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TOWNSHIP OF HOLMDEL, NEW JERSEY

March 21st

Holmdel Township Police Department Patrolmen Agreement

This agreement shall be effective as of January 1, 1977
and expire December 31, 1977.

If a new agreement has not been reached prior to the expiration date of this contract, the provisions of this contract shall continue in force until such new agreement has been reached.

In witness whereof the parties hereto have caused this agreement to be signed and the Township Seal of Holmdel to be placed hereon this 21st day of March, 1977.

HOLMDEL TOWNSHIP COMMITTEE

James M. Cox
James M. Cox, Mayor

Attest:

John P. Wadlington
John P. Wadlington, Clerk

HOLMDEL TOWNSHIP PATROLMEN

William J. Borsari

Bruce W. Amstutz

John L. Troick

John P. Brennan

Howard Breen

Raymond P. Wilson

William S. Whitting

Leonard Jasso

Walter Matilka

William E. Roman Jr.

MAR 21 1978
RUTGERS UNIVERSITY

ARTICLE I. SALARIES

1. The salaries of all patrolmen covered by this agreement are set forth in Schedule "A" which is attached hereto, and made part hereof:
2. The following are the steps covering patrolmen:
 - A. Probationary patrolman - a patrolman who has been employed as a patrolman for a period of less than one year.
 - B. 3rd Class patrolman - a patrolman who has been employed as a patrolman for a period of one year, and is beginning his second year of employment.
 - C. 2nd Class patrolman - a patrolman who has been employed as a patrolman for a period of two years, and is beginning his third year of employment.
 - D. 1st Class patrolman - a patrolman who has been employed as a patrolman for a period of three years.
 - E. Detective patrolman - a patrolman who has been assigned to the Investigation Division by the Chief of Police, and agreed to by the Township Committee.

1977 SCHEDULE "A"

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|---|----------|
| Probationary patrolman (1st year) | \$10,475 |
| 3rd Class patrolman (Beginning his 2nd year) | \$12,075 |
| 2nd Class patrolman (Beginning his 3rd year) | \$13,675 |
| 1st Class patrolman (Beginning his 4th year) | \$15,375 |
| Detective patrolman (Assigned to Investigation Division) | + \$300 |

ARTICLE II. HOLIDAY PAY

1. Patrolmen of the Holmdel Township Police Department shall receive twelve paid holidays. The following days are said holidays:

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

2. If a man does not work on a holiday, he will receive 8 hours extra pay for the holiday, or a total of 48 hours pay for the 40-hour week containing a holiday; if a man works on a holiday, he will receive regular time, plus time and one-half for the holiday, or a total of 52 hours pay for the 40-hour week. Only one day shall be considered the holiday when the holiday may fall on a weekend.
3. Extra holiday pay will be paid on the first pay period during the month of December.

ARTICLE III. VACATION TIME

1. A patrolman of the Holmdel Township Police Department shall accrue vacation time at a rate of one working day per month up to his employment as a patrolman for a period of five years.
2. A patrolman of the Holmdel Township Police Department who has been employed for a period of five years, and is beginning his sixth year shall accrue vacation time at a rate of $1\frac{1}{4}$ (1.25) days per month.
3. A patrolman shall take his vacation in the year it is earned.

ARTICLE IV. CLOTHING ALLOWANCE

1. Each and every patrolman of the Holmdel Township Police Department shall receive a clothing allowance of \$400 for the full year 1977.
2. This clothing allowance shall be allotted through the Holmdel Township voucher procedure, and in accordance with applicable ordinance in effect in the Township of Holmdel subject to statutory procedure in effect.
3. No clothing allowance shall be paid during the first 12 months of employment and shall be pro-rated for less than a calendar year beginning at the end of the first year.

ARTICLE V. SICK LEAVE

1. A patrolman 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 ninety (90) days.
2. A patrolman upon qualified PERS retirement shall receive full pay for any, and all unused accrued sick leave up to, and including a total of ninety (90) days.

PERS: Public Employees Retirement System

ARTICLE VI. OVERTIME

1. The regular hours of employment of a patrolman of the Holmdel Township Police Department shall not exceed eight consecutive hours in any one day, nor more than an average of forty hours per week. Any time over this eight hours of consecutive work, or over this average of forty hours shall be considered overtime.
2. Overtime hours shall be paid at a rate of one and one-half times the hourly rate of the individual patrolman who has worked these said hours and shall be paid monthly as worked.
3. Overtime hours are subject to the approval of the Chief of Police, and statutory restrictions as applicable. These hours shall begin at such time as the officer officially arrives at his assigned duty location.
4. If a patrolman is called in to duty from his residence, or other location, other than time which would be a continuation of a regular shift or time that would continue into a regular shift, he will receive a minimum of two and two-thirds hours overtime, or the equivalent of four hours of the individual patrolman's regular hourly pay rate.

ARTICLE VII. INSURANCE

1. The Township of Holmdel shall pay for full insurance coverage, including liability and workmen's compensation, for each patrolman employed by the Holmdel Township Police Department.
2. The Township shall also provide each patrolman with a \$10,000 group term life insurance which will be with an insurance company of the Township's selection.
3. In addition, the pension program provides $1\frac{1}{2}$ times annual salary as a life insurance benefit, at no additional cost to the participants. Further, the optional life insurance benefit of $1\frac{1}{2}$ times annual salary is available at a cost of $\frac{3}{4}$ of 1% of annual salary.

ARTICLE VIII. CLOTHING MAINTENANCE

1. Each and every patrolman employed by the Holmdel Township Police Department shall receive a clothing maintenance allowance in the year 1977 of \$125.
2. These amounts shall be paid each year beginning January 1 and ending December 31, and shall be paid to the selected cleaning establishment upon submission of a voucher for the set total amount by each and every patrolman in accordance with applicable Township ordinances and procedures.
3. These amounts will be pro-rated as per time of employment for said year 1977.

ARTICLE IX. DEATH LEAVE

1. Patrolmen employed by the Holmdel Township Police Department shall be entitled to three (3) days off in the event of the death of a member of his immediate family or the immediate family of his spouse.
2. The patrolman 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, or child, of the individual or his spouse.
4. These said days will be charged to the sick time accumulation or entitlement of the individual patrolman, and additional days may be granted by the Chief of Police.

ARTICLE X. HOSPITALIZATION

1. The Township of Holmdel shall pay, and provide hospitalization for each and every patrolman employed by the Holmdel Township Police Department, and said patrolman's eligible wife and children.
2. This hospitalization 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.
3. Each patrolman shall have the choice of the particular plan selection.

ARTICLE XI. COLLEGE CREDITS

1. Every patrolman employed by the Township of Holmdel Police Department who elects to further his education in an endeavor to make himself a more knowledgeable person, shall receive twenty dollars (\$20) for each college credit he successfully completes. This remittance will be in addition to his annual salary, and other benefits patrolmen are entitled to.
2. Only courses which are creditable toward a degree in law enforcement or criminal justice are applicable to this incentive payment.
3. The patrolman will receive payment for these credits upon the submission of a voucher to the Township with a copy of the transcript as verification of credits obtained on or before December 31, on courses completed prior to December 31 of the year for which credit is taken under the terms of this contract, in accordance with applicable local ordinances and procedures.
4. The patrolman will receive continuous annual payment for all college credits accumulated after January 1, 1974; this accumulated amount being added to base salary, but not becoming part of base salary.

Example: If a patrolman had obtained three college credits after January 1, 1974, he would receive \$60 upon submitting a voucher to the Township. This same patrolman obtained an additional six credits in the calendar year 1975, he would receive money for all credits accrued to that date. He would receive payment for a total of nine credits, or \$180.

ARTICLE XII. 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 and every patrolman based on his base salary in December of the previous year.
2. Beginning with the 6th year, a patrolman's annual salary will be increased by 1% to be paid as part of his regular pay.

Longevity Table

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|------------------|--|
| In the 6th year | 1% of the base annual salary as of the 12th month of the 5th year.* |
| In the 7th year | 1½% of the base annual salary as of the 12th month of the 6th year.* |
| In the 8th year | 2% of the base annual salary as of the 12th month of the 7th year.* |
| In the 9th year | 2½% of the base annual salary as of the 12th month of the 8th year.* |
| In the 10th year | 3% of the base annual salary as of the 12th month of the 9th year.* |

*Base salary does not include longevity.

3. From the 7th through the 10th year, the longevity rate will be increased by a ½% figured on the previous year's base salary without longevity.
4. Base salary is defined as the annual salary of a patrolman, exclusive of overtime, holiday pay, longevity, college credits and detective bonus.
5. Base pay for the purpose of longevity in this contract shall be:

| | |
|---------------------|----------|
| Patrolman 1st class | \$14,600 |
| Patrolman 2nd class | 13,000 |
| Patrolman 3rd class | 11,500 |
| Probationary | 10,000 |

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MAY 22 1978

RUTGERS UNIVERSITY

AMENDMENT TO CONTRACT BETWEEN HOLMDEL TOWNSHIP POLICE DEPARTMENT
AND THE TOWNSHIP OF HOLMDEL, NEW JERSEY, DATED MARCH 21, 1977.

All parties hereto agree to extend the terms and conditions of their
1977 collective bargaining agreement for an additional year (i.e.,
for the period 1/1/78-12/31/78), except as modified below:

1. Salary rates provided therein shall be increased
by 6 3/4 percent, effective 1/1/78.
2. An additional \$25 per year will be provided for
a clothing maintenance allowance for each Patrolman.
3. Longevity increments shall, effective 1/1/78, be
payable on a Patrolman's anniversary date. (An
"anniversary date" is the anniversary of the
Patrolman's first day of work for the Township.)

HOLMDEL TOWNSHIP COMMITTEE

HOLMDEL TOWNSHIP PATROLMEN

James M. Cox
James M. Cox, Mayor

Edward Rosen

Attest:

John Berman

John P. Wadington
John P. Wadington, Clerk

Michael J. Hitting

J. L. Moick

AGREED TO:

May 22, 1978

Clarence J. ...

Ed J. ...

...

...

Edward Sasso