

AGREEMENT
BETWEEN

BOROUGH OF RIVER EDGE

AND

RIVER EDGE SUPERIOR OFFICERS ASSOCIATION

JANUARY 1, 2015 THROUGH DECEMBER 31, 2018

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PREAMBLE

THIS AGREEMENT made on the day of 2016, by and between the BOROUGH OF RIVER EDGE, with its principal place of business at 705 Kinderkamack Road, River Edge, New Jersey, herein after called "the Borough" and RIVER EDGE SUPERIOR OFFICERS ASSOCIATION affiliated with the NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION, hereinafter called "The PBA" with its principal place of business, care of the River Edge Police Department, 705 Kinderkamack Road, New Jersey.

This Agreement shall cover all supervisory personnel within the River Edge Police Department, excluding patrolmen and the Chief only.

WHEREAS, both parties to this Agreement have reached an understanding with respect to the employer-employee relationship existing between them, and wish to enter into an agreement.

NOW THEREFORE, in consideration of the terms, conditions and mutual promises and covenants hereinafter set forth, the parties agree as follows:

ARTICLE 1

TERMS OF AGREEMENT

(1) The term of this Agreement shall be effective from January 1, 2015 and shall expire December 31, 2018. Both parties agree to commence negotiations for the year 2019 in accordance with then applicable rules of the Public Employment Relations Commission. Unless otherwise specifically provided herein all terms shall be effective January 1, 2015 for all employees employed as of the effective date of this Agreement.

(2) In the event negotiations are not completed for a new agreement by the expiration date of this Agreement, the parties agree that this Agreement shall remain in full force and effect until such time as the new agreement is reached.

(3) All notices shall be served by either party on the other party stating such intention, to terminate or amend this Agreement and shall be sent by certified mail, return receipt requested in the case of the Borough to the Borough Clerk at the Municipal Building and in the case of the Employees to the SOA Local No. 201, River Edge Police Department.

(4) The parties agree that they will exchange proposals for any proposed changes in this Agreement pursuant to the rules of the Public Employment Relations Commission.

(5) The parties further agree that salary negotiations for 2019 will begin on or about September 1, 2018.

ARTICLE 2
RECOGNITION

(1) The Borough recognizes the River Edge Superior Officers Association as the sole and exclusive bargaining agent of the bargaining unit for hours, wages and terms and conditions of employment. The bargaining unit shall consist of all full time law enforcement supervisory personnel within the River Edge Police Department, (excluding patrolmen and Chief of Police only).

(2) Those SOA members designated as the negotiating committee may attend all collective negotiations with the Borough provided that those men on duty at the time shall be on call with the additional provision that such absence from regular work assignments will not seriously interfere with the Borough's operations, and shall have the approval of the Chief of Police. Members of the SOA's negotiating committee on duty at the time that the negotiation sessions are being held shall suffer no loss of regular straight time pay for time spent on such negotiations.

(3) Collective negotiating meetings shall be held at times and places mutually convenient at the request of either the Borough or the Employees.

(4) The duly authorized negotiating agents of either the Borough or the SOA are not required to be employees of the Borough.

ARTICLE 3

APPLICABLE LAW

The parties recognize and affirm that their relationship is governed by the New Jersey Public Employment Relations Act, Chapter 303 of the Laws of the 1968 (N.J.S.A. 34:13A-1 et seq.) and that they are bound by the rules and regulations of the New Jersey Public Employment Relations Commission. However, either party, to the extent permitted by law, may appeal an adverse decision of the aforesaid Commission to a court of competent jurisdiction.

ARTICLE 4

CHECKOFF

(1) The Borough agrees to deduct from the pay of each employee in the bargaining unit, a sum certified in writing by the treasurer of the SOA to be uniform SOA dues and/or initiation fees; such deductions will be made only upon receipt by the Borough of a card authorizing said payroll deductions which is signed by the employee.

(2) The card shall be in a form agreed to by the Borough and the SOA and shall be irrevocable for the length of this Agreement.

(3) The card shall be filed with the Borough Clerk of the Borough and shall become effective in the first pay period of the first month after it has been received.

(4) The deductions shall be made from the first pay period of each month and said deductions shall be mailed within five (5) working days to the treasurer of the SOA together with a list of the names of the employees from whose pay such deductions have been made.

(5) The remittance will be deemed correct if the SOA does not give written notice to the Borough within fifty-six (56) calendar days after receipt of the same of its belief that the remittance is believed to be incorrect. The SOA assumes full responsibility for the remittance upon receipt of the same.

(6) The Borough shall have no responsibility for collection of fees or dues which are not expressly stated in the Agreement.

(7) The SOA agrees to indemnify and hold the Borough harmless from any claim or action commenced by an employee against the Borough which arises out of the aforesaid deduction.

ARTICLE 5

CONDUCTING OF BUSINESS ON BOROUGH PREMISES

The SOA shall be permitted the use of a meeting room in either the Public Safety or Administration Building for meetings.

ARTICLE 6

BULLETIN BOARDS

(1) The Borough shall supply one (1) bulletin board of suitable size for exclusive use by the SOA at a place which is convenient for all employees in the bargaining unit. Said bulletin board shall be used only for notices pertaining to SOA business and shall not contain any partisan political material or material degrading to the Borough or its employees. It shall be the duty of the SOA President to supervise the contents of the bulletin board.

(2) All material to be posted on the bulletin board shall be submitted for approval to the Chief of Police, which approval shall not be unreasonably withheld.

ARTICLE 7

PERSONNEL FILES

(1) A separate personal history file shall be established and maintained for each employee covered by this Agreement. Personal history files are confidential records and shall be maintained In the Office of the Chief of Police.

(2) Any member of the Police Department may, by appointment, review his personnel file. This appointment for review must be made through the Chief of Police or his designated representative.

(3) Whenever a written complaint concerning an officer or his actions is to be placed in his personnel file, a copy shall be made available to him; initialed by him, and he shall be given the opportunity to rebut it, in writing, if he so desires within a reasonable time period of receipt or he shall waive his right to do so; and he shall be permitted to place said rebuttal in his file.

(4) All personal history files will be carefully maintained and safeguarded permanently. Nothing placed in any file shall be removed therefrom.

ARTICLE 8

STEWARDS

(1) The SOA President or the Vice-President acting in his absence shall have the right to receive and present grievances in accordance with the provisions of this Agreement.

(2) The President or the Vice-President may attempt to settle a grievance during working hours without loss of pay, provided the time specified meets with the approval of the Chief of Police.

ARTICLE 9

LEAVE OF ABSENCE

(1) A permanent full-time employee may request a personal leave of absence for good cause without pay for a period not to exceed twenty-four (24) working days. Leave may be granted with the approval of the Chief of Police and at the discretion of the Council and subject to the needs of the Borough.

(2) A leave of absence may be renewed upon request of the employee and it may be granted for reasons deemed proper by the Chief of Police and at the discretion of the Council.

(3) The Council reserves the right to revoke a leave of absence for good cause for emergency reasons upon written notice of ten (10) working days.

(4) All decisions of the Council regarding leaves of absence shall be discretionary.

(5) At the expiration of such leave, the employee shall be returned to the position from which he is on leave and shall be entitled to all increases granted during his leave for his job title. There shall be no retroactive pay pursuant to this Article,

(6) During all personal leaves of absence, seniority shall be retained.

ARTICLE 10

DISCHARGE AND DISCIPLINE

- (1) A permanent employee covered by this Agreement may be discharged, suspended or otherwise disciplined for just cause according to State law.
- (2) Letters of reprimand or verbal warnings shall be subject to grievance but not arbitration.
- (3) A grievance by an employee claiming that he has been unfairly discharged or suspended must be submitted to the Council in writing, within twenty-one (21) working days of the disciplinary action.
- (4) Any employee whose grievance has been sustained shall be returned to his former position and will be compensated at his regular rate of pay for all or any portion of pay lost during the period of discharge or suspension.

ARTICLE 11

MANAGEMENT RIGHTS

Nothing in this Agreement shall interfere with the right of the Borough in accordance with applicable law, rules and regulations to:

(1) Carry out the statutory mandate and goals assigned to the municipality utilizing personnel, equipment, methods and means in the most appropriate and efficient manner possible.

(2) Manage employees of the Borough, to hire, promote, transfer, assign or retain employees in positions with the Borough and in that regard establish work rules, in accordance with Borough ordinances and State Laws.

(3) Suspend, demote, discharge or take other appropriate disciplinary action against an employee for reasonable cause, in accordance with Borough Ordinances and State Laws.

(4) The Borough is not obligated to negotiate, grieve or arbitrate on such issues as would significantly interfere with the exercise of inherent managerial prerogatives pertaining to the determination of governmental policy.

ARTICLE 12

RULES AND REGULATIONS

(1) Proposed new work rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established.

(2) Each employee covered by this agreement shall be provided with a complete copy of all rules and regulations to which said member may be held accountable. Modifications and/or updates to said rules and regulations shall also be provided.

ARTICLE 13

GRIEVANCES

(1) Definition.

(A) The term "grievance" is hereby defined as any difference or dispute between the Borough and any employee, or group of employees covered by this Agreement arising over the interpretation or adherence to the terms of this Agreement. This grievance procedure is further meant to provide means by which employees covered by this Agreement may appeal the interpretation, application or violation of policies, agreements and administrative decisions affecting them.

(2) Purpose.

(A) The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to problems which may arise. The parties agree that this procedure will be kept as informal as may be appropriate.

(B) Nothing herein contained shall be construed as limiting the right of any employee, or group of employees, having a grievance to discuss the matter informally with any appropriate member of the departmental supervisory staff and having the grievance adjusted without the intervention of the SOA.

(3) Steps of the Grievance Procedure.

(A) The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

STEP ONE

(1) An aggrieved employee or employees shall institute action under the provisions hereof, within twenty-one (21) calendar days of the occurrence, or his knowledge of the

occurrence, of the grievance and an earnest effort shall be made to settle the differences between the aggrieved employee(s) and the Chief of Police for the purpose of resolving the matter informally. Failure to act within said twenty-one (21) days shall be deemed to constitute an abandonment of the grievance. The grievant shall have the right to state the action requested to be taken.

(2) The Chief of Police shall render a decision, in writing, within twenty-one (21) calendar days after receipt of the grievance.

(3) A failure to respond within the prescribed time period shall be deemed a denial of the grievance at this step.

STEP TWO

(1) In the event a satisfactory settlement has not been reached, or the Chief of Police has not rendered his decision as required above, the employee(s) shall, in writing, and signed, file his (their) grievance with the Administrator (or representative) within twenty-one (21) calendar days following the determination by the Chief of Police.

(2) An earnest effort shall be made to settle the grievance informally by the Administrator.

(3) The Administrator shall review the matter and make a determination within thirty (30) calendar days from the receipt of the grievance.

(4) A failure to respond within the prescribed time period shall be deemed a denial of the grievance at this step.

STEP THREE - ARBITRATION

(1) In the event the grievance has not been resolved at Step Two, such grievance shall, at the request of the grievant, be referred to the Public Employment Relations Commission

for selection of an arbitrator according to its rules. Such referral must be made within twenty-one (21) calendar days of the denial of the grievance at Step Two. Failure to proceed within the time set forth for arbitration shall be deemed a waiver of the right to arbitration.

(2) The decision of the arbitrator shall be final and binding upon the parties.

(3) The decision of the arbitrator shall be in writing and shall include the reasons for such decision. The arbitrator appointed under the above procedure shall be limited to interpretations of this Agreement. He shall have no power to enlarge upon or reduce the obligations of the parties under the Agreement.

(4) The Arbitrator shall be bound by the provisions of this Agreement and by the Constitution and Laws of the State of New Jersey, and shall be restricted to the application of the facts presented to him involving the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto.

(5) The costs for the services of the arbitrator shall be borne equally by the Borough and the Association. Any other expenses, including, but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

ARTICLE 14

OVERTIME

It is recognized that the needs of the Borough may require overtime work beyond the employee's standard daily or weekly schedule, although it is the policy of the Borough to avoid the necessity of overtime work whenever possible.

(1) The Chief of Police and the Borough shall have authority in their sole discretion to declare an emergency as "emergency" is defined in N.J.S.A. 40A:14-134.

(2) In all situations of earned overtime, employees shall be compensated at one and one-half (1 1/2) times the regular rates of pay. Such compensation may be taken as paid compensation (time and one-half the employee's hourly rate of pay) or as compensatory time off (one and one-half hours off for each hour of overtime worked) at the employee's sole option. If compensatory time is elected by the employee, then such time shall be taken subject to Departmental approval. If accrued time is not taken or scheduled by November 15th, then it is to be paid as paid overtime compensation not later than December 15th.

(3) The current schedule of work for the Police Department is incorporated herein and made a part hereof. Overtime shall be computed on all work performed in excess of the employee's normal scheduled tours of duty. For hours worked in excess of the employee's regularly scheduled work week or regularly scheduled work day, the Borough will pay one and one-half (1 1/2) times the regular rate of pay.

(4) (A) Each employee covered herein shall be credited sixteen (16) scheduled compensatory hours off per each fifty-six (56) day cycle, which days shall be utilized pursuant to the currently existing vacation procedures. Hours accrue as each cycle occurs.

(B) Each employee covered herein shall be entitled to utilize thirty-two (32) vacation hours as "X" time and the accumulation of vacation and scheduled comp days from year to year

shall be increased to a maximum of ninety-six (96) hours cumulative. X time cannot be carried over from year to year.

(C) All overtime work performed on Saturday and Sunday shall be compensated at the time and one-half (1 ½) rate of pay.

(5) During hours worked in excess of eight (8) hours a day, employees shall receive appropriate meal and rest periods as provided by law.

(6) "Travel time" to schooling is specifically excluded from the provisions of this Article except to the extent superseded by ELSA.

(7) All applications for overtime for grants and Police Outside Duty compensation shall be submitted to the Borough for the pay period immediately following the day(s) worked.

ARTICLE 15

HOLIDAY OR DAYS OFF IN LIEU OF STATE HOLIDAYS

(1) There are fourteen (14) recognized the following paid holidays for all Borough employees during each calendar year, as follows:

New Years Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Veteran's Day
Good Friday	General Election Day
Easter	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Floating holiday

(2) Each employee shall be compensated at the overtime rate of one and one-half (1^{1/2}) times the regular rate of pay (8 hours for each holiday) for a maximum of the recognized holidays for that year.

(3) If any other group of employees is granted an additional holiday not through collective negotiations the same benefit will be granted to the employees covered herein.

(4) The entire holiday benefit shall be folded in and paid along with regular payroll. The entire value of the holiday benefit would therefore be included within all calculations related to base pay.

ARTICLE 16
LONGEVITY PAY

(1) In addition to their annual rate of pay as set forth in Schedule "A" employees shall also, during the years of employment specified below, receive a percentage of their base annual rate of pay as specified.

0-4 Years of employment	0%
5-8 Years of employment	2%
9-12 Years of employment	4%
13-16 Years of employment	6%
17-20 Years of employment	8%
21 or more Years of employment	10%

(2) Longevity pay shall be paid in each pay period.

(3) The right to longevity pay shall accrue on the anniversary date of employment.

For all purposes longevity pay shall be considered as base pay.

(4) Effective with the execution of this Agreement, employees hired on or after that date shall be entitled to the base salary set forth on the salary guide based upon the employee's total years of service with the Borough (without regard to rank held) and the rank held by the employee. Employees will advance one step on the salary guide on each succeeding anniversary date until the employee reaches maximum salary.

(5) Employees hired on or after the date of this Agreement shall not be eligible for benefits under this Article or Borough Ordinance 585.

ARTICLE 17
SICK LEAVE

(1) Sick leave, as used herein, shall be defined as any illness, injury or disability that prevents an employee from performing his normal duties; or where an employee is quarantined because of exposure to a contagious disease or illness.

(2) The employee shall notify the Department at least one (1) hour prior to the commencement of his tour of duty whenever possible. Said notice shall state the nature of the cause of the absence from duty.

(3) Where an employee is out on sick leave for four (4) or more consecutive work days on an eight (8) hour work schedule or three (3) or more consecutive days on a twelve hour work schedule, or where an employee has established a pattern of sick time use, the Department may, at its discretion, reasonably require the employee to submit acceptable medical evidence substantiating the absence.

(4) The Borough may require an examination by a physician retained by the Borough of an employee absent for medical reasons. However, such examination shall be at the sole cost and expense of the Borough and a copy of the results of such examination shall be supplied to the employee.

(5) All employees covered by this Agreement shall be granted unlimited sick leave on an "as needed" basis, up to a maximum of one (1) year for each occurrence of need.

(6) The employee organization recognizes the right of the employer to discipline, in accordance with applicable law, any employee who misrepresents facts or malingers under this clause.

(7) The SOA in no way endorses or supports any person who misrepresents fact or malingers under this law.

ARTICLE 18

BEREAVEMENT LEAVE

(1) Every permanent full-time employee upon the death of a member of the immediate family shall be granted reasonable leave with pay at his regular rate not to exceed a maximum of three (3) days from the date of death to the day after internment. In determining reasonable leave, consideration shall be given to the relationship of the employee to the deceased and the responsibility for making funeral arrangements.

(2) A member of the immediate family is defined as spouse, sister or brother, or son or daughter, mother, father, father-in-law, mother-in-law and grandparents.

(3) An employee must produce proof of death and relationship to obtain the benefits under this Article.

(4) If an out-of-state funeral requires additional time, leave may be granted at the discretion of the Chief of Police.

ARTICLE 19

VACATIONS

Employees covered by this Agreement shall receive paid vacations at their regular rate of pay as provided in this Article. The vacation schedule reflected herein is peculiar to the Police Department's eight (8) day work cycle and their eight (8) week work schedule.

(1) During the period beginning on the date of hire as a full-time employee and ending on the first (1st) succeeding December 31, an employee may earn up to ninety-six (96) working hours vacation at the rate of eight (8) hours for each full month of employment provided that he has satisfactorily completed the probationary period. If an employee does not satisfactorily complete the probationary period or is discharged by the Borough he shall not be entitled to any vacation. If an employee begins work on or before the 15th of the month, he shall earn vacation credit for that month.

(2) During the second (2nd) through the ninth (9th) year of full-time employment, inclusive, an employee shall receive one hundred four (104) working hours vacation.

(3) During the tenth (10th) year through fourteenth (14th) year of full-time employment, inclusive, an employee shall receive one hundred fifty-two (152) working hours vacation.

(4) During the fifteenth (15th) through the nineteenth (19th) year of full-time employment, inclusive, an employee shall receive one hundred seventy-six (176) working hours vacation.

(5) During the twentieth (20th) year and all subsequent years of full-time employment, an employee shall earn and receive two hundred (200) working hours vacation.

(6) In arranging the vacation schedules, seniority shall be respected.

(7) In arranging schedules, vacations may be taken in single tours at the discretion

of the employee, with the approval of the Chief of Police.

(8) An employee leaving the employ of the Borough after proper notice and before the completion of an entire year shall be paid for the vacation due him on a prorated basis.

(9) If any greater vacation benefits are granted to any other group of Borough employees during the period of this Agreement but not through collective negotiations, said benefits will be granted to the employees covered by this Agreement.

(10) Up to ninety-six (96) vacation hours may be carried over from one year to the next year subject to the manpower needs of the Police Department. The permission of the Chief of Police for such carry over will not be unreasonably withheld.

ARTICLE 20

NON-DISCRIMINATION

There shall be no discrimination against any employee because of race, creed, color, sex age or national origin.

ARTICLE 21

COURT TIME

The employee shall be paid for court appearances if such appearance is on behalf of the Borough, or the employee is called in his capacity as a Police Officer. Court time, when the same is overtime, shall be paid at the rate of time and one-half ($1\frac{1}{2}$) with a guarantee of two (2) hours.

ARTICLE 22

ON CALL DUTY

Members assigned to the Detective Bureau and the Juvenile Bureau shall receive four (4) hours compensatory "time off" for each day they are placed on an on-call status for duty in the Detective Bureau. However, if a man is called to duty, the actual time spent on assignment will be deducted from the four (4) hours compensatory "time off."

ARTICLE 23

RECALL TIME

If an employee is recalled to duty by the Borough two or more hours prior to start of their next regularly scheduled work day, then they shall be paid for the hours of recall at the rate of time and one-half ($1\frac{1}{2}$) with a guarantee of two (2) hours.

ARTICLE 24

HEALTH AND WELFARE

(1) It is agreed that all health and welfare benefits presently in effect for all the employees covered by this Agreement which have been uniformly recognized or granted by the employer will remain in effect for the term of this Agreement, unless the same has been expressly abridged in writing, by this Agreement.

(2) Unless specifically stated to the contrary, there shall be no diminution of the present health and welfare benefits during the term of this Agreement.

(3) The Borough shall enroll employees who file the necessary and required statements in the New Jersey State Health Benefits Program as it exists on the date of this Agreement. Enrollment shall include the employee's dependents as defined by the plan. The full cost of the plan will be paid by the Borough.

(4) The Borough shall enroll employees that file the necessary and required statements in the New Jersey State Health Benefits Program which will become available and continue the State Health Benefits Program during the term of this Agreement. Enrollment shall include the employee's dependents as defined by the plan. The full cost of the plan will be paid by the Borough.

(5) If, for any reason, the aforementioned plan or a part thereof is withdrawn by the carrier, the Borough will obtain comparable coverage for the employees.

(6) The Borough reserves the right to change insurance carriers or institute a self insurance program so long as the same or substantially similar benefits are provided.

(7) All employees shall contribute to benefits pursuant to applicable state law.

(8) Employees shall be permitted to opt out of coverage under this article provided that the employee can demonstrate that they are covered by other insurance. Employees who opt out of coverage shall not be required to pay the contribution payments set forth in

ARTICLE 24

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(7) All employees shall contribute to benefits pursuant to applicable state law.

(8) Employees shall be permitted to opt out of coverage under this article provided that the employee can demonstrate that they are covered by other insurance. Employees who opt out of coverage shall not be required to pay the contribution payments set forth in

paragraph 7 hereof. Employees who opt out will be permitted to return to coverage during open enrollment periods or if their alternative insurance is terminated or as otherwise provided by law.

(9) The Borough shall implement an expanded 125 plan for tax purposes so such compensation can be on a pre-tax basis. Employees shall be permitted to set aside monies for child care, insurance and medical expenses in accordance with applicable Internal Revenue Service ("IRS") regulations. The Borough shall have the sole right to select the vendor and the plan to implement this expanded 125 Plan and will do so within one year of the ratification of this Agreement. The parties may extend the implementation period by mutual consent.

ARTICLE 25

SAFETY AND UNIFORMS

The Borough agrees that it will comply with all provisions of the Federal safety laws and safety laws of the State of New Jersey. Officers shall be required to maintain and be outfitted in the Department prescribed uniform of the day. All employees are required to report to work with up-to-date, clean proper uniforms as determined by the Chief of Police. Failure to satisfy the uniform maintenance requirement may result in discipline.

ARTICLE 26

SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any employee, member or group of employees or members is held to be invalid by operation of law, by any Court, administrative body or other tribunal of competent jurisdiction, then the parties agree to reopen negotiations with respect to the impact of such invalid provision consistent with the law relating to negotiations and interest arbitration as set forth in N. J.S.A. 34:13A-3 et seq.; however, all other provisions and applications contained herein shall continue in full force and effect, and shall not be affected thereby.

ARTICLE 27

NON STRIKE - NO LOCKOUT

(1) Neither the SOA nor any of its members shall engage in any job action, strike, work stoppage or slowdown, or any illegal interference with the operation of the Borough during the term of the Agreement. The SOA agrees that it shall use its best efforts to prevent acts forbidden herein, on the part of any employee or group of employees and, in the event of any such acts take place by an employee, the SOA agrees it will use its best efforts to cause an immediate cessation thereof, or picketing during each employee's tour of duty.

(2) The Borough will not engage in any lockout of employees covered by this Agreement during the term of this Agreement.

ARTICLE 28
HOURS OF WORK

(1) The standard weekly patrol work schedule shall consist of twelve (12) hour work schedule on a four (4) days on, four (4) days off pattern. The numerical composition of each tour shall be determined by the Chief of Police.

(2) Personnel assigned on a full time basis to duties other than patrol may be assigned to eight (8) hour tours, in the discretion of the Chief of Police.

(3) During an eight (8) hour tour, employees shall be allowed with pay one (1) fifteen (15) minute rest period during the morning; and one (1) fifteen (15) minute rest period in the afternoon. The meal period shall be one-half (1/2) hour and the employee shall be paid for the duration thereof.

(4) During a twelve (12) hour tour, employees shall be allowed two (2) twenty (20) minute rest periods. The meal period shall be forty-five (45) minutes and the employee shall be paid for the duration thereof.

(5) In case of an emergency, the relief period may be shortened and the employee required to work without additional pay, but every effort will be made to allow the employee his relief period.

(6) The Agreement reached between the parties in CO-2010-092 shall continue to be effective and is incorporated by reference into this Agreement.

ARTICLE 29

ANNUAL RATE OF PAY

(1) Any employee performing the duties of a higher rank on a temporary basis for a period of ninety (90) consecutive days, will receive the higher rank's rate of pay starting on the ninety-first (91st) day of performing the duties of that higher rank, starting with the rank of sergeant, until such time as the temporary need is fulfilled and completed.

(2) The following annual salaries shall be in effect for the term of this Agreement for superior officers hired by the Borough as police officers before June 22, 2011:

Hired before 6/22/2011	1/1/2015	1/1/2016	1/1/2017	1/1/2018
Sergeant	\$116,312	\$117,475	\$119,531	\$121,622
Lieutenant	\$125,617	\$126,873	\$129,093	\$131,352
Captain	\$127,037	\$128,307	\$130,553	\$132,837

Employees hired on or before June 22, 2011 shall be entitled to longevity.

(3) The following annual salaries shall be in effect for the term of this Agreement for superior officers hired by the Borough as police officers after the execution date of the Agreement. Employees shall be compensated pursuant to the following charts of annual salaries based upon the employee's total service time with the Borough in all ranks and the rank held by the Employee. Employees hired as police officers after June 22, 2011 shall not be entitled to longevity payments in addition to the amounts contained in this salary guide. Employees will advance one step in this guide on the employee's anniversary date of hire:

Schedule B**Hired after
6/22/2011**

	1.00%	1.00%	1.75%	1.75%
a. Sergeants	1/1/2015	1/1/2016	1/1/2017	1/1/2018
Sergeant 19	\$ 116,312	\$ 117,475	\$ 119,531	\$ 121,622
Sergeant 18	\$ 116,312	\$ 117,475	\$ 119,531	\$ 121,622
Sergeant 17	\$ 118,638	\$ 119,824	\$ 121,921	\$ 124,055
Sergeant 16	\$ 118,638	\$ 119,824	\$ 121,921	\$ 124,055
Sergeant 15	\$ 118,638	\$ 119,824	\$ 121,921	\$ 124,055
Sergeant 14	\$ 118,638	\$ 119,824	\$ 121,921	\$ 124,055
Sergeant 13	\$ 120,965	\$ 122,174	\$ 124,312	\$ 126,488
Sergeant 12	\$ 120,965	\$ 122,174	\$ 124,312	\$ 126,488
Sergeant 11	\$ 120,965	\$ 122,174	\$ 124,312	\$ 126,488
Sergeant 10	\$ 120,965	\$ 122,174	\$ 124,312	\$ 126,488
Sergeant 9	\$ 123,291	\$ 124,524	\$ 126,703	\$ 128,920
Sergeant 8	\$ 123,291	\$ 124,524	\$ 126,703	\$ 128,920
Sergeant 7	\$ 123,291	\$ 124,524	\$ 126,703	\$ 128,920
Sergeant 6	\$ 123,291	\$ 124,524	\$ 126,703	\$ 128,920
Sergeant 5	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Sergeant 4	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Sergeant 3	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Sergeant 2	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Sergeant 1	\$ 127,943	\$ 129,222	\$ 131,484	\$ 133,785
b. Lieutenants	1/1/2015	1/1/2016	1/1/2017	1/1/2018
Lieutenant 19	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Lieutenant 18	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Lieutenant 17	\$ 128,129	\$ 129,410	\$ 131,675	\$ 133,979
Lieutenant 16	\$ 128,129	\$ 129,410	\$ 131,675	\$ 133,979
Lieutenant 15	\$ 128,129	\$ 129,410	\$ 131,675	\$ 133,979
Lieutenant 14	\$ 128,129	\$ 129,410	\$ 131,675	\$ 133,979
Lieutenant 13	\$ 130,640	\$ 131,947	\$ 134,256	\$ 136,605
Lieutenant 12	\$ 130,640	\$ 131,947	\$ 134,256	\$ 136,605
Lieutenant 11	\$ 130,640	\$ 131,947	\$ 134,256	\$ 136,605
Lieutenant 10	\$ 130,640	\$ 131,947	\$ 134,256	\$ 136,605
Lieutenant 9	\$ 133,153	\$ 134,485	\$ 136,838	\$ 139,233
Lieutenant 8	\$ 133,153	\$ 134,485	\$ 136,838	\$ 139,233
Lieutenant 7	\$ 133,153	\$ 134,485	\$ 136,838	\$ 139,233
Lieutenant 6	\$ 133,153	\$ 134,485	\$ 136,838	\$ 139,233
Lieutenant 5	\$ 135,665	\$ 137,022	\$ 139,420	\$ 141,860
Lieutenant 4	\$ 135,665	\$ 137,022	\$ 139,420	\$ 141,860
Lieutenant 3	\$ 135,665	\$ 137,022	\$ 139,420	\$ 141,860
Lieutenant 2	\$ 135,665	\$ 137,022	\$ 139,420	\$ 141,860
Lieutenant 1	\$ 138,178	\$ 139,560	\$ 142,002	\$ 144,487

c. Captain	1/1/2015	1/1/2016	1/1/2017	1/1/2018
Captain 19	\$ 127,037	\$ 128,307	\$ 130,553	\$ 132,837
Captain 18	\$ 127,037	\$ 128,307	\$ 130,553	\$ 132,837
Captain 17	\$ 129,577	\$ 130,873	\$ 133,163	\$ 135,493
Captain 16	\$ 129,577	\$ 130,873	\$ 133,163	\$ 135,493
Captain 15	\$ 129,577	\$ 130,873	\$ 133,163	\$ 135,493
Captain 14	\$ 129,577	\$ 130,873	\$ 133,163	\$ 135,493
Captain 13	\$ 132,118	\$ 133,439	\$ 135,774	\$ 138,151
Captain 12	\$ 132,118	\$ 133,439	\$ 135,774	\$ 138,151
Captain 11	\$ 132,118	\$ 133,439	\$ 135,774	\$ 138,151
Captain 10	\$ 132,118	\$ 133,439	\$ 135,774	\$ 138,151
Captain 9	\$ 134,658	\$ 136,005	\$ 138,385	\$ 140,807
Captain 8	\$ 134,658	\$ 136,005	\$ 138,385	\$ 140,807
Captain 7	\$ 134,658	\$ 136,005	\$ 138,385	\$ 140,807
Captain 6	\$ 134,658	\$ 136,005	\$ 138,385	\$ 140,807
Captain 5	\$ 137,199	\$ 138,571	\$ 140,996	\$ 143,464
Captain 4	\$ 137,199	\$ 138,571	\$ 140,996	\$ 143,464
Captain 3	\$ 137,199	\$ 138,571	\$ 140,996	\$ 143,464
Captain 2	\$ 137,199	\$ 138,571	\$ 140,996	\$ 143,464
Captain 1	\$ 139,740	\$ 141,137	\$ 143,607	\$ 146,120

(4) All employees who retire or resign in good standing during the term of this Agreement shall be entitled to his/her pro-rata retroactive salary increase for the period of his/her employment.

ARTICLE 30

COLLEGE CREDITS

A college credit program is established on the following criteria:

A. Each employee shall receive ten (\$10.00) dollars per credit hour to a one hundred twenty-eight (128) credit hour maximum in a matriculating program of police science or its equivalent at an accredited college.

B. An employee shall not receive ten (\$10.00) dollars per credit hour until he has achieved a minimum of twelve (12) credit hours earned while employed by the Borough; payment from the first credit earned.

C. Payment by the Borough shall be made on the first of January next following the calendar year during which a college credit has been earned, provided, however, that the employee receives a passing grade from the institution providing such courses.

D. Employees hired after January 1, 1990, shall receive tuition refunds only.

E. Effective January 1, 2015, all police officers shall be subject to a lifetime college credit cap of \$5,000.00 for the reimbursement of undergraduate and graduate school. In order to qualify for reimbursement, the police officer must enroll in a police science or criminal justice program as defined by the institution, which institution is accredited by the New Jersey Department of Education. The officer must notify the Borough at least one (1) year in advance of his/her intentions to enroll in such a program so the Borough can properly budget for the expenditure. The Chief of Police shall have the discretion to approve and/or disapprove of any program and/or course of study that is not a police science or criminal justice program, based upon the police department's operational needs. Effective January 1, 2015, all police officers receiving tuition reimbursement agree to continue employment for at least two (2) years following receipt of payment, or shall repay said amount and shall indemnify the Borough for collection costs if it must pursue collection

ARTICLE 31

TRAVEL AND MEAL ALLOWANCE

Employees covered by this Agreement shall receive twenty (\$0.20) cents per mile whenever they may be required to use their own automobile for travel on police business (including schools and court appearances), as measured from the Borough Hall.

Whenever the employees are caused to remain out of the Borough of River Edge on police business (including schools and court and administrative agency appearances) during meal periods, they shall be compensated at the rate of five (\$5.00) dollars, per meal period.

ARTICLE 32
MISCELLANEOUS

(1) In all references to any parties, persons, entities or corporations, the use of any particular gender or the plural or singular number shall be deemed to refer to and include the appropriate gender or number, as the text may require.

(2) All the terms, covenants and conditions herein contained shall inure to the benefit of and shall bind the respective parties hereto, their legal representatives, successors and assigns.

(3) Employees shall not be required to be residents of the Borough, unless otherwise provided by law.

ARTICLE 33
UNIT MEMBERSHIP

(1) Membership in the employee organization (SOA), hereinafter in this clause called SOA, is not compulsory. Regular employees have the right to join, non-join, maintain or drop their membership with the SOA, if they see fit. Neither party shall exert any pressure on or discriminate against any employee as regarding such matters.

(2) The Borough will withhold, from the salaries of those employees who are covered by this Agreement and who have not executed authorizations permitting the employer to withhold the full amount of union dues, a representation fee in lieu of dues which shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by Local 201 to its own members, less the costs of benefits financed through the dues, fees and assessments and available to or benefiting only its members, but in no event shall such representation fee exceed eighty-five (85%) percent of the uniform annual dues charged by Local 201 to its members. The employer shall forward the amount so deducted to the Local. The Local represents to the employer that it has established a demand and return system and that it is in compliance with all requirements imposed upon the Local pursuant to Law, 1979 c. 477 and the employer's obligation pursuant to this paragraph is contingent upon the Local's continued compliance therewith.

(3) The Local will defend, indemnify and save the employer harmless against any and all demands, suits or other forms of liability which may arise out of or by reason of action taken by the employer at the request of the Union pursuant to this Article.

(4) In the event that employees hired after the effective date of this Agreement do not within sixty (60) days of the date of hire execute written authorizations for withholding of

union dues pursuant to this Article, then the provisions of paragraph one (1) herein above, shall be effective.

ARTICLE 34

WORK INCURRED INJURY

The Borough represents that all employees covered by this Agreement are covered by a Worker's Compensation insurance Policy and that it will continue to provide such coverage as required by statute.

ARTICLE 35

NO WAIVER

Except as otherwise provided in this Agreement the failure to enforce any provision of this Agreement shall not be deemed a waiver thereof. This Agreement is not intended and shall not be construed as a waiver of any right or benefit to which the employees herein are entitled by law.

ARTICLE 36

SCOPE OF CONTRACT

(1) The parties acknowledge that they have had full opportunity to bargain concerning the terms and conditions of employment and that the within Agreement is the entire Agreement of the parties and that during the term of the Agreement, neither party is obligated to negotiate any further terms and conditions of employment.

(2) Those benefits and practices, which intimately and directly affect the work and welfare of the employees and on which a negotiated agreement would not significantly interfere with the exercise of inherent managerial prerogatives pertaining to the determination of government policy shall be continued provided that such benefits and practices have been expressly recognized by the employer and uniformly applied to all employees in the bargaining unit.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals at River Edge, New Jersey on this _____ day of _____, 2016.

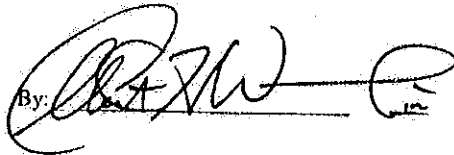
ATTEST:

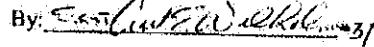
BOROUGH OF RIVER EDGE

By: _____

By: _____

RIVER EDGE SOA LOCAL 201

By:  _____

By:  _____

ARTICLE 36

SCOPE OF CONTRACT

(1) The parties acknowledge that they have had full opportunity to bargain concerning the terms and conditions of employment and that the within Agreement is the entire Agreement of the parties and that during the term of the Agreement, neither party is obligated to negotiate any further terms and conditions of employment.

(2) Those benefits and practices, which intimately and directly affect the work and welfare of the employees and on which a negotiated agreement would not significantly interfere with the exercise of inherent managerial prerogatives pertaining to the determination of government policy shall be continued provided that such benefits and practices have been expressly recognized by the employer and uniformly applied to all employees in the bargaining unit.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals at River Edge, New Jersey on this 26 day of May 2016

ATTEST:

BOROUGH OF RIVER EDGE

By: Stephanie Evans

By: [Signature]

RIVER EDGE SOA LOCAL 201

By: [Signature]

By: [Signature]

**POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

Section I: Agreement Details

Public Employer: Borough of River Edge County: Bergen
 Employee Organization: River Edge PBA Local 201/River Edge Superior Officers Association Employees in Unit: 23
 Base Year Contract Term: 1/1/11 - 12/31/14 New Contract Term: 1/1/15 - 12/31/18
 Type of Settlement: Arbitrator's Award Fact-Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(e): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Section III: Economic - Costs Inside base salary				
Salary	1,698,369		1,960,308	
Increment	57,755	N/A	155,475	N/A
Longevity	119,373		121,408	
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
	Item Description			
Item 1	Holiday Pay	135,581	150,184	
Item 2	Sick Leave	0	0	
Item 3	Vacations	0	0	
Item 4	Health & Welfare	0	125 Plan	
Item 5	College Credits	0	\$5,000-Max/Employee	
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items fit on separate sheet	Additional Items			
Section V: Totals - Sum of costs in each column	2,011,078	0	2,387,375	N/A
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) 2,011,078

Effective Date (m/d/yyyy)	1/1/15	1/1/16	1/1/17	1/1/18
Percent Increase	1%	1%	1.75%	1.75%
Actual Dollar Increase	20,110	20,311	35,901	36,530
Total Economic Costs (new successor agreement)	2,031,189	2,051,501	2,087,402	2,123,931

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 1.38
 Dollar Impact (average per year over term of agreement) 28,213

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	353,965	420,530
Employee Contributions	26,986	47,725
Prescription	0	0
Dental	0	0
Vision	0	0

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: Alan P. Negreann Title: Borough Administrator/
Chief financial Officer
 Signature: *Alan P. Negreann* Date: 5/31/16

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/15 thru 12/31/18.

Employer: Borough of River Edge

County: Bergen

Date: 5/31/16

Name: Alan P. Negreann
Print Name

Title: Borough Administrator/CFO


Signature

**Memorandum of Agreement
Borough of River Edge
And
River Edge Superior Officers Association**

The Borough of River Edge ("Borough") and River Edge Superior Officers Association ("SOA") agree to the following terms for a successor collective negotiations agreement, subject to ratification by their respective memberships:

ARTICLE I – TERMS OF THE AGREEMENT

Change the terms from January 1, 2015 through December 31, 2018

ARTICLE XXIX – ANNUAL RATE OF PAY

Attached hereto and incorporated herein are the Salary Guides (Schedules A and B).

- a. Effective January 1, 2015, all steps shall increase by 1%.
- b. Effective January 1, 2016, all steps shall increase by 1%.
- c. Effective January 1, 2017, all steps shall increase by 1.75%.
- d. Effective January 1, 2018, all steps shall increase by 1.75%.

- All employees who retired or resigned in good standing during the term of this agreement shall be entitled to his/her pro-rata retroactive salary increase for the period of his/her employment.

ARTICLE XXV – HEALTH AND WELFARE

Revise Paragraph 9 to reflect an expanded 125 Plan that permits police officers to set aside monies for childcare, insurance, medical expenses, etc. in accordance with applicable IRS regulations. The Borough shall have the sole right to select the vendor and the plan to implement this expanded 125 Plan and will do so within one year of the ratification of this agreement. The parties may extend the implementation period by mutual consent.

ARTICLE XXXI – COLLEGE CREDITS

Effective January 1, 2015, all police officers shall be subject to a lifetime college credit cap of \$5,000 for the reimbursement of undergraduate and graduate school. In order to qualify for reimbursement, the Police Officer must enroll in a police science or criminal justice program as defined by the institution, which institution is deemed accredited by the New Jersey Department of Education. The officer must notify the Borough at least one year in advance of his/her intentions to enroll in such a program so that the Borough can properly budget for the expenditure. The Chief of Police shall have the discretion to approve and/or disapprove of any program and/or course of study that is not a police science or criminal justice program based upon the police department's operational needs. Effective January 1, 2015, all police officers

receiving tuition reimbursement agree to continue employment for at least (2) years following receipt of payment, or shall repay said amount, and shall indemnify the Borough for the collection costs if it must pursue collection.

Borough of River Edge

River Edge Superior Officers Association

Dated:

Dated:

SQA Salary Guides

Schedule A

Hired before
6/22/2011

		1.00%	1.00%	1.75%	1.75%
		1/1/2015	1/1/2016	1/1/2017	1/1/2018
Sergeant	\$ 115,160	\$ 116,312	\$ 117,475	\$ 119,531	\$ 121,622
Lieutenant	\$ 124,373	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Captain	\$ 125,779	\$ 127,037	\$ 128,307	\$ 130,553	\$ 132,837

Schedule B

Hired after
6/22/2011

Sergeant 19	\$ 115,160	\$ 116,312	\$ 117,475	\$ 119,531	\$ 121,622
Sergeant 18	\$ 115,160	\$ 116,312	\$ 117,475	\$ 119,531	\$ 121,622
Sergeant 17	\$ 117,463	\$ 118,638	\$ 119,824	\$ 121,921	\$ 124,055
Sergeant 16	\$ 117,463	\$ 118,638	\$ 119,824	\$ 121,921	\$ 124,055
Sergeant 15	\$ 117,463	\$ 118,638	\$ 119,824	\$ 121,921	\$ 124,055
Sergeant 14	\$ 117,463	\$ 118,638	\$ 119,824	\$ 121,921	\$ 124,055
Sergeant 13	\$ 119,767	\$ 120,965	\$ 122,174	\$ 124,312	\$ 126,488
Sergeant 12	\$ 119,767	\$ 120,965	\$ 122,174	\$ 124,312	\$ 126,488
Sergeant 11	\$ 119,767	\$ 120,965	\$ 122,174	\$ 124,312	\$ 126,488
Sergeant 10	\$ 119,767	\$ 120,965	\$ 122,174	\$ 124,312	\$ 126,488
Sergeant 9	\$ 122,070	\$ 123,291	\$ 124,524	\$ 126,703	\$ 128,920
Sergeant 8	\$ 122,070	\$ 123,291	\$ 124,524	\$ 126,703	\$ 128,920
Sergeant 7	\$ 122,070	\$ 123,291	\$ 124,524	\$ 126,703	\$ 128,920
Sergeant 6	\$ 122,070	\$ 123,291	\$ 124,524	\$ 126,703	\$ 128,920
Sergeant 5	\$ 124,373	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Sergeant 4	\$ 124,373	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Sergeant 3	\$ 124,373	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Sergeant 2	\$ 124,373	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Sergeant 1	\$ 126,676	\$ 127,943	\$ 129,222	\$ 131,484	\$ 133,785
Lieutenant 19	\$ 124,373	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Lieutenant 18	\$ 124,373	\$ 125,617	\$ 126,873	\$ 129,093	\$ 131,352
Lieutenant 17	\$ 126,860	\$ 128,129	\$ 129,410	\$ 131,675	\$ 133,979
Lieutenant 16	\$ 126,860	\$ 128,129	\$ 129,410	\$ 131,675	\$ 133,979
Lieutenant 15	\$ 126,860	\$ 128,129	\$ 129,410	\$ 131,675	\$ 133,979
Lieutenant 14	\$ 126,860	\$ 128,129	\$ 129,410	\$ 131,675	\$ 133,979
Lieutenant 13	\$ 129,347	\$ 130,640	\$ 131,947	\$ 134,256	\$ 136,605
Lieutenant 12	\$ 129,347	\$ 130,640	\$ 131,947	\$ 134,256	\$ 136,605
Lieutenant 11	\$ 129,347	\$ 130,640	\$ 131,947	\$ 134,256	\$ 136,605
Lieutenant 10	\$ 129,347	\$ 130,640	\$ 131,947	\$ 134,256	\$ 136,605
Lieutenant 9	\$ 131,835	\$ 133,153	\$ 134,485	\$ 136,838	\$ 139,233
Lieutenant 8	\$ 131,835	\$ 133,153	\$ 134,485	\$ 136,838	\$ 139,233
Lieutenant 7	\$ 131,835	\$ 133,153	\$ 134,485	\$ 136,838	\$ 139,233
Lieutenant 6	\$ 131,835	\$ 133,153	\$ 134,485	\$ 136,838	\$ 139,233
Lieutenant 5	\$ 134,322	\$ 135,665	\$ 137,022	\$ 139,420	\$ 141,860
Lieutenant 4	\$ 134,322	\$ 135,665	\$ 137,022	\$ 139,420	\$ 141,860
Lieutenant 3	\$ 134,322	\$ 135,665	\$ 137,022	\$ 139,420	\$ 141,860
Lieutenant 2	\$ 134,322	\$ 135,665	\$ 137,022	\$ 139,420	\$ 141,860
Lieutenant 1	\$ 136,810	\$ 138,178	\$ 139,560	\$ 142,002	\$ 144,487
Captain 19	\$ 125,779	\$ 127,037	\$ 128,307	\$ 130,553	\$ 132,837
Captain 18	\$ 125,779	\$ 127,037	\$ 128,307	\$ 130,553	\$ 132,837
Captain 17	\$ 128,294	\$ 129,577	\$ 130,873	\$ 133,163	\$ 135,493
Captain 16	\$ 128,294	\$ 129,577	\$ 130,873	\$ 133,163	\$ 135,493
Captain 15	\$ 128,294	\$ 129,577	\$ 130,873	\$ 133,163	\$ 135,493
Captain 14	\$ 128,294	\$ 129,577	\$ 130,873	\$ 133,163	\$ 135,493
Captain 13	\$ 130,810	\$ 132,118	\$ 133,439	\$ 135,774	\$ 138,151
Captain 12	\$ 130,810	\$ 132,118	\$ 133,439	\$ 135,774	\$ 138,151
Captain 11	\$ 130,810	\$ 132,118	\$ 133,439	\$ 135,774	\$ 138,151
Captain 10	\$ 130,810	\$ 132,118	\$ 133,439	\$ 135,774	\$ 138,151
Captain 9	\$ 133,325	\$ 134,658	\$ 136,005	\$ 138,385	\$ 140,807
Captain 8	\$ 133,325	\$ 134,658	\$ 136,005	\$ 138,385	\$ 140,807
Captain 7	\$ 133,325	\$ 134,658	\$ 136,005	\$ 138,385	\$ 140,807
Captain 6	\$ 133,325	\$ 134,658	\$ 136,005	\$ 138,385	\$ 140,807
Captain 5	\$ 135,841	\$ 137,199	\$ 138,571	\$ 140,996	\$ 143,464
Captain 4	\$ 135,841	\$ 137,199	\$ 138,571	\$ 140,996	\$ 143,464
Captain 3	\$ 135,841	\$ 137,199	\$ 138,571	\$ 140,996	\$ 143,464
Captain 2	\$ 135,841	\$ 137,199	\$ 138,571	\$ 140,996	\$ 143,464
Captain 1	\$ 138,356	\$ 139,740	\$ 141,137	\$ 143,607	\$ 146,120