

**Amendment to the 2010-2012 Collective Bargaining Agreement  
between the  
Borough of Shrewsbury and the  
Shrewsbury Policemen’s Benevolent Association, Local #308**

**I. Purpose**

The purpose of this Amendment (“Amendment”) to the 2010-2012 collective bargaining agreement between the Borough of Shrewsbury (“Borough”) and the Shrewsbury Policemen’s Benevolent Association, Local #308 (“PBA”) is to memorialize agreed revisions to the existing 2010-2012 Collective Bargaining Agreement (“CBA”). All other terms and conditions of the 2010-2012 CBA shall remain in effect, unless modified below.

**II. Duration**

All agreements noted herein are in effect for the period beginning upon signage by both parties and ending December 31, 2015, unless otherwise mutually extended by the parties. The existing CBA along with agreed changes represented in this Amendment shall be binding upon the parties hereto and shall remain in full force and effect until a successor agreement is finalized.

**III. Agreement**

**A. HOLIDAYS; Article XI:** This Article is deleted in its entirety.

**B. LONGEVITY; Article XII:** This Article is deleted in its entirety.

**C. HOSPITALIZATION AND INSURANCE; Article XVI, Section A. Subsection 7 (NEW):** Employees shall continue to be provided the benefits under this Article at no cost through December 31, 2012. However, effective January 1, 2013, employees shall contribute 1.5% of their base pay towards their health insurance, pursuant to Chapter 2, P.L. 2010, or any other amount mandated by the State Legislature.

**D. SALARIES; Article XXIV, Section A and SALARY SCHEDULE; Appendix A:** The parties agree to restructure the existing Salary Schedule, effective upon the full execution of this Amendment. In place of the existing Appendix A, will be placed a new “Appendix A for Employees Hired Prior to June 20, 2011”. A new “Appendix B for Employees Hired on/after June 20, 2011” shall be inserted. Both new appendices are attached to, and a part of, this Amendment.

**2011-2015 Salary Schedule A - Employees hired prior to June 20, 2011**

	2011	2012	2013	2014	2015
<b>Captain - grade 1</b> Upon promotion to Captain and after 25 total years from hire date.	\$ 123,672	\$ 128,001	\$ 129,281	\$ 130,573	\$ 133,185
<b>Captain - grade 2</b> Upon promotion to Captain and after 20 total years from hire date.	\$ 122,581	\$ 126,872	\$ 128,140	\$ 129,422	\$ 132,010
<b>Captain - grade 3</b> Upon promotion to Captain and after 15 total years from hire date.	\$ 121,491	\$ 125,743	\$ 127,000	\$ 128,270	\$ 130,836
<b>Captain - grade 4</b> Upon promotion to Captain and after 10 total years from hire date.	\$ 120,400	\$ 124,614	\$ 125,860	\$ 127,119	\$ 129,661
<b>Captain - grade 5</b> Upon promotion to Captain and after 5 total years from hire date.	\$ 119,309	\$ 123,485	\$ 124,720	\$ 125,967	\$ 128,486
<b>Captain - grade 6</b> Upon promotion to Captain.	\$ 114,946	\$ 118,969	\$ 120,159	\$ 121,361	\$ 123,788
<b>Lieutenant - grade 1</b> Upon promotion to Lieutenant and after 25 total years from hire date.	\$ 117,974	\$ 122,104	\$ 123,325	\$ 124,558	\$ 127,049
<b>Lieutenant - grade 2</b> Upon promotion to Lieutenant and after 20 total years from hire date.	\$ 116,934	\$ 121,027	\$ 122,237	\$ 123,459	\$ 125,928
<b>Lieutenant - grade 3</b> Upon promotion to Lieutenant and after 15 total years from hire date.	\$ 115,893	\$ 119,950	\$ 121,149	\$ 122,361	\$ 124,808
<b>Lieutenant - grade 4</b> Upon promotion to Lieutenant and after 10 total years from hire date.	\$ 114,853	\$ 118,873	\$ 120,062	\$ 121,262	\$ 123,687
<b>Lieutenant - grade 5</b> Upon promotion to Lieutenant and after 5 total years from hire date.	\$ 113,813	\$ 117,796	\$ 118,974	\$ 120,164	\$ 122,567
<b>Lieutenant - grade 6</b> Upon promotion to Lieutenant.	\$ 109,651	\$ 113,488	\$ 114,623	\$ 115,769	\$ 118,085
<b>Detective Sgt. - grade 1</b> Upon promotion to Detective Sergeant and after 25 total years from hire date.	\$ 115,140	\$ 119,170	\$ 120,361	\$ 121,565	\$ 123,996
<b>Detective Sgt. - grade 2</b> Upon promotion to Detective Sergeant and after 20 total years from hire date.	\$ 114,124	\$ 118,119	\$ 119,300	\$ 120,493	\$ 122,903
<b>Detective Sgt. - grade 3</b> Upon promotion to Detective Sergeant and after 15 total years from hire date.	\$ 113,109	\$ 117,068	\$ 118,238	\$ 119,421	\$ 121,809
<b>Detective Sgt. - grade 4</b> Upon promotion to Detective Sergeant and after 10 total years from hire date.	\$ 112,093	\$ 116,017	\$ 117,177	\$ 118,349	\$ 120,716
<b>Detective Sgt. - grade 5</b> Upon promotion to Detective Sergeant and after 5 total years from hire date.	\$ 111,078	\$ 114,966	\$ 116,115	\$ 117,276	\$ 119,622
<b>Detective Sgt. - grade 6</b> Upon promotion to Detective Sergeant.	\$ 107,016	\$ 110,762	\$ 111,869	\$ 112,988	\$ 115,248
<b>Sergeant - grade 1</b> Upon promotion to Sergeant and after 25 total years from hire date.	\$ 112,276	\$ 116,205	\$ 117,367	\$ 118,541	\$ 120,912
<b>Sergeant - grade 2</b> Upon promotion to Sergeant and after 20 total years from hire date.	\$ 111,285	\$ 115,180	\$ 116,332	\$ 117,496	\$ 119,846
<b>Sergeant - grade 3</b> Upon promotion to Sergeant and after 15 total years from hire date.	\$ 110,295	\$ 114,156	\$ 115,297	\$ 116,450	\$ 118,779
<b>Sergeant - grade 4</b> Upon promotion to Sergeant and after 10 total years from hire date.	\$ 109,305	\$ 113,131	\$ 114,262	\$ 115,405	\$ 117,713
<b>Sergeant - grade 5</b> Upon promotion to Sergeant and after 5 total years from hire date.	\$ 108,315	\$ 112,106	\$ 113,227	\$ 114,359	\$ 116,646
<b>Sergeant - grade 6</b> Upon promotion to Sergeant.	\$ 104,354	\$ 108,006	\$ 109,086	\$ 110,177	\$ 112,381
<b>Patrol Officer - grade 1</b> After 25 years from hire date.	\$ 103,022	\$ 106,628	\$ 107,694	\$ 108,771	\$ 110,947
<b>Patrol Officer - grade 2</b> After 20 years from hire date.	\$ 102,114	\$ 105,688	\$ 106,745	\$ 107,812	\$ 109,968
<b>Patrol Officer - grade 3</b> After 15 years from hire date.	\$ 101,205	\$ 104,747	\$ 105,795	\$ 106,853	\$ 108,990
<b>Patrol Officer - grade 4</b> After 10 years from hire date.	\$ 100,297	\$ 103,807	\$ 104,845	\$ 105,893	\$ 108,011
<b>Patrol Officer - grade 4a</b> See footnote.***	\$ 99,388	\$ 102,867	\$ 103,895	\$ 104,934	\$ 107,033
<b>Patrol Officer - grade 5</b> After 9 years from hire date.***	\$ 95,733	\$ 99,084	\$ 100,075	\$ 101,076	\$ 103,097
<b>Patrol Officer - grade 6</b> After 8 years from hire date.***	\$ 91,170	\$ 94,361	\$ 95,305	\$ 96,258	\$ 98,183
<b>Patrol Officer - grade 7</b> After 7 years from hire date.***	\$ 86,607	\$ 89,638	\$ 90,534	\$ 91,440	\$ 93,269
<b>Patrol Officer - grade 8</b> After 6 years from hire date.***	\$ 82,044	\$ 84,915	\$ 85,764	\$ 86,622	\$ 88,354
<b>Patrol Officer - grade 9</b> After 5 years from hire date.***	\$ 77,480	\$ 80,192	\$ 80,994	\$ 81,804	\$ 83,440
<b>Patrol Officer - grade 10</b> After 4 years from hire date.***	\$ 72,917	\$ 75,469	\$ 76,224	\$ 76,986	\$ 78,526
<b>Patrol Officer - grade 11</b> After 3 years from hire date.***	\$ 68,354	\$ 70,746	\$ 71,454	\$ 72,168	\$ 73,612
<b>Patrol Officer - grade 12</b> After 2 years from hire date.***	\$ 63,791	\$ 66,023	\$ 66,683	\$ 67,350	\$ 68,697
<b>Patrol Officer - grade 13</b> After 1 years from hire date.***	\$ 59,227	\$ 61,300	\$ 61,913	\$ 62,532	\$ 63,783
<b>Patrol Officer - Probationary</b> Upon Academy graduation or 6 months from hire date (whichever shall 1st occur)	\$ 54,664	\$ 56,577	\$ 57,143	\$ 57,714	\$ 58,869
<b>Patrol Officer - Academy</b> Upon hire date.	\$ 51,160	\$ 52,951	\$ 53,480	\$ 54,015	\$ 55,095

\*Sergeant and Detective Sergeant are equal in organizational rank.

\*\*The ranks of Sergeant, Detective Sergeant, Lieutenant and Captain shall be equal within each rank; grade designation shall be for salary only.

\*\*\*No employee that had attained Patrolman 1 on the previous Salary Schedule shall be placed lower than Patrol Officer grade 4a on this Salary Schedule.

**2011-2015 Salary Schedule B - Employees hired on/after June 20, 2011**

	2011	2012	2013	2014	2015
<b>Captain - grade 1</b> <small>Upon promotion to Captain and after 25 total years from hire date.</small>	\$ 117,946	\$ 121,969	\$ 123,159	\$ 124,361	\$ 126,788
<b>Captain - grade 2</b> <small>Upon promotion to Captain and after 20 total years from hire date.</small>	\$ 117,446	\$ 121,469	\$ 122,659	\$ 123,861	\$ 126,288
<b>Captain - grade 3</b> <small>Upon promotion to Captain and after 15 total years from hire date.</small>	\$ 116,946	\$ 120,969	\$ 122,159	\$ 123,361	\$ 125,788
<b>Captain - grade 4</b> <small>Upon promotion to Captain and after 10 total years from hire date.</small>	\$ 116,446	\$ 120,469	\$ 121,659	\$ 122,861	\$ 125,288
<b>Captain - grade 5</b> <small>Upon promotion to Captain and after 5 total years from hire date.</small>	\$ 115,946	\$ 119,969	\$ 121,159	\$ 122,361	\$ 124,788
<b>Captain - grade 6</b> <small>Upon promotion to Captain.</small>	\$ 114,946	\$ 118,969	\$ 120,159	\$ 121,361	\$ 123,788
<b>Lieutenant - grade 1</b> <small>Upon promotion to Lieutenant and after 25 total years from hire date.</small>	\$ 112,651	\$ 116,488	\$ 117,623	\$ 118,769	\$ 121,085
<b>Lieutenant - grade 2</b> <small>Upon promotion to Lieutenant and after 20 total years from hire date.</small>	\$ 112,151	\$ 115,988	\$ 117,123	\$ 118,269	\$ 120,585
<b>Lieutenant - grade 3</b> <small>Upon promotion to Lieutenant and after 15 total years from hire date.</small>	\$ 111,651	\$ 115,488	\$ 116,623	\$ 117,769	\$ 120,085
<b>Lieutenant - grade 4</b> <small>Upon promotion to Lieutenant and after 10 total years from hire date.</small>	\$ 111,151	\$ 114,988	\$ 116,123	\$ 117,269	\$ 119,585
<b>Lieutenant - grade 5</b> <small>Upon promotion to Lieutenant and after 5 total years from hire date.</small>	\$ 110,651	\$ 114,488	\$ 115,623	\$ 116,769	\$ 119,085
<b>Lieutenant - grade 6</b> <small>Upon promotion to Lieutenant.</small>	\$ 109,651	\$ 113,488	\$ 114,623	\$ 115,769	\$ 118,085
<b>Detective Sgt. - grade 1</b> <small>Upon promotion to Detective Sergeant and after 25 total years from hire date.</small>	\$ 110,016	\$ 113,762	\$ 114,869	\$ 115,988	\$ 118,248
<b>Detective Sgt. - grade 2</b> <small>Upon promotion to Detective Sergeant and after 20 total years from hire date.</small>	\$ 109,516	\$ 113,262	\$ 114,369	\$ 115,488	\$ 117,748
<b>Detective Sgt. - grade 3</b> <small>Upon promotion to Detective Sergeant and after 15 total years from hire date.</small>	\$ 109,016	\$ 112,762	\$ 113,869	\$ 114,988	\$ 117,248
<b>Detective Sgt. - grade 4</b> <small>Upon promotion to Detective Sergeant and after 10 total years from hire date.</small>	\$ 108,516	\$ 112,262	\$ 113,369	\$ 114,488	\$ 116,748
<b>Detective Sgt. - grade 5</b> <small>Upon promotion to Detective Sergeant and after 5 total years from hire date.</small>	\$ 108,016	\$ 111,762	\$ 112,869	\$ 113,988	\$ 116,248
<b>Detective Sgt. - grade 6</b> <small>Upon promotion to Detective Sergeant.</small>	\$ 107,016	\$ 110,762	\$ 111,869	\$ 112,988	\$ 115,248
<b>Sergeant - grade 1</b> <small>Upon promotion to Sergeant and after 25 total years from hire date.</small>	\$ 107,354	\$ 111,006	\$ 112,086	\$ 113,177	\$ 115,381
<b>Sergeant - grade 2</b> <small>Upon promotion to Sergeant and after 20 total years from hire date.</small>	\$ 106,854	\$ 110,506	\$ 111,586	\$ 112,677	\$ 114,881
<b>Sergeant - grade 3</b> <small>Upon promotion to Sergeant and after 15 total years from hire date.</small>	\$ 106,354	\$ 110,006	\$ 111,086	\$ 112,177	\$ 114,381
<b>Sergeant - grade 4</b> <small>Upon promotion to Sergeant and after 10 total years from hire date.</small>	\$ 105,854	\$ 109,506	\$ 110,586	\$ 111,677	\$ 113,881
<b>Sergeant - grade 5</b> <small>Upon promotion to Sergeant and after 5 total years from hire date.</small>	\$ 105,354	\$ 109,006	\$ 110,086	\$ 111,177	\$ 113,381
<b>Sergeant - grade 6</b> <small>Upon promotion to Sergeant.</small>	\$ 104,354	\$ 108,006	\$ 109,086	\$ 110,177	\$ 112,381
<b>Patrol Officer - grade 1</b> <small>After 25 years from hire date.</small>	\$ 98,754	\$ 102,105	\$ 103,096	\$ 104,097	\$ 106,119
<b>Patrol Officer - grade 2</b> <small>After 20 years from hire date.</small>	\$ 98,254	\$ 101,605	\$ 102,596	\$ 103,597	\$ 105,619
<b>Patrol Officer - grade 3</b> <small>After 15 years from hire date.</small>	\$ 97,754	\$ 101,105	\$ 102,096	\$ 103,097	\$ 105,119
<b>Patrol Officer - grade 4</b> <small>After 10 years from hire date.</small>	\$ 97,254	\$ 100,605	\$ 101,596	\$ 102,597	\$ 104,619
<b>Patrol Officer - grade 5</b> <small>After 9 years from hire date.</small>	\$ 91,928	\$ 95,098	\$ 96,036	\$ 96,983	\$ 98,895
<b>Patrol Officer - grade 6</b> <small>After 8 years from hire date.</small>	\$ 86,603	\$ 89,592	\$ 90,476	\$ 91,369	\$ 93,172
<b>Patrol Officer - grade 7</b> <small>After 7 years from hire date.</small>	\$ 81,277	\$ 84,085	\$ 84,916	\$ 85,754	\$ 87,449
<b>Patrol Officer - grade 8</b> <small>After 6 years from hire date.</small>	\$ 75,952	\$ 78,579	\$ 79,356	\$ 80,140	\$ 81,725
<b>Patrol Officer - grade 9</b> <small>After 5 years from hire date.</small>	\$ 70,627	\$ 73,072	\$ 73,796	\$ 74,526	\$ 76,002
<b>Patrol Officer - grade 10</b> <small>After 4 years from hire date.</small>	\$ 65,301	\$ 67,566	\$ 68,236	\$ 68,912	\$ 70,278
<b>Patrol Officer - grade 11</b> <small>After 3 years from hire date.</small>	\$ 59,976	\$ 62,059	\$ 62,676	\$ 63,298	\$ 64,555
<b>Patrol Officer - grade 12</b> <small>After 2 years from hire date.</small>	\$ 54,651	\$ 56,553	\$ 57,116	\$ 57,684	\$ 58,831
<b>Patrol Officer - grade 13</b> <small>After 1 years from hire date.</small>	\$ 49,325	\$ 51,046	\$ 51,555	\$ 52,070	\$ 53,108
<b>Patrol Officer - Probationary</b> <small>Upon Academy graduation or 6 months from hire date (whichever shall 1st occur)</small>	\$ 44,000	\$ 45,540	\$ 45,995	\$ 46,455	\$ 47,384
<b>Patrol Officer - Academy</b> <small>Upon hire date.</small>	\$ 39,000	\$ 40,365	\$ 40,769	\$ 41,176	\$ 42,000

\*Sergeant and Detective Sergeant are equal in organizational rank.

\*\*The ranks of Sergeant, Detective Sergeant, Lieutenant and Captain shall be equal within each rank; grade designation shall be for salary only.

**IV. Signatures and effective date**

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures on this  
\_\_\_\_\_ day of June, 2011.

For the  
BOROUGH OF SHREWSBURY

For the  
SHREWSBURY PBA LOCAL #308

\_\_\_\_\_  
By:

\_\_\_\_\_  
By: Robert Turner, PBA President

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Witness