

COPY

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BOROUGH OF MANASQUAN
SPECIAL POLICE OFFICERS EMPLOYMENT CONTRACT

1. JOB TITLE:

Special Police Officer

2. COMPENSATION:

January 1, 2006 through December 31, 2009

Compensation – Hourly Rate

CLASS I

	<u>1/1/06</u>	<u>1/1/07</u>	<u>2/1/08</u>	<u>2/1/09</u>
1 st year of employment	\$12.75	\$13.26	\$13.82	\$14.41
2 nd year of employment	\$13.30	\$13.83	\$14.42	\$15.03
3 rd through 5 th year of employment	\$13.81	\$14.36	\$14.97	\$15.61
6 th year of employment and over	\$14.26	\$14.83	\$15.46	\$16.12

CLASS II

	<u>1/1/06</u>	<u>1/1/07</u>	<u>2/1/08</u>	<u>2/1/09</u>
1 st year of employment	\$14.24	\$14.81	\$15.44	\$16.09
2 nd year of employment	\$16.19	\$16.84	\$17.56	\$18.30
3 rd through 5 th year of employment	\$18.21	\$18.94	\$19.74	\$20.58
6 th through 10 th year of employment	\$20.39	\$21.21	\$22.11	\$23.05
11 th through 20 th year of employment	\$20.54	\$21.36	\$22.27	\$23.22
20 th year of employment and over	\$20.77	\$21.60	\$22.52	\$23.47

cc: Joanne
Don
Special Police
with her

10/10/07
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5/1/07-

Increases in compensation to employees shall take effect on the anniversary date of the employee's appointment to the Manasquan Police Department.

Duration of employment for any Class I Special Police Officer who receives a Class II certificate, and is subsequently employed as a Class II Special Police Officer by the Municipality, shall be based upon employee's Class I appointment date.

3. COURT AND SPECIAL EVENTS:

A Special Police Officer called in for court and special events will receive a minimum of two and one-half (2 ½) hours of pay.

4. EXTRA DUTY:

The Chief of Police shall have the right to issue general orders concerning extra duty performed for outside contractors to insure that public safety needs of the community are appropriately addressed and that such outside employment is carried out in accordance with applicable State rules and regulations.

Extra duty work performed for outside contractors, which assignments are undertaken at the sole option of the employee, shall be paid through the payroll system of the Borough.

The general work rate for 2006 shall be \$64.47 per hour, with the employer being permitted to subtract an administrative charge of \$6.07 per hour, netting the officer \$58.40 per hour. The work rate for charitable organizations (including the Manasquan Board of Education and religious institutions) shall be \$58.40 per hour, with no reduction for the employer, netting the employee \$58.40 per hour.

The general work rate of 2007 shall be \$67.05 per hour, with the employer being permitted to subtract an administrative charge of \$6.31 per hour, netting the officer \$60.74 per hour. The work rate for charitable organizations approved by Public Safety Committee (including the Manasquan Board of Education and religious institutions) shall be \$60.74 per hour, with no reduction for the Borough, netting the employee \$60.74 per hour.

The general work rate of 2008 shall be \$69.90 per hour, with the employer being permitted to subtract an administrative charge of \$6.58 per hour, netting the officer \$63.32 per hour. The work rate for charitable organizations approved by the Public Safety Committee (including the Manasquan Board of Education and religious institutions) shall be \$63.32 per hour, with no reduction for the Borough, netting the employee \$63.32 per hour.

The general work rate of 2009 shall be \$72.87 per hour, with the employer being permitted to subtract an administrative charge of \$6.58 per hour, netting the officer \$66.01 per hour. The work rate for charitable organizations approved by the Public Safety Committee (including the Manasquan Board of Education and

religious institutions) shall be \$66.01 per hour, with no reduction for the Borough, netting the employee \$66.01 per hour.

The hourly work rate shall be increased (indexed) in each subsequent year by increasing the general work rate in the preceding year by a percentage equal to the salary increase granted to senior patrolmen effective for the year in which the indexed rate is being calculated.

The Borough and Association acknowledge that the general work rate to be paid to members of the Association for extra duty performed for outside contractors has been mutually established by the parties. Compensation to members of the Association for this outside employment is made through the normal payroll system of the Borough as required pursuant to Attorney General Formal Opinion 1997-No. 23. The Association acknowledges that this extra duty work is not mandated by the Borough and that the system is established as an accommodation to permit Association members to perform extra duty work for entities other than the Borough.

The Association agrees, represents and warrants that it will not support or fund any lawsuit or challenge of whatsoever nature made by any individual or entity pursuant to the provisions of the Fair Labor Standards Act.

The Borough and Association agree that a copy of this Article shall be filed with the Division of Local Government Services of the New Jersey Department of Consumer Affairs. This Article shall be void should its application be prohibited by any applicable mandate of the State of New Jersey.

5. UNIFORM MAINTENANCE:

Each Special Police Officer shall receive an allowance of twenty cents (\$0.20) per hour for the maintenance (cleaning, tailoring, repair, etc.) of uniforms.

A Special Police Officer, who has completed 5 or more years of service as a Special Police Officer with the Borough of Manasquan, shall, commencing January 1, 2006, receive a bi-annual allotment in an amount not to exceed \$100.00 for the purchase of work boots. The purchase of work boots shall be subject to the approval of the Chief of Police or the Chief's designee, who shall have the sole discretion to determine if it is necessary to purchase new work boots. A voucher shall be submitted by the officer in order to obtain reimbursement (not to exceed \$100.00) for this expense together with a copy of a receipt for purchase issued by the supplier.

6. HIRING:

Employees are hired by Resolution of the governing body subsequent to being interviewed by the Chief of Police or the Chief's designee. Each Special Police Officer shall be given a copy of this Employment Contract.

7. GRIEVANCE PROCEDURE:

A grievance is a complaint by an employee that there has been a misinterpretation or violation of policy, agreement or administrative decision which affects the employee. The employee will file a written grievance with the Chief of Police who will review it in an attempt to reach a resolution with the employee. If a resolution is not possible, the employee, Chief of Police, a representative of the Personnel Committee of the Borough Council, and a representative of the Public Safety Committee of the Borough Council will meet to discuss the grievance. If a mutually agreeable decision is still not reached, the Mayor and Council will decide the issue.

This Grievance Procedure shall not serve in lieu of procedure which must be followed in accordance with New Jersey Laws and Regulations.

8. CONTRACT:

This contract shall be effective as of January 1, 2006 through December 31, 2009.

IN WITNESS WHEREOF, the parties hereunto caused this agreement to be executed by their respective officers or agents on this 2nd day of April, 2007.

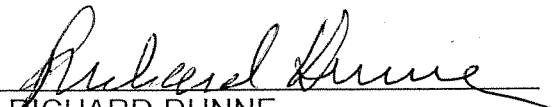
ATTEST:

BOROUGH OF MANASQUAN



COLLEEN SCIMECA
Municipal Clerk

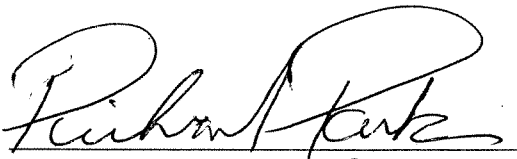
BY:



RICHARD DUNNE
Mayor

ATTEST:

SPECIAL POLICE OFFICERS ASSOCIATION



Secretary

By:



President