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AGREEMENT

between

THE

East Hanover Township  
TOWNSHIP OF EAST HANOVER

and

THE

CHIEF OF POLICE

and

CAPTAINS OF POLICE

OF THE

TOWNSHIP OF EAST HANOVER POLICE DEPARTMENT

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X JANUARY 1, 1984 through DECEMBER 31, 1986

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## ARTICLE I - GENERAL PROVISIONS

### A. Declaration

For purposes herein, the Chief and Captains shall be considered to have been full-time members of the East Hanover Police Department effective the first day of January of the calendar year in which they were appointed. All compensation based on years of service as herein provided, shall be calculated from said dates.

### B. Definitions

Compensation - The total of salary, longevity, holiday, and education pay, earned by the Chief and/or Captains when they work the full normal working time for their position, and upon which their respective pension contribution calculations are based. The base salary for pension purposes. (See Article XV)

Salary - The fixed portion of compensation upon which holiday and longevity pay are calculated.

## ARTICLE II - SALARIES

<u>Title</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>
A. Chief	\$39,255.	\$42,590.	\$46,210.
B. Captains	33,415.	36,255.	39,340.

## ARTICLE III - OVERTIME

The Chief and Captains shall be entitled to compensatory time for all time worked in excess of forty (40) hours per calendar week at the discretion of the Chief.

## ARTICLE IV - HOLIDAYS

The Chief and Captains shall be entitled to one (1) day of pay for each of the following holidays:

- |                                   |                      |
|-----------------------------------|----------------------|
| (1) New Years Day                 | (8) Independence Day |
| (2) Martin Luther King's Birthday | (9) Labor Day        |
| (3) Lincoln's Birthday            | (10) Columbus Day    |
| (4) Washington's Birthday         | (11) Election Day    |
| (5) Good Friday                   | (12) Veterans Day    |
| (6) Easter Sunday                 | (13) Thanksgiving    |
| (7) Memorial Day                  | (14) Christmas Day   |

ARTICLE V - VACATIONS

The Chief and Captains shall each be entitled to six (6) weeks vacation in each calendar year. Upon death, retirement or termination of employment for any reason, there shall be paid to each, or to his estate, a sum equal to one (1) day of pay for each accumulated unused vacation day.

ARTICLE VI - PERSONAL LEAVE

The Chief and Captains shall be entitled to personal leave in accordance with the following:

- A. Marriage - Five (5) working days.
- B. Death in Family - Father, mother, grandfather, grandmother, husband, wife, son, daughter, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchild or any relative living in the household with the member - from the day of death until the day after burial, inclusive.

For uncle, aunt, nephew, niece, brother-in-law, sister-in-law, cousin of the first degree not living in the household, or grandparent of spouse - day of the burial only.

The Chief shall have full authority to grant special consideration in unusual cases not covered by the above.

- C. Personal Reason Days - In unusual or emergent circumstances, the Chief may, at his discretion, grant additional days off with no loss in pay or infringement on other benefits.

ARTICLE VII - UNIFORMS AND EQUIPMENT

The Chief and Captains shall receive a yearly allowance for replacement of worn clothing and equipment as follows:

1984

\$950.

1985 and 1986

\$1,050.

ARTICLE VIII - EDUCATION INCENTIVE

In addition to the salary and other benefits incorporated in this Agreement, the Chief and Captains shall receive in each calendar year, the sum of eighteen (\$18.00) dollars for each credit hour accumulated and satisfactorily completed in a recognized institution of higher education leading to a degree in the field of Criminal Justice or Public Administration.

## ARTICLE IX - COURT TIME

The Chief and Captains shall each be reimbursed at their regular hourly rate for time expended in any court due to a case arising out of, or connected with, their official positions in the Police Department.

## ARTICLE X - HEALTH AND LIFE BENEFITS

The Township shall provide the following fully paid benefits for the Chief, Captains and their respective families.

### A. Health and Medical Benefits

- (1) A comprehensive Blue Cross/Blue Shield program with Rider J or its equivalent.
- (2) A comprehensive Major Medical Policy.
- (3) Adoption of provisions of Chapter 88, P.L. 1974 whereby the Township will pay the costs of continuing coverage of Blue Cross/Blue Shield, or its equivalent, and Major Medical for pensioners and their dependents.
- (4) In the event of death of Chief or Captains, the Township will pay the costs of continuing coverage for the decedent's surviving spouse until he or she remarries, and for all eligible children subject to the same limitations as would be applicable had the decedent continued in active employment.

### B. Life Benefits

A life insurance policy equal to twice his annual salary. The Chief or Captains shall have the option to increase coverage to three (3) times their annual salary by paying the additional cost of the premium which shall be deducted from their salary.

### C. Dental Health Benefits

- (1) A dental health plan providing for the following minimum benefits as defined in New Jersey Dental Health Service Plan "IV Comprehensive A":
  - a. Preventive & Diagnostic - 100%
  - b. Basic - 90/10
  - c. Prosthodontic - 70/30
  - d. Deductible - None
  - e. Maximum Per Patient Per Year - \$1,500.
  - f. All pre-existing conditions - Full Coverage

(2) The following additional benefits:

- a. Special Orthodontic \$1,000. maximum/case - 50/50
- b. Surgical Periodontal - 90/10

D. Long Term Disability Insurance

An insurance policy that will provide for long term disability with a 180 day elimination period.

ARTICLE XI - WORK SCHEDULE

A fair and impartial work schedule will be maintained. The Chief is authorized to alter the schedule for the benefit of the Township Police Department should the need arise, but in no way shall these alterations cause an increase in working hours over the schedule in effect as of November 1, 1971.

ARTICLE XII - LONGEVITY

The Chief and Captains shall receive longevity pay equal to two percent (2%) of their annual salary based on each four (4) years of continuous employment up to a maximum of twenty (20) years of continuous employment.

ARTICLE XIII - TERMINAL LEAVE

Upon application for retirement, the Chief and Captains shall each receive ninety (90) working days terminal leave with full wages and benefits. Terminal leave shall commence ninety (90) working days prior to the effective date of his retirement, and he shall not be required to report for, or to perform any police duties during this period.

ARTICLE XIV - SICK LEAVE

- A. The Chief and Captains shall each be entitled to accumulate one (1) working day of sick leave with pay for each completed month of service. This sick leave is to be used only in times of illness.
- B. Credit for service prior to this Agreement shall be based upon records maintained by the Chief.

- C. Upon retirement or permanent separation from service for any reason, the Chief and Captains shall each be entitled to one-half (1/2) day of pay at his regular straight time rate for each day of unused sick leave he has accumulated at the time of retirement or termination, up to a maximum of 200 days.

#### ARTICLE XV - MODE OF COMPENSATION

The Chief and Captains shall be paid as set forth in Option I or II below, with the choice of said Option being vested in sole discretion of the individual.

##### A. Option I

1. The total of all compensation for each year defined in ARTICLE IB, Compensation, shall be payable bi-weekly in equal amounts and be considered the base salary for pension purposes.
2. Uniform allowance shall be payable once each year by separate check.

##### B. Option II

1. The total of salary (as defined in ARTICLE IB, Salary) and longevity (as defined in ARTICLE XII) shall be payable bi-weekly in equal amounts and considered the base salary for pension purposes.
2. Clothing allowance, holiday pay, and education incentive shall be paid by separate checks not subject to a pension deduction.

#### ARTICLE XVI - TERM

This Agreement shall be in full force and effect from January 1, 1984 through December 31, 1986. If any party wishes to terminate, amend or otherwise modify the terms and conditions set forth herein at the expiration of this Agreement, written notice shall be given to the other party no sooner than one hundred fifty (150) days nor less than ninety (90) days prior to such expiration date. The party seeking to terminate, amend or otherwise modify the Agreement shall furnish to the other party within fifteen (15) days after notification, a copy of its entire set of proposals for such changes. The party receiving the changes will then have fifteen (15) days from receipt of such changes to furnish its own proposals to the other party.



ARTICLE XVII - MEANINGS

As used in this Agreement, the singular number shall include the plural and vice-versa.

IN WITNESS WHEREOF, the parties have caused to be affixed hereto the signatures of their duly authorized representatives.

CHIEF AND CAPTAINS  
OF POLICE OF THE EAST  
HANOVER POLICE DEPARTMENT

MAYOR AND TOWNSHIP COMMITTEE  
OF THE TOWNSHIP OF EAST HANOVER

By: William J. Scioscia  
WILLIAM J. SCIOSCIA  
CHIEF OF POLICE

By: \_\_\_\_\_  
GEORGE T. HANLEY, Mayor

ATTEST:

By: George T. Schaeffer  
GEORGE T. SCHAEFFER  
CAPTAIN OF POLICE

By: \_\_\_\_\_  
EDITH JACQUIN, CLERK

By: Richard Fortunato  
RICHARD FORTUNATO  
CAPTAIN OF POLICE

AMENDMENT I

The Agreement between The Township of East Hanover and the Chief of Police and Captain of Police of the Township of East Hanover Police Department for the period January, 1984 through December 31, 1986, is hereby amended as follows:

1. Every reference in said agreement to Chief and Captains shall also included Deputy Chief of Police
2. Article II - Salaries, shall read:

Title	1984	1985	1986
A. Chief	\$ 42,255	45,847	49,744
B. Deputy Chief	36,415	39,510	42,868
C. Captain	33,415	36,255	39,340

IN WITNESS WHEREOF, the parties have caused to be affixed hereto the signatures of their duly authorized representatives.

CHIEF, DEPUTY CHIEF AND CAPTAIN  
OF POLICE OF THE EAST HANOVER  
POLICE DEPARTMENT

MAYOR AND TOWNSHIP COMMITTEE  
OF THE TOWNSHIP OF EAST HANOVER

By: William J. Scioscia  
WILLIAM J. SCIOSCIA  
Chief of Police

By: James R. Marano  
JAMES R. MARANO, Mayor

ATTEST:

By: George T. Schaeffer  
GEORGE T. SCHAEFFER  
Deputy Chief of Police

By: Edith Jacquin  
EDITH JACQUIN, Clerk

By: Richard Fortunato  
RICHARD FORTUNATO  
Captain of Police