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NOT CIRCULATE

Passaic County

11/76 - 12/31/77

AGREEMENT

IN CONSIDERATION of the mutual covenants contained herein, and for other good and valuable considerations, the BOROUGH OF NORTH HALEDON, a Municipal Corporation, hereinafter referred to as "Borough" through its Mayor and Board of Council and the NORTH HALEDON POLICE ASSOCIATION, hereinafter referred to as "Association, hereby agree as follows;

1. PAY SCHEDULE - For the Year 1976 all members of the bargaining unit shall receive a 6% across the board increase on base pay retroactive to January 1, 1976.

Effective January 1, 1977, all members of the bargaining unit shall receive an additional 6.5% salary increase on the base pay. Change in rank for all patrolmen shall be effective on the anniversary date of the completion of their probationary period.

2. LONGEVITY PLAN: The longevity plan for the benefit of the members of the Association which is contained in a certain agreement dated May 19, 1970 between the Mayor and Council of the Borough of North Haledon and the North Haledon Police Association shall remain in full force and effect for the term of this agreement. Said plan, as set forth in Article Third of the aforesaid agreement, including the method of computing of service credit under said plan shall be deemed incorporated by reference herein and made a part hereof.

3. UNIFORM ALLOWANCE: An annual allowance for uniforms shall be paid to the members of the Association upon receipt and approval from each member of the appropriate voucher. Said annual allowance, however, shall not exceed the sum of \$200.00.

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Effective January 1, 1977 all members shall receive the sum of \$225.00 annual uniform allowance.

4. VACATIONS: Vacations shall be granted pursuant to the following schedule;

After the completion of one (1) year of service - 2 weeks vacation.

After completion of five (5) years - 3 weeks vacation.

After completion of 10 years service - 4 weeks vacation.

5. SICK LEAVES AND ABSENCE: The members of the bargaining unit shall be entitled to sick leaves and other leaves as set forth in Section 5 of Ordinance #6, 1970 entitled "An ordinance establishing personnel policies and practices for the employees of the Borough of North Haledon, County of Passaic and State of New Jersey."

6. COURT WORK: Except for any time spent in the Municipal Court of North Haledon and except for time spent in any court during the member's regular working hours, compensation shall be paid at the hourly rate of three dollars and seventy-five cents (\$3.75) for time spent in court.

7. REGULAR OVERTIME WORK: Each member shall be entitled to receive time off, within the calendar year, equal to the time of overtime work performed. It is understood that such time off shall be given at the discretion of the Chief of Police who shall attempt to coordinate it with the member's regular work schedule in effect at the time in question. In the event the member does not receive time off as aforesaid, he shall be compensated for said overtime work on the basis of the regular pay schedule.

8. RETENTION OF BENEFITS: It is agreed that all terms and conditions of employment heretofore enjoyed by the members of the Association shall remain in effect and shall not diminish during the term of this agreement.

9. EDUCATION ALLOWANCE: Effective January 1, 1976, all members who obtain a Bachelor's Degree ^{Public Safety or Police Science} from an accredited institution of higher education shall receive a \$1,000.00 bonus during the last pay of the calendar year in which the patrolmen's degree was awarded, and shall continue to receive the \$1,000.00 bonus every year thereafter as long as the member is employed by the Borough of North Haledon, however during the first year in which the said degree is awarded, the aforesaid bonus shall be prorated.

10. DETECTIVES: Effective January 1, 1976, all detectives shall receive a \$300.00 cash bonus during the last pay of the calendar year; if serve as detective for part of the year, the bonus shall be prorated.

11. INSURANCE: Effective January 1, 1976, all members shall continue to receive Blue Cross - Blue Shield and Rider J Insurance for the member and his family at the full cost and expense of the Borough.

Effective January 1, 1977, in addition to all other insurance provided by the Municipality, all members shall receive Major Medical Insurance for themselves and their families at the full cost and expense of the Borough.

12. TERM. This agreement is effective immediately and shall cover the period January 1, 1976 through December 31, 1977, and that all the terms, conditions and benefits granted hereunder shall be retroactive to January 1, 1976.

13. EFFECTIVENESS: It is understood that this agreement shall be binding upon the parties hereto and upon their respective successors and assigns.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be duly executed this 10th day of November, 1976.

BOROUGH OF NORTH HALEDON

ATTEST:

[Signature]
Borough Clerk

By [Signature]
ALVIN C. BLAU, Mayor

NORTH HALEDON POLICE ASSOCIATION

ATTEST:

[Signature]
Ptinm. Jack Verbaet

By [Signature]
Sgt. Edward Dombroski