

Sidebar Agreement

This Sidebar Agreement (hereinafter 'Sidebar') dated this 20th day of November, 2012 is entered into by and between the City of Somers Point (City), John Miller, Joseph Scioli, Paul Scapellato, Michael Peterson, Gina Sambucci and The New Jersey State Policeman's Benevolent Association, Inc., through its designated affiliate, Mainland Local Number Seventy-Seven (PBA#77).

This sidebar concerns the individuals named herein hired by the City in 2011 and 2012 from the Rice List, as permitted and provided for by the laws of the State of New Jersey. This sidebar applies specifically to and only to the salaries to be paid to these individuals and the effective dates of such salaries. It is understood by the parties that some of the salaries specified and their effective dates are not consistent with the salary guide contained in the collective bargaining agreement (CBA). The parties agree that this Sidebar Agreement and the terms and salaries set forth herein shall not be precedent setting in regard to salaries being paid to any other current or future officers and/or their effective dates other than those specifically named herein nor in any manner be construed to alter and/or modify the salary guides included in the CBA. The City and PBA #77 agree that this Sidebar Agreement in no way should be construed as an Amendment to the collective bargaining agreement between the parties.

In 2011 and 2012, the City hired Police Officers John Miller, Joseph Scioli, Paul Scapellato, Michael Peterson and Gina Sambucci from the Rice List. All of these individuals were hired at an agreed upon salary rate. As such, their initial salaries were above the starting salary as provided for in the CBA. Such additional pay considerations were given due to their prior experience and their academy and continued training in law enforcement, which provided the City with both financial savings and public safety benefits. Because these individuals were hired at a salary higher than base salary which is set forth in the applicable CBA, it is now necessary to determine a salary guide and delineate their salaries during the term of the 2011-2016 CBA.

It is the intention of the City and PBA #77 to clarify the salaries of these individuals during the period from June of 2011 through January 31, 2016. The salaries and effective dates (anniversary dates) of said salaries shall be as follows:

Miller: hired June 10, 2011 @ \$42,000

- June 10, 2012, after completing 1 year - \$50,979 (this goes to \$51,999 as of July 1, 2012)
- December 10, 2012, after completing 18 months - \$58,593
- June 10, 2013, after completing 2 years - \$66,493
- December 10, 2013, after completing 30 months - \$70,588
- June 10, 2014, after completing 3 years - \$74,683
- June 10, 2015, after completing 4 years - \$83,576
- January 1, 2016 - \$85,247

Scioli: hired June 10, 2011 @ \$42,000

- June 10, 2012, after completing 1 year - \$50,979 (this goes to \$51,999 as of July 1, 2012)
- December 10, 2012, after completing 18 months - \$58,593
- June 10, 2013, after completing 2 years - \$66,493
- December 10, 2013, after completing 30 months - \$70,588
- June 10, 2014, after completing 3 years - \$74,683
- June 10, 2015, after completing 4 years - \$83,576
- January 1, 2016 - \$85,247

Scapellato: hired July 29, 2011 @ \$42,000

- July 29, 2012, after completing 1 year - \$51,999
- January 29, 2013, after completing 18 months - \$59,765
- July 29, 2013, after completing 2 years - \$66,493
- July 29, 2014, after completing 3 years - \$74,683
- July 29, 2015, after completing 4 years - \$83,576
- January 1, 2016 - \$85,247

Peterson: hired July 29, 2011 @ \$42,000

- July 29, 2012, after completing 1 year - \$51,999
- Resigned effective 9/23/12

Sambucci: hired April 26, 2012 @ \$42,000

- April 26, 2013, after completing 1 year - \$53,039
- October 26, 2013, after completing 18 months - \$59,975
- April 26, 2014, after completing 2 years - \$67,823
- April 26, 2015, after completing 3 years - \$76,176
- April 26, 2016, after completing 4 years - \$85,247

Upon execution of this Agreement, the named individuals and PBA#77 agree that there shall be no grievances, civil litigation, administrative proceedings, departmental inquiries or any other disputes filed with regard to any issues set forth herein with regard to these five police officers, specifically Officers John Miller, Joseph Scioli, Paul Scapellato, Michael Peterson and Gina Sambucci. The City and PBA#77 acknowledge and agree that the discharge of the terms and conditions of this agreement represents full and complete

satisfaction of this matter concerning all individuals hired by the City from the Rice List in 2011 and 2012.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their duly authorized officers, the day and year first aforesaid.

CITY OF SOMERS POINT


Mayor John L. Glässer, Jr.


MAINLAND PBA LOCAL #77 -SOMERS POINT
UNIT

 11-21-12
Ptlm. Rick Heiler, Shop Steward

ATTEST:

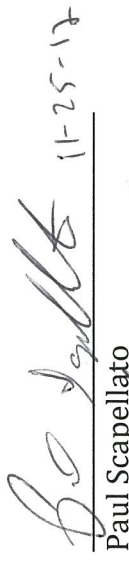

City Clerk

MAILAND PBA LOCAL #77:

 11-20-12
Reynold Theriault
President, PBA Local #77

 11/21/12
John Miller

 11-24-12
Joseph Scioli

 11-25-12
Paul Scapellato


Michael Peterson

 11/27/12
Gina Sambucci

City of Somers Point Resolution

No. 206 of 2012

Subject: Approving an amended sidebar agreement with PBA Local No. 77

Introduced By: Council President McGuigan

WHEREAS, in accordance with Resolution 196 of 2012 the City of Somers Point approved a sidebar agreement with Mainland PBA, Local 77 concerning the pay step schedule for individuals hired by the City in 2011 and 2012 from the Rice List as permitted by the laws of the State of New Jersey; and

WHEREAS, subsequent to the passage of Resolution No. 196 of 2012 the City of Somers Point and the Mainland PBA, Local 77 further reviewed the agreement and mutually determined to amend and clarify the document; and

WHEREAS, the amended sidebar agreement is attached hereto and made a part hereof.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Somers Point as follows:

1. Resolution No. 196 of 2012, insofar as it approved an agreement which has subsequently been determined to be amended, is hereby rescinded.
2. Mayor John L. Glasser, Jr. is hereby authorized to sign the attached sidebar agreement on behalf of the City.

I, Carol L. Degrassi, City Clerk of the City of Somers Point, New Jersey, hereby certify that the foregoing Resolution is a true copy, duly adopted by the City Council of said City at a Regular meeting held on the 29th day of November, 2012.

In Witness Whereof, I have hereunto set my hand and seal of my Office this 29th day of November, 2012.


Carol L. Degrassi, P.M.C./CMC, City Clerk