

331

2003-012

RESOLUTION

WHEREAS, the collective bargaining agreement between the Township of West Windsor and New Jersey State Policemen's Benevolent Association Local 271, Superior Officers Association, expires on December 31, 2002; and

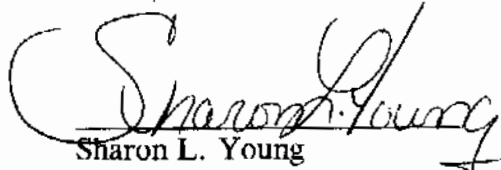
WHEREAS, there is a need for the parties to enter into a new collective bargaining agreement; and

WHEREAS, the parties have negotiated an agreement for the period January 1, 2003, through December 31, 2005;

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Windsor that the Mayor and Clerk are hereby authorized and directed to execute an agreement with the New Jersey State Policemen's Benevolent Association Local 271, Superior Officers Association, substantially in the form attached hereto.

Adopted: January 13, 2003

I hereby certify that the above resolution was adopted by the West Windsor Township Council at its meeting held on the 13th day of January, 2003.



Sharon L. Young
Township Clerk
West Windsor Township

MEMORANDUM OF AGREEMENT

This Agreement represents the complete and final understanding on all negotiable issues between the Township of West Windsor (hereinafter "Township") and West Windsor Township Superior Officer Association (hereinafter "Association") for the period January 1, 2003 through December 31, 2005.

1. Effective January 1, 2003, all members of the bargaining unit shall receive a 3.0% raise.

2. Effective January 2, 2004, all employees in the bargaining unit shall receive a 3.0% raise.

3. Effective January 1, 2005, all employees in the bargaining unit shall receive a 3.5% raise.

4. Effective January 1, 2003, holiday pay shall be included in base rate for calculation of pension purposes only.

5. All other provisions of the existing collective bargaining agreement shall remain in full force and effect.

6. Both parties have ratified the above Memorandum of Agreement.

TOWNSHIP OF WEST WINDSOR

WEST WINDSOR SUPERIOR
OFFICERS ASSOCIATION

By: Barbara Evans

By: James J. Costello

Dated: 1/15/03

Dated: 1/15/03

ARTICLE III
WAGES

A. The annual salaries of the employees shall be as follows:

	<u>2003</u>	<u>2004</u>	<u>2005</u>
Captain	\$106,467	\$109,661	\$113,499
Lieutenant	\$96,162	\$99,047	\$102,514

B. It is understood that the Township agrees to pay all employees of the bargaining unit on Thursdays unless there are unforeseen circumstances which delay the processing of checks. In which case payment will be made as soon as possible after the Thursday schedule.

C. Employees shall be paid on a biweekly pay schedule.

D. Salaries shall be computed on a calendar year basis from January 1 through December 31. Payment of salary will be based on dividing the annual salary by the number of work days in the calendar year. Each employee shall be paid for the following number of work days per year as specified below:

2003	261 work Days
2004	262 work days
2005	260 work days

E. In any year where an employee is required to work in excess of the 260 day normal work year, the employee will have the option to be paid for this day(s) or to schedule the day(s) off.

If an employee elects to be paid, said payment will be in the form of a separate check issued the pay period closest to the first of December.

If an employee elects to take the day off in compensatory time, it shall be scheduled in the same manner as other days are.

Approved
[Signature]

ARTICLE VI
HOLIDAYS

- A. The Township hereby agrees to grant thirteen (13) holidays per annum to each employee in the Police Department.
- B. It is understood that all of the bargaining unit shall be scheduled to work on holidays as are normally enjoyed by other Township employees. Therefore, in lieu of having specific holidays as days off. All members shall receive holiday pay prorated over the calendar year in their bi-weekly pay.
- C. The holiday year shall be the twelve (12) month period commencing January 1 and ending December 31
- D. Other Days Off: In the event that the Township unilaterally grants more than thirteen (13) Holidays as indicated under Section "A" of this Article or grants other day(s) off for any reason to any group of other Township employees, employees shall be granted such additional day(s) off to be scheduled at another time so as not to interfere with the operations of the department. For these purposes, a day shall be a six (6) or more hour period which municipal employees are given off.

Approved
RJE