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A G R E E M E N T

BETWEEN

THE TOWNSHIP OF SOUTH BRUNSWICK

and

THE SOUTH BRUNSWICK P. B. A. LOCAL NO. 166

ARTICLE I

PURPOSE

It is the purpose of this Agreement to promote and insure harmonious relations, cooperation and understanding between the TOWNSHIP OF SOUTH BRUNSWICK, hereinafter known and designated as the "Employer" and Local No. 166, the SOUTH BRUNSWICK AFFILIATE OF THE PATROLMEN'S BENEVOLENT ASSOCIATION, hereinafter known and designated as the "P.B.A." and to insure sincere bargaining, establish proper standards of salaries, working conditions, hours and other conditions of employment. The continuous efficiency and excellence of the Police Department shall be considered foremost, at all times by both parties of this Agreement.

ARTICLE II

RECOGNITION

The Township hereby recognizes the PBA as the sole and exclusive representative of all patrolmen, sergeants, detectives and lieutenants of the Police Department for the purpose of collective negotiations with respect to terms and conditions of

employment.

ARTICLE III

MEDICAL BENEFITS

The Employer agrees to assume the full cost of family coverage of the present Blue Cross and Blue Shield Plan or equivalent coverage with Rider "J", now offered to the Employees, effective July 1, 1970.

ARTICLE IV

LONGEVITY PLAN

The Employer agrees to pay, as a fringe benefit, the following longevity plan:

2% after five years of service; thereafter 1/2% per year up to a maximum of 9 1/2% to be implemented as follows:

(a) All Township employees holding positions or offices allocated to the classified service by South Brunswick Township Ordinance No. 9-69, whether paid by annual salary or hourly wage, shall, upon completion of five (5) years continuous employment service, receive a salary or wage stability increase computed at the rate of two per cent (2%) of such employee's base pay; thereafter such employee shall receive annual salary or wage stability increases computed at the rate of one-half of one per cent (1/2 of 1%) of yearly base pay up to, and including a maximum of twenty (20) years service. Such salary or wage stability payments shall be payable in the last pay period in November of each calendar year.

(b) Continuous employment service shall mean contin-

uous employment by the Township without breaks in service from year to year except for annual vacations, earned sick leave, service in the United States Armed Forces and authorized leaves of absence up to six (6) months.

#### ARTICLE V

##### UNIFORM ALLOWANCE

Each Officer shall receive an annual allowance of \$200.00 for the replacement of clothing and equipment. In addition, the Township shall purchase and furnish a new officer one hand gun which shall be in reasonably satisfactory condition. Said gun shall be returned to the Township upon the termination of the Officer's employment. Any part of the officer's uniform damaged in the line of duty shall be replaced by the Township.

#### ARTICLE VI

##### CLEANING ALLOWANCE

The Employer agrees to pay \$110.00 per year for all members of the Police Department.

#### ARTICLE VII

##### SICK LEAVE

Section 1. The Employer agrees that the employee shall receive a sum total of 14 sick days per year.

Section 2. Sick leave can be accumulated without limit during the employee's length of service and shall be used by the employee at the time of retirement as terminal leave. Such terminal leave shall not exceed forty-five days.

## ARTICLE VIII

### HOURS OF WORK AND OVERTIME

#### Section 1. Hours of Work

(a) Tours of Duty. Officers shall work five days in eight-hour per-day tours for forty hours during any payroll week.

(b) Work Schedule. Officers shall work in accordance with schedule posted on a monthly basis by the Chief of the Department.

#### Section 2. Overtime

(a) When Overtime Occurs. Overtime shall be paid to any Officer when he is required to work in excess of a completed eight-hour tour, or on a regularly scheduled day off. Officers shall be paid compensation at the overtime rate when they are either requested or ordered to duty beyond their regular tour of duty by the Chief, Lieutenant, or other Officer in charge of any given tour.

## ARTICLE IX

### VACATIONS AND HOLIDAYS

#### Section 1. Vacations

(a) Earned Vacations. Officers shall be entitled to vacations based upon the length of time employed as hereinafter provided.

(b) Number of Days. Full-time regular employees paid on an annual salary basis shall be granted a vacation leave, with pay, each fiscal year in accordance with the following schedule:

1. Employees with five (5) or less years service shall earn one (1) working day of vacation for each month of service up to a maximum of twelve (12) days.

2. Employees with over five (5) years service shall be entitled to working days of vacation leave annually over and above the amount specified in the preceding paragraph, as follows:

UPON COMPLETION OF:

Five (5) years service.....	3 days
Ten (10) years service.....	5 days
Seventeen (17) years service.....	6 days
Eighteen (18) years service.....	7 days
Nineteen (19) years service.....	8 days

In no event shall an employee be entitled to earn more than twenty days of vacation leave per year.

(c) Pay During Vacations: All vacations shall be granted at annual salary rates.

(d) Scheduling Vacations: Vacations shall be chosen between January 1st and December 31st of each year according to seniority regardless of rank.

## Section 2. Holidays

(a) The following official holidays with pay shall be observed by the Township:

New Years Day  
Washington's Birthday  
Good Friday  
Memorial Day  
Independence Day

Labor Day  
General Election Day  
Thanksgiving Day  
Friday Following Thanksgiving  
Christmas Day

(b) Two other days which shall be designated by the Township Committee at the beginning of each year.

ARTICLE X

COMPENSATION

Section 1. Salary

The Township will pay each Officer semi-monthly.

Section 2. Overtime Pay

(a) Rate: Overtime shall be paid to all Officers at an hourly rate of time and one half. The hourly rate is to be determined by dividing the Officer's established annual salary by 2,080 working hours.

Section 3. Base Salary

<u>RANGE</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
Patrolman			8,150	8,862	9,600	10,445
Detective			9,165	9,914	10,867	11,605
Sergeant			9,600	10,445	11,288	12,132
Lieutenant	11,631	12,295	12,784	13,297	13,719	14,382

The above plan shall be implemented as follows:

1. Detectives promoted prior to January 1, 1972 - Step F.
2. Patrolmen hired prior to January 1, 1969 - Step F.
3. Patrolmen hired between January 1, 1969 and December 31, 1969 - Step E.
4. Patrolmen hired between January 1, 1970, and December 31, 1970 - Step D.
5. Patrolmen hired between January 1, 1971 and December 31, 1971 - Step C.
6. Sergeants appointed to the position prior to January 1, 1969 - Step F.
7. Sergeants appointed to that position between January 1, 1969 and December 31, 1969 - Step E.

8. Sergeants appointed to that position prior to January 1, 1970 to December 31, 1970 - Step D.
9. Sergeants appointed to that position prior to January 1, 1971 to December 31, 1971 - Step C.
10. Lieutenant will be placed in Step B.

## ARTICLE XII

### SCHEDULING

Scheduling of duty shall be uniform and consistent and changes therein shall not unduly inconvenience any employee.

## ARTICLE XIII

### OTHER BENEFITS

#### Section 1. Legal Expenses

If an Officer is charged with a violation of the law as a result of acts committed by him in the course of performing his duties, the Township shall select an attorney to provide legal service to defend him, which attorney shall be reasonably satisfactory to the Officer.

#### Section 2. School

Police Academy and Police Technical Schools. Any Officer attending a Police Academy or any other Police Training Academy recognized by the N. J. Police Training Commission, with the permission of the Chief of the Department, shall be compensated straight time pay to complete the course.

Section 3. Terms and Conditions of Reimbursement of Expenses.

Schools. An Officer shall be paid for meals and transportation, if not provided, while attending a Police Academy or any other institution that he is ordered or authorized by the Chief to attend. In such cases the foregoing rates shall apply.

Section 4. Miscellaneous Benefits

Any benefits, except compensation which is set forth in Article X of this Agreement, given to any other employees subsequent to the execution of this Agreement shall be given to the members of the Police Department.

ARTICLE XIV

GENERAL PROVISIONS

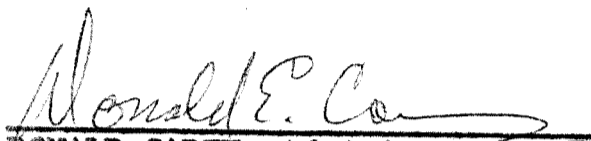
Section 1. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions thereof.

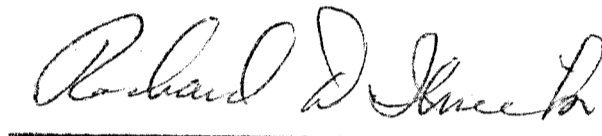
Section 2. This Agreement shall become effective when signed by both parties and shall remain in full force and effect until December 31, 1972.



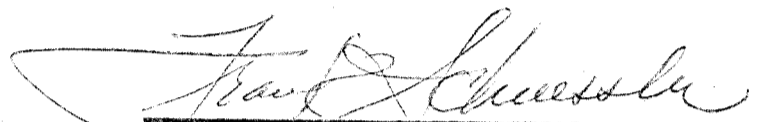
IN WITNESS WHEREOF, the parties hereto have set their  
hands on this 18 day of April, 1972.

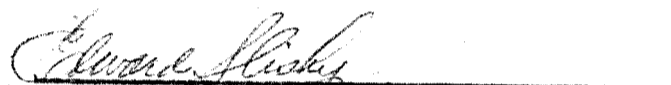
FOR THE EMPLOYER:  
THE TOWNSHIP OF  
SOUTH BRUNSWICK,  
STATE OF NEW JERSEY

  
DONALD CAREY, Administrator


  
RICHARD D. ILNICKI, Mayor

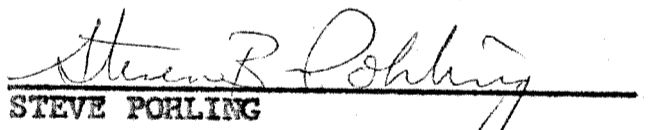
FOR THE SOUTH BRUNSWICK  
PATROLMEN'S BENEVOLENT  
ASSOCIATION  
LOCAL NO. 166

  
FRANK SCHUESSLER, President

  
EDWARD SLISKY, Delegate

  
CHARLES FAHRENHOLZ

  
DANIEL FENSKE

  
STEVE PORLING

  
HAROLD RULE

  
RICHARD LARSEN