

ARTICLE I - SALARIES

1. The salaries of all patrolmen 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 patrolmen:
 - A. Probationary patrolman - a patrolman who has been employed as a patrolman for a period of less than one year.
 - B. 3rd Class patrolman - a patrolman who has been employed as a patrolman for a period of one year and is beginning his second year of employment.
 - C. 2nd Class patrolman - a patrolman who has been employed as a patrolman for a period of two years and is beginning his third year of employment.
 - D. 1st Class patrolman - a patrolman who has been employed as a patrolman for a period of three years.

SCHEDULE A

Probationary Patrolman (1st year)	\$ 9,000
3rd Class Patrolman (Beginning his 2nd year)	\$10,080
2nd Class Patrolman (Beginning his 3rd year)	\$11,180
1st Class Patrolman (Beginning his 4th year)	\$12,200

ARTICLE 2 - HOLIDAY PAY

1. Patrolmen of the Holmdel Township Police Department shall receive (12) twelve paid holidays. The following days are said holidays:

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| 1. New Years Day | 7. Labor Day |
| 2. Lincoln's Birthday | 8. Columbus Day |
| 3. Washington's Birthday | 9. Election Day DAY AFTER THANKSGIVING |
| 4. Good Friday | 10. Veteran's Day |
| 5. Memorial Day | 11. Thanksgiving |
| 6. Independence Day | 12. Christmas |

2. If a man does not work on a holiday, he will receive 8 hours extra pay for holiday or a total of 48 hours pay for 40 hour week containing holiday; if a man works on a holiday, he will receive regular time plus time and one-half for holiday, or a total of 52 hours pay for a 40 hour week.

ARTICLE 3 - VACATION TIME

1. A patrolman of the Holmdel Township Police Department shall accrue vacation time at a rate of one working day per month up to his employment as a patrolman for a period of five years.
2. A patrolman of the Holmdel Township Police Department who has been employed for a period of five years and is beginning his sixth year shall accrue vacation time at a rate of $1\frac{1}{4}$ (1.25) days per month.

ARTICLE 4 - CLOTHING ALLOWANCE

1. Each and every patrolman of the Holmdel Township Police Department shall receive a clothing allowance of \$350.00 per year. The year beginning on 1 January and ending on 31 December.
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 procedure in effect.

ARTICLE 5 - SICK LEAVE

1. A patrolman 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 90 days.
2. A patrolman upon qualified PERS retirement shall receive full pay for any and all unused accrued sick leave up to and including a total of 90 days.

PERS: Public Employees Retirement System

ARTICLE 6 - OVERTIME

1. The regular hours of employment of a patrolman of the Holmdel Township Police Department shall not exceed eight (8) consecutive hours in any one day, nor more than an average of forty (40) hours per week. Any time over this eight (8) hours of consecutive work or over this average of forty (40) hours shall be considered overtime.
2. Overtime hours shall be paid at a rate of one and a half ($1\frac{1}{2}$) times the hourly rate of the individual patrolman who has worked these said hours and shall be paid monthly as worked.
3. Overtime hours are subject to the approval of the Chief of Police and statutory restrictions as applicable. These hours shall begin at such time as the officer officially arrives at his assigned duty location.
4. If a patrolman is called into duty from his residence or other location, other than time which would be a continuation of a regular shift or time that would continue into a regular shift, he will receive a minimum of two and two-thirds ($2\frac{2}{3}$) hours overtime or the equivalent of four (4) hours of the individual patrolman's regular hourly pay rate.

ARTICLE 7 - INSURANCE

1. The Township of Holmdel shall pay for full insurance coverage including liability and workmens compensation of each patrolman employed by the Holmdel Township Police Department.
2. The Township shall also provide each patrolman with a \$10,000 group term life insurance which will be with an insurance company of the Township's selection.
3. In addition, the pension program provides $1\frac{1}{2}$ times annual salary, at no additional cost to the participants. Further, the optional life insurance benefit of $1\frac{1}{2}$ times annual salary is available at a cost of $\frac{3}{4}$ of 1% of annual salary.

ARTICLE 8 - CLOTHING MAINTENANCE

1. Each and every patrolman employed by the Holmdel Township Police Department shall receive a clothing maintenance allowance of sixty dollars (\$60.00) per annum.
2. This sixty dollars shall be paid each and every year beginning 1 January and ending 31 December and shall be paid upon submission of a voucher for this set total amount by each individual patrolman, in accordance with applicable Township ordinances and procedures.
3. This amount (\$60.00) will be pro-rated as per time of employment for that said year.

ARTICLE 9 - DEATH LEAVE

1. Patrolman employed by the Holmdel Township Police Department shall be entitled to three (3) days off in the event of the death of a member of his immediate family or of the immediate family of his spouse.
2. The patrolman is entitled to these said three (3) days but it is his option to take none, one, two or three of these said 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 patrolman and additional days may be granted by the Chief of Police.

ARTICLE 10 - HOSPITALIZATION

1. The Township of Holmdel shall pay and provide hospitalization for each and every patrolman employed by the Holmdel Township Police Department and said patrolman's eligible wife and children.
2. This hospitalization shall be Blue Cross/Blue Shield, Major Medical and Ryder J Coverage under the State of New Jersey employment plan.
3. Each patrolman shall have the choice of particular plan selection.

ARTICLE 11 - COLLEGE CREDITS

1. Every patrolman employed by the Township of Holmdel Police Department who elects to further his education in an endeavor to make himself a more knowledgeable person, shall receive twenty dollars (\$20.00) for each college credit he successfully completes. This remittance will be in addition to his annual salary and other benefits patrolmen are entitled to.
2. Only courses which are creditable toward a degree in law enforcement or criminal justice are applicable to this incentive payment.
3. The patrolman 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 December 31, in accordance with applicable local ordinances and procedures.
4. The patrolman will receive continuous annual payment for all college credits accumulated after January 1, 1974.

EXAMPLE: If a patrolman had obtained (3) college credits after January 1, 1974, he would receive sixty dollars upon submitting a voucher to the Township. This same patrolman obtained an additional (6) credits in the calendar year 1975, he would receive money for all credits accrued to that date. He would receive payment for a total of (9) credits or \$180.

ARTICLE 12 - LONGEVITY

1. On completion of 5 years of service with the Holmdel Township Police Department longevity will be paid by the Township of Holmdel to each and every patrolman based on his base salary in the twelfth month of the previous year of service.
2. Beginning with the 6th year, a patrolman'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.*

*Base salary does not include longevity.

3. From the 7th through the 10th year, the longevity rate will be increased by ½% figured on the previous year's base salary without longevity.
4. Base salary is defined as the annual salary of a patrolman, exclusive of overtime, holiday pay, and longevity.
5. An illustrated example is attached as Schedule B.

SCHEDULE B

An illustrated example of the longevity as it would apply in 1974 would be as follows:

December, 1973 Patrolman 1st Class salary \$11,075 base

1974 base salary \$12,200

1974 longevity to be added to \$12,200 for patrolmen in

6th year - \$110.75	Total \$12,310.75
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7th year - \$166.12	12,366.12
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8th year - \$221.50	12,421.50
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9th year - \$276.87	12,476.87
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10th year- \$332.25	12,532.25
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1975 longevity to be added to 1975 base salary is:

for patrolmen in 6th year - \$122.00

7th year - \$183.00

8th year - \$244.00

9th year - \$305.00

10th year - \$366.00

Since the 1975 base salary is not yet set, the 1975 total can not be shown.