

Contract no. 608

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CONTRACT BY AND BETWEEN
BOROUGH OF BARRINGTON
AND
BARRINGTON POLICE DEPARTMENT
EFFECTIVE
JANUARY 1, 1990
THROUGH
DECEMBER 31, 1992

Prepared by:

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A G R E E M E N T

AGREEMENT made and entered into this 11th day of APRIL, 1990, by and between the BOROUGH OF BARRINGTON, a Municipal Corporation of the State of New Jersey, hereinafter referred to as the "Borough" and the full-time members of the BARRINGTON POLICE DEPARTMENT, hereinafter referred to as the "Association."

WHEREAS, the BOROUGH OF BARRINGTON is required by law to negotiate with its employees as to the terms and conditions of employment and grievances; and the parties hereto, through negotiations and good faith, have reached agreement on all such matters and such agreement is hereby reduced to writing as required by law; and,

WHEREAS, it is the desire of the parties hereto to alter, amend and modify the present agreement in accordance with the accords reached during current discussions and negotiations between them.

NOW THEREFORE, in consideration of the mutual covenants herein contained, the Borough and the Association agree as follows:

ARTICLE I: DURATION OF AGREEMENT

This agreement shall be in full force and effect from January 1, 1990 to and including December 31, 1992.

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ARTICLE II: RECOGNITION

A. The Borough recognizes the Policemen's Benevolent Association Local 328 as the exclusive "representative" as defined by Chapter 303, P.L. 1968, for all policemen under contract, and also including supervisory and executive personnel but excluding Chief of Police and Director of Public Safety.

(1) The term "POLICEMEN" when used in this agreement shall refer to all full-time employees represented by the name of the employee organization in the bargaining or negotiating unit as above defined.

(2) The term "BOROUGH" as used in this agreement, when appropriate, shall include its officers and agents.

B. The Borough agrees not to negotiate with any organization other than that designated as the representative pursuant to the "New Jersey Employer-Employee Act" for the duration of this agreement.

C. If a full-time member of the Barrington Police Department does not become a member of PBA Local 328 or ceases to be a member of PBA Local 328 during the period covered by this agreement, the employee shall be required to pay to PBA Local 328, a fee in the amount of 85% of the regular membership dues, initiation fees and assessments. The Borough will deduct from the gross earnings of all non-member employees covered by this agreement a sum equal to 85% of the regular membership

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dues, initiation fees and assessments of PBA Local 328 and will pay this sum to the treasurer of PBA Local 328 as prescribed in NJSA 34:13A-5.5 and 5.6. Prior to the beginning of each membership year, PBA Local 328 shall notify the Borough, in writing of the amount of the regular membership dues, initiation fees and assessments charged to its own members for that membership year.

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ARTICLE III: BOROUGH COUNCIL'S RIGHTS AND RESPONSIBILITIES

A. The Borough Council, on its own behalf and on behalf of the citizens of Barrington, hereby retain and reserve unto itself, except as specifically limited by this agreement, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this agreement by the laws and the Constitution of the State of New Jersey and of the United States.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Borough Council, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection therewith shall be limited only by specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformity with the Constitution and laws of New Jersey and of the United States.

C. Nothing contained herein shall be construed to deny or restrict either party to the agreement in the exercise of its rights, responsibilities, duties and authority under New Jersey Law, or any other national, state or county laws or regulations as they pertain to the operation of the Borough.

D. The Borough agrees that all benefits, terms and conditions of employment relating to the status of members of the Barrington Police Department not covered by this agreement

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shall be maintained at not less than the highest standards in effect at the time of the commencement of collective negotiations leading to the execution of this agreement.

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ARTICLE IV: ASSOCIATION RIGHTS

A. Representatives of the Association and of the New Jersey Policemen's Benevolent Association shall be permitted to transact official Association business on Borough property, provided that this shall not interfere with or interrupt normal Borough operations.

B. The Association and its representatives may be permitted to use Borough buildings for meetings. (Meetings shall be cleared with the Mayor's office so as not to interfere with other scheduled activities). The Association shall be responsible for payment of extra maintenance and service costs in accordance with Borough policy.

C. The Association shall have the use of a bulletin board in the policemen's lounge. Should the administration object to any posted material, the Association agrees, after being informed, that it shall be removed.

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ARTICLE V: POLICEMEN'S RIGHTS

A. Pursuant to Chapter 303, Public Laws 1968, The Borough hereby agrees that employees of the Borough shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under the laws of the State of New Jersey, the Borough undertakes and agrees that it shall not directly or indirectly discourage, deprive or coerce any policeman in the enjoyment of any rights conferred by Chapter 303, Public Laws 1068, or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it will not discriminate against any policeman with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association and its affiliates, collective negotiations with the Borough or his institution of any grievance, complaint or other proceeding under this agreement with respect to any terms or conditions of employment.

B. No policeman shall be prevented from wearing pins or other inconspicuous identification of membership in the Association or its affiliates.

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ARTICLE VI: GRIEVANCE

A. Purpose - It is the policy of the Borough and the Association that all grievances be resolved informally or at the earliest possible stage of this grievance procedure. Informal settlements at any step shall bind the immediate parties to the settlement, but shall not be precedents in a later grievance proceeding.

B. Definitions

(1) The term "grievance" means a complaint or claim that there has been a improper application, interpretation or violation of this agreement, any Borough policy governing the Association or any administrative decision affecting any member or members of this Association.

(2) A policeman is any full-time person in the unit covered by this agreement.

(3) An aggrieved party is the policeman or group of policemen who submit a grievance or on whose behalf it is submitted.

C. Submission of Grievances

(1) Before submission of a written grievance, the aggrieved party must attempt to resolve it informally.

(2) Each grievance shall be submitted in writing and shall identify the aggrieved party, the provision of the agreement involved in the grievance, the time when and

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the place where the alleged events or conditions constituting the grievance existed and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the aggrieved party.

(3) A grievance shall be deemed waived unless it is submitted within thirty (30) days after the aggrieved party knew or should have known of the events or conditions on which it is based.

(4) A policeman or group of policemen may submit grievances which affect them personally and shall submit such grievances to the Chief of Police.

D. Grievance Procedure

(1) The Chief of Police shall respond in writing to each grievance received. If an aggrieved party is not satisfied with the response of the Chief of Police or if no response is received within one calendar week after the submission of a grievance, such aggrieved party may submit a copy of the grievance to the Mayor and Council.

(2) The Mayor and Council or its designated Council members shall, upon request, confer with the aggrieved parties with respect to the grievance and shall deliver to the aggrieved parties a written statement of its position with respect to it no later than two weeks after it is received by them.

E. Rights of Employees

(1) Employee and Association - Any aggrieved person may be represented at all formal steps of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Association.

(2) If the employee is dissatisfied with the decision of the Mayor and Council, the employee or the Association may request the appointment of an arbitrator; such request to be made known to the Chief of Police no later than 45 days after the decision in writing of the Mayor and Council was made known to the employee or his representative.

F. Procedure

(1) The following procedure will be used to secure the services of an arbitrator:

(a) A joint request will be made to the Public Employees Relations Commission (hereinafter referred to as PERC) to submit a roster of persons qualified to function as an arbitrator in the dispute in question.

(b) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request PERC to submit a second roster of names.

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(c) If the parties are unable to determine within ten (10) working days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, PERC may be requested by either party to designate an arbitrator.

(d) The arbitrator shall limit himself to the issue submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the agreement between the parties or any policy of the Borough. The recommendations of the arbitrator will be binding on both parties. Only the Mayor and Council and the aggrieved and his representative shall be given copies of the arbitrator's report of findings and recommendations.

(2) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved policeman to proceed to the next step.

(3) Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

(4) It is understood that policemen shall, during and notwithstanding the pendency of any grievance,

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continue to observe all assignments and applicable rules and regulations of the department until such grievance and any effect thereof shall have been fully determined.

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ARTICLE VII: SPECIAL LEAVES OF ABSENCE

A. Military Leave

(1) Any employee of the Borough who is a member of the organized reserve of the Army of the United States, Naval Reserve, United States Air Force or United States Marine Corps. Reserve or other organizations affiliated therewith is entitled to leave of absence from his respective duty without loss of pay or time on all days on which he is engaged in field training. A full pay shall be paid.

(2) National Guard - All full-time employees of the Police Department who are members of the organized military are entitled to leave of absence from their respective duties, without loss of pay or time, on all days during which they are engaged in active duty, active duty for training, or other duty ordered by the Governor; provided, however, that such leaves of absence do not exceed ninety (90) days in the aggregate in any one year.

(a) Only "differential" pay (i.e., the difference between full pay and that received from the military training) will be paid.

(3) Vacation Leave - The above leaves will be in addition to regular allowed vacation leave.

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B. Leaves for Personal Health

(1) Upon the recommendation of the Chief of Police, the Mayor and Council may permit employees to take leaves not in excess of one year, without pay, for restoration of health, provided all sick leave and compensatory time has been first exhausted as provided herein.

(2) A doctor's certificate may be required prior to the granting of such leave.

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ARTICLE VIII: BEREAVEMENT BENEFITS

A. In addition to personal days, the following bereavement benefits shall be available:

(1) In case of death in an employee's immediate family, payment for absence will be approved. Ordinarily, such approval will not exceed three days but may, under special circumstances, be extended to cover up to five (5) days. "Immediate family" shall be understood to mean the employee's parents (or a relative who has taken the place of a parent), husband, wife, children, brothers, sisters, or a relative or an in-law who lives in the same household with the employee or the parents of the employee's wife.

(2) In the case of death of a relative not in the immediate family nor residing in the same household with the employee or in the case of death of an in-law not residing in the same household with the employee, an employee may be excused with pay for all or part of a scheduled working day in order to attend the funeral. In determining the treatment to be accorded, consideration will be given to the relationship between the employee and the deceased, the time and place of the funeral and the employee's hours of duty. Ordinarily, the maximum time excused should not exceed one day.

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ARTICLE IX: LONGEVITY

Longevity rates previously established as: Upon reaching five years of service, three percent (3%) of the current year's base salary shall be given in addition to the current year's salary, and, upon reaching ten years of service, six percent (6%) of the current year's salary shall be given in addition to the year's salary. Upon reaching fifteen years of service, eight percent (8%) of the current year's salary shall be given in addition to the year's salary. This process shall be a continuous action with longevity payments given every year from the fifth year of service until retirement, and calculated on each year's base salary.

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ARTICLE X: INCREMENTS BETWEEN RANKS

Increments between ranks shall be as follows:

A. Between the rank of Captain and Lieutenant - no less than FIFTEEN HUNDRED DOLLARS (\$1500).

B. Between the rank of Lieutenant and Sergeant - no less than FIFTEEN HUNDRED DOLLARS (\$1500).

C. Between the rank of Sergeant and Patrolman - no less than FIFTEEN HUNDRED DOLLARS (\$1500).

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ARTICLE XI: PAY INCREASES

A. For 1990, the Borough shall increase the base salaries of all full-time members of the Barrington Police Department over their December 31, 1989 base salaries by an amount of ONE THOUSAND SIX HUNDRED DOLLARS (\$1,600) effective January 1, 1990.

B. For 1991, the Borough shall increase the said base salaries over the December 31, 1990 amounts by ONE THOUSAND SEVEN HUNDRED (\$1,700), effective January 1, 1991.

C. For 1992, the Borough shall increase the said base salaries over the December 31, 1991 salaries by TWO THOUSAND FIFTY DOLLARS (\$2,050), effective January 1, 1992.

D. The Borough agrees that inasmuch as it has entered into a three year or multi-year contract with the Association, the agreed upon salary for the contractual years shall be paid retroactively to January 1 of the first year of this agreement upon the adoption of the Borough budget in accordance with NJSA 40A:4-1 et seq. (Local Budget Law) and on January 1st of each following contract year of this agreement.

ARTICLE XII: OVERTIME

A. The Borough agrees to pay overtime at the rate of 1.5 times the hourly rate. The aforesaid rate shall be paid to any employee who has worked a tour of duty on his regular time off.

B. Compensatory Time - Compensatory time shall be any time over a normal eight hour tour of duty or court time, etc. Except as otherwise provided herein, this time can be accrued for use against early retirement or as use as extra vacation time. (No more than ten days can be utilized for vacation in any one calendar year).

C. Compensatory days may be redeemed at the daily pay rate for a total of five (5) days in each calendar year of this agreement.

D. Any time worked over the normal eight hour tour of duty shall be paid at time and one half the hourly rate or the employee may accept compensatory time in lieu of the time and one half the hourly rate, if he so desires.

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ARTICLE XIII: SHIFT DIFFERENTIAL

A. Three percent (3%) of the hourly rate for 4 p.m. to 12 midnight shift. Five percent (5%) of the hourly rate for 12 midnight to 8 a.m. shift, except sick days, personal holidays and vacation days.

B. If an officer's shift is changed for the convenience of the Borough, and in the process is moved from a higher paying shift to a lower paying shift or to day work, he will receive the shift differential rate for the shift he would have normally worked.

ARTICLE XIV: ANNUAL VACATION SCHEDULE WITH PAY

A. All full-time members of the Association shall be entitled to a paid vacation each twelve months during the term of this agreement. Vacation time shall be computed in accordance with the following requirements:

(1) From the date of hire up to the fifth (5th) year of service, ten (10) working days per year.

(2) From the beginning of the fifth (5th) year of service, fifteen (15) working days per year.

(3) From the beginning of the tenth (10th) year of service, twenty (20) working days.

(4) At the beginning of the fifteenth (15th) year of service, twenty-five (25) working days per year.

(5) At the beginning of the twenty-first (21st) year of service, a total of twenty-six (26) working days per year.

(6) At the beginning of the twenty-second (22nd) year of service, a total of twenty-seven (27) working days per year.

(7) At the beginning of the twenty-third (23rd) year of service, a total of twenty-eight (28) working days per year.

(8) At the beginning of the twenty-fourth (24th) year of service, a total of twenty-nine (29) working days per year.

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(9) At the beginning of the twenty-fifth (25th) year of service, a total of thirty (30) working days per year and said thirty (30) working days per year shall remain in effect onward until retirement.

(10) Upon retirement or termination of employment, the vacation leave due for the last year of employment can be returned at the employee's pay rate.

B. All vacation time must be utilized on or before December 31st of each year or it shall be forfeited; however, in situations of emergency, exceptions may be made with the approval of Mayor and Council.

ARTICLE XV: HOLIDAYS

A. For contract years 1990 and 1991, the Borough agrees that all full-time members of the Association shall be entitled to ten (10) holidays which shall be as follows:

NEW YEAR'S DAY

MARTIN LUTHER KING, JR. DAY

WASHINGTON'S BIRTHDAY

MEMORIAL DAY

INDEPENDENCE DAY

LABOR DAY

GENERAL ELECTION DAY

VETERANS DAY

THANKSGIVING DAY

CHRISTMAS DAY

B. The Borough agrees that for contract year 1992 all full-time members of the Association shall be entitled to eleven (11) holidays which shall be as follows:

NEW YEAR'S DAY

MARTIN LUTHER KING, JR. DAY

LINCOLN'S BIRTHDAY

WASHINGTON'S BIRTHDAY

MEMORIAL DAY

INDEPENDENCE DAY

LABOR DAY

GENERAL ELECTION DAY

VETERANS DAY

THANKSGIVING DAY

CHRISTMAS DAY

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C. In addition to the aforementioned holidays, all full-time members of the Association shall be entitled to five (5) personal days which shall be taken at the discretion of each member of the Association. If an officer is scheduled for a holiday, he shall be paid straight time and shall also be entitled to a compensatory day.

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ARTICLE XVI: HEALTH BENEFITS

A. The Borough shall continue to pay for Blue Cross and Blue Shield or comparable coverage or, at the employee's option, for a Health Maintenance Organization plan, for all retired members of the Barrington Police Force and for members of their immediate family, subject to the following provisions:

(1) If the retired member of the force dies, the Borough shall continue to pay for the Blue Cross and Blue Shield coverage of his spouse so long as she does not remarry, and for his minor children up to eighteen years of age or age designated in program.

(2) If the retired member of the force obtains gainful employment after he retires from the Barrington Police Force and if his new employer offers to pay all or part of his Blue Cross and Blue Shield insurance coverage, then the Borough shall pay for said retired member's insurance coverage or shall pay only that portion which the subsequent employer does not pay.

(3) If the retired member of the force and his spouse are legally divorced, then the Borough shall not pay for the Blue Cross and Blue Shield insurance coverage of said spouse, however, the coverage shall continue for the retired member's children up to eighteen years of age.

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(4) In all cases, the Borough shall pay for Blue Cross and Blue Shield coverage of a retired member's children only until such children reach the age of eighteen years.

B. The Borough agrees to provide the full-time members of the Association and their immediate families, a prescription plan.

C. For the duration of this agreement, the Borough agrees to pay up to FOUR HUNDRED FIFTY DOLLARS (\$450) for optical needs for each member of the Association and his immediate family upon the presentation of written verification of optical needs.

D. The Borough shall provide to the members of the Association and their immediate families, Blue Cross Plan 280, Rider "J", Blue Shield PACE program and major medical coverage with a \$100 deductible and 100% coverage thereafter or, at the employee's option, an HMO plan.

E. Commencing October 1, 1989, the Borough shall provide a dental plan to all employees and their families at a level of benefit equal to or greater than the plan known as the Bolinger Plan II as promulgated by the Bolinger Company and in effect by that company December 31, 1987.

ARTICLE XVII: UNIFORM CLEANING

The Borough agrees to enter into a yearly contract with a cleaning establishment, and to pay for all cleaning and repairing of police uniforms. The cleaning establishment is to be within a three mile radius of Barrington.

ARTICLE XVIII: COURT TIME

A. The Borough agrees that the sum of TWENTY DOLLARS (\$20) shall be paid to any full time police officer who, on his off duty time, is subpoenaed to testify in County Courts, Federal Courts, or Motor Vehicle Court in Trenton. The Borough also agrees that in addition to said \$20, the officer will be given a compensation day. It is further agreed that if the officers subpoenaed while in uniform and on duty, the said officer shall be paid for parking of police vehicle and for lunch at the rate of \$3.50 per day.

B. Any employee who is subpoenaed on his off duty time to appear in municipal court shall be granted four hours of compensatory time for each appearance. The compensatory time is to be taken within 30 days of its accrual, notwithstanding the provisions for compensatory time set forth at Article XII, Section B.

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ARTICLE XIX: OTHER BENEFITS

A. If a policeman is charged with a violation of the law as a result of acts committed by him in the course of performing his duties, the Borough shall, with the advice of the Borough Solicitor, select an attorney to provide legal services to defend him, which attorney shall be reasonably satisfactory to both parties. The legal fees and costs of any expungement shall be the responsibility of the policeman charged with a violation of the law.

B. Influenza inoculations shall be provided by the Borough to be given by the Borough physician to all employees and their spouses who wish to take advantage of this opportunity.

C. Any policeman who attends school for the purpose of obtaining police education or any degree in police science or police administration, and maintains a "C" average or better shall be reimbursed for the cost of his books and tuition upon completion of each semester. The Mayor and Council shall exercise the right to approve any policeman's application to attend school. Any policeman who attends school may be assigned a duty tour which will enable him to attend classes regularly without interruption only if it does not affect the efficient operation of the department and ^{WITH} the approval of the Chief of Police.

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D. Any policeman attending a police academy or any other police training agency recognized by the New Jersey Police Training Commission shall be compensated straight time pay to complete that course.

E. The rate of TWENTY CENTS (\$.20) per mile will be paid for personal car use concerning job related business, including schools, seminars, or transportation to be authorized by the Director of Public Safety and subject to approval of Council.

F. College credits shall be paid at the rate of FIVE DOLLARS (\$5) per credit hour. The limit shall be 130 credit hours per man per year. This shall be a continuous action with payments made before the end of the month of January of each year. This paragraph shall apply only to any full time officer of the Barrington Police Department hired on or before January 1, 1981.

G. Any full time officer of the Barrington Police Department employed after January 1, 1981 shall be paid at the rate of FIVE DOLLARS (\$5) per credit hour after completing one full year of service and acquiring an Associate or Bachelor's degree. The limit shall be 130 credit hours per man per year. This shall be a continuous action with payments made before the end of January of each year.

H. Any Association member who attends seminars, training sessions, or any special schooling required by the Chief of Police or Police Training Commission or any constituted authority, that is, County Prosecutor, Attorney General or New Jersey State Police, shall be compensated at the rate of TEN DOLLARS (\$10.00) per day for meals.

I. Senior Patrolman - Higher Level Pay: In the absence of a shift supervisor, the Senior Patrolman will be granted the same salary as the shift supervisor. For the purpose of this Article, absence shall be defined as (a) earned vacation; (b) holidays and personal days in accordance with this agreement; (c) sick leave in excess of three (3) days or more consecutively; (d) training days in excess of three (3) days or more consecutively. In the event of absence due to three (3) or more consecutive sick days or three (3) or more consecutive training days, the Senior Patrolmen shall receive Sergeants' salary reverting back to the first day. For all other leaves, the Sergeants' pay will begin the first day of such absence.

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ARTICLE XX: NO STRIKE CLAUSE

A. No lockout of employees shall be instituted by the Borough during the terms of the Agreement.

B. The association agrees that during their term of this agreement neither it nor its officers, employees, or members shall engage in, encourage, sanction, support or suggest any strikes, work stoppages, boycotts, slow downs, mass resignations, mass absenteeism, picketing or any other similar actions which would involve suspension of or interference with the normal work of the Borough and operation of the Police Department. In the event that Association members participate in such activities in violation of this provision, the Association shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties. Any employee participating in these prohibitive activities may be disciplined by the Borough.

FERG. BARRON
& GILLESPIE

ATTORNEYS AT LAW

711 EAST MAIN STREET

P. O. BOX 866

MOORESTOWN, NEW JERSEY

08057

(609) 234-2121

(609) 234-4440

ARTICLE XXI: RETENTION OF BENEFITS

It is agreed that any and all benefits, privileges, terms or agreements now in effect at the signing of this agreement shall remain in effect and be maintained at no less than the highest standards and will become a part of this contract.

ARTICLE XXII: RE-OPENING CLAUSE

The Barrington Police Department reserves the right to re-open negotiations for the years 1991 and 1992 for:

- (1) Additional Benefits, except for Health Benefits;
- (2) Salary if the percentage of inflation rises above ten percent (10%) using the Philadelphia Area Indicators for 1991 or 1992. Notification to re-open must be submitted by October 15 of the year preceeding the year in which the new salaries would take effect, at the latest.

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ARTICLE XXIII: FEDERAL AND STATE LAWS

A. In the event any Federal or State Law conflicts with the provisions of this agreement, the provision or provisions so affected shall no longer be operative or binding upon the parties, but the remaining portion of the agreement shall continue in full force and effect.

B. The Borough agrees that this agreement shall be binding on all administrations, present and future, and that appropriate ordinances shall be drafted by the Borough Solicitor to cover each article of the agreement.

C. This agreement shall be binding and valid when signed by two members of the Police Committee or by three members of Borough Council, representing the Borough and by a representative of the Association. Each police officer on the force shall be given a copy of the signed agreement to retain for his personal records. All necessary Ordinances shall be drafted to cover the wages and benefits involved in this agreement exactly as set forth herein. The signed copy of this agreement shall supersede any ordinance that may be questionable or vague as to wording or mistakes in printing. Also, the signed agreement shall be deemed as to approval of all members of the Borough Council and regarded as a legal document.

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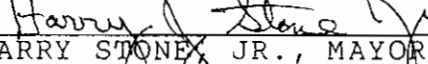
THIS CONTRACT COVERS PRESENT FULL TIME MEMBERS OF THE BARRINGTON POLICE DEPARTMENT. In the event of any additions to the Barrington Police Department in the form of new police officers, the Borough agrees that they shall also include such officers in this agreement automatically upon date of acceptance as full time members.

IN WITNESS WHEREOF, the Borough of Barrington has caused these presents to be signed and sealed and the full time members of the Barrington Police Department have caused this agreement to be signed by their authorized representatives on the day and year first aforesaid.

ATTEST:


DONNA BANKES,
BOROUGH CLERK

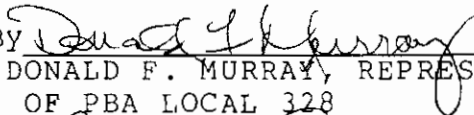
BOROUGH OF BARRINGTON


BY 
HARRY STONE, JR., MAYOR

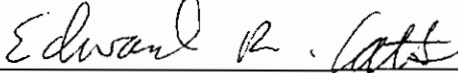
BY _____
COUNCILMAN

BY _____
COUNCILMAN

FULL TIME MEMBERS OF THE
BARRINGTON POLICE DEPARTMENT

BY 
DONALD F. MURRAY, REPRESENTATIVE
OF PBA LOCAL 328

BY 
GEORGE J. PREEN
REPRESENTATIVE OF SERGEANTS OF
BARRINGTON POLICE DEPARTMENT

BY 
EDWARD CATTS
REPRESENTATIVE OF PATROLMEN OF
BARRINGTON POLICE DEPARTMENT

FERG. BARRON
& GILLESPIE

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