

JANUARY 1, 2002 TO DECEMBER 31, 2004

FOR

CAPTAIN SCOTT A. GOESS

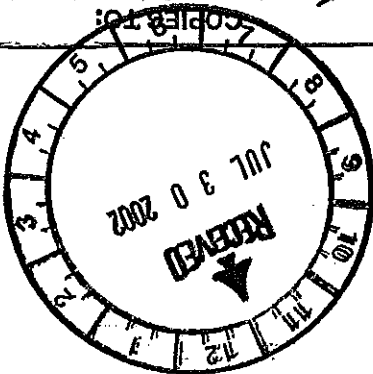
AND

THE TOWNSHIP OF EAST GREENWICH

BETWEEN

EMPLOYMENT CONTRACT

| | |
|-------------------------------------|---------------|
| <input checked="" type="checkbox"/> | MAYOR |
| <input checked="" type="checkbox"/> | COMMITTEE |
| <input type="checkbox"/> | WATER/SEWER |
| <input type="checkbox"/> | PUBLIC WORKS |
| <input type="checkbox"/> | TAX |
| <input type="checkbox"/> | COURT |
| <input type="checkbox"/> | CONST./ZONING |
| <input type="checkbox"/> | POLICE DEPT. |



**EMPLOYMENT CONTRACT BETWEEN THE
TOWNSHIP OF EAST GREENWICH
AND
CAPTAIN SCOTT A. GOESS**

WORK WEEK:

The Captain shall be assigned to a 40 hour work week and will perform duties as may be assigned or prescribed by the Chief of Police.

VACATIONS:

The Captain shall be entitled to 25 working days of vacation per year. Vacations may be taken at any time. However, the Chief and Captain shall not be on vacation or combination of vacation at the same time.

PERSONAL DAYS:

The Captain shall be entitled to 5 personal days per year.

UNIFORM:

It shall be left to the discretion of the Chief as to when the Captain should wear formal or informal uniform or civilian clothes. The Captain shall be supplied with full and complete uniforms. The Captain is waiving any entitlement to a clothing allowance during the term of this contract. The Captain shall be responsible for cleaning and repairing of uniforms as needed.

LONGEVITY:

The Captain shall not receive nor be entitled to any longevity payments.

SALARY:

The Captain shall receive total compensation of \$78,300.00 for the calendar year 2002; \$82,300.00 for calendar year 2003, and \$86,375.00 for calendar year 2004. There shall be no other compensation during the term of the contract.

1. The Captain shall, at no time, receive less benefits, compensation, or percentage pay increases than those granted to subordinate officers of the Police Department.
2. This agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties hereto.

MAINTENANCE OF STANDARDS:

The Captain shall not receive nor be entitled to any compensation for college degrees.

ADVANCED EDUCATION:

The Township shall provide for the Captain to receive an annual physical examination which shall include standard testing associated with the physical examinations, including EKG, cardiac stress test, and eye examination.

ANNUAL PHYSICAL:

The Captain, with approval of the Chief of Police, shall be granted time off to attend any meeting of the above-named organizations held within the State of New Jersey and the Township shall pay all reasonable expenses incurred by the Captain in attending any meeting of the above-named organizations.

The Township shall pay the Captain's annual dues to the I.A.C.P., N.J. State Association, Gloucester County Police Chiefs Association, and Tri-State Association of Criminal Investigators. The Captain may apply for membership to other law enforcement organizations but payment of dues, by the Township, shall be handled on a case by case basis.

PROFESSIONAL ASSOCIATIONS AND MEETINGS:

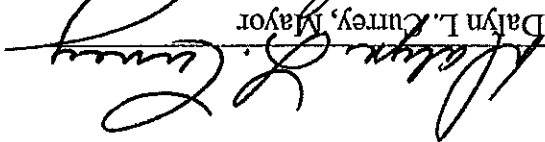
The Captain shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or training session conducted by or sponsored by, but not limited to the I.A.C.P., Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, or any other recognized law enforcement agency, organization or recognized training unit. Enrollment to such schools and seminars must be approved by the Chief of Police.

SCHOOLS:

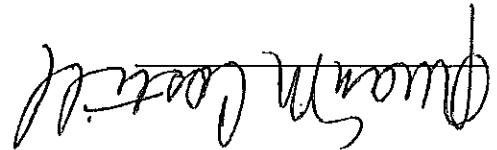
TERM AND RENEWAL:

This Agreement shall be in full force and effective as of January 1, 2002, and shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days, not later than ninety (90) days prior to the expiration date of this Agreement of a desire to change or modify this Agreement. This Agreement shall continue to bind the parties until such time that Captain Goess retires, effective date, April 1, 2005. Additionally, Captain Goess will receive a salary percentage increase from January 1, 2005 - March 31, 2005 that will be equivalent to that of the rank and file.

TOWNSHIP OF EAST GREENWICH


Dalyn L. Currey, Mayor


Scott A. Goess, Captain


Susan Costill, Clerk
As to both the Mayor and Captain Goess

Attest:

Date: 7-30-08

CONTRACT
BETWEEN
THE TOWNSHIP OF EAST GREENWICH
AND
LIEUTENANT SCOTT A. GOESS
FOR
JANUARY 1, 1999 TO DECEMBER 31, 2001

Prepared by:
RAYMOND J. ZANE, ESQUIRE
131 Delaware Street
Woodbury, New Jersey 08096
(856) 845-2393

MEMORANDUM OF UNDERSTANDING BETWEEN THE
TOWNSHIP OF EAST GREENWICH
and
LIEUTENANT SCOTT A. GOESS

WORK WEEK:

The Lieutenant shall be assigned to a 40 hour work week and will perform duties as may be assigned or prescribed by the Chief of Police.

VACATIONS:

The Lieutenant shall be entitled to 25 working days of vacation per year. Vacations may be taken at any time. However, the Chief and Lieutenant shall not be on vacation or combination of vacation at the same time.

PERSONAL DAYS:

The Lieutenant shall be entitled to 5 personal days per year.

UNIFORM:

It shall be left to the discretion of the Chief as to when the Lieutenant should wear formal or informal uniform or civilian clothes. The Lieutenant shall be supplied with full and complete uniforms and shall receive \$750.00 clothing allowance per year for cleaning and repairs.

LONGEVITY:

The lieutenant shall receive four percent (4%) of his annual salary as longevity payment. said longevity payment shall be paid, by the Township, on an annual basis, in the pay period immediately following the Lieutenant's anniversary date of employment with the Township.

SALARY:

The lieutenant shall receive a base salary of \$61,299.00 for the calendar year 1999; ⁴\$63,907.00 for calendar year 2000 and \$66,620.00 for calendar year 2001.

SCHOOLS:

The Lieutenant shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or training session conducted by or sponsored by, but not limited to the I.A.C.P., Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, or any other recognized law enforcement agency, organization or recognized training unit. Enrollment to such schools and seminar must be approved by Chief of Police.

PROFESSIONAL ASSOCIATIONS AND MEETINGS:

The Township shall pay the Lieutenant's annual dues to the I.A.C.P., N.J. State Association, Gloucester County Police Chiefs Association and Tri-State Association of Criminal Investigators. The Lieutenant may apply for membership to other law enforcement organizations but payment of dues, by the Township, shall be handled on a case by case basis.

The Lieutenant, with approval of the Chief of Police, shall be granted time off to attend any meeting of the above-named organizations held within the state of New Jersey and the Township shall pay all reasonable expenses incurred by the Lieutenant in attending any meeting of the above-named organizations.

ANNUAL PHYSICAL:

The Township shall provide for the Lieutenant to receive an annual physical examination which shall include standard testing associated with the physical examinations, including EKG, cardiac stress test and eye examination.

MAINTENANCE OF STANDARDS:

1. The Lieutenant shall, at no time, receive less benefits, compensation, or percentage pay increases than those granted to subordinate officers of the Police Department. However, the Lieutenant shall receive annually \$5000 for receiving a Master Degree in a work related field.
2. This agreement shall not be changed or amended except by

mutual agreement, reduced to writing and duly executed by the

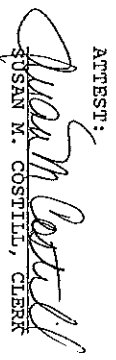
parties hereto.

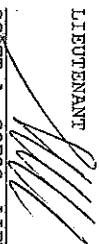
TERM AND RENEWAL:

This Agreement shall be in full force and effective as of ²⁴ January 1, 1999, and shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) ²⁴ days not later than ninety (90) days prior to the expiration date of this Agreement of a desire to change or modify this Agreement. This Agreement shall continue to bind the parties until such time as a new Agreement is signed between the parties.

TOWNSHIP OF EAST GREENWICH


DALIN CURRIER, MAYOR

ATTEST:

SUSAN M. COSTILL, CLERK

LIEUTENANT

SCOTT A. GOSS, LIEUTENANT

MEMORANDUM OF UNDERSTANDING BETWEEN THE
TOWNSHIP OF EAST GREENWICH
AND
LIEUTENANT SCOTT A. GOESS

WORK WEEK

The lieutenant shall be assigned to a 40 hour work week and will perform duties as may be assigned or prescribed by the Chief of Police.

VACATIONS

The lieutenant shall be entitled to 25 working days of vacation per year.

Vacations may be taken at any time. However, the Chief and lieutenant shall not be on vacation or combination of vacation at the same time.

PERSONAL DAYS

The lieutenant shall be entitled to 5 personal days per year.

UNIFORM

It shall be left to the discretion of the Chief as to when the lieutenant

should wear formal or informal uniform or civilian clothes. The lieutenant shall be supplied with full and complete uniforms and shall receive \$750.00 clothing allowance per year for cleaning and repairs.

HOLIDAYS

The lieutenant shall be entitled to twelve (12) holidays per calendar year

for which he shall receive eight (8) hours pay for each holiday in addition to his annual salary regardless of whether he works or does not work on such paid holidays.

LONGEVITY

The lieutenant shall receive four percent (4%) of his annual salary as longevity payment. Said longevity payment shall be paid by the Township on an annual basis

in the pay period immediately following the lieutenant's anniversary date of employment with the Township.

The base salary for the Lieutenant for the year 1998 will be

\$58,800.00.

SALARY

The Lieutenant shall be permitted to attend and be compensated

for, at his regular salary, any school seminar or training session conducted by or sponsored by, but not limited to, the I.A.C.P., Division of Criminal Justice/Police Training Commission, NJ State Police, F.B.I., NJ State Association of Chiefs of Police or any other recognized law enforcement agency/organization or recognized training unit. Enrollment to such schools and seminar must be approved by Chief of Police.

PROFESSIONAL ASSOCIATIONS AND MEETINGS

The Township shall pay the Lieutenant's dues in I.A.C.P., NJ State Association, Gloucester County Police Chiefs Association and Tri-State Association of Criminal Investigators. The Lieutenant may apply for membership to other law enforcement organizations but payment of dues by the Township shall be handled on a case by case basis.

The Lieutenant, with approval of the Chief of Police, shall be granted time off to attend any meeting of the above-named organizations held within the state of New Jersey and the township shall pay all reasonable expenses incurred by the Lieutenant in attending any meeting of the above-named organizations.

The Agreement shall be in full force and effect as of January 1, 1998 and shall remain in effect to and including December 31, 1998. The Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days nor later than ninety (90) days prior to the expiration date of this Agreement of desire to change or modify this Agreement. This

TERM AND RENEWAL

1. The Lieutenant shall, at no time, receive less benefits, compensation or percentage pay increases than those granted to subordinate officers of the Police Department. However, the Lieutenant shall receive annually beginning January 1, 1998 \$1,500.00 for achieving a Master Degree in a work related field.

2. This Agreement shall not be changed or amended except by mutual agreement reduced to writing and duly executed by the parties hereto.

MAINTENANCE OF STANDARDS

The Township shall provide for the Lieutenant to receive an annual physical examination which shall include standard testing associated with the physical examinations, including EKG, cardiac stress test and eye examinations.

ANNUAL PHYSICAL

Agreement shall continue to bind the parties until such time as a new Agreement is signed between the parties.

TOWNSHIP OF EAST GREENWICH
By: *[Signature]*
Dalyn Currey, Mayor

Dated: 12/8/98

By: *[Signature]*

SCOTT A. GOESS, Lieutenant
Date: 12/9/98

WITNESS:

[Signature]
SUSAN M. COSTILL, Township Clerk

WITNESS:

[Signature]
SUSAN M. COSTILL, Township Clerk

MEMORANDUM OF UNDERSTANDING BETWEEN THE
TOWNSHIP OF EAST GREENWICH
AND
LIEUTENANT SCOTT A. GOESS

WORK WEEK

The lieutenant shall be assigned to a 40 hour work week and will perform duties as may be assigned or prescribed by the Chief of Police.

VACATIONS

The lieutenant shall be entitled to 25 working days of vacation per year. Vacations may be taken at any time. However, the Chief and Lieutenant shall not be on vacation or combination of vacation at the same time.

PERSONAL DAYS

The lieutenant shall be entitled to 5 personal days per year.

UNIFORM

It shall be left to the discretion of the Chief as to when the lieutenant should wear formal or informal uniform or civilian clothes. The lieutenant shall be supplied with full and complete uniforms and shall receive \$700.00 clothing allowance per year for cleaning and repairs for 1995, 1996 and \$750.00 in 1997.

HOLIDAYS

The lieutenant shall be entitled to twelve (12) holidays per calendar year for which he shall receive eight (8) hours pay for each holiday in addition to his annual salary regardless of whether he works or does not work on such paid holidays.

LONGEVITY

The lieutenant shall receive four percent (4%) of his annual salary as longevity payment. Said longevity payment shall be paid by the Township on an annual basis in the pay period immediately following the lieutenant's anniversary date of employment with the Township.

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The Township shall provide for the Lieutenant to receive an annual physical examination which shall include standard testing associated with the physical examinations, including EKG, cardiac stress test and eye examinations.

ANNUAL PHYSICAL

The Lieutenant, with approval of the Chief of Police, shall be granted time off to attend any meeting of the above-named organizations held within the State of New Jersey and the Township shall pay all reasonable expenses incurred by the Lieutenant in attending any meeting of the above-named organizations.

Investigators. The Lieutenant may apply for membership to other law enforcement organizations but payment of dues by the Township shall be handled on a case by case basis.

The Township shall pay the Lieutenant's dues in I.A.C.P., NJ State Association, Gloucester County Police Chiefs Association and Tri-State Association of Criminal

PROFESSIONAL ASSOCIATIONS AND MEETINGS

The Lieutenant shall be permitted to attend and be compensated for, at his regular salary, any school seminar or training session conducted by or sponsored by, but not limited to, the I.A.C.P., Division of Criminal Justice/Police Training Commission, NJ State Police, F.B.I., NJ State Association of Chiefs of Police or any other recognized law enforcement agency/organization or recognized training unit. Enrollment to such schools and seminars must be approved by Chief of Police.

SCHOOLS

The base salary for the Lieutenant for the year 1995 will be \$50,000.00; \$53,000.00 for the calendar year 1996; and \$56,000.00 for the calendar year 1997.

SALARY

MAINTENANCE OF STANDARDS

1. The Lieutenant shall, at no time, receive less benefits, compensation or

percentage pay increases than those granted to subordinate officers of the Police Department.

2. This Agreement shall not be changed or amended except by mutual agreement reduced to writing and duly executed by the parties hereto.

TERM AND RENEWAL

The Agreement shall be in full force and effect as of January 1, 1995 and shall

remain in effect to and including December 31, 1997. The Agreement shall continue

in full force and effect from year to year thereafter, unless one party or the other

gives notice, in writing, no sooner than one hundred twenty (120) days nor later

than ninety (90) days prior to the expiration date of this Agreement of desire to

change or modify this Agreement. This Agreement shall continue to bind the parties

until such time as a new Agreement is signed between the parties.

TOWNSHIP OF EAST GREENWICH

BY: David S. Jenkins, Mayor

DATED: 1/10/95

BY: Scott A. Goess, Lieutenant

DATE: 1-10-95

WITNESS:

Susan M. Costill, Township Clerk

WITNESS:

Susan M. Costill, Township Clerk

RESOLUTION OF THE TOWNSHIP OF EAST GREENWICH
APPROVING EMPLOYMENT AGREEMENT BETWEEN
THE TOWNSHIP OF EAST GREENWICH
AND
CHIEF WILLIAM E. GIORDANO
JANUARY 1, 2005 TO DECEMBER 31, 2007

WHEREAS, the Township Committee wishes to continue to employ William E. Giordano as Chief of the East Greenwich Police Department.

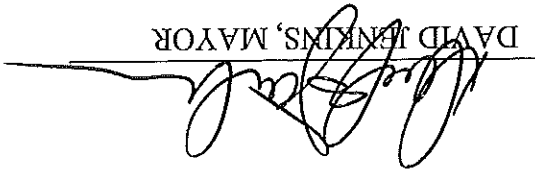
NOW, THEREFORE, BE IT RESOLVED the attached Employment Agreement between the Township of East Greenwich and Chief William E. Giordano, from January 1, 2005, to December 31, 2007 is hereby approved; and

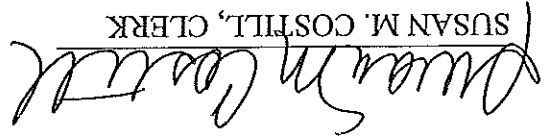
BE IT FURTHER RESOLVED, that the Mayor and Clerk are hereby authorized to

sign and execute the attached Employment Agreement on behalf of the Township of East Greenwich.

THIS RESOLUTION DULY ADOPTED at the Regular Meeting of the Township Committee of the Township of East Greenwich held on December 28, 2004.

TOWNSHIP OF EAST GREENWICH

BY:  DAVID JENKINS, MAYOR

 SUSAN M. COSTILL, CLERK

ATTEST:

EXHIBIT A

JANUARY 1, 2005 TO DECEMBER 31, 2007

CHIEF WILLIAM E. GIORDANO

AND

THE TOWNSHIP OF EAST GREENWICH

BETWEEN

EMPLOYMENT AGREEMENT

EMPLOYMENT AGREEMENT BETWEEN
THE TOWNSHIP OF EAST GREENWICH AND
CHIEF WILLIAM GORDANO

POSITION AND RESPONSIBILITY

The Chief of Police is responsible for the overall management and operation of the East Greenwich Township Police Department. The Chief shall devote his best full time efforts to the performance of such duties and responsibilities that are incidental, reasonable and necessary to his position and the mission of the Department.

WORK WEEK

The Chief shall have no designated work hours but shall maintain a flexible full time schedule to ensure the smooth and efficient operation of the Police Department over which he has supervisory control. The Chief's flexible schedule shall allow for sufficient time at headquarters for appointments, public accessibility and such other normal and customary functions of a chief of police. It is further understood that the position requires the performance of duties outside of the traditional work day, such as attendance at various local government meetings.

VACATIONS, PERSONAL DAYS, SICK DAYS

Benefit days are credited as of January 1 of each year in anticipation of continued employment through the year. All partial employment year entitlements to Vacation, Sick Time, and Personal Days accrue on a pro rata basis, unless determined otherwise via subsequent clarification of the represented police unit's contract.

The Chief shall be entitled to thirty-five (35) working days of vacation per year. Vacation may be taken at any time. However, the Chief and Captain (or Lieutenant, if the Captain position is vacant) shall not be on vacation or combination of vacation at the same time without the approval of the Director of Public Safety of the Township Committee.

The Chief shall be entitled to five (5) personal days per year.

UNIFORM

It shall be left to the discretion of the Chief as to when he should wear formal/informal uniform or civilian clothes.

HOLIDAYS

The Chief shall be entitled to twelve (12) holidays per calendar year as established in schedule "A".

SALARY

The Chief shall receive a base salary of \$99,984.00 for the calendar year 2005, \$105,813.00 for the calendar year 2006 and \$113,031.00 for the calendar year 2007.

2. This agreement shall not be changed or amended except by mutual agreement, reduced to increases less than those granted to subordinate officers of the Police Department.

1. The Chief of Police shall, at no time, receive less benefits, compensation or percentage pay

MAINTENANCE OF STANDARDS

The Township shall provide for the Chief to receive an annual physical examination, which shall include standard testing, associated with the physical examinations, including EKG, cardiac stress test and eye examination.

ANNUAL PHYSICAL

The Township shall grant time off, and pay all reasonable expenses incurred by the Chief attending any meeting of the above named organizations so long as the meetings are within a 150 miles radius of the Township. In the event any such meeting occurs outside of the 150 miles radius of the Township, the Chief shall first obtain permission to attend such meeting from the Director of Public Safety of the Township Committee.

The Township shall pay the Chiefs annual dues to the I.A.C.P., N.J. State Association of Chiefs of Police, F.B.I. National Academy Associates, South Jersey Police Chiefs Association and the Gloucester County Chiefs of Police Association. The Chief may apply for membership to other law enforcement organizations, but payment of dues by the Township shall be handled on a case-by-case basis.

The Township shall grant time off, with no loss of salary, to attend the N.J. State Chiefs of Police Conference, the I.A.C.P. Conference, the F.B.I. National Academy Associates Conference and other applicable law enforcement functions. The Township shall pay all reasonable expenses for travel, hotel accommodations, meals and registration fees. The expenditure for conferences shall not exceed the funds budgeted for each conference.

The Chief shall be permitted to attend and be compensated for, at his regular salary, seminars or training sessions conducted by or sponsored by, but not limited to the I.A.C.P., F.B.I. National Academy Associates, Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, South Jersey Police Chiefs Association, Gloucester County Chiefs of Police Association, Gloucester County Police Academy or any other recognized law enforcement agency, organization or training unit. The expenditure for seminars, training, and conferences shall not exceed the funds budgeted annually for this purpose.

SCHOOLS

The Township shall maintain a vehicle for exclusive use by the Chief. The vehicle shall be an unmarked unit, equipped with police radio, emergency lights and other such emergency equipment deemed necessary to carry out the law enforcement mission. The Township may issue a general statement for the use of the vehicle. In the absence of such policy, the Chief shall have unrestricted use of the assigned vehicle.

USE OF VEHICLE

writing and duly executed by the parties hereto.

RETIREMENT CONSIDERATIONS

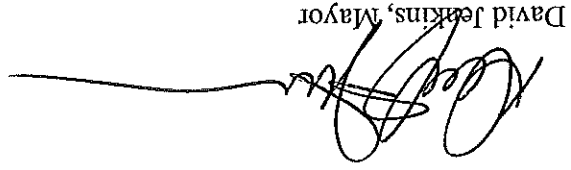
Upon retirement, the Township agrees to continue in effect medical and prescription coverage for Chief Giordano and his spouse, under the same terms and conditions as such coverage is provided to members of the represented police unit. As there is currently no cost difference between prescription coverage for the member/spouse plan and the family plan, Grinspec has indicated that retirees can opt for the prescription family plan at no additional cost to themselves. In the event of a future change of the Township's prescription plan provider's policy or rate differential between these two prescription plans, the Township will not be liable for any additional costs associated with prescription coverage over and beyond the cost of the member/spouse rate. The Chief may opt for such other coverages as may be available through the Township by reimbursing the Township for the additional expense, if any, of such coverages. The Township shall notify the Chief or his spouse of their intent to change carriers. Retirement benefits listed in this section become available immediately upon retirement. When the retired employee is eligible for federal/state health insurance through Medicare or some successor program, then the Township shall only provide supplemental coverage.

The parties acknowledge that upon retirement the Chief shall not be entitled to the 30 day terminal leave benefit set forth in the East Greenwich Township Personnel Policies Manual.

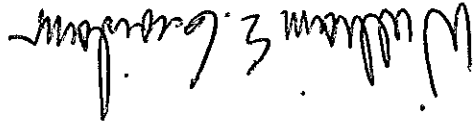
TERM AND RENEWAL

This Agreement shall be in full force and effective as of January 1, 2005, and shall expire December 31, 2007. It shall be in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days, no later than ninety (90) days prior to the expiration date of this agreement of a desire to change or modify this agreement. This agreement shall continue to bind the parties until such time as a new agreement is signed between the parties

Township of East Greenwich.


David Jenkins, Mayor

Chief of Police


William E. Giordano

William E. Giordano

Susan M. Costill
Susan Costill, Township Clerk

ATTEST:

SCHEDULE A

| | |
|---|---------------------------|
| January 1st | New Year's Day |
| 3rd Monday in February | Martin Luther King Day |
| Day designated and known as Good Friday | President's Day |
| Last Monday in May | Good Friday |
| July 4 | Easter Sunday |
| 1st Monday in September | Memorial Day |
| November 11 | Independence Day |
| 4th Thursday in November | Labor Day |
| December 25 | Veteran's Day |
| | Thanksgiving Day |
| | Friday after Thanksgiving |
| | Christmas Day |

JANUARY 1, 2002 TO DECEMBER 31, 2004

CHIEF WILLIAM E. GIORDANO

AND

THE TOWNSHIP OF EAST GREENWICH

BETWEEN

EMPLOYMENT CONTRACT

The Chief shall be entitled to twelve (12) holidays per calendar year as established in schedule "A".

HOLIDAYS:

It shall be left to the discretion of the Chief as to when he should wear formal / informal uniform or civilian clothes.

UNIFORM:

The Chief shall be entitled to five (5) personal days per year.

PERSONAL DAYS:

The Chief shall be entitled to thirty-five (35) working days of vacation per year. Vacation may be taken at any time. However, the Chief and Captain shall not be on vacation or combination of vacation at the same time without the approval of the Director of Public Safety of the Township Committee.

VACATIONS:

The Chief shall have no designated work hours but shall maintain a flexible time schedule allowing for sufficient time at his job to ensure the smooth and responsible operation of the Police Department over which he has supervisory control. The Township Committee recognizes the fact that the Chief's flexible schedule will allow for sufficient time at headquarters for appointments and public accessibility. The Township Committee further recognizes the Chief's record to avail himself for various local government meetings.

WORK WEEK:

**EMPLOYMENT CONTRACT BETWEEN THE
TOWNSHIP OF EAST GREENWICH
AND
CHIEF WILLIAM GIORDANO**

1. The Chief shall be granted time off, with no less of salary, to attend the N.J. State Chiefs of Police Conference, the I.A.C.P. Conference, the F.B.I. National Academy Associates Conference, and other applicable law enforcement functions. The Township shall pay all reasonable expenses for travel, hotel accommodations, meals and registration fees. The expenditure for conferences shall not exceed the funds budgeted for each conference.
2. The Township shall pay the Chiefs annual dues to the I.A.C.P., N.J. State Association of Chiefs of Police, F.B.I. National Academy Associates, South Jersey Police Chiefs Association and the Gloucester County Chiefs of Police Association. The Chief may apply for membership to other law enforcement organizations, but payment of dues by the township shall be handled on a case-by-case basis.
3. The Township shall grant time off, and pay all reasonable expenses incurred by the Chief attending any meeting of the above named organizations so long as the meetings are within a

CONFERENCES AND MEETINGS

The Chief shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or training session conducted by or sponsored by, but not limited to the I.A.C.P., F.B.I. National Academy Associates, Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, South Jersey Police Chiefs Association, Gloucester County Chiefs of Police Association, Gloucester County Police Academy or any other recognized law enforcement agency, organization or training unit.

SCHOOLS:

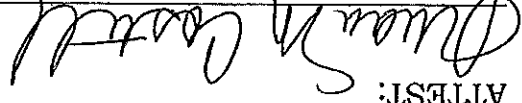
The Township shall maintain a vehicle for exclusive use by the Chief. The vehicle shall be an unmarked unit, equipped with police radio, emergency lights and other such emergency equipment deemed necessary to carry out the law enforcement mission. The Township may issue a general statement for the use of the vehicle. In the absence of such policy, the Chief shall have unrestricted use of the assigned vehicle.

USE OF VEHICLE:

The Chief shall receive a base salary of \$83,928.00 for the calendar year 2002, \$88,114.00 for the calendar year 2003 and \$92,534.00 for the calendar year 2004.

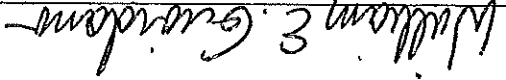
SALARY:

Susan Costill, Township Clerk



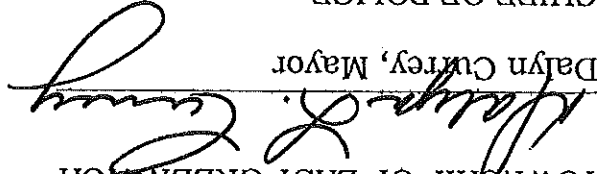
ATTEST:

William E. Giordano, Chief of Police



CHIEF OF POLICE

Dalyn Currey, Mayor



TOWNSHIP OF EAST GREENWICH

This agreement shall be in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days, no later than ninety (90) days prior to the expiration date of this agreement of a desire to change or modify this agreement. This agreement shall continue to bind the parties until such time as a new agreement is signed between the parties.

TERM AND RENEWAL:

1. The Chief of Police shall, at no time, receive less benefits, compensation or percentage pay increases than those granted to subordinate officers of the Police Department.
2. This agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties hereto.

MAINTENANCE OF STANDARDS:

The Township shall provide for the Chief to receive an annual physical examination, which shall include standard testing, associated with the physical examinations, including EKG, cardiac stress test and eye examination.

ANNUAL PHYSICAL:

150 miles radius of the Township. In the event any such meeting occurs outside of the 150 miles radius of the Township, the Chief shall first obtain permission to attend such meeting from the Director of Public Safety of the Township Committee.

New Year's Day January 1st
 Martin Luther King Day
 President's Day 3rd Monday in February
 Good Friday Day designated and known as Good Friday
 Easter Sunday
 Memorial Day Last Monday in May
 Independence Day July 4
 Labor Day 1st Monday in September
 Veteran's Day November 11
 Thanksgiving Day 4th Thursday in November
 Friday after Thanksgiving
 Christmas Day December 25

SCHEDULE A

CONTRACT
BETWEEN

THE TOWNSHIP OF EAST GREENWICH

AND

CHIEF OF POLICE WILLIAM GIORDANO

FOR

JANUARY 1, 1999 TO DECEMBER 31, 2001

Prepared by:

RAYMOND J. ZANE, ESQUIRE
131 Delaware Street
Woodbury, New Jersey 08096
(856) 845-2393

MEMORANDUM OF UNDERSTANDING BETWEEN THE
TOWNSHIP OF EAST GREENWICH
AND
CHIEF WILLIAM GIORDANO

WORK WEEK:

The Chief shall have no designated work hours but shall maintain a flexible time schedule allowing for sufficient time at his job to ensure the smooth and responsible operation of the Police Department over which he has supervisory control. The Township Committee recognizes the fact that the Chief's flex-time schedule will allow for sufficient time at headquarters for appointments and public accessibility. The Township Committee further recognizes the Chief's record to avail himself for various local government meetings.

VACATIONS:

The Chief shall be entitled to 29 working days of vacation per year. Vacation may be taken at any time. However, the Chief and Lieutenant shall not be on vacation or combination of vacation, at the same time without the approval of Director of Public Safety of the Township Committee.

PERSONAL DAYS:

The Chief shall be entitled to 5 personal days per year.

UNIFORM:

It shall be left to the discretion of the Chief as to when he should wear formal or informal uniform or civilian clothes.

HOLIDAYS:

The Chief shall be entitled to 12 holidays per calendar year for which he shall receive eight hours pay for each holiday in addition to his annual salary, regardless of whether he works or does not work on such holidays.

LONGEVITY:

The Chief shall receive five percent (5%) of his annual salary

as longevity payment. Said longevity payment shall be paid, by the Township, on an annual basis, in the pay period immediately following the Chief's anniversary date of employment with the Township.

SALARY:

The Chief shall receive a base salary of \$67,084.00 for the calendar year 1999; ^{13%} \$69,938.00 for calendar year 2000 and ^{13%} \$72,904.00 for calendar year 2001.

USE OF VEHICLE:

The Township shall maintain a vehicle for exclusive use by the Chief. The vehicle shall be an unmarked unit but equipped with a police radio, undercover emergency lights and other such emergency equipment deemed necessary to carry out the law enforcement mission. The Township may issue a general statement of the use of the vehicle. In the absence of such policy, the Chief shall have unrestricted use of assigned vehicle.

SCHOOLS:

The Chief shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or training session conducted by or sponsored by, but not limited to the I.A.C.P., Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, South Jersey Police Chief's Association, Gloucester County Police Academy or any other recognized law enforcement agency, organization or training unit.

CONFERENCES AND MEETINGS:

1. The Chief shall be granted time off, with no less of salary, to attend the N.J. State Chiefs of Police Conference and the I.A.C.P. Conference and other applicable law enforcement functions. The Township shall pay all reasonable expenses for travel, hotel accommodations, meals and registration fees. The expenditure for conferences shall not exceed the funds budgeted for

each conference.

2. The Township shall pay the Chief's annual dues to the I.A.C.P., N.J. State Association of Chiefs of Police, South Jersey Police Chiefs Association, Gloucester County Police Chiefs Association, Tri-State Association of Criminal Investigators, National Association of Chiefs of Police and the Southern N.J. Women in Law Enforcement Association. The Chief may apply for membership to other law enforcement organizations but payment of dues, by the Township, shall be handled on a case by case basis.

3. The Township shall grant time off and pay all reasonable expenses incurred by the Chief attending any meeting of the above named organizations so long as the meetings are within a 150 miles radius of the Township. In the event any such meeting occurs outside the 150 mile radius, of the Township, the Chief shall first obtain permission to attend such meeting from the Director of Public Safety of the Township Committee.

ANNUAL PHYSICAL:

The Township shall provide for the Chief to receive an annual physical examination which shall include standard testing associated with the physical examinations, including EKG, cardiac stress test and eye examination.

MAINTENANCE OF STANDARDS:

1. The Chief of Police shall, at no time, receive less benefits, compensation, or percentage pay increases than those granted to subordinate officers of the Police Department.

2. This agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties hereto.

TERM AND RENEWAL:

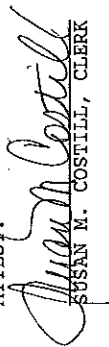
This Agreement shall be in full force and effective as of January 1, 1999, and shall continue in full force and effect from year to year thereafter, unless one party or the other gives

notice, in writing, no sooner than one hundred twenty (12) days not later than ninety (90) days prior to the expiration date of this Agreement of a desire to change or modify this Agreement. This Agreement shall continue to bind the parties until such time as a new Agreement is signed between the parties.

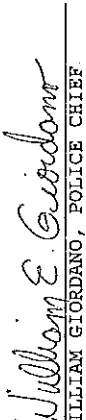
TOWNSHIP OF EAST GREENWICH


DALIN CAREY, MAYOR

ATTEST:


SUSAN M. COSTILL, CLERK

CHIEF OF POLICE


WILLIAM GIORDANO, POLICE CHIEF

RAYMOND J. ZANE, ESQUIRE
131 Delaware Street
Woodbury, New Jersey 08096
(609) 845-2393

Prepared by:

C H I E F O F P O L I C E W I L I A M G I O R D A N O

A N D

T H E T O W N S H I P O F E A S T G R E E N W I C H

B E T W E E N

C O N T R A C T

MEMORANDUM OF UNDERSTANDING BETWEEN THE TOWNSHIP OF EAST
GREENWICH AND CHIEF WILLIAM GIORDANO:

WORK WEEK

The Chief shall have no designated work hours but shall maintain a flexible time schedule allowing for sufficient time at his job to insure the smooth and responsible operation of the Police Department over which he has supervisory control. The Township Committee recognizes the fact that the Chief's flex-time schedule will allow for sufficient time at headquarters for appointments and public accessibility. The Township Committee further recognizes the Chief's record to avail himself for various local government meetings.

VACATIONS:

The Chief shall be entitled to 28 working days of vacation per year. Vacation may be taken at any time. However, the Chief and Lieutenant shall not be on vacation or combination of vacation, at the same time, without the approval of Director of Public Safety of the Township Committee.

PERSONAL DAYS:

The Chief shall be entitled to 5 personal days per year.

UNIFORM:

It shall be left to the discretion of the Chief as to when he should wear formal or informal uniform or civilian clothes.

The Township shall maintain a vehicle for exclusive use by the Chief. The vehicle shall be an unmarked unit but equipped with a police radio, undercover emergency lights and other such emergency equipment deemed necessary to carry out the law enforcement mission. The Township may issue a general statement

Use of Vehicle

The Chief shall receive a base salary of \$61,282.80 for the calendar year 1997; \$64,346.00 for the calendar year 1998.

Salary:

Township. Following the Chief's anniversary date of employment with the Township, on an annual basis, in the pay period immediately salary as longevity payment. Said longevity payment shall be paid, The Chief shall receive five percent (5%) of his annual

Longevity:

does not work on such holidays. The Chief shall be entitled to 12 holidays per calendar year for which he shall receive eight hours pay for each holiday in addition to his annual salary, regardless of whether he works or

Holidays

Jersey Police Chiefs Association, Gloucester County Police Chiefs

I.A.C.P., N.J. State Association of Chiefs of Police, South

2. The Township shall pay the Chief's annual dues to the

for each conference.

expenditure for conferences shall not exceed the funds budgeted

travel, hotel accommodations, meals and registration fees. The

functions. The Township shall pay all reasonable expenses for

the I.A.C.P. Conference and other applicable law enforcement

salary, to attend the N.J. State Chiefs of Police Conference and

1. The Chief shall be granted time off, with no less of

CONFERENCES AND MEETINGS:

enforcement agency, organization or training unit.

Gloucester County Police Academy or any other recognized law

Chiefs of Police, South Jersey Police Chiefs Association,

Commission, N.J. State Police, F.B.I., N.J. State Association of

I.A.C.P., Division of Criminal Justice, N.J. Police Training

session conducted by or sponsored by, but not limited to the

for, at his regular salary, any school, seminar or training

The Chief shall be permitted to attend and be compensated

SCHOOLS:

shall have unrestricted use of assigned vehicle.

of use for the vehicle. In the absence of such policy, the Chief

mutual agreement, reduced to writing and duly executed by the
2. This agreement shall not be changed or amended except by

granted to subordinate officers of the Police Department.
benefits, compensation, or percentage pay increases than those
1. The Chief of Police shall, at no time, receive less

MAINTENANCE OF STANDARDS:

stress test and eye examination.
associated with the physical examinations, including EKG, cardiac
annual physical examination which shall include standard testing
The Township shall provide for the Chief to receive an

ANNUAL PHYSICAL:

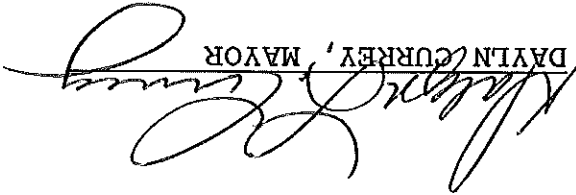
of Public Safety of the Township Committee.
first obtain permission to attend such meeting from the Director
outside the 150 mile radius, of the Township, the Chief shall
radius of the Township. In the event any such meeting occurs
named organizations so long as the meetings are within a 150 mile
expenses incurred by the Chief attending any meeting of the above
3. The Township shall grant time off and pay all reasonable
membership to other law enforcement organizations but payment of
National Association of Chiefs of Police and the Southern N.J.
Association, Tri-State Association of Criminal Investigators,

parties hereto.

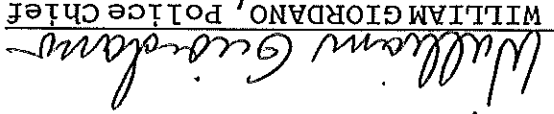
TERM AND RENEWAL:

This Agreement shall be in full force and effective as of Dec. 9, 1998, and shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days not later than ninety (90) days prior to the expiration date of this Agreement of a desire to change or modify this Agreement. This Agreement shall continue to bind the parties until such time as a new Agreement is signed between the parties.

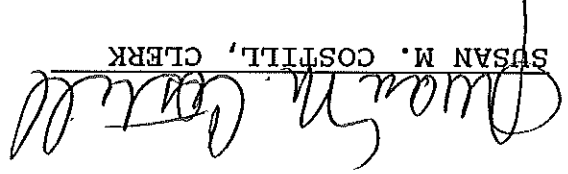
TOWNSHIP OF EAST GREENWICH


DAYLIN CURREY, MAYOR

CHIEF OF POLICE


WILLIAM GIORDANO, Police Chief

ATTEST:


SUSAN M. COSTILL, CLERK

RESOLUTION NO. 140-1994

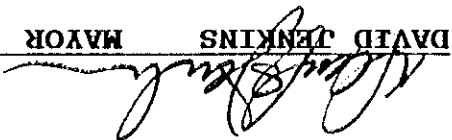
RESOLUTION APPROVING CONTRACT BETWEEN
CHIEF OF POLICE WILLIAM GIORDANO AND
THE TOWNSHIP OF EAST GREENWICH

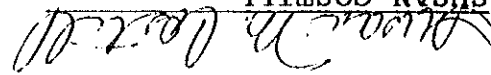
WHEREAS, the Township of East Greenwich and the chief of
Police have negotiated the terms and conditions of his employment; and
WHEREAS, those terms and conditions are embodied in the
contract attached hereto;

NOW, THEREFORE, BE IT RESOLVED, by the Township Committee
of the Township of East Greenwich

1. The attached contract is hereby approved between

Chief of Police William Giordano and the Township of East Greenwich.


DAVID JENKINS MAYOR

ATTEST:

SUSAN COSTILL
MUNICIPAL CLERK

Adopted at a regular meeting of the East Greenwich Township
Committee held on December 13, 1994.

GARY W. STUHLTRAGER, ESQ.
1045 COOPER STREET
DEPTFORD, NJ 08096
(609) 845-4141

Prepared By:

CHIEF OF POLICE WILLIAM GIORDANO

AND

THE TOWNSHIP OF EAST GREENWICH

BETWEEN

CONTRACT

1994 - 1996
W. Stuhltrager

MEMORANDUM OF UNDERSTANDING BETWEEN THE TOWNSHIP OF EAST
GREENWICH AND CHIEF WILLIAM GIORDANO:

WORK WEEK

The Chief shall have no designated work hours but shall maintain a flexible time schedule allowing for sufficient time at his job to insure the smooth and responsible operation of the Police Department over which he has supervisory control. The Township Committee recognizes the fact that the Chief's flex-time schedule will allow for sufficient time at headquarters for appointments and public accessibility. The Township Committee further recognizes the Chief's record to avail himself for various local government meetings.

VACATIONS:

The Chief shall be entitled to 28 working days of vacation per year. Vacation may be taken at any time. However, the Chief and Lieutenant shall not be on vacation or combination of vacation, at the same time, without the approval of Director of Public Safety of the Township Committee.

PERSONAL DAYS:

The Chief shall be entitled to 5 personal days per year.

UNIFORM:

It shall be left to the discretion of the Chief as to when he should wear formal or informal uniform or civilian clothes.

The Township shall maintain a vehicle for exclusive use by the Chief. The vehicle shall be an unmarked unit but equipped with a police radio, undercover emergency lights and other such emergency equipment deemed necessary to carry out the law enforcement mission. The Township may issue a general statement

USE OF VEHICLE:

The Chief shall receive a base salary of \$52,000.00 for the calendar year 1994; \$55,000.00 for the calendar year 1995; and \$58,000.00 for the calendar year 1996.

SALARY:

The Chief shall receive five percent (5%) of his annual salary as longevity payment. Said longevity payment shall be paid, by the Township, on an annual basis, in the pay period immediately following the Chief's anniversary date of employment with the Township.

LONGEVITY:

The Chief shall be entitled to 12 holidays per calendar year for which he shall receive eight hours pay for each holiday in addition to his annual salary, regardless of whether he works or does not work on such holidays.

HOLIDAYS:

of use for the vehicle. In the absence of such policy, the Chief shall have unrestricted use of assigned vehicle.

SCHOOLS:

The Chief shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or training session conducted by or sponsored by, but not limited to the

I.A.C.P., Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, South Jersey Police Chiefs Association,

Gloucester County Police Academy or any other recognized law enforcement agency, organization or training unit.

CONFERENCES AND MEETINGS:

1. The Chief shall be granted time off, with no less of salary, to attend the N.J. State Chiefs of Police Conference and the I.A.C.P. Conference and other applicable law enforcement functions. The Township shall pay all reasonable expenses for travel, hotel accommodations, meals and registration fees. The expenditure for conferences shall not exceed the funds budgeted for each conference.

2. The Township shall pay the Chief's annual dues to the

I.A.C.P., N.J. State Association of Chiefs of Police, South Jersey Police Chiefs Association, Gloucester County Police Chiefs

mutual agreement, reduced to writing and duly executed by the
2. This agreement shall not be changed or amended except by
granted to subordinate officers of the Police Department.

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MAINTENANCE OF STANDARDS:

stress test and eye examination.
associated with the physical examinations, including EKG, cardiac
annual physical examination which shall include standard testing
The Township shall provide for the Chief to receive an

ANNUAL PHYSICAL:

of Public Safety of the Township Committee.
first obtain permission to attend such meeting from the Director
outside the 150 mile radius, of the Township, the Chief shall
radius of the Township. In the event any such meeting occurs
named organizations so long as the meetings are within a 150 mile
expenses incurred by the Chief attending any meeting of the above
3. The Township shall grant time off and pay all reasonable
membership to other law enforcement organizations but payment of
Women in Law Enforcement Association. The Chief may apply for
National Association of Chiefs of Police and the Southern N.J.
Association, Tri-State Association of Criminal Investigators,

ATTEST:

[Signature]

WILLIAM GIORDANO, Police Chief

[Signature]

CHIEF OF POLICE

ATTEST:

[Signature]

SOSAN M. COSTILL, CLERK

MAYOR

[Signature]

TOWNSHIP OF EAST GREENWICH

This agreement shall be in full force and effective as of September 30, 1994, and shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days not later than ninety (90) days prior to the expiration date of this Agreement of a desire to change or modify this Agreement. This Agreement shall continue to bind the parties until such time as a new Agreement is signed between the parties.

TERM AND RENEWAL:

parties hereto.

CONTRACT
BETWEEN
THE TOWNSHIP OF EAST GREENWICH
AND
CHIEF OF POLICE WILLIAM GIORDANO
FOR
JANUARY 1, 1999 TO DECEMBER 31, 2001

Prepared by:
RAYMOND J. ZANE, ESQUIRE
131 Delaware Street
Woodbury, New Jersey 08096
(856) 845-2393

MEMORANDUM OF UNDERSTANDING BETWEEN THE
TOWNSHIP OF EAST GREENWICH
AND
CHIEF WILLIAM GIORDANO

WORK WEEK:

The Chief shall have no designated work hours but shall maintain a flexible time schedule allowing for sufficient time at his job to ensure the smooth and responsible operation of the Police Department over which he has supervisory control. The Township Committee recognizes the fact that the Chief's flex-time schedule will allow for sufficient time at headquarters for appointments and public accessibility. The Township Committee further recognizes the Chief's record to avail himself for various local government meetings.

VACATIONS:

The Chief shall be entitled to 29 working days of vacation per year. Vacation may be taken at any time. However, the Chief and Lieutenant shall not be on vacation or combination of vacation, at the same time without the approval of Director of Public Safety of the Township Committee.

PERSONAL DAYS:

The Chief shall be entitled to 5 personal days per year.

UNIFORM:

It shall be left to the discretion of the Chief as to when he should wear formal or informal uniform or civilian clothes.

HOLIDAYS:

The Chief shall be entitled to 12 holidays per calendar year for which he shall receive eight hours pay for each holiday in addition to his annual salary, regardless of whether he works or does not work on such holidays.

LONGEVITY:

The Chief shall receive five percent (5%) of his annual salary

as longevity payment. Said longevity payment shall be paid, by the Township, on an annual basis, in the pay period immediately following the Chief's anniversary date of employment with the Township.

SALARY:

The Chief shall receive a base salary of \$67,000.00 for the calendar year 1999; ¹⁹⁹⁹ ~~69,933.00~~ for calendar year 2000 and ²⁰⁰⁰ ~~72,904.00~~ for calendar year 2001.

USE OF VEHICLE:

The Township shall maintain a vehicle for exclusive use by the Chief. The vehicle shall be an unmarked unit but equipped with a police radio, undercover emergency lights and other such emergency equipment deemed necessary to carry out the law enforcement mission. The Township may issue a general statement of the use of the vehicle. In the absence of such policy, the Chief shall have unrestricted use of assigned vehicle.

SCHOOLS:

The Chief shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or training session conducted by or sponsored by, but not limited to the I.A.C.P., Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, South Jersey Police Chief's Association, Gloucester County Police Academy, or any other recognized law enforcement agency, organization or training unit.

CONFERENCES AND MEETINGS:

1. The Chief shall be granted time off, with no less of salary, to attend the N.J. State Chiefs of Police Conference and the I.A.C.P. Conference and other applicable law enforcement functions. The Township shall pay all reasonable expenses for travel, hotel accommodations, meals and registration fees. The expenditure for conferences shall not exceed the funds budgeted for

each conference.

2. The Township shall pay the Chief's annual dues to the I.A.C.P., N.J. State Association of Chiefs of Police, South Jersey Police Chiefs Association, Gloucester County Police Chiefs Association, Tri-State Association of Criminal Investigators, National Association of Chiefs of Police and the Southern N.J. Women in Law Enforcement Association. The Chief may apply for membership to other law enforcement organizations but payment of dues, by the Township, shall be handled on a case by case basis.

3. The Township shall grant time off and pay all reasonable expenses incurred by the Chief attending any meeting of the above named organizations so long as the meetings are within a 150 miles radius of the Township. In the event any such meeting occurs outside the 150 mile radius, of the Township, the Chief shall first obtain permission to attend such meeting from the Director of Public Safety of the Township Committee.

ANNUAL PHYSICAL:

The Township shall provide for the Chief to receive an annual physical examination which shall include standard testing associated with the physical examinations, including EKG, cardiac stress test and eye examination.

MAINTENANCE OF STANDARDS:

1. The Chief of Police shall, at no time, receive less benefits, compensation, or percentage pay increases than those granted to subordinate officers of the Police Department.

2. This agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties hereto.

TERM AND RENEWAL:

This Agreement shall be in full force and effective as of January 1, 1999, and shall continue in full force and effect from year to year thereafter, unless one party or the other gives

notice, in writing, no sooner than one hundred twenty (12) days not later than ninety (90) days prior to the expiration date of this Agreement of a desire to change or modify this Agreement. This Agreement shall continue to bind the parties until such time as a new Agreement is signed between the parties.

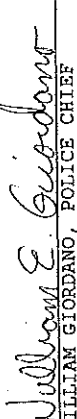
TOWNSHIP OF EAST GREENWICH


DALVIN CURREY, MAYOR

ATTEST:


SUSAN M. COSTILL, CLERK

CHIEF OF POLICE


WILLIAM GIORDANO, POLICE CHIEF

WORK WEEK

The Chief shall have no designated work hours but shall maintain a flexible time schedule allowing for sufficient time at his job to insure the smooth and responsible operation of the Police Department over which he has supervisory control. The Township Committee recognizes the fact that the Chief's flex-time schedule will allow for sufficient time at headquarters for appointments and public accessibility. The Township Committee further recognizes the Chief's record to avail himself for various local government meetings.

VACATIONS

The Chief shall be entitled to 28 working days of vacation per year. Vacation may be taken at any time. However, the Chief and Lieutenant shall not be on vacation or combination of vacation, at the same time, without the approval of Director of Public Safety of the Township Committee.

PERSONAL DAYS

The Chief shall be entitled to 5 personal days per year.

UNIFORM

It shall be left to the discretion of the Chief as to when he should wear formal or informal uniform or civilian clothes.

HOLIDAYS

The Chief shall be entitled to 12 holidays per calendar year for which he shall receive eight hours pay for each holiday in addition to his annual salary, regardless of whether he works or does not work on such holidays.

LONGEVITY

The Chief shall receive five per cent (5%) of his annual salary as longevity payment. Said longevity payment shall be paid, by the Township, on an annual basis, in the pay period immediately following the Chief's anniversary date of employment with the Township.

SALARY

The Chief shall receive a base salary of \$42,773.00 for the calendar year 1991.

USE OF VEHICLE

The Township shall maintain a vehicle for exclusive use by the Chief. The vehicle shall be an unmarked unit but equipped with a police radio, undercover emergency lights and other such emergency equipment deemed necessary to carry out the law enforcement mission. The Township may issue a general statement of use for the vehicle. In the absence of such policy, the Chief shall have unrestricted use of assigned vehicle.

SCHOOLS

The Chief shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or training session conducted by or sponsored by, but not limited to the I.A.C.P., Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, South Jersey Police Chiefs Association, Gloucester County Police Academy or any other recognized law enforcement agency, organization or training unit.

CONFERENCES AND MEETINGS

1. The Chief shall be granted time off, with no less of salary, to attend the N.J. State Chiefs of Police Conference and the I.A.C.P. Conference and other applicable law enforcement functions. The Township shall pay all reasonable expenses for travel, hotel accommodations, meals and registration fees. The expenditure for conferences shall not exceed the funds budgeted for each conference.
2. The Township shall pay the Chief's annual dues to the I.A.C.P., N.J. State Association of Chiefs of Police, South Jersey Police Chiefs Association, Gloucester County Police Chiefs Association, Tri-State Association of Criminal Investigators, National Association of Chiefs of Police and the

Southern N.J. Women in Law Enforcement Association. The Chief may apply for membership to other law enforcement organizations but payment of dues, by the Township, shall be handled on a case by case basis.

3. The Township shall grant time off and pay all reasonable expenses incurred by the Chief in attending any meeting of the above named organizations so long as the meetings are within a 150 mile radius of the Township. In the event any such meeting occurs outside the 150 mile radius, of the Township, the Chief shall first obtain permission to attend such meeting from the Director of Public Safety of the Township Committee.

ANNUAL PHYSICAL

The Township shall provide for the Chief to receive an annual physical examination which shall include standard testing associated with physical examinations, including EKG, cardiac stress test and eye examination.

MAINTENANCE OF STANDARDS

1. The Chief of Police shall, at no time, receive less benefits, compensation, or percentage pay increases than those granted to subordinate officers of the Police Department.

2. This agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties hereto.

TERM AND RENEWAL

This agreement shall be in full force and effective as of January 1, 1991 and shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days nor later than ninety (90) days prior to the expiration date of this Agreement or a desire to change or modify this Agreement. This Agreement shall continue to bind the parties until such time as a new Agreement is signed between the parties.

MEMORANDUM OF UNDERSTANDING BETWEEN THE TOWNSHIP OF EAST GREENWICH AND
CHIEF RAYMOND R. MILLER

TOWNSHIP OF EAST GREENWICH

By: William F. Riggs Dated: 7/26/91
WILLIAM F. RIGGS, Mayor

Attest: Susan M. Costill
SUSAN M. COSTILL, Clerk

CHIEF OF POLICE

By: Raymond R. Miller Dated: 7/26/91
RAYMOND R. MILLER, Chief of Police

Attest: Susan M. Costill
SUSAN M. COSTILL, Clerk

WORK WEEK

The Lieutenant shall be assigned to a 40 hour work week and will perform duties as may be assigned or prescribed by the Chief of Police.

VACATIONS

The Lieutenant shall be entitled to 18 working days of vacation per year. Vacations may be taken at any time. However, the Chief and Lieutenant shall not be on vacation or combination of vacation at the same time.

PERSONAL DAYS

The Lieutenant shall be entitled to 4% personal days per year.

UNIFORM

It shall be left to the discretion of the Chief as to when the Lieutenant should wear formal or informal uniform or civilian clothes. The Lieutenant shall be supplied with full and complete uniforms and shall receive 450.00 clothing allowance per year for cleaning and repairs.

HOLIDAYS

The Lieutenant shall be entitled to twelve (12) holidays per calendar year for which he shall receive eight (8) hours pay for each holiday in addition to his annual salary regardless of whether he works or does not work on such paid holidays.

LONGEVITY

The Lieutenant shall receive two (2%) percent of his salary as longevity payment in 1991. Upon completion of ten (10) years of service the Lieutenant shall receive three (3%) percent of his salary as longevity payment. Longevity payments shall be paid by the Township on an annual basis in the pay period immediately following the Lieutenant's anniversary date of employment with the township.

SALARY

The base salary for the Lieutenant for the year 1991 will be \$38,473.13.

SCHOOLS

The Lieutenant shall be permitted to attend and be compensated for, at his regular salary, any school seminar or training session conducted by or sponsored by, but not limited to, the I.A.C.P., Division of Criminal Justice/Police Training Commission, N.J. State Police, F.B.I., N.J. State Assoc. of Chiefs of Police or any other recognized law enforcement agency/organization or recognized training unit. Enrollment to such schools and seminars must be approved by Chief of Police.

PROFESSIONAL ASSOCIATIONS AND MEETINGS

The Township shall pay the Lieutenant's dues in I.A.C.P., N.J. State Assoc., Gloucester County Police Chiefs Assoc. and Tri-State Assoc. of Criminal Investigators. The Lieutenant may apply for membership to other law enforcement organizations but payment of dues by the township shall be handled on a case by case basis.

The Lieutenant, with approval of the Chief of Police, shall be granted time off to attend any meeting of the above named organizations held within the State of New Jersey and the township shall pay all reasonable expenses incurred by the Lieutenant in attending any meeting of the above named organizations.

SICK LEAVE

The Lieutenant shall be granted sick leave with pay up to 144 hours per year. Sick leave shall be accumulated up to 960 hours.

SEVERANCE/RETIREMENT

Upon honorable severance or retirement from the police department, the Lieutenant shall be compensated for the following:

1. Twenty-five (25%) percent of accumulated sick time up to 960 hours.
2. Payment for unused vacation and personal days due during the current calendar year.
3. Compensation shall be computed at the current hourly rate of pay at the time of severance.

The Lieutenant shall, at no time, receive less benefits or percentage pay increases than those granted to subordinate officers of the police department.

TERM AND REVIEW

The agreement shall be in full force and effective as of January 1, 1991 and shall remain in effect to and including December 31, 1991. The agreement shall continue in full force and effect from year to year hereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days nor later than ninety (90) days prior to the expiration date of this Agreement of a desire to change, modify or terminate this agreement.

TOWNSHIP OF EAST GREENWICH

BY: William F. Riggs

MAILED: 5/21/91

Joseph J. ...
LIEUTENANT

MAILED: 3-11-91

ATTEST: Joan M. ...

ATTEST: Joan M. ...