

3-0002
18-16

EMPLOYMENT AGREEMENT, made the _____ day of _____, 1972,
by and between the BOROUGH OF RARITAN, in the County of Somerset,
maintaining its seat of government at 16 Anderson Street, in the Borough
of Raritan, in the County of Somerset and State of New Jersey, and THE
OFFICERS OF THE BOROUGH OF RARITAN POLICE DEPARTMENT
(hereinafter sometimes referred to as "Officers");

WITNESSETH THAT:

WHEREAS, the Mayor and Council of the Borough of Raritan have
negotiated with representatives of the Officers in accordance with the
provisions of R.S. 34:13A-1 et seq.; and

WHEREAS, the parties have agreed upon the salaries and other
compensation to be paid to the Officers for the calendar years 1972 and
1973, as well as benefits and grievance procedure;

NOW, THEREFORE, in consideration of the premises, the Borough of
Raritan hereby employs, and the Officers hereby accept said employment,
upon the following terms:

1. The annual base salary scales for the Officers for calendar years
1972 and 1973 shall be as follows:

	<u>1972</u>	<u>1973</u>
Chief of Police	\$13,459.00	\$14,065.00
Captain:		
First year	12,100.00	12,675.00
Second year	12,675.00	13,245.00
Lieutenant:		
First year	11,350.00	11,892.00
Second year	11,892.00	12,427.00
Sergeant:		
First year	10,650.00	11,160.00
Second year	11,160.00	11,662.00

2. In addition to the annual base salaries fixed in paragraph 1 hereof
for calendar year 1972 and as part of his annual salary for calendar year
1972, any Officer who has served for more than five years, but less than
ten years, shall receive an amount equivalent to two per cent of his annual
base salary; any Officer who has served ten years or more, but less than
fifteen years, shall receive an amount equivalent to three per cent of his
annual base salary; any Officer who has served for fifteen years or more
shall receive an amount equivalent to four per cent of his annual base salary.

3. In addition to the annual base salaries fixed in paragraph 1 hereof for calendar year 1973 and as part of his annual salary for calendar year 1973, any Officer who has served for more than five years, but less than ten years, shall receive an amount equivalent to two per cent of his annual base salary; any Officer who has served ten years or more, but less than fifteen years, shall receive an amount equivalent to four per cent of his annual base salary; any Officer who has served for fifteen years or more shall receive an amount equivalent to six per cent of his annual base salary.

4. An Officer below the rank of Lieutenant shall be compensated for all time worked in excess of his regular shift at the rate of one and one-half times his regular hourly salary rate.

5. Each Officer shall be paid for 12 holidays at his regular daily salary rate, payable on the first days of June and December.

6. An Officer shall be entitled to an annual paid vacation on the following basis:

<u>Completed Employment</u>	<u>Vacation Time</u>
6 months to 1 year	1 week
1 year to 7 years	2 weeks
8 years to 17 years	3 weeks
18 years to 22 years	4 weeks
23 years or over	5 weeks

One week vacation time is equivalent to the length of the shift worked by the Officer. Vacation time may not be accumulated, and compensation will not be allowed in place of vacation time; provided, however, that the Borough Council, for good cause, may grant exceptions.

7. In all cases of reported illness or disability, the Borough reserves the right to have a physician designated by the Borough examine and report on the condition of the Officer. An Officer on sick leave who receives weekly payments under Workmen's Compensation, shall be entitled to an amount, which, together with the compensation payments, equal his regular weekly wages.

8. In the event of a death in the family of an Officer, i. e., spouse, child, grandchild, parent, brother or sister, grandparent, parent-in-law, son-in-law or daughter-in-law, niece or nephew, sister-in-law or brother-in-law, or the death of a person who resides with the Officer, said Officer shall be entitled to a three (3) day leave of absence with pay.

9. An Officer shall be credited with one (1) paid personal day for each six (6) months of continuous employment; provided, however, that the maximum number of personal days which may be accumulated shall be two (2). An Officer may request that a reported absence from work be charged against his accumulated personal days.

10. Each Officer shall receive an annual uniform allowance of \$150.00.

11. An Officer appearing before any municipal court as part of his duties outside his assigned duty hours shall be compensated at his regular hourly salary rate.

12. Appearance by an Officer, as part of his duties, before any grand jury or at any County, Superior or Supreme Court proceedings, except a civil action, shall be governed by N. J. S. 40A:14-135.

13. The salaries and other compensation of Officers shall be paid bi-weekly.

14. Grievance Procedure shall be as set forth in the proposed Borough Personnel Ordinance, a copy of which procedure is attached hereto as Schedule A and made a part hereof.

15. The salaries, other compensations and benefits provided for in this Employment Agreement shall be retroactive to January 1, 1972, except paragraph 11 which shall be retroactive to September 1, 1972.

16. This Employment Agreement and the employment relationship created hereunder shall remain in full force and effect until midnight, December 31, 1973.

IN WITNESS WHEREOF, this Employment Agreement has been executed on behalf of the Borough by the Mayor and attested by the Clerk and has

been executed by The Officers of the Borough of Raritan Police Department.

BOROUGH OF RARITAN

By _____
Pat Di Paolo
Mayor

Attest:

Nicholas M. Esposito

Executed in the Presence of:

Ralph Petrone (L.S.)

Daniel C. Soriano, Jr.
Borough Attorney,
Borough of Raritan

John G. Soriano (L.S.)

Paul Popadiuk (L.S.)

Carl J. Aversa (L.S.)

Leo Carroll, Jr. (L.S.)

**THE OFFICERS OF THE BOROUGH
OF RARITAN POLICE DEPARTMENT**

SCHEDULE A
GRIEVANCE PROCEDURE

1. If an employee has a grievance he shall first present same to his immediate supervisor, or , in the case of a member of the Police Department, to his immediate superior officer.

2. If his grievance is not resolved to his satisfaction, the employee shall then present his grievance to the head of his Department.

3. If still not resolved to his satisfaction, the employee shall present same to the Borough Administrator. After discussing the grievance with the Department Head involved, the Administrator shall prepare a written report of the grievance and shall deliver the report to the Chairman of the Councilmatic Committee having control over the Department involved.

4. The grievance shall be reviewed by the full Committee for such action as it deems warranted.

5. If the employee is aggrieved by the action taken by the Committee, he shall have the right to present his grievance to the Borough Council by so notifying the Administrator.