

4. SUPERIOR OFFICERS ASSOCIATION

X January 1, 1985 to December 31, 1986
AMENDED AGREEMENT

THIS AGREEMENT made the 8th day of January, 1985, amending the agreement by and between the BOROUGH OF MAYWOOD, a municipal corporation of the County of Bergen, State of New Jersey (hereinafter referred to as the "BOROUGH") and the SUPERIOR OFFICERS ASSOCIATION, Police Officers above the rank of Patrolmen, sometimes referred to as Superior (hereinafter referred to as the "EMPLOYEE"), dated March 1, 1983,

WHEREAS, the parties have agreed to the terms and conditions of employment respecting the Superior Officers Association of the Maywood Police Department for the period commencing January 1, 1985 to December 31, 1986,

NOW, THEREFORE, the parties agree as follows:

1. The agreement between the parties dated March 1, 1983 is hereby amended in accordance with the numbered sections and appendices attached hereto and made part hereof being more specifically Sections 12.07, 13.06, 16.01, 21.01, 26.01, 33.03, 38.01, 43.03, 43.04, 46.00, 46.01, 50.02, 50.03, 51.01, Appendix A, Appendix B and Appendix D.

2. All other provisions of the agreement dated March 1, 1983 shall remain in full force and effect during the term of this amended agreement.

3. This amended agreement shall take effect as of X January 1, 1985 and shall terminate on December 31, 1986.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

BOROUGH OF MAYWOOD

ATTEST:

By: James J. Panos, Mayor

Patricia Allison, Borough Clerk

SUPERIOR OFFICERS ASSOCIATION

ATTEST:

By:

ADD

13.06 The Borough shall have the right to reopen negotiations with respect to the payment of in service training credits at any time during the term of this agreement.

ADD

12.07

The Borough shall have the right to reopen negotiations with respect to the payment of college credits at any time during the term of this agreement.

16.01

In addition to all wages and other benefits, each employee shall be entitled to a longevity payment of one (1%) percent for every three (3) years of service, up to fifteen (15) years of service, and thereafter one (1%) percent for every two (2) years of service to a maximum of ten (10%) percent after twenty-five (25) years of service.

21.01 All Employees covered by this Agreement shall be entitled to receive fourteen (14) working days off per year chargeable as holidays.

ADD

26.01 Medical Coverage

It is the policy of the BOROUGH to provide for the health care of its EMPLOYEES. In order to carry out that policy, the BOROUGH provides hospitalization, major medical and dental insurance for all EMPLOYEES and their dependents, including unemancipated children.

33.03 E. STEP FIVE

If the Association wishes to appeal the decision of the Governing Body, it shall, within sixty (60) working days of the receipt of the decision of the Governing Body, file with the New Jersey Public Employment Relations Commission its request for arbitration of the grievance in question. The parties shall be bound by the decision of the Arbitrator. The cost of the Arbitrator shall be borne equally by both parties, but each party shall be liable for the payment of its own representative.

38.01

Whenever an Employee shall be required to use his personal vehicle in any job connected capacity, he shall be entitled to an allowance of Twenty (\$.20) Cents per mile.

43.03

The Borough shall use its best efforts to provide a minimum of two (2) police officers on patrol at all times on every tour of each day. This minimum patrol shall be constituted from ranks of Patrolman and Sergeant.

43.04

The parties agree that on any tour not manned by the aforesaid minimum complement of Police Officers, the Patrolman shall notify the officer in charge of said condition who shall reasonably determine whether circumstances exist which renders it either impracticable or unnecessary to provide the aforesaid minimum complement.

46.00 DELETE

46.01 DELETE

50.02 HEALTH BENEFITS AND DENTAL COVERAGE. The BOROUGH shall pay all premiums for health benefits and dental coverage of Employees (which shall cover Employee's spouse and unemancipated children) who shall have served as members of the Police Department of the Borough for twenty-five (25) years or more.

For the purposes of this paragraph, health benefits and dental coverage shall include those benefits which are or may be provided to municipal employees which include Blue Cross/Blue Shield, Series 14/20, including Rider J, a major medical policy through the New Jersey Blue Cross/Blue Shield, and dental insurance provided through the New Jersey Dental Plan in effect as of December 31, 1984.

50.03

When such Employees shall have reached the age of 65 after retirement, they shall, as a condition of continued health benefits as provided for herein, apply for and pay, at their own cost and expense, such sums as may be due for Medicare coverage, Parts A and B, to the end that the health benefits provided for in this paragraph shall then consist of complimentary coverage.

51.01

This contract shall take effect as of January 1,
1985 and shall terminate on December 31, 1986.

APPENDIX "A"

ANNUAL BASE SALARIES

1985

Captain	\$
Lieutenant	\$35,125.00
Sergeant	\$32,575.00

1986

Captain	\$
Lieutenant	\$37,725.00
Sergeant	\$35,175.00

APPENDIX "B"

LONGEVITY

(Schedule of Increments)

<u>Time Increment</u>	<u>Per Cent</u>
Hire date but less than 3 years	0%
3 years but less than 6 years	1%
6 years but less than 9 years	2%
9 years but less than 12 years	3%
12 years but less than 15 years	4%
15 years but less than 17 years	5%
17 years but less than 19 years	6%
19 years but less than 21 years	7%
21 years but less than 23 years	8%
23 years but less than 25 years	9%
25 years and over	10%

APPENDIX "D"

HOLIDAY SCHEDULE

The following holidays are observed:

1. New Year's Day
2. Washington's Birthday
3. Good Friday
4. Easter
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. Election Day
10. Veteran's Day
11. Thanksgiving Day
12. Friday after Thanksgiving Day
13. Christmas Day
14. Martin Luther King Day