

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**TOWNSHIP OF LONG HILL**

**&**

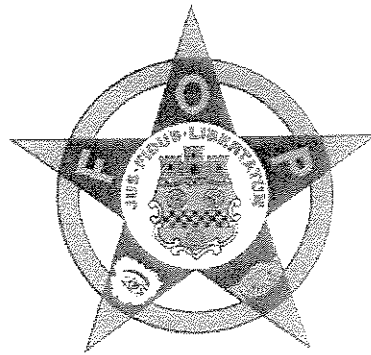
**F.O.P. LODGE #159**

**SERGEANTS**

**An Affiliate**

**Of The**

**FRATERNAL ORDER OF POLICE**



**NEW JERSEY LABOR COUNCIL, Inc.**

**January 1, 2004 to December 31, 2006**

**Amended To Include**

**January 1, 2007 to December 31, 2008**

**Description of Amendments**

All prior conditions of the contract dated January 1, 2004 to December 31, 2006 remain in effect.

The following Articles have been amended to include the following.

Article VIII Salaries includes the salaries for 2007 at 4.05% and 2008 at 4.15%.

Article XVIII Sick Leave includes the sick time incentive for officers hired after January 1, 1987.

Article XXX Term Of The Agreement has been amended to reflect new dates.

**ARTICLE VIII SALARIES**

**Section 1.**

Salaries shall set at the below level beginning January 1<sup>st</sup> of the calendar year in question:

	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
Sergeant I	\$84,081.00	\$87,318.00	\$90,767.00	\$94,443.00	\$98,362.00
Sergeant II	\$80,471.00	\$83,569.00	\$86,870.00	\$90,388.00	\$94,139.00
Sergeant III	\$77,664.00	\$80,654.00	\$83,839.00	\$87,234.00	\$90,854.00

No sergeant shall receive any "Longevity increment."

**ARTICLE XVIII SICK LEAVE**

**Section 1. Definitions**

For purposes of this Article, the following definitions shall control:

**Sick Leave** - Periods of time when a Sergeant is unable to work because of sickness, illness injury other physical ailment.

**Retirement** - Termination of employment by an officer who has more than ten (10) years service with the Long Hill Township Police Department. The Sergeant's vested rights in the Police and Firemen's Retirement System or any other pension system shall be irrelevant in the context of this Article.

**Section 2.**

All Sergeants shall receive ninety-six (96) paid sick leave hours per year.

Each Sergeant's right to accrue sick leave benefits shall be governed by the following provisions:

1. Any Sergeant hired on or after January 1, 1987 may accumulate any unlimited amount of sick time as that term is defined herein above. Any accumulated sick leave not used by the officer during his period of employment shall lapse at the time of the Sergeant's retirement or separation from the department. Sergeants subject to this Section shall not be entitled to apply their

accumulated sick leave toward early retirement nor shall they be paid in one lump sum at the time of retirement or separation.

*A. Any officer hired after January 1, 1987 who utilizes less than 37 hours of sick hours, per calendar year, shall receive a sick time incentive of \$1,000.00 on the last pay period of the calendar year.*

2. Any Sergeant hired by the Long Hill Township Police Department on or before December 31, 1986 who had less than two hundred forty (240) hours of sick leave accumulated as of December 31, 1986 shall be permitted to accumulate up to two hundred forty (240) hours of sick leave. This leave time will be credited to the Sergeant's personnel record. At the time of their retirement or separation, the Sergeant covered by this Section may accrue an unlimited amount of sick leave over and above the initial two hundred and forty (240) hours. For all hours in excess of two hundred forty (240), Sergeants subject to this Section shall, at the time of the retirement, be paid for fifty (50) percent of the total accumulated sick leave up to a maximum of nine hundred sixty (960) hours at the Sergeant's hourly rate of pay then in effect.
3. Those Sergeants hired by the Long Hill Township Police Department on or before December 31, 1986 who accrued more than two hundred forty (240) hours of sick leave as of December 31, 1986 will have that number of hours frozen as of that date. That number will then be recorded in the Sergeant's personnel record and at the time of his retirement he/she will have the option of either applying that sick leave toward early retirement or receiving a lump sum payment at his regular salary rate then in effect.

Sergeants covered by this Section may accrue an unlimited amount of sick leave over and above the amount frozen as of December 31, 1986. For all days in excess of the number frozen, Sergeants subject to this Section shall, at the time of retirement, be paid for 50% of the total accumulate sick leave up to a maximum of nine hundred sixty (960) hours at the officer's hourly rate of pay then in effect.

ARTICLE XXX                      TERM OF THE AGREEMENT

Section 1

This contract shall cover the period nunc pro tunc from January 1, 2004 through December 31, 2008 and shall continue to bind the parties during any period beyond December 31, 2008, until such time as a successor agreement is achieved by the parties hereto.

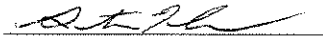
Section 2

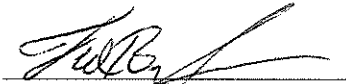
Negotiations for the renewal of this contract, or for the execution of a new contract, shall begin no later than August 1, 2008.

**IN WITNESS WHEREOF**, the parties hereto have set their hand and seals or caused these presents to be signed by their corporate officers and the corporate seal to be affixed on the day and year first above written.

F.O.P. LODGE 159

Attest:





Date 5-18-04

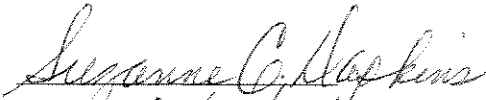
Date 5-18-04

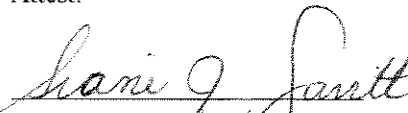
Steven Kesselmeyer, President

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TOWNSHIP OF LONG HILL

Attest:





Date 6/11/04

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Suzanne Dapkins, Mayor

Diane J. Gavitt, RMC