensatory time at the Employer's demand. Unreasonable accumulation shall be defined as any time in excess of forty (40) hours. In no event will an officer be compelled to accept

compensatory time in amounts of less than eight (8) hours.

ARTICLE XVII

MISCELLANEOUS

Section 1.

Vacations shall be administered as in the past except that one week of an officer's vacation shall be permitted to be taken in days. So-called odd or extra vacation days in excess of one work week may be added to an officer's regular vacation subject to manpower needs of the Department except during the months of June, July, August and September. Said days shall be credited on the books as vacation days and shall be given priority over compensatory time in determining manpower needs of the Department. Whenever possible an employee may take a vacation day off on seventy-two (72) hours notice to the Chief as a matter of right. Vacations may be selected during all twelve (12) months of the year.

Section 2.

When a member is transferred from one division to another or is promoted, the officer shall have the option of demanding payment for all accumulated compensatory time off or he may accept such transfer or promotion without loss of the accumulated time.

Section 3.

All male police officers shall regulate their hair style

and facial hair growths to conform with the standards for on-duty appearance as listed below:

A. Hair

- (1) The style shall be of medium length and fullness.
- (2) The duck tail length is prohibited.
- (3) Bushy hair protruding from the sides or back of the head, when a hat is worn, is prohibited.
- (4) A neat pattern on the rear of the neck shall be maintained. The growth must be neatly trimmed near the collar line and shall not extend over a shirt or coat collar.

B. Sideburns

- (1) The length shall not extend beyond the tip of the ear lobe.
- (2) The width shall not exceed 1-1/4 inches at the broadest point.
- (3) The growth shall not be more than 1/4 inch in depth.

C. Mustache

- (1) The pattern shall be neatly trimmed.
- (2) The extent of growth shall be limited to the corner of the mouth.
- (3) The thickness shall be no more than 1/4 inch in

depth and not appear bushy.

D. Full Beards - Goatees

Full beards, goatees or other growths of hair below lower lip, in the chin, or lower jawbone area are prohibited.

E. Clean Shaven

Except for the areas of facial growth permitted by this Section, all members shall be clean shaven.

Section 4.

A. Officers shall be required to deliver mail to Township Committeemen and Township Attorney only. However, in an emergency they may be ordered to make deliveries to other individuals.

B. Officers will be required to move dead animals to the side of the road providing that said animal impedes the flow of traffic. Except in case of emergency, and the unavailability of the Animal Control officer, police officers will not be required to otherwise handle any animal calls.

Section 5.

All officers assigned to headquarters duty will be allowed thirty (30) minutes off for meals during the shift. Said officer will not be allowed to leave the building but may leave the desk. This Agreement shall include both the reserve and desk officer or any other officer acting as desk officer.

Section 6.

The PBA shall designate officers to attend conferences on the following basis:

- A. State Convention - Three (3) men for three (3) days for a total of nine (9) man days.
- B. National Convention - Two (2) men for three (3) days for a total of six (6) man days.
- C. New Jersey Narcotics Officers Association - One (1) man for three (3) days for a total of three (3) man days.

Section 7.

Uniforms may be purchased from any uniform supplier if the supplier meets all Township Specifications, which specifications will be supplied to the PBA within thirty (30) days of the execution of this Agreement. However, in the event of the initial issue of uniforms to a new officer the Township will designate both the tailor and supplier of said initial issue.

Section 8.

Police officers will be reimbursed at the rate of two dollars (\$2.00) for each meal that the employee eats while undergoing educational training. An officer will be reimbursed by the Township at the rate of ten cents (10¢) per mile for the use of his personal vehicle, except there will be no compensation when car is used for local in-service training. However, an

officer shall not submit a voucher for such reimbursement until such expenses amount to a minimum of one dollar (\$1.00).

Section 9.

It is agreed that there shall be no telephone standby time required.

Section 10.

The present practice of ambulance duty will be terminated on February 1, 1974.

Section 11.

Holidays shall be administered as in the past.

Section 12.

The entire Police Department shall qualify under Blue Cross, 750 Series, the effective date of same to be August 1, 1975.

ARTICLE XVIII

DUES CHECKOFF AND INDEMNIFICATION

Upon receipt of proper written authorization, the Township shall deduct PBA dues on a pro rata basis and shall remit the moneys collected to the PBA once each month. The PBA agrees to indemnify and hold harmless the Township from any causes of action, claims, loss or damages incurred as a result of this clause.

All deductions under the Article shall be subject to revocation by the employees who executed such assignments, upon

giving written notice to that effect. Such notice shall be given to the PBA and the Township Treasurer. The Township Treasurer shall thereafter cease withholding any moneys whatever under such checkoff authorization.

Assignees shall have no right to or interest whatsoever in any money authorizedly withheld until such money is actually paid over to them. The Township or any of its officers and employees shall not be liable for any delay in carrying out such deduction, and upon forwarding a check in payment of such deductions by mail to the assignees' last known address, the Township and its officers and employees shall be released from all liability to the employee-assignors and to the assignees under such assignments.

ARTICLE XIX

RESPONSIBILITIES OF PARTIES TO THIS AGREEMENT

Section 1.

It is recognized that the need for continued and uninterrupted operation of the Township's department and agencies is of paramount importance of the citizens of the community and that there should be no interference with such operation.

Adequate procedures having been provided for the equitable settlement of grievances arising out of this Agreement, parties hereto agree that there will not be and that the PBA, its

officers, members, agents or principals will not engage in, strikes, slowdowns, lockouts, mass resignations, mass absenteeism, picketing, demonstrations, or other similar action which would involve suspension of or interference with normal work performance.

Section 2.

The Township shall have the right to discipline or discharge any employee engaging in such acts as listed above.

ARTICLE XX

DURATION

This Agreement shall be in effect from January 1, 1975 through December 31, 1975 without any reopening date.

This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no later than sixty (60) days from the expiration date.

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

ATTEST:

TOWNSHIP OF MAPLEWOOD

BY: _____

ATTEST:

NEW JERSEY STATE PBA
MAPLEWOOD LOCAL #44

BY: _____

SCHEDULE A

Effective January 1, 1975

Patrolman	5th class	\$10,320.96
Patrolman	4th class	10,996.96
Patrolman	3rd class	11,700.00
Patrolman	2nd class	12,376.00
Patrolman	1st class	13,079.04
Sergeant		14,579.04
Lieutenant		16,079.04
Captain		17,579.04

All patrolmen serving in the Detective Bureau shall receive additional compensation the sum of \$500.00 per annum in addition to their regular compensation.

The Sergeants and Lieutenants who have been assigned to the Detective Bureau shall receive the sum of \$750.00 per annum in addition to their regular compensation.

There shall be established in the Detective Bureau seniority in rank solely in accordance with length of service in said Detective Bureau.

All Patrolmen and Officers shall receive a clothing allowance of \$225.00 per annum.