

A G R E E M E N T

between the

CITY OF SOMERS POINT

A MUNICIPAL CORPORATION OF THE STATE OF NEW JERSEY

and the

**NEW JERSEY STATE POLICEMEN'S BENEVOLENT
ASSOCIATION, INC.**

MAINLAND LOCAL NUMBER SEVENTY-SEVEN

(SOMERS POINT SUPERIOR OFFICERS)

JANUARY 1, 2004 through DECEMBER 31, 2007

SCHAFFER, PLOTKIN & WALDMAN

A Professional Labor Relations Corp.

BY: STANLEY B. WALDMAN

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AGREEMENT

This agreement is entered into by and between the City of Somers Point, a Municipal Corporation of the State of New Jersey, hereinafter referred to as the “City” and the Mainland P.B.A. Local #77 (Superior Officers) representing the Captains and the Lieutenants of the Somers Point Police Department hereinafter referred to as “Employees”.

ARTICLE I

PURPOSE

The AGREEMENT is entered into pursuant to the provision of Chapter 303, Laws of 1968, (N.J.S.A.) 34:13A-5.1 of the State of New Jersey to promote and insure harmonious relations, cooperation and understanding between the City and the Employees, to provide for the resolution of legitimate grievances, all in order that the public service shall be expedited and effectuated in the best interest of the people of the City of Somers Point and the Employees covered by this Agreement.

ARTICLE II
INTERPRETATION

IT IS THE INTENTION of the parties that this Agreement be construed in harmony with the laws of the State of New Jersey, the Ordinances of the City of Somers Point and the Rules and Regulations of the Police Department.

THE CITY recognizes the Mainland P.B.A Local # 77 (Superior Officers) hereinafter referred to as the “Association”, as the exclusive negotiating agent and majority representative of the Captains and Lieutenants of Police.

THE CITY OF SOMERS POINT agrees that the “Association” of Police has the right to negotiate as to rate of pay, hours of work, fringe benefits, working conditions, safety of equipment and all other related matters.

ARTICLE III
GRIEVANCE PROCEDURE

3:1 **DEFINITION**

A grievance shall be defined as a complaint by an employee as to working conditions, terms and conditions of employment, and/or any personal loss or injury because of a violation of this agreement between the parties. A grievance, to be considered under this procedure, must be initiated by the employee within seven (7) days from the time of its occurrence or knowledge of its occurrence.

3:2 **PROCEDURE**

3:2.1 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

3:2.2 It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Police Department until such grievance and any effect thereof shall have been fully determined.

3:2.3 Where evidence of hardship would result from compliance with the time regulations set forth in the following levels, a written request for an extension of time at any one of the levels in the Grievance Procedure shall be recognized. The period of extension of time shall be limited to fifteen (15) calendar days.

3:2.4 Step 1 - When an employee has a grievance, he first shall discuss it with his immediate supervisor in an attempt to resolve the matter informally at that level. If, as a result of that discussion, the matter is not resolved to the satisfaction of the grievant within five (5) calendar days, he shall then set forth his grievance in writing to his immediate superior specifying the nature of the grievance and resolution sought. The immediate superior shall communicate his decision in writing to the grievant within five (5) calendar days of receipt of the written grievance.

3:2.5 Step 2 - The grievant, no later than five (5) calendar days after receipt of his immediate superior's decision may appeal that decision to the Chief of Police. The appeal to the Chief of Police must be made in writing, reciting the matter submitted to the immediate superior as specified above and his dissatisfaction with the decisions previously rendered. The Chief of Police shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) calendar days. The Chief of Police shall communicate his decision in writing to the employee and the employee's immediate superior.

3:2.6 Step 3 - If the grievance is not resolved to the employee's satisfaction, he, no later than five (5) calendar days after receipt of the Chief's decision, may request a review by the Mayor. The request shall be submitted in writing through the Chief of Police, who shall attach all related papers and forward the request to the Mayor. The Mayor, or his representative, shall review the grievance and shall, at the option of the Mayor, hold a hearing with the employee. The Mayor shall render a decision in writing within twenty (20) calendar days of his receipt of the grievance.

3:3 **ARBITRATION**

3:3.1 Step 4 - No claim by an employee shall constitute a grievable matter beyond Step 3 or be processed beyond Step 1, if it pertains to any matter for which a method of review is prescribed by law, or any rule or regulation beyond the scope of the City's authority or limited to action of the City alone.

3:3.2 If the employee is dissatisfied with the decision of the Mayor and only if the grievance pertains to a violation of this Agreement between the City and the "Association", the employee may request the appointment of an arbitrator. Such request to be made known to the Mayor by certified mail, receipt returnable, no later than fifteen (15) calendar days after the decision, in writing, of the Mayor.

3:3.3 The Employee, in order to process his grievance beyond Step 3, must have his request for such action accompanied by the written recommendation for such action by the PBA, who shall represent the grievant at the arbitration level.

3:3.4 Such request can be honored only if the grievant or grievants and the organization representing them, waive the right, if any, in writing of said grievant or grievants and the organization representing them to submit the underlying dispute to any other administration or judicial tribunal except for the purpose of enforcing the arbitrators award.

3:3.5 Within ten (10) calendar days after such written notice of submission to arbitration, the City and the PBA shall attempt to agree upon a mutually acceptable arbitrator.

The following procedure will be used to secure the services of an arbitrator:

- a. A joint request shall be made to the New Jersey Public Employees Relations Commission, to submit a roster of persons qualified to function as arbitrator in the dispute in question.

- b. If the parties are unable to agree upon a mutually satisfactory arbitrator from the list submitted, they will request the P.E.R.C. to submit a second list.
- c. If the parties are unable to agree, within ten (10) calendar days of the initial request for arbitration, upon a mutually satisfactory arbitrator from the second submitted list, the P.E.R.C. may be requested by either party to designate an arbitrator. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from Agreement between the parties or any policy of the City. The findings of the arbitrator shall be binding upon the parties.

3:4 **COST OF ARBITRATION**

3:4.1 Each party shall bear the total cost incurred by themselves. The fees and expenses of the arbitrator are the only costs which shall be shared by the parties and such costs shall be shared equally.

3:4.2 Where grievance proceedings are mutually scheduled by the parties during working time, persons proper to be present shall suffer no loss in pay.

3:5 **MISCELLANEOUS**

3:5.1 Any grievance submitted shall contain the following information:

- a. Name of grievant
- b. Nature of the grievance (contract clause violated)
- c. Date and time occurred
- d. Relief sought

- e. Signature of grievant
- f. Signature of Steward
- g. Date grievance submitted

3:5.2 Commencing with Step 2 of the Grievance Procedure, the grievant may be represented by a representative selected or appointed by the PBA. The PBA shall be appraised of all formal grievances commencing with Step 2. Such appraisal shall be made by both parties submitting carbon/xerox copies of the documents submitted pertaining to the grievance in question. The grievant shall submit such copies simultaneously to the recipient designated in the Grievance Procedure and to the PBA's Steward.

ARTICLE IV
NON DISCRIMINATION

The City and the “Association” both recognize that there shall be no discrimination by reason of sex, creed or racial origin with respect to employment, or opportunities for improvement of jobs, or as a condition of employment. The City further agrees it will not interfere with nor discriminate against any employee because of membership in or legitimate activity on behalf of the Association or PBA #77.

ARTICLE V

DEDUCTION OF PBA DUES

5:1 The City agrees, in accordance with State Statutes, upon receipt of signed authorization cards from the employees, to deduct from the employees' wages the amount of annual dues as prescribed by PBA #77, in equal installments bi-weekly and to forward said amount to the Treasurer of PBA #77 on the first of each month. Based on operational needs of the City, the procedure and application of this checkoff provision may be modified by the City Treasurer upon notification of the PBA.

ARTICLE VI
MANAGEMENT RIGHTS

6:1 The City, on its own behalf and on behalf of the taxpayers of the City, hereby retain and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including without limiting the generality of the foregoing, the right:

6:2 To exercise executive management and administrative control of the Police Department and its properties and facilities, and the activities of its employees.

6:3 To hire all employees and, subject to the provision of law, to determine their actions, and the conditions for their continued employment, or their dismissal or demotions, and to promote and transfer all such employees.

6:4 The exercise of the foregoing power, rights, authority, duties and responsibilities by the City, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgement and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms there of are in conformance with the Constitution and laws of the State of New Jersey, and the Constitution and laws of the United States.

6:5 Nothing contained herein, shall be considered to deny or restrict the City of its rights, responsibilities and authority under the laws of the State of New Jersey or any other National, State, County or Local laws or regulations.

6:6 If any provisions of this Agreement or any application of this Agreement of any employee or groups of employees is held to be contrary to law, then such provisions or applications shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

6:7 Nothing in this agreement which changes pre existing City policy, rules or regulations shall operate retroactively unless expressly so stated. The parties agree that employees shall continue to serve under the direction of the Chief of Police and in accordance with City and Administrative Policies, Rules and Regulations provided that the provisions of this Agreement shall supersede and prevail over any conflicting provisions.

6:8 It is understood that, under the rulings of the courts of New Jersey, the City is forbidden to waive any rights or powers granted it by law. Anything to the contrary notwithstanding, nothing contained in any section, paragraph or sub-section of this Agreement shall be interpreted in any manner or be so construed as to indicate the City has waived rights which are expressly required by the courts to be retained by the City.

ARTICLE VII
POLICEMEN'S RIGHTS

7:1 Pursuant to Chapter 123, Public Laws of 1974, the City agrees that every policeman shall have the right freely, to organize, join and support PBA #77 and the "Association". As a body exercising governmental power under the laws of the State of New Jersey, the City undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any policeman in the enjoyment of any rights conferred by Chapter 123, or other laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any policeman with respect to hours, wages, or any other term or condition of employment by reason of his membership in PBA #77 or the "Association", or his participation in any of its lawful activities, collective negotiations with the City, or his institution of any grievance, under this Agreement with respect to any terms or conditions of employment.

7:2 It is understood that any employee may appeal a suspension of less than five (5) days through the Grievance Procedure set forth herein, or a disciplinary action resulting in a monetary fine, provided such actions are not appealable through the Civil Service Commission. Suspensions of greater than five (5) days shall be appealable only through Civil Service procedures or the courts.

ARTICLE VIII

HOLIDAYS

8:1 Employees covered by this contract shall receive paid holidays according to the following schedule:

Fifteen to twenty years service	15 working days
Twenty years and over	10 working days

Said holidays shall be awarded as days off in addition to the Employee's annual vacation and shall be given at any time during the calendar year upon the employee's request, provided the employee shall have the approval of the Chief of Police. Such days may be taken consecutively, up to five (5) working days at a time.

8:2 Action of the Chief of Police to delay to a time, requests for days off by employees, shall be made by the Chief of Police, based on his assessment of the operational needs of the Police Department.

ARTICLE IX

VACATIONS

9:1 An employee, during his first year of employment, shall be entitled to one working day's vacation for each month of service up to and including December of his initial year. Thereafter, he shall be entitled to a paid vacation according to the following schedule:

Fifteen to twenty years service	9 working days
Twenty to twenty-two years service	12 working days
Twenty-two to thirty years service	17 working days
Thirty years and over	20 working days

9:2 It is the intent of this Article to assure personnel covered by this Agreement that they shall receive the maximum amount of actual vacation days to which they are entitled. Days on which they are normally scheduled to be off that fall during the vacation time period shall not be computed as part of the vacation.

9:3 Request for vacation shall be approved by the Chief of Police pursuant to procedure established by the City. Action of the Chief of Police to delay to a time request for vacation time shall be made by the Chief of Police based on his assessment of the operational needs of the Police Department.

9:4 Vacation time shall be taken in the calendar year in which it is accumulated. However, under special circumstances which make it unreasonable for an employee to take all vacation in said calendar year, by approval of the Chief of Police, or at the request of the Chief of Police, unused vacation time may be taken in the succeeding calendar year. In no event shall unused vacation time be taken on other than the immediate succeeding year.

ARTICLE X

LEAVES

10:1 SICK LEAVE

10:1.1 Defined - Sick leave is hereby defined to mean absence from post of duty of an employee because of illness, accident, exposure to contagious disease, or attendance upon a member of the employee's family, seriously ill, requiring the care or attendance of such employee. A certificate of the police surgeon shall be required as sufficient proof of need of leave of the employee after three consecutive days sick leave, or leave in attendance of a member of the employee's immediate family. In case of an illness of chronic or recurring nature causing an employee's periodic or repeated absence from duty for one day or less, only one medical certificate shall be required for every six (6) month period as a sufficient proof of need of sick leave by the employee, provided, however, the certificate must specify that the chronic or recurring nature of the illness is likely to cause subsequent absence from employment. In case of sick leave due to exposure to contagious disease, a certificate from the police surgeon shall be required.

10:1.2 Accumulation – Every person covered by this Agreement shall, in addition to his or her paid vacation, be granted sick leave as defined in 10:1.1 above, with pay for not less than one (1) working day for every month of service during the first calendar year of employment and fifteen (15) working days in every calendar year thereafter. If any such employee requires none or only a portion of such allowable sick leave for any calendar year, the amount of such leave not taken shall accumulate to his or her credit from year to year and such employee shall be entitled to such accumulated sick leave with pay if and when needed,

provided that the City shall not require any of its employees who may be disabled either through injury or illness as a result of, or arising from his respective employment, to utilize the sick leave accumulated under this Section.

10:1.3 **Medical Certificates** - In the event of suspected abuse of sick leave, the City reserves the right to request a medical certificate from the police surgeon, should an employee absent himself from duty in excess of three (3) days or where a pattern of excessive absence has occurred.

10:1.4 **Pay Upon Termination** - Upon the retirement, death or permanent disability at anytime of the employee, said employee or his estate, if applicable, shall receive terminal leave amounting to 100% of his accumulated unused sick leave, computed on his daily rate of pay at time of termination to a maximum of one (1) year (260 work days). Daily rate of pay shall be determined here and elsewhere in this Agreement by adding **component A** of the employee's base salary as defined in Article 11:1 and longevity and dividing by two hundred and sixty (260). It shall be the employee's option to receive said monies either in a lump sum payment or bi-weekly for a period equal to the number of days owed to the employee. Additionally, upon said employee's death, immediate full lump sum payment shall be made to either the surviving spouse, or if no spouse, to his estate, all unused holidays and vacation days for the calendar year in which the employee dies. If the employee resigns and honorably terminates his employment, he shall receive 100 % of his accumulated sick leave as terminal leave computed at his daily rate of pay at time of termination.

Any employee who is separated from service for cause, arising from any disciplinary action, shall not be entitled to the benefits provided by Section 10:1.4.

For the purposes of this Agreement, accumulated sick leave shall be calculated from July 1, 1966.

10:2 **FUNERAL LEAVE**

10:2.1 Special leave of absence with pay up to a maximum of four (4) working days shall be granted to any employee in case of each death within the immediate family, provided that said employee attend the funeral. It is understood and agreed that in the unfortunate circumstance that multiple deaths occur at the same time and that multiple funerals are conducted at the same time, the employee shall be entitled to four (4) days of funeral leave for that particular event.

10:2.2 The term “immediate family” shall include only father, mother, legal guardian, step-parent, father-in-law, mother-in-law, grandparents, sister, brother, spouse, child, grandchild, foster child of an employee and relative in his household.

10:2.3 The special leave period shall commence immediately following the death of such persons and is for the sole purpose of arranging and attending funeral services; such special leave may be extended without pay at the discretion of the Chief of Police. The above shall not constitute sick leave and shall not be deducted from the employee’s annual sick leave.

10:3 **INJURY LEAVE**

10:3.1 Injury leave shall be granted with full pay to employees temporarily disabled through injury or illness as a result of, or arising from their respective employment.

10:3.2 Any amount of salary or wages paid or payable to employees because of leave pursuant to 10:3.1 above, shall be reduced by the amount of workmen’s compensation awarded

In Chapter 15 of Title 34 of the Revised Statutes made for disability because of the same injury or illness requiring such leave; in no event shall this exceed twelve (12) months.

10:3.3 An Employee who is permanently disabled as a direct and proximate result of his employment with the City as a police officer as set down within the guidelines of the Police and Fireman Retirement System of the State of New Jersey, will continue to have the City pay in full all premiums for Blue Cross/Blue Shield/Blue Select, Eye, Dental and Prescription Plans or the prevailing plan at the time of said disability, for the remainder of the said employee's life.

10:4 **LIMITATIONS OF LEAVE**

10:4.1 No leave of absence or combination of leaves of absence for any cause whatsoever shall exceed one (1) year, such employee so absent shall be automatically separated from the Department on the first anniversary date from the date such absence began. The City may, in its discretion, extend such absence indefinitely.

ARTICLE XI
SALARY & WAGES

11:1 **BASE SALARY**

11:1.1 Commencing January 1, 2004, the annual base salary is to be paid bi-weekly to the Captains and Lieutenants.

For both Captains and Lieutenants, the annual base salary described in this paragraph will be a total of components A, B, C and D where the components are defined as follows:

Component A	2004	2005	2006	2007
Captain	\$81,185	\$84,636	\$88,233	\$91,982
Lieutenant	\$75,086	\$78,277	\$81,604	\$85,072
Component B	\$700.00 per year for both Captains for the period of 2004 through 2007.			
Component C	The employee's daily* rate of pay for the year multiplied by 13 for the period of 2004 through 2007.			
Component D	Beginning with the employee's 20th year of service, the employee's daily rate of pay for the year multiplied by 5 for the period of 2004 through 2007/			

* Daily rate as defined in 10.1.4 of this Agreement

11:2 **LONGEVITY**

11:2.1 Each employee covered by this agreement shall be paid in addition to and together with, his annual base salary, a additional compensation based upon the length of his service as fixed and determined according to Appendix A for the period of this Agreement.

11:2.2 Longevity pay shall be applied on the basis of the employee's anniversary date of employment and shall commence at the adjusted rate, the pay period immediately following said anniversary date. Longevity shall be paid together with and as part of the employee's base salary.

ARTICLE XII
ACTING OFFICER

Any employee who shall have been serving in the capacity of a senior officer in the absence of such senior officer and who shall have performed the duties thereof, for a continuous period of thirty (30) calendar days shall, thereafter, be entitled to compensation appropriate to such office for the time so held; but said employee shall revert to his former rate of pay when returned to his former position.

ARTICLE XIII
HEALTH INSURANCE

13:1 The City shall provide to the employees and their qualified dependents, at no cost to the employees, Blue Cross/Blue Shield Blue Select or it's equivalent and an Optical Dental Prescription Plan.

13:2 For, any employee hired after 1/1/97, the City shall provide for the employee and his/her qualified dependents the HMO Blue Health plan or the equivalent thereto, at no cost to the employee. The employee may choose to participate in the Blue Select Health Plan or equivalent thereto, at the following cost, one half of which will be deducted in each biweekly "pension" pay:

Family Coverage	--	\$40.00 per month
Parent Child	--	\$30.00 per month
Single	--	\$20.00 per month

13:3 An employee who chooses to opt out of health insurance coverage for a coverage year shall receive a yearly payment of \$2000.00 payable in the first pay of December of each year for which they are not covered by the City's health insurance plan.

13:4 The City further agrees to provide Blue Cross/Blue Shield Blue Select, Optical, Dental and a Prescription Plan to the employees covered by this contract and their qualified dependents according to the following schedule:

 Upon retirement after 25 years of service 1 year paid health insurance

 Upon retirement after 26 years of service 2 years paid health insurance

Upon retirement after 27 years of service 3 years paid health insurance

Upon retirement after 28 years of service 4 years paid health insurance

Upon retirement after 29 years of service5 years paid health insurance

(The above may include one year terminal leave)

Upon 30 years of service, which may include one year of terminal leave, the City agrees to provide hospitalization as defined above until the employee reaches the age of sixty-five (65) and becomes eligible for Part B Medicare. At this time, the Blue Cross/Blue Shield/Blue Select becomes the secondary plan to Part B Medicare.

13:5 The City further agrees that, should the employee become disabled for any reason other than a job related disability, once he reaches the age of fifty-five (55) and has completed 25 years of service which may include one year terminal leave, the City shall provide health benefits to the employee and his/her qualified dependents at the City's expense. Said coverage shall continue until the employee reaches the age of sixty-five (65) and becomes eligible for Part B Medicare. At this time the Blue Cross/Blue Shield/ Blue Select or the prevailing plan becomes secondary to Part B Medicare.

13:6 The City further agrees that if an employee covered by this agreement dies while employed by the City of Somers Point, the City will maintain all existing health insurance benefits for the employee's family for a period of one (1) year at no cost to the employee's qualified dependents.

13:6.1 If an employee is killed in the line of duty, the City will maintain all existing health insurance benefits for the employee's family for a period of two (2) years at no cost to the family.

ARTICLE XIV

SAVINGS CLAUSE

In the event that any provision of this Agreement shall be finally determined to be in violation of any applicable State or Civil Service rule or regulation or law, such determination shall not impair the validity or enforceability of the remaining provisions of this Agreement. However, such provisions as are ruled to be illegal or unenforceable shall be deemed to have been struck from this Agreement.

ARTICLE XV
CLOTHING ALLOWANCE

15:1 In addition to any other benefit under this Agreement, all employees covered shall be entitled to a yearly allowance for the cleaning maintenance of his clothing and uniforms in the sum of seven hundred dollars (\$700.00). Said allowance shall be paid together with and as a part of the employee's base salary and included in his/her bi-weekly pay.

15:2 It is further agreed that clothing allowance for the employees shall be provided seven hundred dollars (\$700.00) yearly per employee, and is to be used solely for the purchase and replacement of uniforms (clothing for plain clothes officers) and said employee shall be required, upon request, to show proof of the purchase. It is further agreed that the City shall have discretion regarding uniforms, as to where and from whom they are purchased, and as to arranging for the purchase of same.

15:3 All uniforms damaged in the line of duty shall be replaced by the City after inspection or certification by the Chief of Police or his designee.

ARTICLE XVI

SERVICE WEAPON

16:1 Upon application and approval for retirement in the Police and Fire Retirement System after 25 years of law enforcement service, any police officer covered by this contract who honorably retires from the Somers Point Police Department will be presented with his/her service weapon.

ARTICLE XVII
NOTIFICATION PROVISIONS

16:1 Copies of this Agreement shall be printed at the expense of the City, and distributed to the members of the bargaining unit promptly.

16:2 Notices under this Agreement shall be given by either party to the other by telegram or registered letter as follows:

To the City at:

The Office of the City
Administrator
1 West New Jersey Avenue
Somers Point, New Jersey

Mainland P.B.A.
Local # 77
(Superior Officers) at:

An address registered with
the City. All changes in
this address shall be
immediately registered with
the Mayor Office.

ARTICLE XVIII

DURATION OF AGREEMENT

17:1 This Agreement shall remain in full force and effect from the date of execution, January 1, 2004 until midnight, December 31, 2007.

17:2 The parties agree that negotiations for a successor Agreement and modifying, amending or altering this Agreement, shall commence no later than October 15, 2007.

17:3 It is further agreed by parties that the “Association” is seeking a successor agreement commencing on January 1, 2008 and that this Agreement shall remain in full force and effect until a successor agreement for 2008 is reached.

APPENDIX A

LONGEVITY

CAPTAINS AND LIEUTENANT OF POLICE

Upon completing 13 years.....	\$1,300.00
Upon completing 14 years.....	\$1,400.00
Upon completing 15 years.....	\$1,500.00
Upon completing 16 years.....	\$1,600.00
Upon completing 17 years.....	\$1,700.00
Upon completing 18 years.....	\$1,800.00
Upon completing 19 years.....	\$1,900.00
Upon completing 20 years.....	\$2,000.00
Upon completing 21 years.....	\$2,100.00
Upon completing 22 years.....	\$2,200.00
Upon completing 23 years.....	\$2,300.00
Upon completing 24 years.....	\$2,400.00
Upon completing 25 years.....	\$2,500.00
Upon completing 26 years.....	\$2,600.00
Upon completing 27 years.....	\$2,700.00
Upon completing 28 years.....	\$2,800.00
Upon completing 29 years.....	\$2,900.00
Upon completing 30 years.....	\$3,000.00

APPENDIX B

COLLEGE INCENTIVE PROGRAM

The City and the “Association” agree that each employee who receives or has received academic credits for study in any institution of college level which offers college curriculum leading to or accreditable toward an undergraduate baccalaureate or associate degree in law enforcement, and said employee is currently, or has previously been enrolled in such program leading toward a degree in Criminal Justice, Management and Psychology the employee shall be paid according to the following schedule:

ACCUMULATED CREDIT HOURS	COMPENSATION PER ANNUM
64 credit hours.....	\$1,000 per year
120 credit hours.....	\$1,350 per year

Said compensation shall be continued from year to year and shall be paid in a lump sum on the first payday in December of the contract year.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed
by their respective officers, on the _____ day of _____, 2004.

CITY OF SOMERS POINT

BY _____

ATTEST:

CAROL DEGRASSI, MUNICIPAL CLERK

ATTEST:

CAPTAIN SALVATORE ARMENIA
SUPERIOR OFFICERS

ATTEST:

MICHAEL BARDELLO, PRESIDENT
MAINLAND P.B.A. LOCAL #77

Signed, sealed and delivered in the presence of:

NOTARY PUBLIC