

Holmdel Twp. and
P.B.A. local 239
Sergeants

SERGEANTS' CONTRACT - 1980

ARTICLE I. RECOGNITION

The Township recognizes the P.B.A. Local 239 as the exclusive representative for all sergeants of the Holmdel Police Department for the purpose of negotiations and representation for this contract.

1980-81

ARTICLE II. SALARIES

1. The salaries of all sergeants covered by this agreement are set forth below.
2. The following are the steps covering sergeants:
 - A. Sergeant 2nd Class - A sergeant who has been employed for a period of less than one year.
 - B. Sergeant 1st Class - A sergeant who has been employed for a period of one year, and is beginning his second year.
 - C. Detective Sergeant - A sergeant who has been assigned to the Investigation Division by the Chief of Police, and agreed to by the Township Committee.

3. SALARIES:

	<u>1980</u>	<u>1981</u>
Sergeant 2nd Class	\$20,800	\$22,670
Sergeant 1st Class	22,605	24,640
Detective Sergeant	+ 300	+ 300

4. Sergeants shall not receive any overtime with the following exception:
 - A. Where funding for salary at overtime rates is received from the Federal Government, State Government or County Government for specific projects, a Sergeant shall receive one and one/half times his regular hourly pay for those hours he works outside his normal duty hours and for which the Township receives direct reimbursement from these other levels of government for the

specific project.

Examples of past projects to which this would apply in the future are County Park detail billed to the County Park System, and the Driving While Intoxicated Federal Grant Program.

- B. Special Duty Assignments: Payment for Special Duty Assignments shall be an exception to the salary schedule in the contract and shall be \$12.50 per hour for each hour worked and billed to a contracting unit by the Township.

Those items considered special duty shall be those heretofore referred to and assigned as special duty and for which normal patrolman overtime has not been paid; such as: presence at athletic events, paid for by the sponsors; traffic control for construction areas at the specific request of a contractor, paid for by the contractor.

Payment under the terms of this article shall be in lieu of direct payment to the officer by the sponsor and the sponsor shall instead contract with and make payment to the Township for these services.

This article shall take effect upon commencement of the billing by the Township of the contractors for this work.

ARTICLE III. HOLIDAYS

1. In addition to the salary in Article II, each sergeant shall receive the following:
 - A. \$125 for all holidays worked, with no compensatory time off taken.
 - B. \$60 for a holiday which falls on a scheduled day off and on which he does not work.
 - C. \$60 for a holiday which he works with a compensatory day off.

The working of holidays and the decision regarding compensatory time off shall be at the sole discretion of the Chief of Police.

2. The following are holidays for the purpose of this Article:
 1. New Year's Day
 2. Lincoln's Birthday
 3. Washington's Birthday
 4. Good Friday
 5. Memorial Day
 6. Independence Day
 7. Labor Day
 8. Columbus Day
 9. Veterans' Day (Nov. 11th)
 10. Thanksgiving
 11. Day after Thanksgiving
 12. Christmas

Only one day shall be considered the holiday when the holiday may fall on a weekend. When a Township holiday coincides with the contracted sergeants' holiday, the holiday for all other Township employees shall be applicable to the sergeants.

Where the contracted sergeants' holiday is not applicable to all other Township employees, the day shall be considered the holiday except if it falls on a Saturday or Sunday.

For a holiday which falls on a Saturday, the Friday prior shall be considered the holiday. For a holiday which falls on a Sunday, the Monday subsequent shall be considered the holiday for the purposes of this contract.

3. Payment for holidays shall be made in a lump sum with the regular final payroll for the month of November of the year earned.

ARTICLE IV. LONGEVITY

1. On completion of five years of service with the Holmdel Township Police Department, longevity will be paid by the Township of Holmdel to each sergeant.
2. Beginning with the 6th year, a sergeant's annual salary will be increased by:

In the 6th through 10th years	\$ 500
In the 11th year and over	\$1,000
3. For the purposes of payroll, the longevity payment shall be included in a sergeant's regular pay check, proportioned throughout the year. The annual payment is not cumulative.
4. Any sergeant currently receiving a longevity payment in excess of the dollar amount he would receive under the terms of this Article, shall continue to receive the longevity payment which he had in the 1977 contract year, until the payment under the provisions of this Article exceeds that dollar amount.

ARTICLE V. VACATION TIME/PERSONAL DAY

1. A sergeant of the Holmdel Township Police Department shall accrue vacation time at a rate of one working day per month up to his employment with the Township of Holmdel for a period of five years.
2. A sergeant of the Holmdel Township Police Department who has been employed with the Township of Holmdel for a period of five (5) years, and is beginning his sixth (6th) year, shall accrue vacation at the rate of $1\frac{1}{4}$ (1.25) days per month.
3. Beginning in 1981, a sergeant of the Holmdel Township Police Department who has been employed with the Township of Holmdel for a period of ten (10) years, and is beginning his eleventh (11th) year, shall accrue vacation at the rate of $1\frac{1}{2}$ (1.5) days per month.
4. Sergeants shall be entitled to one (1) personal day off with pay per year. This day will be scheduled in accordance with the rules and procedures established by the Chief of Police.

ARTICLE VI. CLOTHING

A. ALLOWANCE

1. Each and every sergeant of the Holmdel Township Police Department shall receive a clothing allowance as follows:

1980 \$450

1981 \$475

2. The clothing allowance shall be administered through a voucher system. Articles of uniform apparel or any regulation equipment, as determined by the Chief of Police, may be purchased from any vendor provided they meet the standards established by the Chief of Police. The Township shall process and pay vouchers for all uniforms so purchased upon proper submission, up to the amount of the sergeants clothing allowance for the calendar year.

B. MAINTENANCE

1. Each and every sergeant employed by the Holmdel Township Police Department shall receive a clothing maintenance allowance as follows:

In the year 1980 \$175

In the year 1981 \$200

2. These amounts shall be paid each year beginning January 1st and ending December 31st, and shall be paid to the selected cleaning establishment upon submission of a voucher for the set amount by each and every sergeant in accordance with applicable Township ordinances and procedures.

ARTICLE VII. SICK LEAVE

1. A sergeant 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 120 days..
2. A sergeant upon qualified PERS retirement shall receive pay for all unused accrued sick leave up to 120 days at the rate of 1 day's pay for each 2 days accrued, with a monetary limit of \$5,000.

PERS: Public Employees Retirement System

ARTICLE VIII. INSURANCE

1. The Township shall provide each sergeant with a \$10,000 group term life insurance which will be with an insurance company of the Township's selection.
2. Hospitalization insurance:
 - A. The Township of Holmdel shall pay and provide hospitalization insurance for each and every sergeant employed by the Holmdel Township Police Department, and said sergeant's eligible wife and children.
 - B. This insurance shall be Blue Cross/Blue Shield, Major Medical, and Rider "J" Coverage under the State of New Jersey Employment Plan, subject to appropriate State laws concerning community health plans.
 - C. Each sergeant shall have the choice of the particular plan selection.

ARTICLE IX. FUNERAL LEAVE

1. Sergeants employed by the Holmdel Township Police Department shall be entitled to three days off in the event of the death of a member of his immediate family, or the immediate family of his spouse.
2. The sergeant is entitled to these said three days, but it is his option to take none, one, two, or three of the days.
3. The immediate family is spouse, mother, father, sister, brother, child, step-parents, step-children, and step-siblings of the sergeant or his spouse.
4. These said days will be charged to the sick time accumulation, or entitlement of the individual sergeant, and additional days may be granted by the Chief of Police.

ARTICLE X. COLLEGE CREDITS

1. In addition to the sergeant's salary, the Township shall pay a bonus for degrees acquired while a sergeant is employed by the Holmdel Township Police Department.

The degree shall be in Criminal Justice. It must be obtained through credits gained by attending classes at an accredited college and granted by a college that awards degrees in residence.

No external degrees, correspondence credits, or any non-attendance accreditation shall count in this determination.

The payments shall be:

Associate's Degree in Criminal Justice	\$ 350
Bachelor's Degree in Criminal Justice	\$1,000

2. Payment shall be made as a bonus in the year a degree is obtained. In succeeding years, for payroll purposes, it shall be paid over the pay periods for that calendar year and each year thereafter.

3. Any sergeant who will have payments under prior contracts for college credits accumulated in an amount that would exceed the payments in Section 2 above, shall continue to receive yearly payments of the amount so earned until such time as he receives a degree which would pay a bonus higher than the amount he is receiving for accumulated credits. At that time he would receive the amount for the degree and the college credit amount would be discontinued.

If this change-over point occurs in mid-year, the difference shall be pro-rated from the time of the award of the degree.

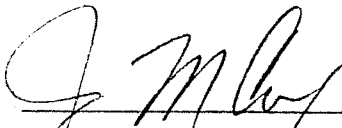
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TOWNSHIP OF HOLMDEL, NEW JERSEY

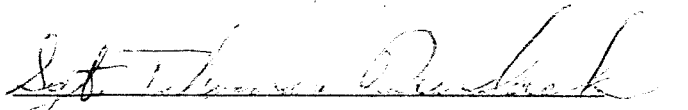
HOLMDEL TOWNSHIP POLICE DEPARTMENT SERGEANTS' AGREEMENT

This agreement is made effective January 1, 1980 between the Township of Holmdel, as employer, and the Patrolmen's Benevolent Association of Holmdel, New Jersey, Local 239, and shall continue in effect until a new agreement has been reached by both parties.

In witness whereof the parties hereto have caused these amendments to be signed, and the Township Seal of Holmdel to be placed hereon this ~~17th~~ day of June 1980:

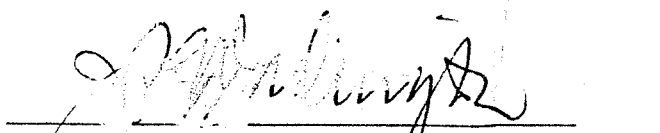


Mayor *6/17/80*



Representative of P.B.A. Local 239

Attest:



John P. Wadington, Township Clerk