

# 1671

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**AGREEMENT BETWEEN THE TOWNSHIP OF MULLICA**  
**AND**  
**THE POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL 77**  
**FOR**  
**MEMBERS OF THE MULLICA TOWNSHIP POLICE DEPARTMENT**  
**1996 - 1998**

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## AGREEMENT

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This AGREEMENT, made on the 28 day of NOVEMBER, 1995, between the TOWNSHIP OF MULLICA, herein after referred to as the "TOWNSHIP" or "EMPLOYER" and the Policemen's Benevolent Association, Local 77, herein after referred to as "EMPLOYEE," "POLICE DEPARTMENT" or "PBA."

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## WITNESSETH

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WHEREAS, the parties named have carried on collective bargaining for the purpose of developing a contract covering salaries, working conditions, benefits and other items and conditions concerning employment; THEREFORE, in consideration of the premises and mutual agreements herein contained, the parties hereto agree with each other in respect to the EMPLOYEES of the EMPLOYER as being represented by THE POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL 77 as follows:

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## **ARTICLE I RECOGNITION**

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The EMPLOYER recognizes the aforementioned POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL 77 as the exclusive Bargaining Agent representing the members of the Mullica Township Police Department as follows: the Patrolmen, Investigators, and Police Detectives, being full time regular police officers who have obtained a certificate from the New Jersey Police Training Commission, or are in the process of doing same, excluding the Chief of Police, Captain, Lieutenant, Sergeants, Dispatchers, Record Clerks and any other employee of the Township of Mullica.

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## **ARTICLE II MANAGEMENT RIGHTS**

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The PBA recognizes that there are certain functions, responsibilities and management rights exclusively reserved for the EMPLOYER. All rights, including, disciplinary action with just cause, rules and regulations, power and authority in accordance with the law possessed by the EMPLOYER prior to signing this AGREEMENT are retained exclusively by the EMPLOYER subject to such limitations as are specifically provided and agreed to in this AGREEMENT.

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## **ARTICLE III GRIEVANCE**

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**SECTION 1.** The time limits specified in the grievance procedure shall be construed as maximum. However, these time may be extended only upon approval of both parties in writing.

**SECTION 2.** A grievance must be presented at Step 1 within five (5) working days of the occurrence or when incident becomes known, that gave rise to the grievance. If it is not presented within the aforementioned time period, it shall not be considered a grievance under this AGREEMENT.

**SECTION 3.** To provide for the expeditious and mutually satisfactory settlement of a Grievance arising in respect to the interpretation of application of this AGREEMENT, the following procedures shall be adhered to. A designated representative referred to in this article shall be a member of the Bargaining Unit as defined in Article I.

**SECTION 4.** Any EMPLOYEE as defined in Article I may represent himself at all stages of the grievance proceedings, or at his option choose to be represented by a representative of the PBA. In either case, the PBA shall be kept advised of the proceedings as they occur at all steps. Even though the employee choose to represent himself, the PBA shall have the right to be present at all stages of the proceedings, but shall not participate unless requested to do so by the aggrieved party.

**SECTION 5.** All grievances shall be filed on the official PBA Grievance form supplied by the PBA.

**STEP 1** An officer with a grievance shall first discuss it with his immediate supervisor, either directly or through a representative designated in SECTION 3 of this Article for the purpose of settling the grievance in an amicable and informal matter. This must be done within five (5) days following the alleged violation or knowledge of said violation. If a solution is not found and satisfaction not received, proceed to STEP II.

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**STEP II** If no decision or satisfaction was not received within five (5) working days after the presentation in STEP I, a written grievance may be filed with the Chief of Police or other designated person not later than ten (10) working days of the initial incident. A meeting on the grievance shall be held within five (5) working days of the formal filing of the grievance between the Chief of Police or designated person and the aggrieved party.

A decision shall be rendered in writing by the Chief or designated person within five (5) working days of the meeting.

**STEP III** If the aggrieved is not satisfied with the findings or if there is no decision rendered in writing within the designated time period at STEP II, the aggrieved party may proceed to STEP III. A written notice by the PBA at the request of the aggrieved, shall be forwarded to the Director of Public Safety along with the prior decisions for a hearing on the matter. A meeting shall be held between the aggrieved, the PBA Representative and the Director of Public Safety within ten (10) days of the formal request at the STEP III level. Said meeting shall not be made public unless both parties involved request it. The Director of Public Safety shall render a written decision within 15 working days of the hearing.

**STEP IV** If the aggrieved is not satisfied with the findings or if there is no decision rendered in writing within the designated time period at STEP III, the aggrieved party may proceed to STEP IV. A written notice by the PBA at the request of the aggrieved shall be forwarded to Council along with the prior decisions for a hearing on the matter. A meeting shall be held between the aggrieved, the PBA Representative and Mayor and Council within ten (10) days of the formal request at the STEP III level. Said meeting shall not be made public unless both parties involved request it. Council shall render a written decision within fifteen (15) working days of the hearing.

**STEP V** If the aggrieved party is not satisfied with the decision of Council, or if there is no decision rendered within the designated time as specified in STEP IV, the PBA in behalf of the aggrieved may file formally for an arbitration hearing within fifteen working days of the Council Decision.

(A) The arbitrator shall be selected in accordance with the rules and regulations of the American Arbitration Association, the State Board of Mediation, or PERC.

(B) The Arbitrator's decision shall be in writing and shall not be issued later than thirty (30) calendar days after the closing of the Arbitration Hearing. The decision shall set forth the Arbitrator's finding of facts, reasons and conclusions on the issue or issues submitted.

(C) The Arbitrator's decision shall be binding on all parties.

(D) The costs for the services of the Arbitrator shall be equally borne by the EMPLOYER and the PBA. All other expenses arising not of the Arbitration shall be borne by the party incurring same.



## **ARTICLE IV SALARIES**

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The salary of all members listed in Article I recognized as being represented by the PBA shall be set forth in Schedules "A", "B" AND "C" respectively, which are attached hereto and made a part thereof.

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## ARTICLE V AGENCY SHOP

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A. The city agrees to deduct the fair share fee from the earnings of those Employees who elect not to become members of the Association and transmit the fee to the majority representative.

B. The deduction shall commence for each Employee who elects not to become a member of the Association during the month following written notice from the Association of the amount of the fair share assessment. A copy of the written notice of the amount of the fair assessment must also be furnished to the New Jersey Public Employment Relations Commission.

C. The fair share fee for services rendered by the Association shall be in an amount equal to the regular membership dues, initiation fees and assessments of the Association, less the cost of the benefits financed through the dues and available only to members of the Association, but in no event shall the fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.

D. The sum representing the fair share fee shall not reflect the costs of financial support of political causes of candidates, except to the extent that it is necessary for the Association to engage in lobbying activity designed to foster its policy goals in collective negotiations and contract administration, and secure for the Employees it represents advances in wages, hours, and other conditions of employment which ordinarily cannot be secured through collective negotiations with the City.

E. Prior to January 1st and July 31st of each year, the Association shall provide advance written notice to the New Jersey Public Employment Relations Commission, the City and to all Employees within the unit, of the fair share fee for services enumerated above.

F. The Association shall establish and maintain a procedure whereby any Employee can challenge the assessment as computed by the Association. This appeal procedure shall in no way involve the City or require the City to take any action other than to ~~hold the fee in escrow pending resolution of the appeal.~~

G. The Association shall identify, defend and save the City harmless against any and all claims, demands suits or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon salary deduction authorization taken by the City in reliance upon salary deduction authorization cards or the fair share assessment information as furnished by the Association to the City, or in

reliance upon the official notification on the letterhead of the Association, advising of such changed deductions.

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H. Membership in the Association separate, apart and distinct from the assumption by one of the equal obligations to the extent that he has received equal benefit. The associations required under this Agreement to represent all of the Employees in the bargaining unit fairly and equally, without regard to the Association membership. The terms of this Agreement have been made for all Employees in the bargaining unit, and not only for members in the Association and this Agreement has been executed by the City after it has satisfied itself that the Association is a proper majority representative.

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## **ARTICLE VI**

### **COMPUTATION OF SALARY AND BENEFITS**

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Effective January 1, 1992, all officers hired on or after January 1, 1992, shall enjoy all benefits such as Seniority, and Vacation to commence as of the date of hire.

## **ARTICLE VII STAND-BY TIME**

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Stand-by time for all officers shall be compensated for at a rate of one (1) hour compensatory time for each hour of stand-by time or part thereof WHEN:

Officer is house bound due to importance of stand-by, and must remain by phone.

All other stand-by time for all officers shall be compensated for a rate of one (1) hour compensatory time for each three (3) hours of stand-by time or part thereof.

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## **ARTICLE VIII**

### **OTHER EMPLOYMENT**

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Members shall be entitled to engage in any lawful activity and obtain any lawful work while off-duty, providing same does not interfere or conflict with his responsibilities and duties as a police officer. All outside employment will require a letter being kept on file in the Police Department identifying the nature of the outside employment, his employer's name, the time period(s) that will be worked.

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## ARTICLE IX OVERTIME

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All time worked in excess of a regularly scheduled shift in one day shall be compensated at a rate of one and one half (1.5) time the regular base salary and hazardous duty pay to be included in the computation. Compensation for overtime shall be in either pay or compensatory time at the officer's discretion at a rate on one and one half for one. All time worked in excess of the regularly scheduled work period shall be compensated at a rate of one and one half (1.5) the time worked and is to be computed as above and is to be compensated in pay or compensatory time, at a officer's discretion.

(A) The hourly rate for overtime shall be computed by adding the base salary and longevity pay together, dividing by 2080 and multiplying by 1.5.

(B) The straight time rate of pay shall be computed by taking the base pay and dividing by 2080.

© When the officer works overtime the choice of compensation whether it be in compensatory time at 1 ½ times or in pay at 1 ½ shall be his providing he does not accumulate more than 480 hours of compensatory time.

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## **ARTICLE X RECALL TO DUTY**

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When an officer is recalled to duty, he/she shall be compensated from the time scheduled to report at a rate of one and one half (1 ½) pay or compensatory time at the officer's discretion for a minimum of two (2) hours. Beginning in 1995, this shall change to a minimum of three (3) hours. Rate of pay to be computed per Article IX, Paragraph A.

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## **ARTICLE XI HOLIDAYS**

Each member as defined in Article I shall be paid an annual single pay in the last paycheck in November for thirteen (13) holidays, whether or not the members actually worked that day. Such payment shall equal the sum of the thirteen (13) times his daily rate, which is computed at eight (8) times the hourly rate per Article IX, Paragraph B.

(A) Members mentioned in Article I that work the holiday shall be compensated an additional eight (8) hours of compensatory time at one hour for one hour.

(B) Holidays shall be as listed:

- New Year's Day
- Martin Luther King Day
- President's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- General Election Day
- Veteran's Day
- Thanksgiving Day
- Day After Thanksgiving Day
- Christmas Day

Specific dates for each subsequent year will be presented to the Township by the PBA prior to the start of the new calendar year.

© If an employee leaves the employment of the Township for any reason, he/she will only be paid for the actual holidays occurring between January 1, and before their final day at work.

(D) Any officer who works a normal shift on Easter Sunday, shall be given eight (8) hours of compensatory time.

(E) All officers not assigned to regular patrol duties will celebrate the listed holidays on the same date as celebrated by the Township, not on the specific date listed.

## ARTICLE XII CLOTHING

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Each member shall receive \$1,000.00 per year for the purpose of maintaining their police uniforms and for the purchase of new police clothing. Two payments shall be made for police clothing, and uniform maintenance. The first payment of \$500.00 will be made the first pay period of April. The second payment of \$500.00 will be made the first pay period of September.

Clothing destroyed or damaged in the line of duty shall be replaced or repaired at the Employer's expense. The replacement of personal effects such as watches, jewelry, etc. shall be covered up to \$100.00 per incident. Personal items such as glasses will be fully reimbursable. This reimbursable amount shall not exceed the original purchase price of the item being replaced. A report of such damage or loss must be submitted at the time of the occurrence, signed by the shift commander.

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## **ARTICLE XIII**

### **MEDICAL BENEFITS**

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Medical and health plans, e.g., Blue Cross, HMO Health Ways, Major Medical, Prescription Plan, Dental Plan, one (1) eye examination per year, etc. shall be paid fully by the Employer. There shall be no decreases in benefits of the above plans and the members mentioned in Article I shall receive any improvements or upgrading of benefits which are given to any other Township employee at no cost to the EMPLOYEE. If there should be an anticipated change of the medical plan carrier the PBA shall be given advance notice of said change.

The Township of Mullica does reserve the right to re-open contract solely on issue of Health Benefits if or when a new provider selected or regulations governing State Health Benefits Plans are amended to permit variations in the level of coverage.

Beginning January 1, 1994, an employee desiring to have full family coverage for all health insurance benefits must produce evidence that he/she is the primary insurance provider for the family. If this proof is not presented the responsibility for health benefits for the individual by the Township will be restricted to single coverage and not family coverage.

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## **ARTICLE XIV SICK LEAVE**

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The Township recognizes that unlimited accumulation of Sick Leave and Vacation time was a condition of employment for the EMPLOYEES listed in Article I. The Township further agrees to grant the EMPLOYEES listed in Article I, unlimited sick leave that will not be accumulated.

The EMPLOYEES listed in Article I agree to waive that condition of employment with regard to Sick Leave and Vacation time and agree to FREEZE all accumulated Sick Leave and Vacation Time up to and including the effective date of this agreement.

Should the EMPLOYEE retire, the EMPLOYER agrees to continue the EMPLOYEE'S bi-weekly pay as a terminal leave for the equivalent amount of time owed to the EMPLOYEE.

Should the EMPLOYEE leave employment or be terminated, the EMPLOYER agrees to compensate the EMPLOYEE, for all days frozen at the EMPLOYEE'S straight time rate of pay.

Should an EMPLOYEE become deceased while in direct employment or while on terminal leave the EMPLOYER agrees to pay the EMPLOYEE'S next of kin or Estate one lump sum following the EMPLOYEE's death within the next thirty (30) days.

From date of hire to the completion of five (5) years, the employee shall be assessed no more than three (3) days per year for days off due to illness or injury. Upon completion of five (5) years, there shall be no loss of time or pay to the EMPLOYEE for days off duty due to illness or injury.

Any employee absent due to illness for more than three (3) consecutive days shall provide the Township with a note from a certified physician identifying the reason for the absence and a certification that the employee is able to return to work.

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## **ARTICLE XV VACATIONS**

Completion of 1 year	1 scheduled work week
Completion of 2 years	2 scheduled work weeks
Completion of 3 years to 5 years	3 scheduled work weeks
Completion of 5 years to 10 years	4 scheduled work weeks
Completion of 10 years to 15 years	5 scheduled work weeks
Beginning of 16 years to end of 20 years	6 scheduled work weeks

Vacations shall be based upon the completion years if completed within the calendar year. All vacations are to be taken during the calendar year when possible. Each officer will be permitted to carry forward a maximum of the current years vacation and the total vacation allocated for the immediate past year. On December 31 of the current year, all remaining unused vacation time from the prior year will be lost. No compensation will be received for this lost time. Upon termination, vacation time for the current year will be prorated from January 1 of the departure year until the last scheduled payroll date.

## ARTICLE XVI LONGEVITY

Longevity pay shall be in accordance with the following chart. Said pay shall be paid to the EMPLOYEE on the first pay period in month of the EMPLOYEE'S anniversary date.

Longevity pay shall be based on the anniversary date of the EMPLOYEE.

Completion of 3 years	\$ 450.00	Completion of 12 years	1,800.00
Completion of 4 years	600.00	Completion of 13 years	1,950.00
Completion of 5 years	750.00	Completion of 14 years	2,100.00
Completion of 6 years	900.00	Completion of 15 years	2,250.00
Completion of 7 years	1,050.00	Completion of 16 years	2,400.00
Completion of 8 years	1,200.00	Completion of 17 years	2,550.00
Completion of 9 years	1,350.00	Completion of 18 years	2,700.00
Completion of 10 years	1,500.00	Completion of 19 years	2,850.00

Completion of 20 years and over until retirement or termination, \$3,000.00 per year maximum.

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## **ARTICLE XVII COMMUNICABLE DISEASES**

Any officer who shall suffer from any communicable disease, e.g., Hepatitis A, Hepatitis B, AIDS, etc., shall be treated with the assumption that the disease was contacted in and during the performance of duty. Incident reports may be required to validate the claim.

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## **ARTICLE XVIII RETENTION OF BENEFITS**

Except as otherwise provided herein, all rights privileges and benefits which the member of the PBA as mentioned in Article I of this AGREEMENT have heretofore enjoyed in the past and are presently enjoying, shall be maintained and continued by the EMPLOYER at no less than the highest standards in effect during the life of this AGREEMENT.

The provision of all Township Ordinances and Resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this AGREEMENT, and shall be incorporated in this AGREEMENT as if set forth herein at length.

Upon retirement, all personnel mentioned in Article I, shall retain and enjoy all medical, optical, dental, health and prescription benefits as other personnel employed by the Township of Mullica.

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## **ARTICLE XIX LEGAL AID**

The EMPLOYER shall provide aid to all personnel covered by this AGREEMENT pursuant to the applicable statutes of the State of New Jersey. An attorney of the EMPLOYEE'S choice may be used at the expense of the Township ONLY after first receiving written approval from the Township SOLICITOR. The Township Solicitor shall NOT represent the employee.

The Township will provide an amount not to exceed \$120.00 per year which may be used to secure legal protection paid upon a receipt.

## **ARTICLE XXI SAVINGS CLAUSE**

In the event any Federal or State legislation, Governmental Regulation or Court Decision causes any Article of the AGREEMENT or part thereof to become invalid, illegal or unlawful, all other Articles and Sections not effected shall remain in full force and effect, and the parties shall re-negotiate any Articles effected.

## **ARTICLE XXII PERSONAL DAYS**

Each member of the Police Department mentioned in Article I shall be given four (4) personal days for the calendar year to be taken at their discretion at any time during the course of the calendar year. A minimum of four (4) hours notice is required except in the case of an emergency.

These four (4) days are assumed to be pro-rated each year with one day issued per quarter. Should an employee leave the employment of the Township before the end of the calendar year, he/she will only be compensated for personal days earned, but not used. Should the employee have used days not earned, his final compensation will reflect this.

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## **ARTICLE XXIII MEDICAL EXAMINATION**

Each member shall be afforded a complete medical examination once each calendar year. This examination shall be voluntary and shall consist of basic blood work, chest x-ray, EKG, eyes, ears, nose, throat, prostate and any other tests recommended by the examining physician, e.g.: stress test, etc. If the medical examination is not covered by the employee's health plan, all expenses for the examination shall be borne by the EMPLOYER.

Proof of insurance submission and denial must be submitted to the Township before payment will be authorized. All reports and declaration of the examination, shall be distributed by the authority of the employee.

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## **ARTICLE XXIV PAY CHECKS**

All items on the pay check shall be listed separately, such as overtime, dues, pension, etc. All additional pay, excluding overtime, shall be paid on a separate check.

## **ARTICLE XXV DELEGATES AND CONVENTIONS**

**A.** Delegates to the State PBA shall be afforded time without loss of time or pay to attend the scheduled meetings or special meetings of the State Organization.

**B.** PBA Convention Delegates shall be afforded the convention of the State Organization without loss of time or pay. Time will be allowed for travel to and from said location of the Convention.

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## **ARTICLE XXVI NEGOTIATIONS PROCEDURES**

**A.** The parties agree to enter into collective negotiation over a successor agreement in accordance with the New Jersey Employee Relations Act, in good faith, to reach an agreement on all matters concerning the terms and conditions of employment of the employees mentioned in Article I. Such Negotiations shall begin not later than September 15, of the calendar year in which the AGREEMENT expires. Any AGREEMENT so negotiated shall apply to all employees mentioned in Article I, will be reduced in writing ratified by both parties and signed by the authorized representatives of the Township of Mullica and Policemen's Benevolent Association.

**B.** Both parties agree there will be no changes in the terms and conditions of employment during the lifetime of this AGREEMENT, except through negotiations between both parties.

**C.** Whenever a representative of the PBA or any employee is mutually scheduled by the parties to participate during the employee's scheduled working hours in negotiations, grievances, conferences or meetings, he shall suffer no loss of time, pay or any other fringe benefits and shall be relieved from duty subject to the manpower needs of the department.

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## **ARTICLE XXVII COURT TIME**

All members mentioned in Article I attending any court hearing or conference stemming from a criminal or quasi-criminal matter, shall be compensated at a minimum of two (2) hours call in play (per Article IX Paragraph B) for each attendance when the officer is not scheduled for duty.

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**ARTICLE XXVIII**

## **ARTICLE XXIX ADDITIONAL EXPENSES**

The EMPLOYER agrees to pay reasonable costs of meals and lodging when incurred while on office business outside of the Township.

Payment for expenses will be made upon presentation of receipts for all incurred allowable expenses.

The EMPLOYER agrees to pay .28 per mile and tolls when the officer's personal vehicle is used for official police business providing permission is granted, in advance, by the Chief of Police.

## **ARTICLE XXX SCHEDULING**

There shall be a minimum of forty-eight (48) hours on all schedule changes, meetings or any other activity notices except in the event of a police emergency, e.g., floods, civil disturbances, severe accidents, etc. Employees may switch with one another with permission and notification must be made. Work schedule must be posted at least fifteen (15) days in advance. Schedules shall not be changed to avoid overtime unless the criteria in this Article is met.

Written approval by superior officers for all switches must be obtained before switch is permitted. This notice must remain on file. At no time will employees switching with each other result in overtime or compensatory time payments being made to either involved individual.

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## **ARTICLE XXXI OVERTIME SCHEDULING**

**A.** Distribution of overtime shall begin by seniority and rotate henceforth. If an officer refuses overtime, his name shall be skipped and proceed to the next senior man.

**B.** If an emergent situation arises and a shift is required to be filled (less than 24 hours notice), the officer on duty shall remain on duty to fill the vacancy for the first half of the shift and shall be compensated at a rate of 1 ½ times per Article IX, Paragraph A. If the on-coming officer refuses or cannot be contacted, the officer on duty shall remain on duty if he chooses to do so or Paragraph A of this Article shall be followed. Under no circumstances will the shift remain uncovered.

If there is more than a twenty-four (24) hour notice that the shift will be vacant, Paragraph A of this Article shall be followed

**C.** All time worked in excess of the normally scheduled work day shall be compensated at 1 ½ times the employees salary in accordance with Article IX, Paragraph A.

## **ARTICLE XXXII MANPOWER REQUIREMENTS**

Minimum manpower shall be maintained within the Mullica Township Police Department, at not less than Eleven (11) Police Officers, excluding the Chief of Police.

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## **ARTICLE XXXIII**

### **LEAVE OF ABSENCE FOR BEREAVEMENT**

Members as mentioned in Article I shall be allowed five (5) consecutive days time off, starting with the day of death, in case of death of the following: mother, father, grandmother, grandfather, wife, son, daughter, brother, sister, father-in-law, son-in-law, or any other person permanently residing in the members home from the day of death, to the day of burial, inclusive.

For grandchild, aunt, uncle, nephew, niece, brother-in-law, cousin of the degree, day of burial only.

Exception to this rule may be made when the deceased is buried in another city and the member is unable to return to duty in the amount of time granted.

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## **ARTICLE XXXIV DURATION**

**A.** This agreement shall become effective January 1, 1996, and shall terminate on December 31, 1998. If either party desires to change this agreement, it shall notify the other party in writing at least one hundred and twenty (120) days prior to the expiration of the AGREEMENT of proposed changes. If notice is not given as herein stated, this AGREEMENT shall automatically be renewed for another year.

**B.** The terms set forth in the AGREEMENT shall remain in effect after December 31, 1998, and during such time that the new AGREEMENT is being negotiated.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

ATTEST:

Marylou Simon  
TOWNSHIP CLERK

TOWNSHIP OF MULLICA

BY: [Signature]  
MAYOR

ATTEST:

\_\_\_\_\_  
WITNESS

POLICEMEN'S BENEVOLENT ASSN.

BY: [Signature]  
PBA PRESIDENT  
*Norman Meyers*

BY: Paul A. Register  
CHAIR, NEGOTIATION COMM.  
*Paul A. Register*

RATIFIED BY:

PBA 12/8/95  
DATE

RATIFIED BY:

TOWNSHIP OF MULLICA 11/28/95  
DATE



## SCHEDULE B

1997

STARTING SALARY	\$ 32,096.82
PTL. Completion 1st year	34,176.82
PTL. Completion 2nd year	35,736.82
PTL. Completion 3rd year	37,296.82
PTL. Completion 4th year	38,856.82

DETECTIVE - \$1,000.00 per year above class rate for the duration of the assignment to the Detective Bureau and pro-rated at a monthly rate for periods of less than one (1) year.

K-9 OFFICER - \$500.00 above class rate.

# SCHEDULE A

1996

STARTING SALARY	\$ 30,862.33
PTL. Completion 1st year	32,862.33
PTL. Completion 2nd year	34,362.33
PTL. Completion 3rd year	35,862.33
PTL. Completion 4th year	37,362.33

DETECTIVE - \$1,000.00 per year above class rate for the duration of the assignment to the detective Bureau and pro-rated at a monthly rate for periods of less than one (1) year.

K-9 OFFICER - \$500. Above class rate.

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## SCHEDULE C

1998

STARTING SALARY	\$ 33,701.66
PTL. Completion 1ST year	35,885.66
PTL. Completion 2ND year	37,523.66
PTL. Completion 3RD year	39,161.66
PTL. Completion 4TH year	40,799.66

DETECTIVE - \$1,000.00 per year above class rate for duration of the assignment to the Detective Bureau and pro-rated at a monthly rate for periods of less than one (1) year.

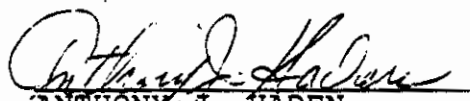
K-9 OFFICER - \$500.00 above class rate.

**RESOLUTION NO. 73-95**

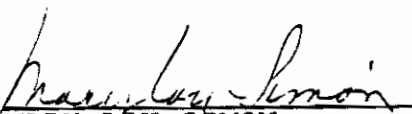
**WHEREAS**, The PBA Local 77 has submitted a contract to the Mullica Township Council for The Members of the Mullica Township Police Department.

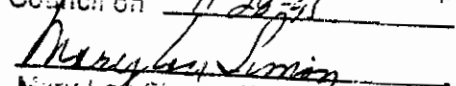
**NOW THEREFORE BE IT RESOLVED** that the attached contract between The Members of the Mullica Township Police Department and the Township of Mullica for the years 1996 - 1998 is hereby approved.

Adopted: November 28, 1995

  
ANTHONY J. HADEN,  
COUNCIL PRESIDENT

ATTEST:

  
MARY LOU SIMON,  
TOWNSHIP CLERK

Certified to be a true copy of a  
Resolution adopted by Township  
Council on 11-29-95  
  
Mary Lou Simon, Township Clerk