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A G R E E M E N T

between

THE CITY OF NEWARK

NEW JERSEY

and

NEWARK POLICE IDENTIFICATION

SUPERIOR OFFICERS ASSOCIATION

January 1, 1972 through December 31, 1973

NOT CIRCULATE

I N D E XNEWARK POLICE IDENTIFICATIONSUPERIOR OFFICERS ASSOCIATION

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A G R E E M E N T

This Agreement made this            day of            , 1972, by  
and between THE CITY OF NEWARK, NEW JERSEY, having its  
principal place of business in the City Hall, in the City of Newark,  
New Jersey, and hereinafter referred to as the "City" and NEWARK  
POLICE IDENTIFICATION SUPERIOR OFFICERS ASSOCIATION,  
having its principal place of business at 22 Franklin Street,  
Newark, New Jersey, and hereinafter referred to as the "Association,"

WITNESSETH:

Whereas the parties have carried on collective bargaining for  
the purpose of developing a contract covering salaries, hours of work  
and other conditions of employment:

NOW THEREFORE, in consideration of the premises, covenants,  
undertakings, terms and conditions herein contained, it is hereby mutually  
agreed by and between the parties hereto as follows:

ARTICLE I  
RECOGNITION

Section 1.

The City hereby recognizes the Association as the sole and exclusive representative for purposes of collective negotiations for all Superior Officers employed as Chief Identification Officer, Assistant Chief Identification Officer, the Coordinator of Criminal Reports, the Supervisor of Police Tabulating Machine Operations, the Assistant Supervisor of Police Tabulating Machine Operations, the Chief Police Telephone and Teletype Operator, and the Civilian Activities Coordinator employed by the Newark Police Department but excluding all policemen, clerical and professional employees, craft employees, managerial executives, and all others.

ARTICLE II  
PAYROLL DEDUCTION OF ASSOCIATION DUES

Section 1.

Upon the written authorization by an employee covered by this Agreement, the City agrees, in accordance with N.J.S.A. 52:14-15.9e, to deduct once each month, from the salary of each employee, the sum certified as Association dues and forward the sum to the Association

Treasurer and/or other duly authorized Association officer. Once an authorization is given, it shall remain in effect unless terminated by the employee upon written notice or termination of his employment. The filing of a notice of withdrawal shall halt deductions as of July 1 or January 1, whichever is sooner next succeeding the date on which the notice of withdrawal is filed.

Section 2.

The Association agrees that it will indemnify and save harmless the City of Newark against any and all actions, claims, demands, losses, or expenses, in any matter resulting from action taken by the City of Newark at the request of the Association under this Article.

ARTICLE IV

GRIEVANCE PROCEDURE AND ARBITRATION

Section 1. - Procedure:

Step 1. - In the event that any difference or dispute should arise between the City and the Association or the employees over the application or interpretation of the terms of this Agreement, an earnest effort shall be made within ten (10) days after the occurrence of the grievance to settle such differences immediately between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter informally.

Step 2. - If no satisfactory agreement is reached within five (5) calendar days, after Step #1, then the grievance shall be reduced to writing and submitted to the employee's commanding officer.

Step 3. - If no satisfactory agreement is reached within five (5) calendar days, after Step #2, then a conference will be arranged with the Division Commander and/or Chief of Police.

Step 4. - Should no acceptable agreement be reached within an additional five (5) calendar days, then the matter shall be submitted to the Director who shall have ten (10) days to submit his decision.

The aggrieved employee has a right to representation by an official of the Association in Steps 1, 2, 3, and 4 above. The parties may, by mutual agreement, waive Steps 1, 2, 3, and 4.

Step 5. - Arbitration.

Within two (2) weeks of the transmittal of the written answer by the Director, if the grievance is not settled to the satisfaction of both parties, either party to the Agreement may request that the grievance be submitted to arbitration as hereinafter set forth.

Any employee who elects to proceed to arbitration shall be deemed to have waived his right to proceed under Civil Service Law, Rules and Regulations and Procedures.

Either party may submit the grievance to Mr. John M. Malkin who shall serve as the impartial arbitrator under the terms of this Agreement from July 1, 1972 through March 31, 1973 and Allan Weisenfeld from April 1, 1973 through December 31, 1973. In the event Mr. Malkin or Mr. Weisenfeld is unable to serve during his term, either party may submit the grievance to the other arbitrator. In the event both arbitrators are unable to serve, either party may submit the grievance to the New Jersey State Board of Mediation for the appointment of an impartial arbitrator in accordance with their Rules and Regulations, who shall have full power to hear and determine the dispute between the parties. The arbitrator shall have the authority to hear and determine the grievance, and his decision shall be final and binding on all parties. The arbitrator shall have no right to vary or modify the terms and conditions of the Agreement and shall



decide the dispute within thirty (30) days after the hearings have been closed. The expense of arbitration shall be borne equally by the parties. Only the Employer or the Association shall have the right to submit a grievance to arbitration.

Section 2. - General Provisions:

(a) Nothing contained herein shall prevent any employee from presenting his own grievance and representing himself provided notification of all meetings, steps and grievance answers are given to the Association and the Association is given the opportunity to be present at all steps of the grievance procedure.

(b) The steps provided for herein may be waived by mutual agreement of the parties.

(c) If the City fails to meet and/or answer any grievance within the prescribed time limits as hereinbefore provided, such grievance may be processed to the next step.

ARTICLE VHOURS OF WORK AND OVERTIMESection 1.

The present normal hours of work shall be continued for the life of this Agreement for all employees covered under this Agreement. The Director may, for business reasons, vary the aforementioned schedule of hours provided such variations are discussed with the Association before implementing same.

Section 2.

If an employee is required to work overtime in excess of and in continuation of his regular day's shift and said overtime amounts to one (1) hour or less, said time shall be credited to accumulated overtime, and the employees shall receive compensatory time off. If, however, said overtime is in excess of one (1) hour, said time shall be paid for as overtime pay.

Section 3.

If an employee is required to work on his day off, time off or vacation day for less than four (4) hours, he shall be paid for four (4) hours at his regular pay. If he is required to work more than four (4) hours, he shall be paid for all the time worked at his regular pay.

Section 4.

Before implementing any changes in present hours of work, the Department, with the cooperation of the Association, shall establish an educational program for a thirty (30) day period whereby the Department and Association will make joint efforts to orient the employees covered by this Agreement concerning such changes in hours.

Section 5.

For purposes of overtime, whenever an employee is required to give up his free time it shall be considered work. This shall include uniform inspection, schools, courses and meetings.

Section 6.

The City and the Association recognize that the Agreement between the parties preceding this Agreement provided for the payment of overtime at the rate of time and one-half the employees regular pay. That provision is not included in the present Agreement in view of the recent Superior Court decision involving the P. B. A. and the City of Irvington concerning such payment.

It is understood and agreed that in the event the City is legally able to resume overtime payments at the rate of time and one-half, the City will do so and insofar as is legally possible make such payments retroactively under the circumstances noted below:

- (a) Legislation enacted into law permitting overtime payments at the rate of time and one-half. Such payments will be made prospectively.

(b) A decision by a court of competent jurisdiction of last resort reversing the Superior Court decision in the aforementioned Irvington case, overtime payments at the rate of time and one-half will be made prospectively and retroactively insofar as legally possible.

(c) A decision by a court of competent jurisdiction of last resort that the aforementioned decision is inapplicable to the parties to this Agreement, overtime payments at the rate of time and one-half will be made prospectively and retroactively insofar as legally possible.

#### ARTICLE VI

#### COURT TIME

##### Section 1.

If an employee is required to appear in any court, judicial or administrative proceeding, in connection with his duties in the Department on his day off, time off or vacation day, he shall be paid for three (3) hours at his regular straight time pay.

ARTICLE VII

HOLIDAYS

Section 1.

The following shall be considered legal holidays during the term of this Agreement.

- |                          |                     |
|--------------------------|---------------------|
| 1. New Years Day         | 7. Independence Day |
| 2. Lincoln's Birthday    | 8. Labor Day        |
| 3. Washington's Birthday | 9. Columbus Day     |
| 4. Good Friday           | 10. Veterans Day    |
| 5. Easter Sunday         | 11. Thanksgiving    |
| 6. Memorial Day          | 12. Christmas Day   |

Section 2.

All employees who are on the payroll shall receive a full day's pay for each of the first six (6) holidays. This shall be paid on the last payday in June.

All employees shall receive a full day's pay for the next three (3) holidays. This shall be paid on the first payday in December.

All employees shall be credited with three (3) days compensatory time for the remaining three (3) holidays as heretofore administered.

Denial of compensatory days shall not exceed two (2) years successively.

The administrative offices shall remain open on holidays.

Section 3.

The accumulated compensatory time which was not granted and due for holidays for the period 7/1/65 to 12/31/70 pursuant to Special Orders 65-75, 65-149, and 66-32 of the Director shall be taken at the discretion of the Director and if not so taken during the period of employment shall be granted as compensatory time leave upon honorable separation from the Police Department. It is understood and agreed that the provisions of these Special Orders noted above have terminated as of December 31, 1970.

ARTICLE VIIILONGEVITYSection 1.

All employees of the Police Department covered by this Agreement shall be entitled to and paid longevity pay in accordance with the provisions of Ordinance 6S and FH adopted November 2, 1966 entitled "Ordinance to Establish a Longevity Pay Program for Employees of the City of Newark, New Jersey."

ARTICLE IXCLOTHING AND EQUIPMENT MAINTENANCE ALLOWANCESection 1.

All employees of the Department covered by this Agreement shall be entitled to an annual clothing allowance of Two Hundred and Fifty (\$250.00) Dollars, payable the second pay period of December of each year. Employees who retire from the Department shall be entitled to a pro rated clothing allowance to the date upon which they submit their retirement for the year in which such retirement is submitted. Employees who are honorably separated from the Department shall be entitled to a pro rated clothing allowance to the date of such separation for the year in which such separation occurs.

ARTICLE XINSURANCESection 1.

All employees of the Department covered by this Agreement and the eligible members of their families shall be entitled to full coverage of Blue Cross and Blue Shield hospitalization plans and Major Medical benefits, the premiums of which shall be paid for by the City.

Section 2.

The City shall provide full coverage of a Three Thousand (\$3,000.00) Dollar life insurance policy for each employee until said employee's retirement or departure from the Department. The City shall pay the full premiums which hereafter become due and payable.

Section 3.

The City shall pay an additional Five Thousand (\$5,000.00) Dollar benefit to a deceased employee's family for death resulting from an on-the-job injury.

ARTICLE XIVACATIONSSection 1.

Present vacation benefits shall be continued for the life of this Agreement for all employees covered under this Agreement.

Section 2.

Vacations may be taken between January 1 and December 15, provided, however, that for administrative purposes, date brackets will be made up in advance and must be adhered to. Seniority in ranks will prevail in vacation choices and picks will be made within working units.



ARTICLE XIILEAVE OF ABSENCESection 1.

Any employee may be granted, with the approval of the Director or Acting Director of the Department, leave without pay up to a maximum of six (6) months, provided he shall make such request of the officer in charge at least two (2) weeks in advance of the date for which such leave is desired except in the event of emergency, in which case only reasonable notice for such request shall be required. Requests for leave without pay shall not be unreasonably denied.

Section 2.

Leave of absence beyond a total consecutive maximum period of six (6) months may be granted only by the approval of the Director or Acting Director and the Municipal Council, which approval may not be unreasonably denied. No further renewal will be granted except upon the approval by the Department of Civil Service.

ARTICLE XIIIFUNERAL LEAVESection 1. - Death in the Immediate Family.

An employee of the Department covered by this Agreement on application to his supervisor shall be granted three (3) consecutive days leave of absence and shall suffer no loss of regular pay on the death of wife, husband, father, mother, step-mother, step-father, mother-in-law, father-in-law, son, daughter, step-son, step-daughter, brother, sister, step-brother, and step-sister. In special or unusual circumstances, the supervisor may grant additional time off, at his discretion.

Section 2. - Leave Allowance in Special Cases.

In special or unusual cases, a supervisor may allow an employee to attend funeral, or memorial service for someone other than those persons enumerated in Section 1. The intent of this provision is to cover the situation in which someone other than the immediate kin has raised the employee, or had a very close relationship with him.

Section 3. - Application for Death Leave.

Application for a Death Leave shall be executed by employees on the form provided in which shall be stated the specific relationship between the deceased and himself and the days in which he shall be absent. It shall be incumbent upon the supervisor granting this leave to verify the death of the deceased and the relationship of the subordinate to the deceased.

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ARTICLE XIVSICK AND INJURED LEAVE

The present sick and injured leave policies shall remain unchanged during the term of this Agreement.

ARTICLE XVASSOCIATION NEGOTIATING COMMITTEESection 1.

The members of the Association Negotiating Committee, not to exceed three (3) in number, shall be granted time off from duty, and shall suffer no loss of regular pay for meetings between the City and the Association for the purpose of negotiating the terms of an Agreement when such meetings take place at a time during which such members are scheduled to be on duty.

ARTICLE XVIPROMOTIONSSection 1.

Vacancies occurring in the position of Chief Identification Officer because of death, retirement, resignation or termination, shall be filled from within the rank of Assistant Chief Identification Officers provided the employee has the necessary qualifications and ability to perform the work. Vacancies occurring in the positions of Assistant Chief Identification Officers, because of death, retirement, resignation or termination, shall be filled from within the rank of Identification Officers provided the employee has the necessary qualifications and ability to perform the work.

ARTICLE XVIII

ACCRUED COMPENSATORY TIME

Section 1.

Any employee covered by this Agreement shall earn three (3) calendar days for each year of service which will be accrued as compensatory time leave up to a maximum of seventy-five (75) calendar days. Such leave will be granted to employees upon honorable separation from the Department after a minimum of fifteen (15) years of service.

ARTICLE XIX

SENIORITY

Section 1.

Traditional principles of seniority shall apply to employees covered by this Agreement. Seniority is defined to mean the accumulated length of service with the Department, computed from the last promotion date. Seniority shall be lost and employment terminated if any of the following occur:

- (a) Discharge
- (b) Resignation
- (c) Absence for five (5) consecutive days

without leave or notice or justifiable reason for failing to give same.

Failure to return promptly upon expiration of authorized leave without reasonable notice will subject the employee to disciplinary action. The interpretation and application of this Article shall be in conformity with all applicable statutes and rules and regulations.

ARTICLE XXI

MANAGEMENT RIGHTS

Section 1.

The City, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

- (a) To the executive management and administrative control of the City Government and its properties and facilities, and the activities of its employees;
- (b) To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment, or assignment and to promote and transfer employees;
- (c) To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.

Section 2.

The exercise of the foregoing powers, rights, authority, duties or responsibilities of the City, the adoption of policies, rules, regulations and practices and furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the terms of this Agreement and then only to the extent such terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States.

Section 3.

Nothing contained herein shall be construed to deny or restrict the City of its rights, responsibilities and authority under R.S. 40 and R.S. 11 or any other national, state, county or local laws or ordinances.

ARTICLE XXIIRULES AND REGULATIONSSection 1.

The City may establish and enforce reasonable and just rules and regulations in connection with its operation of the Department and maintenance of discipline, provided such rules and regulations are not in conflict with the provisions of this Agreement. Copies of new rules and regulations shall be furnished to the Association and opportunity for the discussion of the new rules and regulations shall be afforded

to the Association before implementing same.

It is understood that employees shall comply with all such rules and regulations. Employees shall promptly and efficiently execute the instructions and orders of officers and superiors. If an employee or employees believe a rule, regulation, instruction or order of an officer or other superior is unreasonable or unjust the employee or employees shall comply with the rule, regulation, order or instruction, but with the further provision that such employee or employees may regard the rule, regulation, order or instruction as a grievance which shall be handled in accordance with the grievance procedure set forth in Article V of this contract.

The Association shall have the opportunity to grieve the continuation of any rule or regulation for a period of thirty (30) calendar days after the execution date of this Agreement or the promulgation of any new rule or regulation thirty (30) calendar days after the promulgation and furnishing of same to the Association as to the reasonableness or propriety of said rule or regulation. The foregoing shall not preclude the Association from grieving the application or interpretation of any rule or regulation in accordance with Article V.



ARTICLE XXIII

PUNITIVE DAMAGES

Section 1.

Whenever any civil action is brought against any employee covered by this Agreement for any act or omission arising out of and in the course of his employment, the City shall defray all costs of defending such action, and shall furnish counsel for the defense of such action, and the costs of appeal, if any, and shall pay any adverse judgment, save harmless, and protect such person from any financial loss resulting therefrom.

Where, however, the plaintiff in such action makes a claim for punitive damages in addition to any claim for compensatory damages the following procedure will apply: as to the claim for compensatory damages the provisions of the preceding paragraph shall apply. As to the claim for punitive damages, the City shall defend the action on behalf of the employee until after all discovery proceedings have been completed. Upon completion of discovery, the City and the Association shall confer and if it appears that the employee did not act in a reckless or wanton manner outside the scope of his employment, or if it appears that such an issue is one over which reasonable men may differ, the City shall continue to defend the action on behalf of the employee and the provisions of the pre-

ceding paragraph shall apply. If, however, it appears that the employee acted wantonly, recklessly and outside the scope of his employment, the City shall not defend the action, and shall advise the employee to retain separate counsel for the defense of the claim for punitive damages. The City shall reimburse the employee for all reasonable attorneys' fees incurred, and costs. In the event the plaintiff is successful at trial in his claim against the employee for punitive damages and a judgment for punitive damages is returned against the employee, the City and the employee shall have the right to appeal the judgment for punitive damages to the Appellate Division but, in the event the City and the employee do not appeal said judgment the Association shall have the right to submit the reasonableness of the verdict as to punitive damages to arbitration in accordance with the arbitration provisions of this Agreement. In the event the Arbitrator after reviewing the entire matter, including the trial record, finds the verdict as to punitive damages to be justified, the employee shall pay said judgment. In the event the Arbitrator finds the verdict to be unjustified, the City shall pay the judgment.

ARTICLE XXIVEXTRA CONTRACT AGREEMENTSSection 1.

The City agrees not to enter into any other Agreement or contract with the employees covered by this Agreement, individually or collectively, or with any other organization which in any way conflicts with the terms and provisions of this Agreement unless Association agrees to any change in writing.

ARTICLE XXVBAN ON STRIKESSection 1.

It is recognized that the need for continued and uninterrupted operation of the City's departments and agencies is of paramount importance to the citizens of the community and that there should be no interference with such operation.

Adequate procedures having been provided for the equitable settlement of grievances arising out of this Agreement, parties hereto agree that there will not be and that the Association, its officers, members, agents, or principals will not engage in, encourage, sanction, or suggest strikes, slowdowns, lockouts, mass resignations, mass absenteeism, or other similar action which would involve suspension of or interference with normal work performance.

Section 2.

The City shall have the right to discipline or discharge any employee encouraging, suggesting, fomenting or participating in a strike, slowdown or other such interference.

Section 3.

The Association shall not be held liable for unauthorized acts of unit employees provided the Association will do everything in its power to prevent its members from participating in any strike, work stoppage, slowdown or other activity aforementioned and ordering all who participate in such activity to cease and desist from same immediately and to return to work along with such other steps as may be necessary under the circumstances to bring about compliance with its order.

ARTICLE XXVI

DISCRIMINATION AND COERCION

Section 1.

There shall be no discrimination, interference or coercion by the Employer or by any of its agents against the Association or against the employees represented by the Association because of membership or activity in the Association. There shall be no discrimination or coercion by the Association or any of their Agents against any em-

employees covered by this Agreement because of membership or non-membership in the Association. Nor shall the Employer discriminate in favor of, or assist, any other labor or police organization which in any way affects the Association's rights as certified representative for the period during which the Association remains the certified representative of the employees. Neither the Employer nor the Association shall discriminate against any employee because of race, color, creed, age, or national origin. The City will cooperate with the Association with respect to all reasonable requests concerning the Association's responsibilities as certified representative.

#### ARTICLE XXVII

#### INVESTIGATIONS

General Order 68-3 is recognized as the guideline for employees in regard to official investigations and a copy of this Order shall be given to every employee.

ARTICLE XXVIIIASSOCIATION PRIVILEGESSection 1.

The Association shall have the right to visit the Director and Headquarters and other police facilities at all reasonable hours for Association business provided there is no interference in the work of the Department. The Association will not abuse this right.

Section 2.

Copies of all general orders, rules and regulations, and communications affecting wages, hours, and other terms and conditions of employment for employees covered by this Agreement shall be furnished to the Association within twenty-four (24) hours of their promulgation.

Section 3.

The Association may use the Department mail or message routing system and may use Department mail boxes. Such use shall be reasonable. The Association shall pay for its own postage and stationery.

ARTICLE XXIX

SAVINGS CLAUSE

Section 1.

In the event that any provision of this Agreement shall at any time be declared invalid by Legislative act or any court of competent jurisdiction, or through government regulations or decree, such decision shall not invalidate the entire Agreement, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

Section 2.

The City and the Union recognize the applicability of Presidential Executive Order 11615 signed by President Nixon on August 15, 1971, establishing a 90-day freeze on prices, rents, wages and salaries as well as subsequent orders and directives relating to permissible increases in the aforementioned areas at the conclusion of the freeze period. The parties agree to abide fully by the provisions of the aforementioned Presidential Executive Order and other applicable present or future Executive Orders or Legislation and that in the event any or all the salary increases for 1972 or beyond cannot legally be made effective, such increases shall be omitted or proportionately adjusted according to law. Such omitted or proportionately adjusted increases will be made effective prospectively if permitted by law during the lifetime of this Agreement.

The parties agree that in the event Pay Board or Internal Revenue Service approval is required for any economic changes in this Agreement, the parties will jointly request such approval.

ARTICLE XXX

WAGES

Wages shall be paid to all employees covered by this Agreement in accordance with Appendix A attached hereto and made a part hereof.

ARTICLE XXXI

FULLY BARGAINED PROVISIONS

Section 1.

This Agreement represents and incorporates the complete and final understanding and settlement by the parties. During the term of this Agreement, neither party will be required to negotiate with respect to any matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Section 2.

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.



ARTICLE XXXII

DURATION

Section 1.

This Agreement shall be in full force and effect as of January 1, 1972, and shall be in effect to and including December 31, 1973, without any reopening date. On or after July 1, 1973 and prior to August 1, 1973, either party may serve notice upon the other party of a desire to change, modify or terminate the Agreement.

Section 2.

In the event that the parties have not achieved a mutually satisfactory Agreement by November 1, 1973, the parties will file a joint request in writing for the appointment of a mediator with the Public Employment Relations Commission pursuant to Chapter 303, Public Laws of 1968. The aforementioned date may be extended by mutual agreement of both parties.

Section 3.

The terms of this Agreement shall continue in effect during the

negotiations between the parties.

Witnessed:

CITY OF NEWARK

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Witnessed:

NEWARK POLICE IDENTIFICATION  
SUPERIOR OFFICERS ASSOCIATION

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

APPENDIX A

	<u>Minimum</u> <u>Annual Salary</u>	<u>Middle</u> <u>Step</u>	<u>Maximum</u> <u>Annual Salary</u>
<u>Chief Identification</u>			
January 1, 1972	\$ 15,428	\$ 15,943	\$ 16,457
July 1, 1972	16,071	16,607	17,142
January 1, 1973	16,785	17,345	17,863
July 1, 1973	17,499	18,083	18,664
<u>Assistant Chief Identification;</u> <u>Supervisor of Police Tabulating</u> <u>Machine Operations;</u> <u>Coordinator of Criminal Reports;</u> <u>Chief Police Telephone and</u> <u>Teletype Operator;</u> <u>Civilian Activities Coordinator</u>			
January 1, 1972	12,343	12,857	13,371
July 1, 1972	12,857	13,393	13,928
January 1, 1973	13,428	13,988	14,546
July 1, 1973	13,999	14,583	15,165
<u>Assistant Supervisor Police</u> <u>Tabulating Machine Operations</u>			
January 1, 1972	11,314	11,674	12,034
July 1, 1972	11,786	12,160	12,535
January 1, 1973	12,310	12,700	13,091
July 1, 1973	12,834	13,241	13,648