

THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

1973

14-00

THIS AGREEMENT, made on the 4th day of April, by and
between:

TOWNSHIP OF WASHINGTON, in the County of Morris, a municipal
corporation of the State of New Jersey,

Party of the first part herein designated
"Public Employer",

And:

WASHINGTON TOWNSHIP POLICE DEPARTMENT,

consisting of Sgt. George Smith, Det. Frank Rogers, Ptl. William
Edmunds, Ptl. Herbert Williver, Ptl. Phillip Kizun, Ptl. Lynn
Hoffman and all other Washington Township Police Department
employees hereinafter specifically mentioned,

Party of the second part herein designated
"Public Employees".

W I T N E S S E T H:

WHEREAS, pursuant to the provisions of Chapter 303 of the Laws
of 1968 of the State of New Jersey, the aforesaid Public Employees did
submit their demands on salary and certain working conditions after
formation of a Public Employees' Bargaining Unit; and,

WHEREAS, the Public Employer and Public Employees did negotiate
on salary and certain other working conditions for the term commencing
January 1, 1973, through 12 Midnight December 31, 1973 and on April 4, 1973
did come to agreement thereon.

NOW, THEREFORE, in consideration of the services of the Public
Employees rendered to the Public Employer and the mutual covenants hereof,
it is agreed as follows:

LIBRARY
Institute of Management and
Labor Relations

APR 13 1975

RUTGERS UNIVERSITY

The term of this Agreement shall be for the period commencing at 12:01 a.m. January 1, 1973, through 12:00 midnight December 31, 1973. All of the provisions hereinafter set forth shall be applied retroactively to the date of the commencement of this Agreement.

SECTION 2. Terms of the Contract

This Contract shall expire and become null and void at 12:00 midnight December 31, 1973. Under the terms of this Contract, good faith negotiation for a new contract between the Public Employer and the Public Employees will begin ninety (90) days prior to the expiration date of this Agreement.

SECTION 3. Applicability

The provisions of this Agreement shall apply only to full-time employees of the Township of Washington Police Department who are designated as policemen.

SECTION 4. Salary

The below named Public Employees shall receive salaries as follows:

	<u>Salary Under Contract</u>
1. Sgt. George Smith	\$11,200
2. Det. Frank Rogers	11,200
3. Ptl. William Edmunds	10,300
4. Ptl. Herbert Williver	9,900
5. Ptl. Phillip Kizun	9,400
6. Ptl. Lynn Hoffman	9,000
7. Ptl. Robert Bunn (Probationary)	8,000

SECTION 5. Starting Salaries

All Patrolmen hereafter employed by the Township of Washington Police Department shall be designated as Probationary Patrolmen and shall have a starting annual salary of \$8,000. Six months subsequent to the beginning date of employment, the Probationary Patrolmen shall be considered for permanent appointment at a salary of \$8,500 per annum.

SECTION 6. Sick Leave

Full time employees shall receive the following sick leave:

Up to one year of service - $2\frac{1}{2}$ days per quarter.
After one year of service - 10 days per year.

Sick leave shall be non-cumulative; however, each full-time employee shall be eligible for additional sick leave in the amount of 2 days for each year of service under the following circumstances:
Hospitalization or major illness recuperation which requires the employee to miss more than 10 consecutive working days. The added sick leave shall apply only to those days over and above the 10 consecutive work days missed due to hospitalization or recuperation. A doctor's certification will be required to establish eligibility.

SECTION 7. Hospitalization

The Township shall pay all premiums required for hospital service plan (Blue Cross - Blue Shield - Rider J and Major Medical) for all full-time employees and their family members.

SECTION 8. Holidays

Full time employees shall receive 12 paid holidays as per Washington Township Ordinance, March 19, 1973, Chapter 8.

In addition to their regular annual salary, members of the Police Department shall be paid at the following rates when they work on a paid holiday:

Police Sergeant - \$4.84 per hour
Police Detective - \$4.80 per hour
Police Patrolman - \$4.55 per hour

Compensation to the Public Employee on all holidays on which no day off is taken shall be paid as follows: (1) for the first ten (10) holidays set forth, compensation shall be paid on November 15 of each year; (2) for the two (2) holidays remaining, compensation shall be paid on December 31 of each year.

SECTION 9. Vacation

Full time employees shall receive the following vacation time:

Up to one year of service - $\frac{1}{2}$ day per month.
After one year of service - two weeks.
After ten years - three weeks.

Vacation time shall be taken during the current year and shall not be cumulative.

SECTION 10. Clothing Allowance

Each Public Employee shall be entitled to a uniform allowance of up to \$225.00 per year, subject to approval of vouchers for any items purchased.

SECTION 11. Police Training Schools

While an Officer is attending a required Police Training School, he shall receive an allowance of \$2.50 per day to defray the cost of meals.

SECTION 12. College Credits

All full time members of the Washington Township Police Department, below the rank of Chief, shall receive annual compensation for college credits. These credits must be acceptable at an accredited college towards a degree in Law Enforcement. Payment will be made only for the highest level Officer is eligible for.

Level No. 1-12 Credits up to and including 23 Credits	\$125.00
Level No. 2-24 Credits up to and including 35 Credits	250.00
Level No. 3-36 Credits up to and including 50 Credits	375.00
Level No. 4-51 Credits up to and including 65 Credits	550.00
Level No. 5- Associate of Arts Degree	750.00
Level No. 6-79 Credits up to and including 90 Credits	875.00
Level No. 7-91 Credits up to and including 102 Credits	1000.00
Level No. 8-103 Credits up to and including 117 Credits	1125.00
Level No. 9-118 Credits up to and including 130 Credits	1300.00
Level No. 10- Bachelor Degree	1500.00

Levels will be based on the number of credits completed by February 1 of each year. Payment is to be made after the Officer presents a voucher approved by the Chief of Police and a record of credits. No Credit will be considered if a minimum grade of "C" or its equivalent has not been awarded in the subject. Probationary Patrolmen are not eligible for this compensation. Officers who serve only a portion of a year will be paid based on that portion of the year they were employed.

SECTION 13. Private Vehicles

Officers will not use their own vehicles for official purposes, nor will mileage be paid therefor, except as directed by the Chief of Police, in which case payment will be at the rate of ten cents (10¢) per mile.

SECTION 14. Grievance

Any grievance or dispute which may arise between the parties concerning a provision in this Agreement, including the application, meaning or interpretation of this Agreement, or any grievance or dispute which may arise out of or between the Public Employee and a superior officer concerning any matter which relates to or affects the Public Employee in his capacity as a policeman shall be settled in the following manner:

a. The Public Employee having a grievance shall give notice of the grievance to the Chief of Police within ten (10) days of the date on which the grievance was deemed to have occurred. Notice of the grievance shall be in writing and submitted in duplicate.

b. In the event that the grievance is not settled or resolved within ten (10) days from the date written notice was given, the Chief shall forward a copy of the grievance to the Mayor of the Township of Washington together with the action taken by the Chief of Police. It shall then be incumbent upon the Mayor of the Township to arrange a meeting at a reasonable time and place at which time the Public Employee serving notice of the grievance shall be given an opportunity to be heard by the Township Committee.

c. All actions taken on grievances must be reduced to writing and a copy supplied to the Public Employee.

d. A grievance or dispute shall be deemed settled and resolved if, during any step in the grievance procedure, the Public Employee entertaining the grievance gives written notice that the matter has been settled to his satisfaction. Said written notice may be by notation upon the original notice of grievance or by separate notation. In either event, same must be signed by the party bringing the grievance or dispute.

e. If the grievance or dispute is not settled or resolved to the satisfaction of the party bringing the grievance subsequent to a meeting with the Township Committee, the parties shall have recourse to their remedies at law.

SECTION 15. Overtime Compensation

Compensation for overtime worked on major cases shall be compensated by time off hour for hour under the supervision and at the discretion of the Chief of Police.

THIS CONTRACT does not replace the Township of Washington Police Department Rules and Regulations, except that this Contract will supersede and survive any and all Rules and Regulations, when there arises a conflict between this Contract and said Rules and Regulations.

IN WITNESS WHEREOF, the parties have caused these presents to be signed, sealed, and delivered this 22 day of June 1973

ATTEST:

TOWNSHIP OF WASHINGTON

By Kenneth Lance
Kenneth Lance, Clerk

By Glenn E. Storck
Glenn Storck, Mayor

Ptl. William Edmunds
Ptl. William Edmunds

Ptl. Herbert Williver
Ptl. Herbert Williver