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RESOLUTION

BE IT RESOLVED by the Borough Council of the Borough of Raritan, in the County of Somerset and State of New Jersey, that the proposed Employment Agreement between the Borough and the Officers and Patrolmen of the Borough Police Department, a copy of which Employment Agreement is attached hereto and made a part hereof, be, and it hereby is, approved and that the Mayor and the Clerk be, and they hereby are, authorized and directed to execute said Employment Agreement on behalf of the Borough.

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EMPLOYMENT AGREEMENT, made the 24th day of September, 1974,
by and between the BOROUGH OF RARITAN in the County of Somerset,
maintaining its seat of government at 16 Anderson Street, Raritan,
New Jersey, and THE OFFICERS AND PATROLMEN OF THE BOROUGH OF
RARITAN POLICE DEPARTMENT;

W I T N E S S E T H:

WHEREAS, the Mayor and Council of the Borough of Raritan
have negotiated with representatives of the Officers and
Patrolmen in accordance with the provisions of R.S. 34:13A-5.3;
and

WHEREAS, the parties have agreed upon the salaries and
other compensation to be paid to the Officers and Patrolmen for
the calendar years 1974 and 1975, as well as benefits and
grievance procedure;

NOW, THEREFORE, in consideration of the premises, the
Borough of Raritan hereby employs and the Officers and Patrolmen
hereby accept said employment, upon the following terms:

1. All of the terms, conditions and stipulations set
forth in the Ordinance designated as Schedule A, attached hereto,
are incorporated herein by reference and made a part hereof.

2. In all cases of reported illness or disability, the
Borough reserves the right to have a physician designated by
the Borough examine and report on the condition of the Officer or
Patrolman. An Officer or Patrolman on sick leave who received
weekly payments under Workmen's Compensation, shall be entitled
to an amount, which, together with the compensation payments,
equal his regular weekly wages.

2A - It is expressly understood and agreed that the 1975 salary for the Chief of Police will be negotiated hereafter between the Borough and said Chief of Police.

3. Each Officer and patrolman shall receive an annual uniform cleaning; uniform cleaning service to be provided by the Borough.


4. Grievance Procedure shall be as set forth in the proposed Borough Personnel Ordinance, a copy of which procedure is attached hereto as Schedule B and made a part hereof.

5. The salaries, other compensations and benefits provided for in this Employment Agreement shall be retroactive to January 1, 1974.

6. This Employment Agreement and the employment relationship created hereunder shall remain in full force and effect until midnight, December 31, 1975.

IN WITNESS WHEREOF, this Employment Agreement has been executed on behalf of the Borough by the Mayor and attested by the Clerk and has been executed by the Officers and Patrolmen of the Borough of Raritan Police Department.


ATTEST:



NICHOLAS M. ESPOSITO
Borough Clerk

BOROUGH OF RARITAN

BY:



PAT DiPAOLO, Mayor

SCHEDULE A

AN ORDINANCE FIXING THE SALARIES AND
OTHER COMPENSATION TO BE PAID TO THE
MEMBERS OF THE POLICE DEPARTMENT OF
THE BOROUGH OF RARITAN, IN THE COUNTY
OF SOMERSET AND STATE OF NEW JERSEY.

WHEREAS, the Mayor and Council of the Borough of Raritan have negotiated with representatives of the members of the Police Department in accordance with the provisions of R.S. 34:13A-1 et seq.; and

WHEREAS, among other things, the parties have agreed upon the salaries and other compensation to be paid to the members of the Police Department for calendar years 1974 and 1975;

NOW, THEREFORE, BE IT ORDAINED by the Borough Council of the Borough of Raritan, in the County of Somerset and State of New Jersey, that:

Section 1. The annual base salary scales for the Police Department of the Borough of Raritan for calendar years 1974 and 1975 are hereby fixed as follows:

	<u>1974</u>	<u>1975</u>
Chief of Police	\$15,150.00	<u>16,211.00</u>
Captain	\$14,272.00	\$15,271.00
✓ Lieutenant	\$13,397.00	\$14,335.00
✓ Sergeant	\$12,578.00	\$13,458.00
✓ Detective	\$12,428.00	\$13,298.00
✓ Patrolman:		
First year	\$ 9,147.00	\$ 9,787.00
Second year	\$10,003.00	\$10,703.00
Third year	\$10,752.00	\$11,505.00
Fourth year and Subsequent years	\$11,820.00	\$12,647.00

Section 2. In addition to the annual base salaries fixed in Section 1 hereof for calendar year 1974 and as part of his annual salary for calendar year 1974, any member of the Police Department who has served for more than five years, but less than ten years, shall receive an amount equivalent to two per cent of his annual salary; any member of the Police Department who has served ten years or more, but less than fifteen years, shall receive an amount equivalent to four per cent of his annual base salary; any member of the Police Department who has served for fifteen years or more shall receive an amount equivalent to six per cent of his annual base salary.

Section 3. In addition to the annual base salaries fixed in Section 1 hereof for calendar year 1975 and as part of his annual salary for calendar year 1975, any member of the Police Department who has served for more than five years, but less than ten years, shall receive an amount equivalent to two per cent of his annual salary; any member of the Police Department who has served ten years or more, but less than fifteen years, shall receive an amount equivalent to four per cent of his annual base salary; any member of the Police Department who has served for fifteen years or more shall receive an amount equivalent to six per cent of his annual base salary. Any member of the Police Department who has served for twenty years or more shall receive an amount equivalent to eight per cent of his annual base salary.

Section 4. A member of the Police Department below the rank of Lieutenant shall be compensated for all time worked in excess of his regular shift at the rate of one and one-half times his regular hourly salary rate; provided, however, that this provision shall not apply to time expended by the Detective, or by a member of the Police Department assigned as an Investigator or a Narcotics Investigator.

Section 5. Each member of the Police Department shall be paid for 12 holidays at his regular daily salary rate, payable on the first days of June and December.

Section 6. A member of the Police Department shall be entitled to an annual paid vacation on the following basis:

<u>Completed Employment</u>	<u>Vacation Time</u>
6 months to 1 year	1 week
1 year to 7 years	2 weeks
8 years to 17 years	3 weeks
18 years to 22 years	4 weeks
23 years or over	5 weeks

One week vacation time is equivalent to the length of the shift worked by the member of the Police Department. Vacation time may not be accumulated, and compensation will not be allowed in place of vacation time; provided, however, that the Borough Council, for good cause, may grant exceptions.

Section 7. In the event of a death in the family of a member of the Police Department, i.e., spouse, child, grand-child, parent, brother or sister, grandparent, parent-in-law,

son-in-law or daughter-in-law, niece or nephew, sister-in-law or brother-in-law, or the death of a person who resides with the member of the Police Department, said member shall be entitled to a three (3) day leave of absence with pay.

Section 8. A member of the Police Department shall be credited with one (1) paid personal day for each four months of continuous employment; provided, however, that the maximum number of personal days which may be accumulated shall be three (3). A member of the Police Department may request that a reported absence from work be charged against his accumulated personal days.

Section 9. Each member of the Police Department shall receive an annual uniform allowance of \$175.00 and each Patrolman shall receive an annual uniform cleaning allowance of \$100.00.

Section 10. A member of the Police Department appearing before any municipal court as part of his duties outside his assigned duty hours shall be compensated at his regular hourly salary rate.

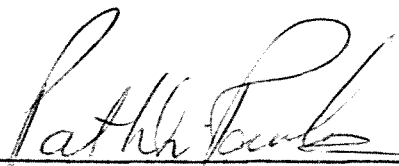
Section 11. Appearance by a member of the Police Department, as part of his duties, before any grand jury or at any County, Superior or Supreme Court proceedings, except a civil action, shall be governed by N.J.S. 40A:14-135.

Section 12. The salaries and other compensation of members of the Police Department shall be paid bi-weekly.


Section 13. The salaries, other compensations and benefits provided for in this Ordinance shall be retroactive to January 1, 1974.

Section 14. This Ordinance shall supersede all prior salary ordinances covering the members of the Police Department and said ordinances are hereby repealed.

Section 15. This Ordinance shall take effect at the time and in the manner provided by law.


Pat DiPaolo, Mayor

Attest:


Nicholas M. Esposito, Borough Clerk-Administrator

Introduced: September 10th 1974

Adopted: September 24th 1974

SCHEDULE B

GRIEVANCE PROCEDURE

1. If an employee has a grievance he shall first present same to his immediate supervisor, or, in the case of a member of the Police Department, to his immediate superior officer.

2. If his grievance is not resolved to his satisfaction, the employee shall then present his grievance to the head of his Department.

3. If still not resolved to his satisfaction, the employee shall present same to the Borough Administrator. After discussing the grievance with the Department Head involved, the Administrator shall prepare a written report of the grievance and shall deliver the report to the Chairman of the Councilmanic Committee having control over the Department involved.

4. The grievance shall be reviewed by the full Committee for such action as it deems warranted.

5. If the employee is aggrieved by the action taken by the Committee, he shall have the right to present his grievance to the Borough Council by so notifying the Administrator.

THE OFFICERS OF THE BOROUGH OF RARITAN POLICE DEPARTMENT:

John G. Foreman
Chief

Vacancy
Lieutenant

Sgt. Leo Carroll
Sergeant

Carl J. Amico
Sergeant

Joseph Ferris
Detective

Paul Pasarduck
Captain

THE PATROLMEN OF THE BOROUGH OF RARITAN POLICE DEPARTMENT:

P.M. Roger C. Delio

P.M. James Lilli

P.M. John Morici

P.M. Stanley P. Decker

Det. A. J. Covance

Daniel H. Gerlach

Robert Comandini

James J. Pelicci

Gary M. Stronaghi

Anthony M. D'Amolola