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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT BETWEEN:

MAYOR AND BOARD OF ALDERMAN OF THE TOWN OF BOONTON

AND

BOONTON CHAPTER LOCAL NO. 212 OF THE NEW JERSEY STATE
POLICEMAN'S BENEVOLENT ASSOCIATION

1975-1976

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RESOLUTION

WHEREAS, by Resolution adopted April 20, 1970, the Mayor and Board of Alderman of the Town of Boonton has recognized the Boonton Chapter Local No. 212 of the New Jersey State Policeman's Benevolent Association as the exclusive representative of the Boonton Police Department for collective negotiations with the Board of Alderman in accordance with the New Jersey Public Employees Relations Act (N.J.S.A. 34:13A-1, et seq.) and

WHEREAS, extended conferences between the Negotiating Committees of the Mayor and Board of Alderman and the Boonton Chapter have resulted in a recommended employment agreement for the calendar years of 1975 and 1976, and

WHEREAS, the Mayor and Board of Alderman has considered the recommended employment agreement.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Board of Alderman that the agreement marked "Schedule One", attached hereto and made a part hereof, be and the same is hereby accepted and approved and

BE IT FURTHER RESOLVED that the Mayor and Town Clerk are hereby authorized and directed to execute said agreement on behalf of the Mayor and Board of Alderman.

SCHEDULE ONE

AGREEMENT entered into this 4th day of October, 1976

by and between:

MAYOR AND BOARD OF ALDERMAN OF THE TOWN OF BOONTON,
a Municipal Corporation of the State of New Jersey,
with offices at 100 Washington Street, Boonton, NJ.

(Hereafter referred to as the "Town")

AND

BOONTON CHAPTER LOCAL NO. 212 OF THE NEW JERSEY STATE
POLICEMAN'S BENEVOLENT ASSOCIATION.

(Hereafter referred to as the "Chapter")

WHEREAS, the Chapter has been recognized by the Town as the
the exclusive representative of the Boonton Police Department for the
purpose of conducting collective negotiations in accordance with the
New Jersey Public Employment Relations Act (N.J.S.A. 34:13A-1, et seq.),
and

WHEREAS, Negotiations between the Town and the Chapter have
been conducted respecting the terms and conditions of employment, and

WHEREAS, agreement has been reached by both parties,

NOW, THEREFORE, in consideration of the mutual promises and
covenants herein contained, it is mutually agreed by and between the
parties as follows:

1. SALARIES

A. Effective April, the following rates of pay shall prevail for police officers covered by this Agreement:

<u>PATROLMEN</u>	
Step 1	\$9,000.
Step 2	\$10,125
Step 3	\$11,250
Step 4	\$12,375
Step 5	\$13,500

B. Each grade above maximum rate of pay for patrolmen shall be separated by a \$1,000 differential which shall be paid in two Steps as follows:

<u>SERGEANTS</u>	
1st Year in Rank	\$14,000
2nd Year in Rank	\$14,500

<u>LIEUTENANTS</u>	
1st Year in Rank	\$15,000
2nd Year in Rank	\$15,500

<u>CAPTAIN</u>	
1st Year in Rank	\$16,000
2nd Year in Rank	16,500

C. Employees assigned to the Detective Bureau shall receive additional compensation of \$1,000 in two Steps as follows:

1st Year in Bureau	- \$500
2nd Year in Bureau	- Additional \$500

D. Effective January 1, 1976, the following rates of pay shall prevail for all police officers covered by this Agreement.

<u>PATROLMEN</u>	
Step 1	\$9,000
Step 2	\$10,375
Step 3	\$11,750
Step 4	\$13,125
Step 5	\$14,500

SERGEANTS

1st Year in Rank \$15,000
2nd Year in Rank \$15,500

LIEUTENANTS

1st Year in Rank \$16,000
2nd Year in Rank 16,500

CAPTAIN

1st Year in Rank \$17,000
2nd Year in Rank 17,500

E. Employees assigned to the Detective Bureau shall receive additional compensation of \$1,000 in two Steps as follows:

1st Year in Bureau \$500
2nd Year in Bureau Additional \$500

Salary increments will be paid on a calendar year basis except for promotions which will be paid on the anniversary date of the promotion.

F. Employees will be compensated for the meal-hour while on duty.

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SEE ATTACHED

2. LONGEVITY

In addition to the above rates of pay, employees shall be entitled to longevity payments paid on a calendar year basis in accordance with the following schedule:

	1 to 3 Years	None
Beginning of	4 thru 7 Years	1% of Base Pay
Beginning of	8 thru 11 Years	2% of Base Pay
Beginning of	12 thru 15 Years	3% of Base Pay
Beginning of	16 thru 19 Years	4% of Base Pay
Beginning of	20 Years and Thereafter	5% of Base Pay

3. VACATIONS

Employees shall be entitled to receive the following number of paid vacation days during the calendar year:

After One Year - 12 working days
After 7 Years - 15 working days
After 12 Years - 20 working days
After 17 Years - 25 working days

4. HOLIDAYS

Each police officer shall receive 12 paid holidays per calendar year. In the event a police officer shall work on any of the days set forth as paid holidays, he shall receive additional compensation at the rate of straight time.

5. OVERTIME

A. Overtime compensation shall be at the rate of straight time for all hours worked. In the event an off-duty officer is called into work on special duty, he shall be guaranteed four (4) hours of overtime at straight time.

B. Police officers who are required to appear in Municipal Court during off-duty hours shall be guaranteed minimum compensation in two-hour intervals. Thus, such police officer who appears for one hour shall be paid for two hours; 2 hours and 15 minutes shall be paid for 4 hours; 4 hours and one minute - 6 hours, etc.

C. Payment for police officers who are required to appear before any Grand Jury, County, Superior or Supreme Court proceeding during off-duty hours shall be governed by provisions of N.J.S.A. 40A:14-135.

D. For purposes of method of payment, police officers shall have the right to elect either cash or compensatory time off.

6. SICK LEAVE

A. Each police officer covered by this Agreement shall be granted 15 working days of sick leave per Contract year and any days remaining and unused shall be accumulative.

B. Officers, upon retirement, shall receive compensation for unused accumulated sick leave at the rate of \$15 per day.

C. In the event of a death of a member of the police officer's family, he shall be granted an additional three (3) days off at no loss in pay. Family shall be defined as parents, parents-in-law, grandparents, blood relatives living in the officer's household.

Such days shall be non-cumulative and not considered as a part of sick leave entitlement.

7. UNIFORM ALLOWANCE AND MAINTENANCE

A. Each police officer covered by this Agreement shall receive a uniform allowance to be used for purchase of replacement equipment and/or cleaning. Each officer shall have the right to select such items of clothing as he deems necessary and payment will be made upon submission of a voucher from the appropriate supplier of the items purchased. During the term of this Agreement, uniform allowance and maintenance per Contract year shall be as follows:

1975 - \$225

1976 - \$250

B. Uniform and equipment damaged in the line of duty will be replaced by the Town without cost to the officer.

C. New officers will be supplied with full uniform, including shoes and full equipment.

8. POLICE SCHOOL

A. Compensation at the rate of straight time to officers attending Police School during period of attendance.

B. Reimbursement for expenses incurred while attending Police School including clothing, traveling expenses, lodging, meals, equipment, books, upon approval by the Chief.

C. Reimbursement at the rate of twelve (\$.12) cents per mile for traveling to and from Police School.

9. COLLEGE CREDITS

Reimbursement for cost of books required for law enforcement related courses leading to a degree or certificate in law enforcement at an accredited institution of learning.

10. TRANSPORTATION EXPENSES

Reimbursement at the rate of twelve (\$.12) cents per mile for traveling incidental to official police duties.

11. MEDICAL INSURANCE

A. Full Blue Cross and Blue Shield coverage including Rider J to be provided at the expense of the Town and shall include coverage for the officer and his dependants.

B. Major Medical Insurance coverage shall be provided at the expense of the Town and shall include coverage for the officer and his dependants. Said Major Medical coverage shall include a maximum of \$25,000.00 each illness and a maximum of \$100,000.00 on all illness for life for the officer and his dependants. It is understood that this provision shall be effective not later than July 1, 1973.

C. Effective January 1, 1976, the Town shall continue to provide medical insurance coverage for employees and their dependants who retire after 25 years of service, or who become disabled, which disability causes separation, provided however, that such coverage shall only continue until such time as an employee covered by this Agreement secures employment by an employer who has provision to provide medical insurance coverage.

12. INJURY IN THE LINE OF DUTY

A. Time lost as direct result of injury in the line of duty shall not be deducted from "sick leave" due officer.

B. Compensation at the rate of full salary for time lost as direct result of injury in the line of duty.

13. FALSE ARREST INSURANCE

A. Complete false arrest insurance to be provided.

B. In cases of officers charged with criminal conduct while in the performance of their duty, the Town of Boonton shall burden all expenses incurred in the preparation of the defense of such officer.

C. In cases of officers being sued in civil action resulting from the performance of their duty, the Town of Boonton shall burden all expenses incurred in the defense of such officer and shall burden all expenses incurred in the defense of such officer and shall burden all judgments held against such officer.

14. GRIEVANCE PROCEDURES

Informal grievance procedures available at all times in addition to procedures available under Civil Service.

15. DEATH BENEFITS

Minimum death benefits of three and one-half (3½) times salary as provided under New Jersey State Employees' Pension and Annuity Fund.

16. P.B.A. CONVENTION

A. One delegate and two alternates are to be allowed to attend P.B.A. Convention and to be compensated at the rate of full pay for the time spent at said Convention.

B. One delegate is to be allowed to attend monthly meetings of P.B.A. and to be compensated at full pay for attendance at said meetings.

C. Fund in the amount of \$300 for reimbursement of expenses for delegation from Boonton Police Force.

17. Any and all benefits now being enjoyed by members of the Boonton Police Department, and not herein enumerated or described are to be retained.

This Agreement shall become effective January 1, 1975 through December 31, 1976. For purposes of subsequent negotiations the parties agree that such negotiations for purposes of reaching a new contractual Agreement shall commence during the first week of September, 1976 and will continue on a weekly basis thereafter, in good faith until said negotiations are completed.

MAYOR AND BOARD OF ALDERMAN
OF THE TOWN OF BOONTON

BY Richard Yanni
Richard Yanni, Mayor

ATTEST:

Thomas E. Hopkins
Thomas E. Hopkins, Clerk

BOONTON CHAPTER LOCAL NO. 212
OF THE NEW JERSEY STATE POLICEMAN'S
BENEVOLENT ASSOCIATION

BY

P.B.A. President Local #212

ATTEST:

Secretary
Secretary

The parties agree that the language governing "meal hour" shall be changed to "meal period" in the contract agreement between the parties expiring December 31, 1976.

However, it is understood that any specific time set forth as the meal period will become effective in the new agreement and shall not be retroactive to any year prior to January 1, 1977.

Michael D. Woodford
P.B.A. President Local #12
10/4/76

Richard J. Gagnier
Mayor of Benton
10/4/76