

**AGREEMENT**  
**BETWEEN**  
**THE BOROUGH OF FRANKLIN LAKES**  
**AND**  
**FRANKLIN LAKES P.B.A. LOCAL #150**

**JANUARY 1, 2015 – DECEMBER 31, 2018**

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PREAMBLE

This Agreement, made between this \_\_\_\_ day of \_\_\_\_\_, between the Borough of Franklin Lakes, a municipal Corporation of the State of New Jersey, (hereinafter referred to as the Borough), and the Franklin Lakes Policeman's Benevolent Association, Local #150, New Jersey (hereinafter referred to as the Department), shall be effective from January 1, 2015 through December 31, 2018, except as otherwise provided.

It is agreed and acknowledged, that it is the desire and intent of the Borough and the Department, to cooperate to maintain the mutually satisfactory conditions of employment, and harmonious relations heretofore experienced between the parties, and further, that every effort will be made to maintain this atmosphere. The Borough recognizes and the Department agrees, that the undersigned members of the Department, are the sole and exclusive representatives of covered personnel, as set forth in Article I hereto, and they legally represent and may bind the Department in all aspects of this Agreement.

ARTICLE I  
COVERED PERSONNEL

This Agreement shall apply to all full time Officers and Patrolmen of the Department employed by the Borough, and the exception of the ranks of Chief, Captain, and Lieutenant.

ARTICLE II  
MANAGEMENT RIGHTS

Nothing contained herein, shall be construed to deny or restrict the Borough of any of its rights, responsibilities and authority as provided by the Laws and Constitution of the United States and the State of New Jersey, and as provided by and set forth within the Code of the Borough of Franklin Lakes.

ARTICLE III  
SALARIES

- A. The salaries for employees covered by this Agreement shall be as set forth on **Schedule A** annexed. Any modification to staffing during this contract term shall result in employees being placed on the appropriate salary schedules as modified.
- B. DETECTIVE: Upon assignment to the Detective Bureau/Juvenile Bureau, said officer(s) base pay shall be increased by 1.5% per year.
- C. TRAFFIC SAFETY BUREAU OFFICER: Upon assignment to the Traffic Bureau, said officer(s) base pay shall be increased by 1.5% per year.

ARTICLE IV  
COMPENSATION FOR COLLEGE DEGREES

A. Each employee who shall have previously attained, or who shall attain during the calendar year, an Associate's, Bachelor's, or Master's degree in Police Science, from an accredited institution of higher education, shall receive a pro-rata share (as determined by the provisions of Paragraph B) of an annual stipend on account of the highest such degree level attained, (which shall be non-cumulative) as follows:

ASSOCIATE'S DEGREE	-	\$1,360.00
BACHELOR'S DEGREE	-	\$1,610.00
MASTER'S DEGREE	-	\$2,110.00

Said stipend shall be in addition to, but not considered a part of, said employee's base salary, and such, shall not be included in the calculation of any overtime which may be due said employee.

B. The annual stipends provided for in Paragraph A, shall be prorated based upon the date on which the degree in question was conferred. The stipend shall be paid in a lump sum amount, on the first payment date of the month of December for other compensation.

C. The governing body shall have the sole right to determine whether a course of study leading to an Associate's, Bachelor's or Master's Degree was in a Police Science, and is primarily in the field of Police work, as required as a condition for the entitlement to the stipend set forth in Paragraph A, which determination of the governing body shall be final and not subject to the grievance procedure.

D. Employees hired after January 1, 1999 shall not be entitled to benefits under this Article.

ARTICLE V  
VACATIONS

Employees shall be entitled to vacations, based on their length of employment with the Borough as follows:

During the first year of employment, but only after the completion of six (6) months of employment	6 working days
Commencing with the second year through the sixth year	12 working days
Commencing with the seventh year through the thirteenth year	17 working days

Commencing with the fourteenth year through the eighteenth year	21 working days
Commencing with the nineteenth year through the twentieth year	22 working days
Commencing with the twenty-first year	23 working days
Commencing with the twenty-second year	24 working days
Commencing with the twenty-third year	25 working days
Commencing with the twenty-fourth year	26 working days

ARTICLE VI  
HOLIDAYS / PERSONAL DAY

A. Each employee shall be compensated with thirteen paid holidays per calendar year, said holidays are as follows:

New Year's Day	Columbus Day
Martin Luther King Day	Election Day
Presidents' Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas
Labor Day	

B. In addition to the holidays set forth in Paragraph A, all employees shall be entitled to such additional holidays as may be granted to other Borough employees by declaration of the Mayor and Council, and shall include emergency days off when the Municipal Building is not open for business due to weather conditions, which are the basis of such declared holidays.

C. If a holiday occurs during an employee's regularly scheduled day off, he shall maintain his entitlement to such paid holiday.

D. In addition to the holidays set forth in paragraph A, all employees shall be entitled to an increase from eight (8) hours to twenty (20) hours to be utilized as personal days, with the additional twelve (12) hours not to be used on the thirteen (13) holidays so designated above, except that employees shall continue to be entitled to take eight (8) hours at their discretion.

E. Holidays shall be granted and taken at a time which is mutually agreeable to the employee and the Officer in charge of the squad with which the employee is assigned, provided

that the operational needs of the Department and the safety of the Borough are not impaired thereby.

F. Kelly days may be taken on a one-per-month basis in the same manner as holidays are taken. The unit members shall have discretion to use these days off, with the approval of the shift supervisor, provided that Kelly days do not incur overtime. Kelly days are not cumulative.

#### ARTICLE VII LEGAL EXPENSES

In the event that a Police Officer is charged with a violation of the law as a result of acts purportedly committed by him in the course of performing his duties, said officer may retain legal counsel to defend him, and in the event that he is found not guilty, the Borough agrees to pay the reasonable cost of the legal expenses incurred in such defense, subject to the prior approval of the governing body as to the rate of compensation.

#### ARTICLE VIII MEDICAL, DENTAL AND LIFE INSURANCE

A. Medical coverage shall be amended to provide that the BMED 20/35 Plan will be highest cost plan offered effective as soon as is administratively feasible but in no event earlier than January 1, 2016. Upon the resignation, dismissal or retirement before twenty-five (25) years of service, all life, health and hospitalization insurance provided by the Borough shall terminate with respect to such employee; provided, however, that such insurance may continue in full force and effect after an employee's retirement before twenty-five (25) years of service, if said employee shall elect to pay the premiums therefore and the same is permitted by law.

B. Employees shall be obligated to contribute towards payment of medical, prescription and dental insurance in accordance with the provisions of State law.

C. The Borough has the ability to change medical plan during the contract to an "equal or better" plan. The Borough will provide forty-five (45) days notice of the intent to change to an "equal or better" plan during the term of the contract.

D. For employees who retire after seventeen (17) years of service to the Borough and twenty-five (25) years in the pension system, the Borough will provide full (100%) medical insurance, dental, prescription, and family or spousal coverage, at the same level of such benefits received at the time of retirement. Insurance coverage for fully retired (25 years of service) employees, as authorized herein, is secondary to any coverage or benefits available or which may become available from Medicare or any other sources of insurance, governmental or otherwise. Additionally, such coverage as may be provided by the Borough, will be discontinued for any period when insurance coverage is obtained as a result of other employment, but will be

reinstated upon the termination of such employment. For employees hired after January 1, 2016, the benefits in this paragraph shall cease upon the employee turning 65 years old.

E. If, as a direct causal result of injuries suffered in the line of duty, any member of the Department is killed or permanently disabled and is awarded early disability retirement, the Borough shall maintain and continue all medical, life and hospitalization insurance for such member or his spouse, until the death of such member or remarriage of his/her spouse; provided, however, that in the event of early disability retirement, such coverage would be discontinued if the following exists:

(1) such disabled member procures full time employment having similar medical coverage and the waiting or qualifying period of such new coverage has expired;  
or

(2) such disabled member shall participate in any business venture wherein his earnings equal the amount of salary and wages he received in the last calendar year with the Borough.

Any dependents of said disabled member, under the age of nineteen (19) years, shall also be covered under the Borough's medical, life and hospitalization insurance plans at the expense of the Borough.

F. The Borough agrees to fully fund the Dental Plan. The plan will include employees covered under this contract and their family. This plan is to be mutually agreed upon by the Borough and the P.B.A.

G. Should a member covered under this agreement become deceased, the Borough agrees to pay \$3,000 (three thousand dollars) to the member's family.

H. The Borough shall provide medical, dental and prescription coverage for spouses and family of vested members, with a minimum of ten (10) years of creditable service in PFRS, that die prior to becoming eligible for Medicare at the same level of benefits received by the member at the time death.

#### ARTICLE IX CLOTHING ALLOWANCE

A. An initial issue of new clothing and serviceable equipment will be provided by the Borough to any new member of the Police Department. Such initial clothing and equipment issues will be in accordance with the items listed on Appendix B, attached hereto.

B. Each Police Officer shall receive an annual clothing allowance. The amount of the clothing allowance is \$650.00. Said amount shall be paid in a lump sum amount on the first day in January, provided that a newly hired officer shall not be entitled to such allowance during the same year that he has been provided with an initial issue of clothing and equipment in accordance with Paragraph A above.

C. Each Police Officer shall receive an annual uniform maintenance allowance amount of the uniform allowance is \$350.00. Said amount shall be paid in a lump sum amount on the first day in January, provided however, that a newly hired Police Officer shall not be entitled to such allowance during the same year that he has been provided with an initial issue of clothing and equipment in accordance with Paragraph A above.

D. Any Police Officer assigned to investigative or plainclothes duties shall be provided with an appropriate duty handgun.

E. Any weapons issued to a Police Officer shall be returned to the Borough upon termination of the Officer's employment, subject to an accountability system as shall be determined and administered by the Chief of Police.

F. Clothing and equipment, if damaged in the line of duty, shall be replaced by the Borough, subject to the written approval of the Chief of Police, which shall set forth that such damage occurred in the line of duty and the facts in support thereof, together with presentation of proof by the officer, that he has expended the total amount of his annual clothing allowance.

G. The actual cost of repairing or replacing a Police Officer's regular eyeglasses or contact lenses, if lost or damaged in the line of duty, shall be paid by the Borough, subject to the written approval by the Chief of Police, which shall set forth that such damage occurred in the line of duty, and the facts in support thereof, together with the presentation of proof by the officer, as to the cost of replacing or repairing the eyeglasses or contact lenses.

H. The actual cost of repairing or replacing an Officer's watch or ring(s), up to a maximum of \$150.00 for each item, if damaged or lost in the line of duty, shall be paid to the officer by the Borough, subject to the written approval of the Chief of Police, which shall set forth that such damage or loss occurred in the line of duty, and the facts in support thereof, together with the presentation of a paid bill for the cost thereof, by the officer.

#### ARTICLE X SICK LEAVE

A. In the event of accident or prolonged illness requiring an absence from duty in excess of ten (10) consecutive days, any covered personnel who has completed one (1) year of continuous employment, shall be eligible for a medical leave of absence. The medical leave of absence shall be granted based on a medical diagnosis and begin after the employee has exhausted his/her available sick days and 12 vacation days. In the event the employee has used his/her vacation time, up to twelve (12) vacation days will be used from the following years' allotment. The employee shall be entitled to full salary in accordance with the applicable salary schedules set forth in Article III hereof, for a period up to nine (9) months. The Borough retains the right to require the employee to submit to a physician's examination, appointed and paid for by the Borough without cost to the employee, to certify to such illness or injury, and provided

further that the term "accident", as used herein, shall not include any accident or injury resulting from any employment other than employment by the Borough as a Police Officer, or any duty ordered by the chief of Police. In the event any employee shall receive any temporary disability payments or worker's compensation, whether from the Borough or any other employer, or disability payments or any amount payable under the Borough's Sickness and Accident Plan, or any other similar type plan during the period set forth herein, the amount or amounts so received by said employee shall be deducted from any salary payments made by the Borough, or shall be repaid to the Borough if made directly to the employee, as the case may be.

B. In the event of an accident or prolonged illness wherein any covered personnel shall qualify for the payments provided above, the Borough may continue to pay such employee at the Borough's regular pay periods during such time as Workman's Compensation, disability payment or payments under any Sickness and Accident Plan are being adjusted.

C. In the event of a dispute as to the causal connection between an injury or illness and the work effort, or a disagreement as to the period of disability beyond the period established by the examining physician appointed by the Borough or by its insurance carrier, then in the event, the burden shall be upon the employed to establish the causal connection or additional period of disability, by obtaining a judgment in the Division of Worker's Compensation, or by the final decision of the last reviewing court, which shall be binding upon the parties.

D. In addition to the holidays set forth in Article VI of this Agreement, all employees shall be entitled to twelve (12) sick days per calendar year. If an employee does not utilize all twelve (12) sick days as allotted per calendar year, running January 1<sup>st</sup> through December 31<sup>st</sup>, then the employee shall be entitled to either one-half (1/2) day off or its equivalent in wage compensation at the officers' normal hourly rate, for every one (1) sick day not used in said calendar year. All unused sick time days or wage compensation accumulated by an employee because of unused sick days, shall be taken during the next calendar year, January 1<sup>st</sup> through December 31<sup>st</sup>, or the right to unused sick time days or wage compensation in this manner shall be forfeited and lost, it being the express agreement that unused sick time days or wage compensation accumulated in this manner are non-cumulative. Furthermore, an employee will only be entitled to use unused sick time days or wage compensation in this manner, while serving as a full-time employed member of the Department.

E. In the case of a non-prolonged illness (i.e. less than ten (10) consecutive days) an employee's entitlement to sick leave shall be determined in accordance with the existing policy of the Borough, which shall remain in effect during the term of this Agreement.

F. Any Police Officer may utilize any, or all allotted sick days, if a member of that officers' immediate family is ill, and requires that the officer remains absent from duty in order to care for that ill member.

ARTICLE XI  
ADDITIONAL COMPENSATION

A. Overtime shall be paid to any Police Officer when he is required to work in excess of a complete eight (8) or twelve (12) hour tour of duty, or on a regularly scheduled day off, provided that overtime shall not be paid to an officer who voluntarily elects to work on his scheduled time off. Overtime shall be paid at the rate of one and one-half (1 ½) times the normal hourly rate applicable to the officer working said hours. Compensation for working such overtime or additional duty as set forth in paragraph C of this Article, shall be paid only when given prior approval by the Chief of Police, or, in his absence, the designated officer in charge. The officer approving such overtime shall set forth in writing, the facts and circumstances supporting such decision, and present same to the Mayor and Council prior to or at the same time of the presentation of the voucher pertaining to such payment.

B. Whenever an officer is served a subpoena to testify while off-duty, in any related proceedings, municipal or otherwise, that officer shall be entitled to receive a minimum of three (3) hours overtime pay, at a rate of one and one-half (1 ½) times the normal hourly rate applicable to the officer working said hours.

C. Employees who had utilized a Sick Day, will not be eligible for any overtime duty for a sixteen (16) or twenty-four (24) hour period after the conclusion of the shift for which the employee called in sick.

D. Whenever an officer is called to perform overtime duty on a regular scheduled tour off, he shall be paid a minimum of three (3) hours duty, provided that such minimum shall not apply to an extension of an officer's tour of duty.

E. Employees covered under this Agreement shall be given preferential consideration for any overtime duty that may arise.

F. When an officer attends mandated police training when off duty, said officer shall be compensated a minimum of three (3) hours at the officer's overtime hourly rate.

ARTICLE XII  
MILEAGE ALLOWANCE

Compensation for the authorized use of personal cars in the performance of official Police Department business shall be paid to an officer at the Internal Revenue Service annual rate per mile, whenever a Police Department or other Borough vehicle is not made available to the officer. Prior to the use of a personal vehicle, the officer shall obtain the authorization of the Chief of Police, that such transportation is required, and that no Police Department or other borough vehicle is available for use at the time such transportation is required.

ARTICLE XIII  
OTHER TERMS AND CONDITIONS

It is agreed and understood that all existing terms and conditions of employment, and all existing rules and regulations governing the Department and the Police force, shall continue in full force and effect. Nothing in this Agreement shall be considered to alter or impair in any manner, the exclusive right of the borough, to administer the Department and control the work of its personnel.

ARTICLE XIV  
GRIEVANCE PROCEDURE

To provide for the expeditious and mutually satisfactory settlement of a grievance arising with respect to complaints occurring under this Agreement, the following procedure shall be used:

For the purpose of this Agreement, the term "Grievance" means any complaint, difference or dispute between the employer and employee with respect to the interpretation, application or violation of any of the provisions of this Agreement.

The procedures for settlement of grievances shall be as follows:

A. Step One

In the event that any employee covered by this Agreement has a grievance, within five (5) calendar days of the occurrence of the event being grieved, the employee shall discuss it informally with his immediate supervisor. The superior shall decide the grievance within five (5) calendar days after the grievance is first presented to him.

B. Step Two

If no satisfactory resolution of the grievance is reached at Step One, then within five (5) calendar days of the decision at Step One, the grievance shall be presented in writing to the Chief of Police. The Chief shall render a decision within five (5) calendar days after the grievance was first presented to him. In the absence of the Chief, the grievance shall be presented to the officer in charge of the Department for a determination.

C. Step Three

If the grievant wishes to appeal the decision of the Chief of Police (or officer in charge if the Chief is absent) it shall be presented in writing to the employer's governing body or its selected representative within five (5) calendar days of the decision at Step Two. This presentation shall include copies of all correspondence relating to the matter in dispute. The employer's governing body, or its delegated representative, may give the grievant an opportunity to be heard, and will give its decision in writing within thirty-five (35) days of the receipt of the written grievance.

D. Step Four

In the event the grievance cannot be resolved to the satisfaction of the grievant as a result of the final determination made in accordance with Step Three, the matter may be submitted to binding arbitration. The arbitrator shall be chosen in accordance with the rules and regulations of the New Jersey Public Employment Relations Commission.

However, no arbitration hearing shall be scheduled sooner than thirty (30) days after the final decision by the governing body.

The Arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The Arbitrator shall not have the authority to add, modify, detract from, or alter in any way the provisions of this Agreement or any amendment or supplement hereto.

The costs for services of the Arbitrator shall be borne equally between the Borough and the PBA. Any other expense incurred including, but not limited to, the presentation of witnesses, shall be paid by the party incurring same.

E. General Rules

(1) An employee covered under this Agreement may have the right to process his own grievance without a representative except that only the PBA or the Borough has the right to request binding arbitration pursuant to paragraph (d) above.

(2) The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, then the grievance shall be deemed to have been abandoned. If any grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed, then the disposition of the grievance at the last preceding step shall be deemed to be conclusive and shall be deemed to be an acceptance of the decision rendered at the level last resorted to and shall constitute a waiver of any further proceedings on the grievance in question. If there is no response to the grievance presented at steps one, two or three, then such a failure to respond shall be deemed a denial at that step. Nothing herein shall prevent the parties from mutually agreeing in writing to extend or contract the time limits provided for processing the grievance at any step of the grievance procedure.

ARTICLE XV  
OFF-DUTY POLICE ACTION

Since all Police Officers are presumed to be subject to duty twenty-four (24) hours per day, the parties agree that any action taken by a member of the force on his time off, while in the Borough of Franklin Lakes, or any other municipality, which would have been taken by an officer on active duty if present or available, shall be considered police action and the employee

shall have all the rights and benefits concerning such action as if he were then on active duty, and be subject to the rules and regulations of the Department governing such actions as if he were on active duty.

ARTICLE XVI  
PERSONNEL FILES

A. A separate personal history file shall be established and maintained for each employee covered by this Agreement. Personal history files are confidential records and shall be maintained and safeguarded, permanently, in the office of the Chief of Police. All awards, diplomas, certificates and commendations received by an officer shall become the personal property of the officer, and a photostatic copy of the same shall be entered into the officer's personal history file.

B. Any member of the Police Department may, by appointment, review his personal file, but his appointment for review must be made in writing to the Chief of Police, or his designated representative, and state the reason for his review. Any such review of a file shall be made only in the presence of the Chief of Police or his designated representative.

C. Whenever a written complaint concerning an officer or his actions is to be placed in his personal file, a copy of such written complaint shall be made available to him, and he shall be given the opportunity to rebut it if he so desires and he shall be permitted to place rebuttal in his file.

ARTICLE XVII  
EFFECTIVE DATE AND COVERAGE

This Agreement shall remain in full force and effect until December 31, 2018.

ARTICLE XVIII  
ATTENDANCE AT TRAINING COURSES

In the event the Chief of Police shall require any officer or patrolman to attend a specific in-service training course for the development of a skill not otherwise available to the Police Department through any of its members, such officer or patrolman shall receive compensation at a pro-rated hourly rate based upon the appropriate salary schedule or compensatory time off equal to the time spent in attendance at the training course, with a minimum of 3 hours. The method of compensation shall be determined by the Chief of Police. Nothing contained herein shall be construed as to permit payment to any officer or patrolman for attendance at an in-service course which is not specifically required to be taken as required above. Effective January 1, 2015, the overtime rate shall be paid for training outside employee work day.

ARTICLE XIX  
RECOGNITION CLAUSE

The Borough hereby recognizes the designation of PBA Local #150 as the exclusive collective negotiations agent for all officers covered by the terms of this Agreement for so long as it represents a majority of the members of the Police Department.

ARTICLE XX  
SAVINGS CLAUSE

It is understood and agreed that if any portion of this Agreement or the application of this Agreement to any person or circumstances shall be invalidated by such statutes or by an interpretation of a court of competent jurisdiction, the remainder of this Agreement or the application of such provisions to other persons or circumstances shall not be affected thereby.

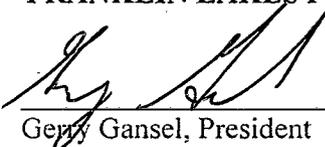
ARTICLE XXI  
WORK SCHEDULE

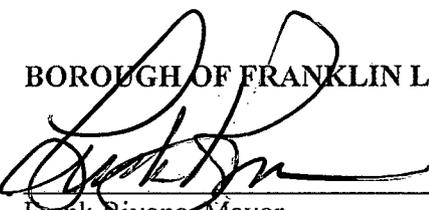
All officers shall work two thousand forty (2,040) hours per year.

**IN WITNESS WHEREOF**, the parties hereto have set their hands and seals, or caused this Agreement to be signed by their duly authorized Officers or representatives on the day and year first above set forth.

FRANKLIN LAKES PBA LOCAL #150

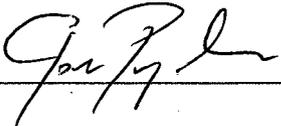
BOROUGH OF FRANKLIN LAKES

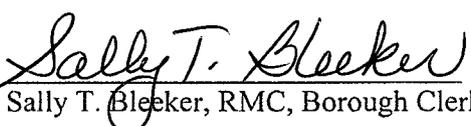
  
\_\_\_\_\_  
Geny Gansel, President

  
\_\_\_\_\_  
Frank DiVona, Mayor

ATTEST:

ATTEST:

  
\_\_\_\_\_  
Geny Gansel, President

  
\_\_\_\_\_  
Sally T. Bleeker, RMC, Borough Clerk

5/4/16  
\_\_\_\_\_  
DATE SIGNED

5/4/2016  
\_\_\_\_\_  
DATE SIGNED

**APPENDIX A**  
**PBA SALARIES 2015-2018**

**Employees hired prior to January 1, 1999**

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
<b><u>Sergeant:</u></b>				
18+ Steps	\$134,363	\$136,351	\$138,379	\$140,448
15-17 Steps	\$131,948	\$133,936	\$135,964	\$138,033
<b><u>Patrolman:</u></b>				
Step 18+	\$127,691	\$129,679	\$131,707	\$133,776

**Employees hired between January 1, 1999 and March 27, 2012**

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
<b><u>Sergeant:</u></b>				
Steps 25+	\$134,363	\$136,351	\$138,379	\$140,448
Steps 20-24	\$131,948	\$133,936	\$135,964	\$138,033
Step 19	\$130,740	\$132,728	\$134,756	\$136,825
Steps 16-18	\$129,534	\$131,522	\$133,550	\$135,619
Step 15	\$128,326	\$130,314	\$132,342	\$134,411
Steps 12-14	\$127,120	\$129,108	\$131,136	\$133,205
Step 11	\$125,912	\$127,900	\$129,928	\$131,997
Steps 7-10	\$124,705	\$126,693	\$128,721	\$130,790
Step 6	\$123,498	\$125,486	\$127,514	\$129,583
Steps 1-5	\$122,290	\$124,278	\$126,306	\$128,375
<b><u>Patrolman I:</u></b>				
Steps 25+	\$127,691	\$129,679	\$131,707	\$133,776
Steps 20-24	\$125,397	\$127,385	\$129,413	\$131,482
Step 19	\$124,250	\$126,238	\$128,266	\$130,335
Steps 16-18	\$123,103	\$125,091	\$127,119	\$129,188
Step 15	\$121,956	\$123,944	\$125,972	\$128,041
Steps 12-14	\$120,809	\$122,797	\$124,825	\$126,894
Step 11	\$119,352	\$121,340	\$123,368	\$125,437
Steps 8-10	\$118,517	\$120,505	\$122,533	\$124,602
Step 7	\$96,967	\$99,955	\$102,983	\$106,052
Step 6	\$82,380	\$85,368	\$88,396	\$91,465
Step 5	\$75,583	\$78,571	\$81,599	\$84,668
Step 4	\$69,582	\$72,570	\$75,598	\$78,667
Step 3	\$64,186	\$68,162	\$72,218	\$76,356

**Employees hired on or after March 28, 2012**

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
<b><u>Sergeant:</u></b>				
Steps 25+	\$134,363	\$136,351	\$138,379	\$140,448
Steps 20-24	\$131,948	\$133,936	\$135,964	\$138,033
Step 19	\$130,740	\$132,728	\$134,756	\$136,825
Steps 16-18	\$129,534	\$131,522	\$133,550	\$135,619
Step 15	\$128,326	\$130,314	\$132,342	\$134,411
Steps 12-14	\$127,120	\$129,108	\$131,136	\$133,205
Steps 7-10	\$124,705	\$126,693	\$128,721	\$130,790
Step 6	\$123,498	\$125,486	\$127,514	\$129,583
Steps 1 -5	\$122,290	\$124,278	\$126,306	\$128,375
<b><u>Patrolman:</u></b>				
Steps 28+	\$127,691	\$129,679	\$131,707	\$133,776
Steps 23-27	\$125,397	\$127,385	\$129,413	\$131,482
Step 22	\$124,250	\$126,238	\$128,266	\$130,335
Steps 19-21	\$123,103	\$125,091	\$127,119	\$129,188
Step 18	\$121,956	\$123,944	\$125,972	\$128,041
Steps 15-17	\$120,809	\$122,797	\$124,825	\$126,894
Step 14	\$119,352	\$121,340	\$123,368	\$125,437
Steps 11-13	\$118,517	\$120,505	\$122,533	\$124,602
Step 10	\$108,906	\$110,894	\$112,922	\$114,991
Step 9	\$102,734	\$104,722	\$106,750	\$108,819
Step 8	\$96,562	\$98,550	\$100,578	\$102,647
Step 7	\$90,390	\$92,378	\$94,406	\$96,475
Step 6	\$84,218	\$86,206	\$88,234	\$90,303
Step 5	\$78,046	\$80,034	\$82,062	\$84,131
Step 4	\$71,874	\$73,862	\$75,890	\$77,959
Step 3	\$65,703	\$67,691	\$69,719	\$73,857
Step 2	\$59,531	\$63,507	\$67,563	\$71,701
Step 1	\$53,359	\$57,335	\$61,391	\$65,529
Police Academy Basic Training	\$43,307	\$47,283	\$51,339	\$55,477

## APPENDIX B

### INITIAL CLOTHING AND EQUIPMENT LIST

<u>ITEM</u>	<u>AMOUNT</u>
PANTS, dark blue with sewn in gray stripe, polyester, Class A	1 pair
LONG SLEEVE SHIRT, dark blue polyester, Class A	1
PANTS, dark blue with sewn in gray stripe, BDU, Class B	3 pairs
LONG SLEEVE SHIRTS, dark blue, Winter, Class B	3
SHORT SLEEVE SHIRTS, dark blue, Summer, Class B	3
SHIRTS, black, mock turtleneck	2
RAINCOAT, reversible, black/green	1
HAT, dark blue trooper style with strap	1
HAT COVER, reversible, black/green	1
BASEBALL CAP, flex-fit	1
HAT, wool skull cap, no embroidery	1
TRAFFIC SHIRT, reflective/green	1
TIE, gray	1
BOOTS, black/8 inch	1 pair
JACKET, Blauer nylon, reversible navy blue/green	1
JACKET, Blauer fleece	1
DRESS BLOUSE, navy	1
GLOVES, black/leather	1 pair
HANDCUFFS	1
HANDCUFF CASES, black basket weave & nylon	2
OC HOLDER, nylon	1
EXPANDABLE BATON	1
BATON HOLDER, nylon	1
NAMEPLATE, silver with rank/last name	1
TIE CLASP, silver with State seal	1
WHISTLE, silver	1
WHISTLE CHAIN, silver	1
DUTY BELTS, black basket weave & nylon	2
UNDERBELT, nylon with Velcro	1
SAM BROWN CROSS STRAP, black basket weave/silver buckle	1
DUTY HOLSTERS, black basket weave & nylon for Sig Sauer Handgun	2
DUAL MAGAZINE CASES, black basket weave & nylon	2
PORTABLE RADIO HOLDER, nylon	1
BELT KEEPER STRAPS, black basket weave & nylon	8
BADGE, Franklin Lakes Police Department	1
FLAT BADGE, Franklin Lakes Police Department	1
HAT BADGE, Patrolman	1
 <b>ACADEMY ATTENDANCE</b>	
PANTS, blue khaki type	2 pair

LONG SLEEVE SHIRT, blue	2
SHOES, black with rubber composition heels and soles	1 pair
TIE, black	1
SOCKS, black	2 pair
SWEATSHIRT, top & bottom, dark blue, long sleeve	1