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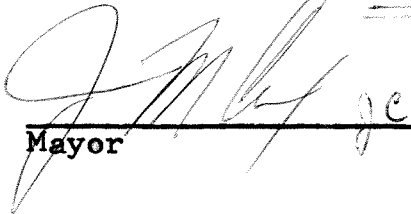
TOWNSHIP OF HOLMDEL, NEW JERSEY

HOLMDEL TOWNSHIP POLICE DEPARTMENT SERGEANTS AGREEMENT

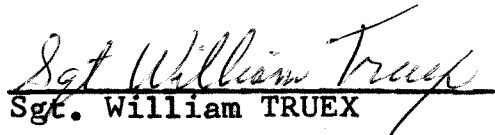
This agreement shall be effective as of 1 January 1977, and shall continue with negotiated additions and/or deletions, as agreed upon in writing by the parties.

If a new agreement has not been reached prior to the expiration of this contract, the provisions of this contract shall continue in force until such new agreement has been reached by the parties.

In witness whereof the parties hereto have caused these amendments to be signed, and the Township Seal of Holmdel to be placed hereon this 18th day of April 1977:



Mayor



Sgt. William TRUEX



Sgt. Dominic CAVALLARO

Attest:



John P WADINGTON
Township Clerk



Sgt. Thomas DURDACK



Sgt. Terence FOGARTY

REC
MAY 11 1977

ARTICLE I SALARIES

1. The salaries of all sergeants covered by this agreement are set forth in Schedule "A" which is attached hereto, and made part hereof:
2. The following are the steps covering sergeants:
 - A. Sergeant 2nd Class-A sergeant who has been employed as a sergeant for a period of less than one year.
 - B. Sergeant 1st Class-A sergeant who has been employed as a sergeant for a period of one year, and is beginning his second year.

4110
9/11/77

1977 SCHEDULE "A"

Sergeant 2nd Class
1st year sergeant \$17,360

Sergeant 1st Class
(Beginning his 2nd year). \$18,280

Compensatory time off will be granted at the discretion of the Chief of Police for holidays which the sergeants are required to work.

In addition, each sergeant will receive a sum of \$35 for each holiday worked by the respective sergeant. This said \$35 for each holiday worked will be paid by the Township of Holmdel to each sergeant during the first pay period in December after the submission of a voucher by each sergeant indicating holidays worked.

The following days are said holidays:

- | | |
|--------------------------|----------------------------|
| 1. New Years Day | 7. Labor Day |
| 2. Lincoln's Birthday | 8. Columbus Day |
| 3. Washington's Birthday | 9. Veteran's Day (Nov. 11) |
| 4. Good Friday | 10. Thanksgiving |
| 5. Memorial Day | 11. Day after Thanksgiving |
| 6. Independence Day | 12. Christmas |

Only one day shall be considered the holiday when the holiday may fall on a weekend.

ARTICLE II VACATION TIME

1. A sergeant of the Holmdel Township Police Department shall accrue vacation time at a rate of one working day per month up to his employment with the Township of Holmdel for a period of five years.
2. A sergeant of the Holmdel Township Police Department who has been employed with the Township of Holmdel for a period of five years, and is beginning his sixth year shall accrue vacation time at a rate of $1\frac{1}{2}$ (1.25) days per month.

BEBC
JAN 11 1977

ARTICLE III

CLOTHING ALLOWANCE

1. Each and every sergeant of the Holmdel Township Police Department shall receive a clothing allowance of \$400 per year, for the calendar year 1977.
2. This clothing allowance shall be allotted through the Holmdel Township voucher procedure, and in accordance with applicable ordinance in effect in the Township of Holmdel, subject to statutory procedures in effect.
3. These amounts will be pro-rated as per time of employment for that said year.

ARTICLE IV

SICK LEAVE

1. A sergeant of the Holmdel Township Police Department shall accrue sick leave at a rate of $1\frac{1}{4}$ (1.25) days per month up to 120 days.
2. A sergeant upon qualified PERS retirement shall receive pay for all unused accrued sick leave up to 120 days at the rate of 1 day's pay for each 2 days accrued, with a monetary limit of \$5,000.

PERS: Public Employees Retirement System

ARTICLE V INSURANCE

1. The Township of Holmdel shall pay for full insurance coverage, including liability, and workmens compensation of each sergeants employed by the Holmdel Township Police Department.
2. The Township shall also provide each sergeant with a \$10,000.00 group term life insurance which will be with an insurance company of the Township's selection.
3. In addition, the pension program provides 1½ times annual salary, at no additional cost to the participants. Further, the optional life insurance benefit of 1½ times annual salary is available at a cost of ¾ of 1% of annual salary.

ARTICLE VI CLOTHING MAINTENANCE

1. Each and every sergeant employed by the Helmdel Township Police Department shall receive a clothing maintenance allowance in the year 1977 of \$100.00.
2. These amounts shall be paid each year beginning 1 January and ending 31 December, and shall be paid to the selected cleaning establishment upon submission of a voucher for the set amount by each and every sergeant in accordance with applicable Township ordinances, and procedures.
3. These amounts will be pro-rated as per time of employment for the said year of 1977.

ARTICLE VII DEATH LEAVE

1. Sergeants employed by the Holmdel Township Police Department shall be entitled to three days off in the event of the death of a member of his immediate family, or the immediate family of his spouse.
2. The sergeant is entitled to these said three days, but it is his option to take none, one, two, or three of the days.
3. The immediate family is spouse, mother, father, sister, brother, or child of the individual, or his spouse.
4. These said days will be charged to the sick time accumulation, or entitlement of the individual sergeant, and additional days may be granted by the Chief of Police.

ARTICLE VIII

HOSPITALIZATION INSURANCE

1. The Township of Holmdel shall pay, and provide, hospitalization insurance for each and every sergeant employed by the Holmdel Township Police Department, and said sergeant's eligible wife and children.
2. This insurance shall be Blue Cross/Blue Shield, Major Medical, and Rider "J" Coverage under the State of New Jersey Employment Plan, subject to appropriate State laws concerning community health plans.
3. Each sergeant shall have the choice of the particular plan selection.

ARTICLE IX COLLEGE CREDITS

1. Every sergeant employed by the Holmdel Township Police Department, who elects to further his education in an endeavor to make himself a more knowledgeable person, shall receive twenty dollars for each college credit he successfully completes. This remittance will be in addition to his annual salary, and other benefits sergeants are entitled to.
2. Only courses which are creditable towards a degree in law enforcement, or criminal justice are applicable to this incentive payment.
3. The sergeant will receive payment for these credits upon the submission of a voucher to the Township with a copy of the transcript as verification of credits obtained on, or before 31 December, in accordance with applicable local ordinances, and procedures.
4. The sergeant will receive continuous annual payment for all college credits accumulated after 1 January 1974.
5. Example:
If a sergeant had obtained three college credits after January 1, 1974, he would receive sixty dollars upon submitting a voucher to the Township. This same sergeant obtained an additional six credits in the year 1975, he would receive money for all credits accrued to that date. He would receive payment for a total of nine credits, or \$180.00.

ARTICLE X LONGEVITY

1. On completion of five years of service with the Holmdel Township Police Department, longevity will be paid by the Township of Holmdel to each and every sergeant based on his base salary in the twelfth month of the previous year of service.
2. Beginning with the 6th year, a sergeant's annual salary will be increased by 1% to be paid as part of his regular pay.

LONGEVITY TABLE

In the 6th year	1% of the base annual salary as of the 12th month of the 5th year*
In the 7th year	1½% of the base annual salary as of the 12th month of the 6th year*
In the 8th year	2% of the base annual salary as of the 12th month of the 7th year*
In the 9th year	2½% of the base annual salary as of the 12th month of the 8th year*
In the 10th year	3% of the base annual salary as of the 12th month of the 9th year*
In the 11th year	3¼% of the base annual salary as of the 12th month of the 10th year*

*Base salary does not include longevity.

3. From the 7th through the 10th years, the longevity rate will be increased by ½% figured on the previous year's base salary without longevity.
4. In the 11th year the longevity rate will be increased by ¼% figured on the previous year's base salary without longevity.
5. Base salary is defined as the annual salary of a sergeant as shown in Schedule A, Article 1 - \$18,280 Sgt. 1st Class
\$17,360 Sgt. 2nd Class