

3-0019
64-75

AGREEMENT

as of
THIS AGREEMENT made and entered into/this 1st day of
January, 1969, by and between the Township Committee of the
Township of Wyckoff, acting for and on behalf of the Township
of Wyckoff, and Local No. 150 of the New Jersey State Patrolmen's
Benevolent Association.

WITNESSETH:

In consideration of the mutual promises contained herein
the parties hereto intending to be legally bound hereby agree as
follows (subject to the provisions of Ordinance No. 583):

ARTICLE I
RECOGNITION

The Township recognizes Local No. 150 of the New Jersey
State Patrolmen's Benevolent Association as the sole and exclu-
sive collective bargaining agent for the unit consisting of
full-time police officers who have been duly appointed and
designated by the Township Committee of the Township of Wyckoff
and who shall also be duly enrolled members of the Police and
Firemen's Retirement System of New Jersey.

ARTICLE II
WAGES AND CLASSIFICATION

The following persons who have been duly appointed
and designated by the Township Committee of the Township of
Wyckoff as full-time police officers, being duly enrolled mem-
bers of the Police and Firemen's Retirement System of New Jersey,

shall receive the following compensation for the calendar years 1969 and 1970 and they shall be paid on a semi-monthly basis:

	<u>1969</u>			<u>1970</u>		
	Base		Base Plus Longevity	Base		Base Plus Longevity
Chief Norman	\$11,500	8%	\$12,420	\$12,100	8%	\$13,068
Capt. Mitchell	10,900	8%	11,772	11,600	8%	12,528
Lt. Monroe	10,400	6%	11,024	11,100	6%	11,777
Lt. Sokoly	10,400	6%	11,024	11,100	6%	11,777
Sgt. Grelle	9,900	4%	10,296	10,600	6%	11,236
Sgt. Snyder	9,900	4%	10,296	10,600	4%	11,024
Ptl. Pallokat	9,400	4%	9,776	10,100	4%	10,504
Ptl. Whitford	9,400	4%	9,776	10,100	4%	10,504
Ptl. Vance	9,400	2%	9,588	10,100	4%	10,504
Ptl. Stapleton	9,400	2%	9,588	10,100	2%	10,302
Ptl. LeRoy	9,400	2%	9,588	10,100	2%	10,302
Ptl. Canova	8,920			10,100	2%	10,302
Ptl. Smith	8,920			10,100	2%	10,302
Ptl. Corbin	8,440			9,480		
Ptl. Schickfus	8,440			9,480		
Ptl. Pravatz	7,960			8,860		
Ptl. Carr	7,480			8,240		
any new man appointed during the contract period	7,000			7,620		

2/5/69

ARTICLE III LONGEVITY

It is agreed and understood that for the purposes of this Agreement longevity was calculated from the date of appointment of the persons described above and will be calculated for any new man hired during the terms of this Agreement on the following basis: Any person appointed during the period from January 1 to June 30 is considered to have been appointed on January 1 of that year and any person appointed between July 1 and December 31 shall be considered to have been appointed on January 1 of the following year. Any salary ordinance adopted pursuant to this Agreement shall distinguish between base salary and longevity payments as provided for herein.

ARTICLE IV OTHER TERMS AND CONDITIONS

It is agreed and understood that all existing terms and conditions of employment and all existing rules and regulations governing the Police Department and police force shall continue in full force and effect. The foregoing may be implemented from time to time by ordinances adopted pursuant to N.J.S.A. 40:47-1 and rules and regulations, and revisions thereof, approved by the Township Committee.

ARTICLE V DURATION

This Agreement shall remain in full force and effect until December 31, 1970.

ARTICLE VI

GRIEVANCE PROCEDURE

SECTION 1. The procedure for adjusting grievances shall provide the Officer with full opportunity of presentation of his grievance and for the participation of P. B. A. representatives. Should a dispute arise between the Township of Wyckoff and the P. B. A. as to the meaning, application or operation of any provision of this agreement, such dispute or difference shall be presented by either party within not more than Ten (10) days from the time the same arose and settled in the manner in this Article prescribed. The procedure hereby established, unless by mutual consent changed, or any step thereof waived, combined or extended, shall be as follows:

- STEP A Between the appropriate P. B. A. ^① representatives, the aggrieved party, and the Police Commissioner or his representatives, and if they fail to reach an agreement within Five (5) days, the aggrieved party shall furnish a written statement of the grievance to the other on a form provided by the Township for automatic referral to Step B.
- STEP B Between a member of the Grievance Committee designated by the P. B. A. and the Township Committee or its designee who shall decide the matter within Five (5) days or the dispute will automatically be referred to Step C.
- STEP C Between a member of the Grievance Committee designated by the P. B. A. and the Township Committee of the Township of Wyckoff, or its designee, and an Impartial Arbitrator agreed to by the parties. In the event the parties cannot agree upon an Impartial Arbitrator, ^④ an Impartial Arbitrator shall be chosen from the panel supplied by the New Jersey State Board of Mediation in accordance with its rules.

SECTION 2

The compensation and expenses of the Impartial Arbitrator are to be borne jointly in equal shares by the Township of Wyckoff and the P. B. A., and the compensation and expenses of each designee of a party shall be borne by the designating party.

SECTION 3

Whenever any act is required under this Article to be done or performed within a specified period of time, Saturdays, Sundays, and Holidays shall be excluded in the computation of such period, and Arbitration shall be binding upon all parties.

SECTION 4

The Arbitrator shall not have the jurisdiction, power, or authority to make any award which shall have the effect of amending, changing, subtracting from, or adding to the provisions of this agreement, nor shall the Arbitrator have jurisdiction, power, or authority over matters not included in this agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement on this 19th day of March, 1969.

TOWNSHIP OF WYCKOFF

Attest:

Kathryn Ten Kate
Kathryn Ten Kate, Acting
Township Clerk

By John A. Spizziri, Sr., Mayor

LOCAL NO. 150 OF THE NEW JERSEY
STATE PATROLMEN'S BENEVOLENT
ASSOCIATION

By Donald D. Stinson
By Samuel H. K. Kitchard

B-0019
02-70

THIS BOOK DOES
~~NOT~~ CIRCULATE

THIS AGREEMENT entered into this 16th day of November, 1970, by and between the TOWNSHIP COMMITTEE OF THE TOWNSHIP OF WYCKOFF, acting for and on behalf of the TOWNSHIP OF WYCKOFF, and LOCAL NO. 150 OF THE NEW JERSEY STATE PATROLMEN'S BENEVOLENT ASSOCIATION.

Police Officer

WITNESSETH:

In consideration of the mutual promises contained herein the parties hereto intending to be legally bound hereby agree as follows:

ARTICLE I RECOGNITION

The Township recognizes Local No. 150 of the New Jersey State Patrolmen's Benevolent Association as the sole and exclusive collective bargaining agent for the unit consisting of full-time police officers who have been duly appointed and designated by the Township Committee of the Township of Wyckoff and who shall also be duly enrolled members of the Police and Firemen's Retirement System of New Jersey.

ARTICLE II WAGES AND CLASSIFICATION

The following persons who have been duly appointed and designated by the Township Committee of the Township of Wyckoff as full-time police officers, being duly enrolled members of the Police and Firemen's Retirement System of New Jersey,

shall receive the following compensation for the calendar year 1971 subject to adoption of the required salary ordinance:

	<u>DATE OF APPOINTMENT</u>	<u>1971 SALARY</u>	<u>LONGEVITY</u>	<u>TOTAL</u>
Chief Thomas Norman	April 1, 1945	\$14,400	10%	\$15,840
Captain David Mitchell	August 20, 1946	\$13,600	8%	\$14,688
Lt. Robert Sokoly	April 1, 1954	\$12,800	6%	\$13,568
Sgt. Eugene Grelle	August 1, 1954	\$12,000	6%	\$12,720
Sgt. Ralph Snyder	April 16, 1956	\$12,000	6%	\$12,720
Sgt. Richard Pallokat	May 1, 1956	\$12,000	6%	\$12,720
Sgt. Raymond Whitford	October 1957	\$12,000	4%	\$12,480
Ptl. Richard Vance	March 15, 1960	\$11,200	4%	\$11,648
Ptl. Donald Stapleton	June 1961	\$11,200	4%	\$11,648
Ptl. Lynn LeRoy	April 22, 1964	\$11,200	2%	\$11,424
Ptl. Richard Canova	July 7, 1964	\$11,200	2%	\$11,424
Ptl. Donald Smith	May 5, 1965	\$11,200	2%	\$11,424
Ptl. Terry Corbin	June 7, 1966	\$11,200	2%	\$11,424
Ptl. Kort Schickfus	June 7, 1966	\$11,200	2%	\$11,424
Ptl. Joseph Pravetz	March 21, 1967	\$10,500	--	\$10,500
Ptl. Edmund Carr	June 5, 1968	\$ 9,750	--	\$ 9,750
Ptl. Peter Vibert	March 18, 1969	\$ 9,000	--	\$ 9,000
Ptl. Karl Nuebler	April 7, 1970	\$ 8,250	--	\$ 8,250
Ptl. John Stephenson	May 19, 1970	\$ 8,250	--	\$ 8,250
Ptl. David Lagerveld	May 19, 1970	\$ 8,250	--	\$ 8,250
any new patrolmen appointed during the contract period		\$ 7,500	--	\$ 7,500

ARTICLE III
LONGEVITY

It is agreed and understood that for the purposes of this Agreement longevity was calculated from the date of appointment of the persons described above and will be calculated for any new man hired during the term of this Agreement on the following basis: Any person appointed during the period from January 1 to June 30 is considered to have been appointed on January 1 of that year and any person appointed between July 1 and December 31 shall be considered to have been appointed on January 1 of the following year. Any salary ordinance adopted pursuant to this Agreement shall distinguish between base salary and longevity payments as provided for herein.

ARTICLE IV
OTHER TERMS AND CONDITIONS

It is agreed and understood that all existing terms and conditions of employment and all existing rules and regulations governing the Police Department and police force shall continue in full force and effect. The foregoing may be implemented from time to time by ordinances adopted pursuant to N.J.S.A. 40:47-1 and rules and regulations, and revisions thereof, approved by the Township Committee.

ARTICLE V
DURATION

This Agreement shall remain in full force and effect until December 31, 1971.

ARTICLE VI
GRIEVANCE PROCEDURE

SECTION 1. The procedure for adjusting grievances shall provide the Officer with full opportunity of presentation of his grievance and for the participation of P.B.A. representatives. Should a dispute arise between the Township of Wyckoff and the P.B.A. as to the meaning, application or operation of any provision of this agreement, such dispute or difference shall be presented by either party within not more than ten (10) days from the time the same arose and settled in the manner in this Article prescribed. The procedure hereby established, unless by mutual consent changed, or any step thereof waived, combined or extended, shall be as follows:

- STEP A Between the appropriate P.B.A. representatives, the aggrieved party, and the Police Commissioner or his representatives, and if they fail to reach an agreement within five (5) days, the aggrieved party shall furnish a written statement of the grievance to the other on a form provided by the Township for automatic referral to Step B.
- STEP B Between a member of the Grievance Committee designated by the P.B.A. and the Township Committee or its designee who shall decide the matter within five (5) days or the dispute will automatically be referred to Step C.
- STEP C Between a member of the Grievance Committee designated by the P.B.A. and the Township Committee of the Township of Wyckoff, or its designee, and an Impartial Arbitrator agreed to

by the parties. In the event the parties cannot agree upon an Impartial Arbitrator, an Impartial Arbitrator shall be chosen from the panel supplied by the New Jersey State Board of Mediation in accordance with its rules.

SECTION 2. The compensation and expenses of the Impartial Arbitrator are to be borne jointly in equal shares by the Township of Wyckoff and the P.B.A., and the compensation and expenses of each designee of a party shall be borne by the designating party.

SECTION 3. Whenever any act is required under this Article to be done or performed within a specified period of time, Saturdays, Sundays, and Holidays shall be excluded in the computation of such period, and Arbitration shall be binding upon all parties.

SECTION 4. The Arbitrator shall not have the jurisdiction, power, or authority to make any award which shall have the effect of amending, changing, subtracting from, or adding to the provisions of this agreement, nor shall the Arbitrator have jurisdiction, power, or authority over matters not included in this agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement

on this 16th day of November, 1970.

TOWNSHIP OF WYCKOFF

Attest:

151 Jacob Flaker
Jacob Flaker, Township Clerk

By 151 James Ten Kate
James Ten Kate, Mayor

LOCAL NO. 150 OF THE NEW JERSEY
STATE PATROLMEN'S BENEVOLENT
ASSOCIATION

By 151 Ptl. Jerry Lee Corbin

By 151 David Mitchell

By 151 Robert Arkoly

EMPLOYMENT AGREEMENT

Between

TOWNSHIP OF WYCKOFF

And

LOCAL NO. 150 OF THE NEW JERSEY
STATE PATROLMEN'S BENEVOLENT
ASSOCIATION

Dated: *November 16, 1970.*

Arthur L. Troast, Esq.
790 Bloomfield Avenue
Clifton, New Jersey 07012