

Monmouth County

AGREEMENT

PREAMBLE

WHEREAS, this Agreement, effective as of the 1st day of January, 1973, by and between,

BOROUGH OF MATAWAN, a Municipal Corporation of the State of New Jersey

hereinafter referred to as "Borough" and;

POLICEMENS BENEVOLENT ASSOCIATION
LOCAL NO. 179 BOROUGH OF MATAWAN, NEW JERSEY,

hereinafter referred to as "P.B.A. 179";

and designed to maintain and promote a harmonious relationship between the parties hereto and to establish an effecient - progressive public service.

WHEREAS, P.B.A. 179 had presented proof that it represents the Matawan Borough Police Department employees, exclusive of clerical help and special officers and,

WHEREAS, the Mayor and Council of the Borough of Matawan, by virtue thereof have recognized P.B.A. 179 as the sole and exclusive bargaining agent for all of the Matawan Borough Police Department exclusive of clerical help and special officers;

Now, therefore it is mutually agreed between the parties hereto the following terms shall become effective:

ARTICLE I

RECOGNITION

Section 1. The Borough hereby recognize the P.B.A. 179 as the sole and exclusive bargaining agent for all employees now employed or to be employed by the Matawan Borough Police Department, exclusive of clerical help and special officers, in all those matters specifically provided for therein pertaining to wages and conditions of employment.

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Section 2. The bargaining unit shall consist of the Matawan Borough Police Department employees and members as set forth.

Section 3. Wherever used herein the terms "employees" or "members" shall mean and be construed to be only Matawan Borough Police Department exclusive of special officers.

ARTICLE II

DURATION OF AGREEMENT

This Agreement, bargained for in good faith and mutual consideration exchanged between the Borough and P.B.A. 179, shall become retroactively effective January 1, 1973 and shall continue in force and effect for a scheduled effect for 3 years; 1973, 1974, 1975, thereafter effective in accordance with the salary scale and base salary increases and fringe benefits provisions as set forth specifically herein.

Section 1. The Borough shall annually, at the reorganization meeting in January of the calendar year, approve and ratify this Agreement, by resolution without modifications, deletions or omissions, unless there is exercised by the parties hereto the future bargaining provisions as to fringe benefits as set forth specifically herein.

Section 2. The P.B.A. 179 shall, through its membership and elected officers shall ratify this Agreement annually without modifications, deletions or omissions, unless there is exercised the future bargaining provisions as to fringe benefits as set forth specifically herein.

ARTICLE III

Section 1. The following schedule of salaries shall be adopted for the calendar years 1973; 1974; 1975 and future establishment of base salary increases according to the formulas provided herein, according to the now existing Departmental Structure of the Matawan Borough Police Department Ordinance:

	1973 Jan. 1-Dec. 31	1974 Jan. 1-Dec. 31	1975 Jan 1-Dec. 31
Chief of Police	\$13,900.00	\$15,350.00	\$16,800.00
Deputy Chief	\$13,467.00	\$14,635.00	\$15,800.00
Captain	\$13,000.00	\$14,000.00	\$15,000.00
Lieutenant	\$12,367.00	\$13,284.00	\$14,200.00
Det. Sargent	\$11,967.00	\$12,834.00	\$13,700.00
Sargent	\$11,867.00	\$12,634.00	\$13,400.00
Detective	\$11,300.00	\$12,100.00	\$12,900.00
Patrolman 1	\$11,200.00	\$11,900.00	\$12,600.00
Patrolman 2	\$10,433.00	\$11,066.00	\$11,700.00
Patrolman 3	\$ 9,800.00	\$10,300.00	\$10,800.00
Patrolman (Probationary officers)	\$ 9,167.00	\$ 9,585.00	\$10,000.00

WHEREAS, in the year 1975, there shall be added to the base salary appearing herein the increase percentage of the cost of living according to the Cost of Living Index in the New York Metropolitan Area for the preceeding calendar year (1974); said percentage increase shall be computed on base salary for the calendar year 1975 and establishes the new base salary for the calendar year.

WHEREAS, the base salaries for the succeeding calendar years (after 1975) shall be established in accordance with the above formula wherein the Cost of Living Index Increase for the preceeding calendar year shall be the percentage used in establishing the new base salary for the succeeding calendar year.

WHEREAS, the parties hereto, shall append to this Agreement, the established base salary for the year 1975 in accordance with said formula specifically herein provided, together with a certified copy or Governmental publication setting forth the Cost of Living Increase in the calendar year 1974; and for the future calendar years; as per the within formula.

ARTICLE IV

LONGEVITY

Section 1. The longevity payments and schedule provided for in "An Ordinance to Amend the supplement an Ordinance to Fix and Determine the Salaries of the Police Department of the Borough of Matawan", Adopted April 21, 1970, which amendment was adopted on November 4, 1970, shall remain in effect for the duration of this Agreement.

ARTICLE V

CLOTHING AND MAINTENANCE ALLOWANCE

Section 1. The clothing and maintenance allowance shall be Two Hundred (\$200.00) dollars per man after the first year of service. All new uniform requirements will be supplied by the Borough of Matawan. Any change or addition to said uniform requirements shall be issued by the Borough without cost to the employee.

Section 2. The cleaning (dry or wet) of said uniforms prescribed by the Police Department shall be assumed by the Borough of Matawan.

ARTICLE VI

HOLIDAYS - VACATIONS

Section 1. The Borough agrees to guarantee all members of the Police Department the following holidays with full pay for eight (8) hours; at the employees regular straight time rate of pay though no work is performed on such days. Holidays are those declared as legal holidays by the United States of America and the State of New Jersey are those days wherein all commercial institutions and public and governmental employees do not engage in any service, which shall include and not be limited to:

New Years Day
Washington's Birthday
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Christmas Day

Section 2. In addition to the foregoing holidays each employee shall be entitled to one (1) personal day. Notice of intention to exercise the personal day shall be given in writing to the Chief of Police 48 hours in advance of its use.

Section 3. Vacations as set forth in Revised General Ordinance Borough of Matawan November 3, 1971 and in accordance with Departmental Scheduling.

ARTICLE VII

HOSPITALIZATION AND SICK LEAVE

Section 1. The Borough shall continue the present Health Program, providing Blue Cross and Blue Shield coverage, inclusive of Rider J for employees and eligible dependents; premiums to be paid by the Borough; and in accordance with Chapter 421 Laws of New Jersey 1971 as approved.

Section 2. Sick leave, as set forth in Revised General Ordinances Borough of Matawan adopted November 3, 1971.

ARTICLE VIII

DURATION OF AGREEMENT - MODIFICATION

Section 1. This Agreement shall become effective as of January 1, 1973 and shall continue in force and effect for a scheduled period of three (3) years, i. e., 1973, 1974, 1975 and thereafter in accordance with the schedule of salaries set forth in Article II et seq.

Section 2. The Borough and P.B.A. 1799 agree that they shall open formal negotiations on Fringe Benefits, no later than July 31, 1975, for the calendar year 1976 and thereafter on each succeeding year for the duration of said Agreement.

Section 3. The Borough, agrees, that in event the State of New Jersey enacts enabling legislation or grants additional benefits not heretofore a part of this Agreement, then the Borough shall supplement the benefits, and/or wages, compensatory time, overtime and duration of service in accordance with said legislation, if granted by the State of New Jersey.

Section 4. The Borough, agrees, any benefits, granted to other employees of the Borough of Matawan by way of fringe benefit, not specifically set forth in the Revised General Ordinances as adopted November 3, 1971, said benefits shall inure to the P.B.A. 179, (with the exception of overtime payment, a subject of fringe benefits heretofore covered in sub sect. 2 and Ordinance #71-19 "An Ordinance to fix and determine the salaries of the Police Department of the Borough of Matawan, Adopted April 21, 1970"), as though set forth herein.

Section 5. If any article or section of this Agreement or of any

supplements or riders hereto should be, upon review by any tribunal of competent jurisdiction, held invalid and upon the exhausting of legal remedies, this Agreement may be rescinded or the article or section may be deleted and/or modified and negotiations shall be commenced within 30 days on notice.

Section 6. In the event that the negotiations for fringe benefits in the calendar year 1975 for the calendar year of 1976, fail to reach an accord or agreement, P.B.A. 179 shall have the right to seek the assistance and make application to P.E.R.C. or petition to have questions pertaining to the agreement on the general election ballot with sufficient time to make application to have said questions placed on the ballot.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their duly authorized officers as of the day and year first written above.

ATTEST:

Madeline H. Bucco
Madeline H. Bucco - Borough Clerk

BOROUGH OF MATAWAN

BY: Victor R. Armellino
Victor R. Armellino - Mayor

ATTEST:

DONALD DAY
President Borough Council

UA
6/13/75

ATTEST:

George Magnum

POLICEMENS' BENEVOLENT ASSOC.
LOCAL NO. 179

BY: James Walker
JAMES WALKER, President
P.B.A. 179