

**CONTRACT**

**MODIFICATION AND EXTENSION AGREEMENT**

**Between**

**THE BOROUGH OF HILLSDALE**

**and**

**HILLSDALE P.B.A. LOCAL 207**

---

**January 1, 2005 through December 31, 2008**

---

**Prepared by:**

**Donald B. Ross, Jr.  
Lindabury, McCormick & Estabrook  
53 Cardinal Drive  
Westfield, New Jersey 07091  
(908)-233-6800**

**THIS MODIFICATION AND EXTENSION AGREEMENT** ("Agreement") is entered into on the \_\_\_\_\_ day of September, 2002 between the **Borough of Hillsdale** (the "Borough") and **Hillsdale PBA Local 207** (the "PBA").

**WHEREAS**, the **Borough** and the **PBA** are parties to a Collective Negotiations Agreement which commenced on January 1, 1998 and expired on December 31, 2001 and to a successor modification and extension agreement dated March 21, 2000 which extended the expiration date to December 31, 2004; and

**WHEREAS**, the **Borough** and the **PBA** have negotiated this Agreement to further modify and extend the Collective Negotiations Agreement until December 31, 2008; and

**NOW, THEREFORE**, the parties agree as follows:

**Section 1.**

Unless otherwise specifically provided herein, all terms and conditions of the 1998–2001 Collective Negotiations Agreement, as modified by the Modification and Extension Agreement dated March 21, 2000 for the period January 1, 2002 through December 31, 2004 shall be continued without modification, except for dates, where applicable, retroactively to January 1, 1998 through and including December 31, 2008.

**Section 2.**

The Salaries for all Police Officers in the negotiations unit (PBA) shall be increased across the board by three and three quarters percent (3.75%) on January 1, 2005; January 1, 2006; January 1, 2007 and January 1, 2008.

**Section 3.**

For new Police Officers hired on or after January 1, 2003, an additional

pay step will be included between the end of the first year of service and the start of the second year of service. This step will be set at one half (½) of the current difference between the first and second year salaries.

The attached Schedule A sets forth the salaries for each year through 2008 resulting from Sections 2 and 3 of this Agreement.

#### **Section 4.**

Effective January 1, 2003, the vacation schedule of Police Officers shall be revised to provide the numbers of days as set forth in attached Schedule B.

#### **Section 5.**

Article XXXI of the 1998 Collective Negotiations Agreement is hereby deleted in its entirety and is replaced by the following:

A Terminal Leave benefit of sixty (60) working days pay, at the base pay in effect, shall be paid to a covered employee electing an "Ordinary Service Retirement" and having attained 25 years of service or electing "Special Retirement" or "Disability Retirement." This leave may either be taken by the employee as time off or as a direct payment.

However, to assist the Borough in budgeting for this expenditure, an employee who plans to retire is requested to submit a non-binding letter stating this intention to the Police Chief by December 1<sup>st</sup> of the prior year. This letter is intended solely to enable the Borough to provide for this expenditure in the annual municipal budget. The employee may later change his/her mind, but if such a letter is not submitted, the Borough may, at its discretion, defer payment of this Terminal Leave until the month of January following the retirement. However, in no event will payment of this leave be made later than the succeeding January.

**Section 6.**

Except as specifically amended herein, the Borough and the PBA agree that all terms and conditions of the 1998-2001 Agreement shall be continued without modification during the term of this Contract Modification and Extension Agreement through and including December 31, 2008.

**IN WITNESS WHEREOF**, the parties have executed this Contract Modification and Extension Agreement at Hillsdale, New Jersey on this 30 day of September, 2002.

ATTEST:

\_\_\_\_\_

BOROUGH OF HILLSDALE  
BERGEN COUNTY, NEW JERSEY

\_\_\_\_\_

HILLSDALE PBA LOCAL 207

\_\_\_\_\_

**Schedule A  
Officers hired after 1/1/2003**

<b>Patrolman</b>	<b><u>1/1/03 to 12/31/03</u></b>	<b><u>1/1/04 to 12/31/04</u></b>	<b><u>1/1/05 to 12/31/05</u></b>	<b><u>1/1/06 to 12/31/06</u></b>	<b><u>1/1/07 to 12/31/07</u></b>	<b><u>1/1/08 to 12/31/08</u></b>
Training (First 6 months)	\$25,000	\$ 25,000	\$25,000	\$ 25,000	\$ 25,000	25000
Upon Graduation 2nd 6 months	31,696	31,696	31,696	31,696	31,696	31,696
Second Year	37,347	38,748	40,201	41,708	43,272	44,895
Third Year	42,997	44,609	46,282	48,018	49,818	51,687
Fourth Year	47,893	49,689	51,552	53,486	55,491	57,572
Fifth Year	53,517	55,524	57,606	59,766	62,008	64,333
Sixth Year	59,140	61,358	63,659	66,046	68,523	71,092
Seventh Year	65,226	67,672	70,210	72,843	75,574	78,408
Eight Year	78,738	81,691	84,754	87,933	91,230	94,651
<b>Sergeants</b>	85,644	88,856	92,188	95,645	99,232	102,953

**Schedule A  
Officers hired before 1/1/2003**

<b>Patrolman</b>	<b>1/1/03 to 12/31/03</b>	<b>1/1/04 to 12/31/04</b>	<b>1/1/05 to 12/31/05</b>	<b>1/1/06 to 12/31/06</b>	<b>1/1/07 to 12/31/07</b>	<b>1/1/08 to 12/31/08</b>
Training (First 6 months)	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000
Upon Graduation 2nd 6 months	31,696	31,696	31,696	31,696	31,696	31,696
Second Year	42,997	44,609	46,282	48,018	49,818	51,687
Third Year	47,893	49,689	51,552	53,486	55,491	57,572
Fourth Year	53,517	55,524	57,606	59,766	62,007	64,333
Fifth Year	59,140	61,358	63,659	66,046	68,523	71,092
Sixth Year	65,226	67,672	70,210	72,843	75,574	78,408
Seventh Year	78,738	81,691	84,754	87,932	91,230	94,651
<b>Sergeants</b>	<b>\$85,644</b>	<b>\$88,856</b>	<b>\$92,188</b>	<b>\$95,645</b>	<b>\$99,231</b>	<b>\$102,953</b>

**Schedule B**

**Hillsdale Police Department  
Vacation Day Schedule**

<u>Years of Service</u>	<u>No. of Vacation Days</u>
From 0 to 1 Year	5
During 2nd Year	11
During 3rd Year	12
During 4th Year	13
During 5th Year	14
During 6th Year	14
During 7th Year	15
During 8th Year	16
During 9th Year	17
During 10th Year	18
During 11th Year	19
During 12th Year	20
During 13th Year	21
During 14th Year	22
During 15th Year	23
During 16th Year	24
During 17th Year	25
During 18th Year	26
During 19th Year	27
During 20th Year & over	<u>28</u>

**CONTRACT**

**MODIFICATION AND EXTENSION AGREEMENT**

**Between**

**THE BOROUGH OF HILLSDALE**

**and**

**HILLSDALE P.B.A. LOCAL 207**

---

**January 1, 2002 through December 31, 2004**

---

**Prepared by:**

**Donald B. Ross, Jr.  
Lindabury, McCormick & Estabrook  
53 Cardinal Drive  
Westfield, New Jersey 07091  
(908)-233-6800**



**THIS MODIFICATION AND EXTENSION AGREEMENT** ("Agreement") is entered into on the \_\_\_\_\_ day of March, 2000 between the **Borough of Hillsdale** (the "Borough") and **Hillsdale PBA Local 207** (the "PBA").

**WHEREAS**, the **Borough** and the **PBA** are parties to a Collective Negotiations Agreement which commenced on January 1, 1998 and expired on December 31, 2001 (the "**1998-2001 Agreement**"); and

**WHEREAS**, the **Borough** and the **PBA** have conducted negotiations for a successor Collective Negotiations Agreement commencing on January 1, 2002; and

**WHEREAS** the **Borough** and the **PBA** have achieved an agreement concerning the extension of their Collective Negotiations Agreement from January 1, 2002 through and including December 31, 2004;

**NOW, THEREFORE**, the parties agree as follows:

**Section 1.**

Unless otherwise specifically provided herein, all terms and conditions of the 1998-2001 Agreement shall be continued without modification (except as to dates, where applicable) retroactively to January 1, 1999 through and including December 31, 2004

**Section 2.**

The Salaries for all Police Officers in the negotiations unit shall be increased across the board by three and three quarters percent (3.75 %) during

each year covered by this Agreement.

As a result of the increases upon which the parties have agreed, the salary guide contained in the 1998 Agreement shall be amended to provide as follows:

<u>Patrolman</u>	<u>2/1/02</u>	<u>1/1/03</u>	<u>1/1/04</u>
Training (First 6 months)	\$25,000	\$25,000	\$25,000
Upon Graduation (2 <sup>nd</sup> 6 months)	\$31,696	\$31,696	\$31,696
Second Year	\$41,443	\$42,997	\$44,609
Third Year	\$46,161	\$47,893	\$49,689
Fourth Year	\$51,582	\$53,517	\$55,524
Fifth Year	\$57,002	\$59,140	\$61,358
Sixth Year	\$62,868	\$65,226	\$67,672
Seventh Year (Maximum)	\$75,892	\$78,738	\$81,691
Sergeants	\$82,548	\$85,644	\$88,856

**Section 3.**

The Borough and the PBA agree that ARTICLE XIV (MEDICAL AND HOSPITALIZATION INSURANCE) shall be amended as follows:

- a. The medical insurance benefits provided by the Agreement shall be changed from current Indemnity Health Insurance Plan to the Preferred Provider Organization Medical Plan ("PPO Plan) currently provided by the Borough to other

municipal employees generally.

b. Effective upon execution of this Agreement, the Borough shall implement a medical reimbursement program which will provide up to \$300.00 per year per officer in reimbursement for uncovered medical expenses incurred by him or his family members. In order to obtain such reimbursement, each member shall be required to submit appropriate documentation to the Borough detailing the expenses sought to be reimbursed.

c. In consideration of the PBA's agreement to convert to the PPO Plan, each member who converts after March 2, 2000 shall receive the total sum of \$1350.00 during the first two (2) years following conversion. The parties understand and agree that this payment shall not be considered part of the base salary. Said sum shall be paid as follows: (i) during the first year, \$900.00 shall be paid in equal installments with the member's regular periodic pay check; during the second year, \$450.00 shall be paid in equal installments with the member's regular periodic pay check.

d. The Borough and the PBA agree that the existing family dental insurance plan shall be modified to provide up to \$1,500 per year per family member in dental benefits and a one-time/lifetime limit of \$2,500 per family member for orthodontia.

**Section 4.**

Except as specifically amended herein, the Borough and the PBA agree that all terms and conditions of the 1998-2001 Agreement shall be continued without modification during the term of this Contract Modification and Extension Agreement through and including December 31, 2004.

**IN WITNESS WHEREOF**, the parties have executed this Contract Modification and Extension Agreement at Hillsdale, New Jersey on this 21<sup>st</sup> day of March, 2000.

ATTEST:

Colleen A. Evans

Colleen A. Evans

BOROUGH OF HILLSDALE  
BERGEN COUNTY, NEW JERSEY

[Signature]

HILLSDALE PBA LOCAL 207

[Signature]

PERC

2006 JAN 17 P 3:44