

CONTRACT  
BETWEEN

**BOROUGH OF MIDDLESEX**

AND

**MIDDLESEX BOROUGH PBA LOCAL #181**

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JANUARY 1, 2018 to DECEMBER 31, 2020

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PREAMBLE

This Agreement is made this 10<sup>th</sup> day of MAY, 2018, between the Borough of Middlesex (hereinafter referred to as the "Borough") and the Middlesex Borough Policeman's Benevolent Association, Local Number 181 (hereinafter referred to as the "Association"), with the members of the Bargaining Unit (hereinafter referred to as "Employees").

Whereas, the Borough has recognized its obligation to negotiate with the Association pursuant to the provisions of the New Jersey Employer Employee Relations Act (N.J.S.A. 34A-1, et seq. as amended);

Now, therefore, in consideration of the promises and mutual agreements contained herein, the parties hereto agree to the following terms and conditions:

## ARTICLE I

### MANAGEMENT RIGHTS

The Borough hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it prior to the signing of this agreement by the laws and constitution of the State of New Jersey and of the United States, including, but not without limiting the generality of the foregoing or the following rights:

- A. The executive management and administrative control of the Borough Government and its properties and facilities, and activities of its Employees utilizing personnel methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the Borough.
- B. To make rules of procedure and conduct, to use improved methods and equipment, to determine work schedules and shifts, to decide the number of Employees needed for any particular time, and to be in sole charge of the quality and quantity of the work required.
- C. The right of management to make such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety, and/or the effective operation of the police department after advance notice thereof to the Employees to require compliance by the Employees is recognized.

## ARTICLE II

### EMPLOYEE RIGHTS

- A. **Discrimination and Coercion:** The parties to this Agreement agree that there should be no discrimination, interference, or coercion by the Borough because of an Employee's membership, non-membership, or activity in the Association. Neither the Borough nor the Association shall discriminate against any Employee because of the race, creed, color, national origin or political affiliation.
- B. **Employee Rights:** Pursuant to Chapter 85, P.L. 1977 (N.J.S.A. 34:134A-16, et seq.) the Borough hereby agrees that every Employee shall have the right to freely organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a body exercising government power under the Laws of the State of New Jersey, the Borough undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any Employee in the enjoyment of any right conferred by Chapter 85, P.L. 1977, or other Laws of the State of New Jersey, or the Constitution of the State of New Jersey or of the United States of America; that it shall not discriminate against any Employee with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the Association and its affiliates, his/her collective negotiations activities with the Borough, or his/her institution of any grievance, complaint, or proceeding under this Agreement or otherwise, with respect to any terms or conditions of employment.
- C. **Personnel Files and Inspection Privileges:** Every Employee under this Agreement shall have the right to inspect his/her personnel file. Official Employee files must be maintained by the Borough and only material contained in those files may be utilized in any proceeding against that Employee. A request for the inspection of the file shall be made to the Chief of Police and said inspection shall be done at a time of mutual convenience to the Employee and the Chief of Police or his/her designee.

## ARTICLE III

### ASSOCIATION PROVISIONS

- A. Pursuant to the General Provisions of N.J.S.A. 40A:14-177, the Association agrees to send no more than two (2) members to attend any State or national convention, including but not limited to, the Annual State Convention and Mini-Convention. Such paid leave of absence shall be for a period inclusive of the duration of the convention with a reasonable time allowed for time to travel to and from the convention, provided that such leave shall be for no more than seven (7) days. The Borough shall allow the State Delegate to attend Delegate meetings while on duty, provided the Employee receives approval from the Chief of Police and the Employee's attendance does not result in any overtime.
  
- B. The State Delegate of the Association shall be permitted to attend New Jersey State PBA Meetings on departmental time only if manpower permits and does not generate overtime.

## ARTICLE IV

### REPRESENTATION FEE

If an Employee does not become a member of the Association during any membership year (e.g. from January 1 to the following December 31) which is covered in whole or in part by this Agreement, said Employee will be required to pay a Representation Fee to the Association for that membership year. This fee shall be the maximum allowed by law.

- A. Notification: Prior to March 1 of each year, the Association will submit to the Borough a list of those Employees who have neither become a member of the Association for the then current membership year nor paid directly to the Association the full amount of the Representation Fee for that membership year. The Borough will deduct from the salaries of such Employees, in accordance with section B, below, the full amount of the Representation Fee and promptly will transmit the amount so deducted to the Association.
- B. Payroll deduction schedule: The Borough will deduct the Representation Fee in equal installments, as nearly as possible, from the paychecks paid to each Employee on the aforesaid list during the remainder of the membership year in question. The deduction will begin on the first paycheck:
  - 1. Ten (10) days after receipt of the aforesaid list by the Borough; or,
  - 2. Thirty (30) days after the Employee begins his/her employment in a bargaining unit position.
- C. Termination of employment: If an Employee who is required to pay a representation fee terminates his/her employment with the Borough before the Association has received the full amount of the Representation Fee to which it is entitled to under this article, the Borough will deduct the unpaid portion of the fee from the last paycheck paid to said Employee during the membership year in question.
- D. Mechanics of deduction and transmission of Fees: Except as otherwise provided in this Article, the mechanics for the deduction of Representation Fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

- E. Changes: The Association will notify the Borough in writing of any changes in the list provided for in section A, above, and or the amount of the Representation Fee, and such changes will be reflected in any deductions made no more than ten (10) days after the Borough received said notice.
- F. New Employees: On or about the last day of each month, beginning with the month this agreement becomes effective, the Borough will submit to the Association a list of all Employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles, and date of employment for all such Employees.
- G. Indemnification: The Association shall indemnify the Borough from all liability resulting from and/or caused by dues deductions or fair share Representation Fees.



ARTICLE V

JUST CAUSE PROVISION

All Department discipline will be based on just cause pursuant to the provisions of N.J.S.A. 40A:14-147.

It is the policy of the Borough that every Employee, at all times, be treated fairly, courteously, and with respect. Each Employee covered by this Agreement is expected to accord the same treatment to his/her associates, supervisors, and the public.

## ARTICLE VI

### GRIEVANCE PROCEDURES

- A. Definition: A "grievance" is an allegation by an Employee, a group of Employees, or the Association, that his/her, and/or their rights regarding the interpretation and application of the Agreement or the administrative decision affecting the Employee and/or Employees have been violated.
- B. Purpose: The purpose of this grievance procedure is to provide an orderly internal mechanism for the resolution of problems relative to Employees. All concerned shall endeavor to secure a rapid and equitable determination to Employee grievances at the lowest possible level through regular administrative channels and procedures without interfering with the normal police department operations, and procedures shall be kept as informal and confidential as possible.
- C. Procedures: If the affected Employee, group of Employees, or the Association fails to commence a grievance within fifteen (15) calendar days after the grievant knew, or should have known, about the occurrence of a grievable event, then and in that event, the grievance shall be considered waived. Failure at any level of this procedure to communicate a decision on a grievance within the specified time limits shall permit the grievant to proceed to the next level. Failure at any level of this procedure to an appeal and abandonment of the grievance or an acceptance by the grievant of the decision at that level shall result in the grievance being deemed closed and/or dismissed. All decisions shall be in writing with supportive reasons provided. The steps in the grievance procedure shall be as follows:

#### Step One:

A grievance should first be presented verbally to the immediate supervisor and the supervisor must either arrange a mutually satisfactory settlement of the grievance within forty-eight (48) hours or advise the grievant of the inability to do so. The immediate supervisor may not make any decision contrary to the existing policies of the department.

#### Step Two:

If the grievance cannot be settled at Step One, the grievant, and/or a Association representative, may present a written grievance to the Captain or the Chief's

designee, with a copy to the Chief of Police, within a forty-eight (48) hour period (excluding weekends) after being notified the initial grievance was denied. The grievance shall be stated as completely and clearly as possible and is to be signed by the grievant and/or Association representatives. The Captain, or Chiefs designee, is to initial and date the grievance upon receipt and return a copy of same to the grievant. The Chief of Police, within 48 hours (excluding weekends) after the receipt of the grievance, will submit to the grievant, with a copy to the Borough Police Committee, a written report setting forth his/her determination and his/her reasons for same.

**Step Three:**

If the grievant is not satisfied with the determination made by the Chief, or the Captain or the Chief's designee, acting on behalf of the Chief, the grievant and/or the Association representative may present the written grievance to the Borough Police Committee within forty-eight (48) hours (excluding weekends) after the grievance was denied in Step Two. The Borough Police Committee will conduct a hearing within ten (10) days after the receipt of the written determination submitted by the Chief, Captain, or Chiefs designee with respect to the grievance, and the Borough Police Committee shall render a written decision with respect to said grievance within seven (7) days after the hearing.

**Step Four:**

If the grievant wishes to present the grievance to the Mayor and Council, the grievant(s) must do so in writing within forty-eight (48) hours (excluding weekends) after being notified that the grievance has been denied by the Borough Police Committee by filing it with the Borough Clerk, with a copy submitted to the Chief of Police. The Borough Clerk shall present the grievance to the Mayor and Council at the next scheduled agenda meeting and the Mayor and Council will conduct a hearing within fourteen (14) days after receipt of the written grievance from the Borough Clerk. Thereafter, the Mayor and Council shall render a written decision with respect to said grievance within fourteen (14) days after the hearing.

**Step Five:**

In the event the grievant is dissatisfied with the determination of the Mayor and Council, the grievant shall have the right to binding arbitration pertaining to any grievances. A request for binding arbitration shall be made under the rules and regulations of the Public Employees Relations Committee (PERC) no later than ten (10) days following the receipt by the grievant of the determination of the Mayor and Council. Failure to file within said time period shall constitute a bar to such

arbitration. In the event of arbitration, the costs of arbitrator's services shall be shared by the parties and each of the party shall bear their own costs. All papers and documents relating to the grievance and its disposition will be placed in the grievant's personnel file.

The arbitrator shall have no authority to add to or subtract from this agreement. The arbitrator shall be bound by the applicable laws of the State of New Jersey and the laws of the United States and decision of the courts of the State of New Jersey and courts of the United States. The arbitrator must address only the issue(s) submitted to arbitration and shall not have the authority to determine any other issues not so submitted, nor shall the arbitrator render observations or declare opinions which are not essential in reaching a determination. The parties direct the arbitrator to decide, when asked as a preliminary question, whether he/she has jurisdiction to hear and decide the matter in dispute. In rendering his/her decision, the arbitrator shall indicate his/her findings of facts and reasons for making the award.

## ARTICLE VII

### EMPLOYEE RIGHTS DURING INVESTIGATIONS

The wide ranging powers and duties given to the Department and its members involve them in all manners of contacts and relationships with the public. Out of these contacts may come questions concerning the actions of Employees of the Department. These questions may require investigation by Superior Officers. In an effort to ensure that these investigations are conducted in a manner which is conducive to good order and discipline, the following rules are hereby adopted whenever a written complaint has been filed with the Chief of Police against any employee concerning their duties as a Police Officer and/or a criminal investigation is being conducted of an Employee:

- A. The interrogation of an Employee shall be conducted at a reasonable hour, preferably when the Employee is on duty.
- B. The Employee shall be informed of the nature of the investigation before any interrogation commences.
- C. The questioning shall be reasonable in length.
- D. The complete interrogation of an Employee shall be recorded mechanically upon the request of either party. There will be no "off the record" questions unless mutually agreed-upon.
- E. The Employee shall not be threatened with transfer, dismissal, or other disciplinary punishment. No promise of reward shall be made as inducement to answering questions.
- F. If an Employee is the subject of an investigation and is to be interrogated, the employee shall be so advised that the Employee is under investigation and shall be assured of his/her rights pursuant to the current decisions of the United States Supreme Court.
- G. In all cases and at every stage of the proceedings, the Department shall afford an opportunity for the Employee, if the Employee so requests, to consult with counsel and/or a Association representative(s) before answering questions concerning any alleged violation of the Employees duties or any written complaint which may result in any disciplinary action being taken against said Employee and before being questioned concerning any criminal activities.
- H. The above listed provisions are not intended to deprive an Employee of any of his/her rights granted to Employees under the laws of the state of New Jersey and the Constitution and any other laws of the United States.

## ARTICLE VIII

### HOURS OF WORK AND OVERTIME

- A. Employees will be reimbursed for overtime at the rate of one and one-half (1½) times their regular hourly rate of pay for all time worked in excess of their regularly scheduled tour of duty, which tour of duty shall not exceed twelve (12) hours. The Employee shall have the option of direct cash payments or compensatory time off, according to the following:
1. Monetary compensation for regular and court overtime worked shall be made within the next pay period after the overtime is earned. Monetary compensation for outside contractor overtime worked shall be made in the next pay period after the Borough receives payment.
  2. Employees may accrue up to four-hundred eighty (480) hours of compensatory time. This time may be taken at any time, subject to the approval of the Chief of Police or his/her designee, which approval shall not be unreasonably withheld. This compensatory time may also be taken upon termination of employment, the Employee having the option to a monetary payment for the hours accrued as per the Fair Labors Standard Act.
- B. In the event an Employee is called in to work on his/her non-scheduled time (including, but not limited to, administrative appearances, police school, firearms qualifications, special training, etc.) the Employee shall be guaranteed a minimum of three (3) hours pay at one and one-half (1½) times his/her regular rate of pay. In the event an Employee is called in to work on his/her non-scheduled time for off-duty court, the Employee shall be guaranteed a minimum of two (2) hours pay at one and one-half (1½) times his/her regular rate of pay. However, if an Employee is called in to work immediately prior to or immediately following his/her regularly scheduled shift, neither minimum will apply and the Employee will be paid for the actual time worked at the rate of one and one-half (1½) times his/her regular rate of pay for all hours worked in excess of the regularly scheduled tour of duty, which shall not exceed twelve (12) hours.
- C. In the event an Employee is required to testify on behalf of the Borough in a civil case, the Borough will attempt to have the Borough's insurance company reimburse the Employee for testifying in such civil proceedings.

- D. Any Employee assigned to the Detective Bureau shall receive a stipend of three thousand dollars (\$3,000.00) per annum for the purposes of being 'on call' and accessible to conduct investigations when necessary.

ARTICLE IX

BASE SALARY

The base annual wages for Employees covered by this Agreement shall be as set forth on Schedule A and A-I, annexed.



## ARTICLE X

### CLOTHING ALLOWANCE

- A. The clothing allowance for uniforms shall be one-thousand six-hundred dollars (\$1,600.00) per Employee per year.
- B. Bulletproof vests will be provided by the Borough for each Employee.
- C. Upon determination by the Chief of Police or his/her designee that a uniform, wrist watch, wide glass lenses or contact lenses have been damaged while in the performance of the Employee's duty, except when such actions have been determined to be due to negligence by an omission or commission of the Employee, the Borough shall pay the affected Employee the following amounts, in addition to the regular clothing allowance:
  - 1. Complete expenses for replacement of uniforms.
  - 2. The cost to repair or replace a wristwatch, not to exceed fifty dollars (\$50.00)
  - 3. The cost to repair or replace eyeglasses or contact lenses, not to exceed one-hundred seventy-five dollars (\$175.00)

All such payments shall be made without delay.

## ARTICLE XI

### HOLIDAYS

- A. Employee shall be paid for thirteen (13) holidays per year as follows:
1. New Year's Day
  2. Martin Luther King's birthday
  3. Presidents' Day
  4. Good Friday
  5. Memorial Day
  6. Independence Day
  7. Labor Day
  8. Veterans Day
  9. General Election Day
  10. Thanksgiving Day
  11. Day after Thanksgiving
  12. Christmas Day
  13. Personal birthday
- B. The contractual holiday pay, upon which the Employer and Employees have been making pension contributions, shall be included in base pay and paid biweekly.
- C. Employees shall be given three (3) additional "floating" holidays over and above thirteen (13) paid holidays. These "floating" holidays must be taken during the calendar year and the Employee cannot choose to be paid in lieu of taking these holidays. The three (3) "floating" holidays must be converted to twenty-four (24) hours for those Employees who work a regular scheduled workday in excess of (8) eight hours.
1. No more than two (2) Employees can take a "floating" holiday at any one time and the holiday will be given by seniority in the event that more than two (2) people seek to have the same "floating" holiday.
  2. It is further understood that an Employee may choose to request a "floating" holiday at the beginning or at the end of a vacation period. In the event an Employee has been granted a "floating" holiday based upon a written request, and thereafter an Employee with greater seniority requests the same holiday, seniority will not prevail and an Employee may

not be bumped because of seniority once the "floating" holiday has been granted.

ARTICLE XII

VACATION

A. Vacation will be granted under the following schedule:

0-6 months	No vacation
6 months – 1 Year	40 hours
1 Year – 3 Years	80 hours
4 Years +	8 additional hours per year

Commencing January 1st of the year of which the Employee will attain four (4) years of service, the vacation time will increase by an additional eight (8) hours per year for each year of service, e.g. Year 10 - 136 hours, Year 15 - 176 hours, etc., with a maximum vacation limit of 256 hours.

- B. All periods of employment shall be computed from January 1st of the year of appointment or employment unless the date of said appointment took place on or after July 1st, in which case said period of employment shall be computed from January 1st of the year following said appointment of employment. The payment of the above vacation benefits shall be made retroactive to January 1st of each year.
- C. Any Employee may, upon receiving prior approval of the Chief of Police, carry forward up to 40 hours of unused vacation time from one calendar year into the next succeeding year and must be used by or before December 31st of that succeeding year. Employees desiring to carry forward vacation time as aforesaid must submit a written request to the Chief of Police on or before September 1st of the year from which the vacation time is to be carried forward. Each request will be considered by the Chief of Police in the order in which it is received and will be evaluated on the basis of demonstrated need or circumstances and the overall effect on police operations.

## ARTICLE XIII

### BEREAVEMENT LEAVE

- A. In the event of death in the Employees immediate family or the death of a relative who resides with the Employee, the Mayor and Council will grant a three (3) day leave of absence with pay to the Employee. A one (1) day leave of absence for mourning will be permitted in cases where the Employee cannot physically attend the funeral because of distance to the location.
- B. For purposes of bereavement leave, the term "immediate family" shall mean and refer to the Employee's spouse, children, parents, father-in-law, mother-in-law, sisters, brothers, and any member of the immediate household.
- C. An Employee will be granted a two (2) day leave of absence with pay to attend the funeral of a "near relative," defined as an Employee's spouse's brothers or sisters; Employee's and spouse's grandmother, grandfather, son-in-law, and daughter-in-law; or an Employee's godfather or godmother; or an Employee's aunt or uncle.
- D. Employees may be required to provide the Chief of Police with reasonable verification of the decease of the near relative.
- E. All days referenced in this Article shall be calculated as calendar days.

## ARTICLE XIV

### SICK LEAVE

- A. Employees will be entitled up to a maximum of one (1) year sick time. This shall not be interpreted to limit the number of sick days and Employee may take during his/her career.
- B. One half of a working day shall be the smallest unit to be considered in computing sick leave used.
- C. Sick leave in excess of three consecutive days must be justified by a certificate from a physician relating to the Employee's illness.
- D. An Employee on sick leave must be at their residence or place of confinement during the time of their regularly scheduled shift. If the Employee must leave during this time, he/she must call-in when leaving his/her residence and must call-in upon returning. All or any portion of the time not accounted for by the Employees will result in a loss of salary for that period. This paragraph will not apply to an Employee who is on an extended disability, injury, illness, or hospitalization.
- E. If an Employee is absent from work for reasons that entitle the Employee to sick leave, the Chief of Police or his/her designee shall be notified as early as possible, but no later than one half hour prior to the start of the scheduled work shift from which the Employee is absent, except in the event of unforeseen circumstances which prevent the Employee or individual on his/her behalf from calling in such absences. Failure to so notify the Chief of Police or his/her designee may cause for denial of sick leave pay for that absence(s).

## ARTICLE XV

### INSURANCE POLICIES

- A. Hospital / Medical Insurance: The Borough agrees to pay for the cost of insurance for all Employees and their dependents who are a party to this Agreement. The Borough agrees to pay the cost of insurance for all Retired Employees and their dependents who are party to this agreement who had twenty-five (25) years or more of service as Borough Employees. A credit of up to two and one-half (2.5) years of services in the PFRS will be applied to Employees who qualified for a Special Retirement as defined by the PFRS, and who had twenty-two and one-half (22.5) or more years of service as Borough Employees; as provided under Chapter III, P.L. 1973 (N.J.S.A. 52:14-17.38) and under N.J.S.A. 52:14-17.25 et seq., commonly known as the New Jersey State Health Benefits Program Act.
- B. Health Insurance contributions shall be made in accordance with Chapter 78, P.L. 2011.
- C. Dental Plan: The Borough shall provide a basic dental plan, based on the UCR concept, for Employees and their dependents, at no cost to the Employee. The maximum amount payable by the carrier for an eligible patient in any calendar year is two-thousand dollars (\$2,000.00) for basic and prosthodontic benefits. In addition, orthodontic benefits are subject to a two-thousand-dollar (\$2,000.00) maximum per case. The plan includes the following coverage:
  - 1. Preventive and Diagnostic - 100%
  - 2. Remaining Basic Services - 70/30
  - 3. Sealant Benefit Rider - 100%
  - 4. Prosthodontic Benefits - 50/50
  - 5. Orthodontic Benefits - 50/50
- D. Term Life Insurance: The Borough held term life insurance policy is for ten thousand dollars (\$10,000) per Employee.
- E. Long Term Disability: Insurance costs for long term disability insurance will be paid in full by the Borough.
- F. The Borough reserves the right to present alternate hospitalization and insurance protocols to the Association during the terms of the contract.

## ARTICLE XVI

### DEATH BENEFITS

In the event an Employee is killed during the performance of his/her duties as a police officer, the Borough will pay to the heirs or estate of said Employee a sum of money equivalent to the Employee's base salary during the year that the Employee is killed in the line of duty. This benefit shall be an addition to any and all benefits paid to the family of said Employee as a result of Worker's Compensation benefits and any other benefits paid to the survivors of said Employee.



## ARTICLE XVII

### MISCELLANEOUS PROVISIONS

- A. Funds shall be provided annually by the Borough for training of the Employees of the Middlesex Police Department.
- B. Those individuals receiving reimbursement for use of personal vehicles while conducting Borough business on a per-mile basis shall be compensated at the rate of \$.35 per mile.
- C. The Borough agrees to pay the cost of eyeglasses or contact lenses every two years, for Employees only, not to exceed one-hundred seventy-five dollars (\$175.00), and subject to any other conditions set forth herein.
- D. A paid terminal leave shall be granted to Employees hired on or before December 31, 1984, six (6) months prior to a Type 4 Service Retirement or Special Retirement as defined by the PFRS. A paid terminal leave shall be granted to Employees hired after December 31, 1984, three (3) months prior to a Type 4 Service Retirement or Special Retirement as defined by the PFRS. No terminal leave shall be granted for a disability retirement or for voluntary resignation.
- E. All vacation days, floating holidays, and other days off, except those specified in this Agreement, shall be based on an eight-hour workday. Employees who work a schedule which involves a regular workday in excess of eight hours, shall have these days converted to hours.

ARTICLE XVIII

RETENTION OF BENEFITS

Any and all other benefits granted prior to this Agreement, not specifically set forth herein, will remain in full force and effect.

ARTICLE XIX

SEPARABILITY CLAUSE

If any section, subsection, subdivision, clause, or provision of the written contract Agreement shall be a judged invalid, such adjudications shall apply only to the section, subsection, subdivision, clause, or provision so adjudged, and the remainder of the written contract shall be deemed valid and effective.

## ARTICLE XX

### FULLY BARGAINED AGREEMENT

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargain able issues which were or could have been the subject in negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both parties at the time the negotiators signed this Agreement.

ARTICLE XXI

TERM AND RENEWAL

This Agreement shall have a term of January 1, 2018 through December 31, 2020. If the parties have not executed a successor Agreement by December 31, 2020, then this Agreement shall continue in full force and effect until a successor Agreement is executed.

Negotiations for a successor Agreement shall be in accordance with the rules of the Public Employment Relations Commission.

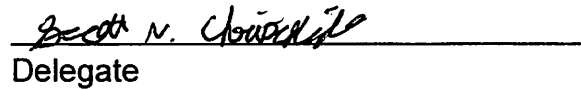
ATTEST:


  
\_\_\_\_\_  
Mayor

  
\_\_\_\_\_  
Borough Clerk

PBA Local 181:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Delegate

  
\_\_\_\_\_

  
\_\_\_\_\_

SCHEDULE A

BASE SALARY - OFFICERS HIRED PRIOR TO 01/01/2018

RANK	2018	2019	2020
CAPTAIN	\$137,459	\$142,513	\$148,105
LIEUTENANT	\$127,276	\$131,348	\$135,876
SERGEANT	\$117,849	\$121,058	\$124,657
CORPORAL	\$110,395	\$112,879	\$115,701
CLASS A PATROL OFFICER	\$109,119	\$111,574	\$114,364
CLASS B PATROL OFFICER	\$99,878	\$102,125	\$104,678
CLASS C PATROL OFFICER	\$90,637	\$92,677	\$94,994
CLASS D PATROL OFFICER	\$81,396	\$83,431	\$85,517
CLASS E PATROL OFFICER	\$72,155	\$73,778	\$75,623
CLASS F PATROL OFFICER	\$62,914	\$64,330	\$65,938
PROBATIONARY OFFICER	\$53,675	\$54,883	\$56,255
ACADEMY	\$45,267	\$46,286	\$47,443

SCHEDULE A-I

BASE SALARY- OFFICERS HIRED AFTER 01/01/2018

RANK	2018	2019	2020
CAPTAIN	\$137,459	\$142,513	\$148,105
LIEUTENANT	\$127,276	\$131,348	\$135,876
SERGEANT	\$117,849	\$121,058	\$124,657
CORPORAL	\$110,395	\$112,879	\$115,701
CLASS A PATROL OFFICER	\$109,119	\$111,574	\$114,364
CLASS B PATROL OFFICER	\$99,878	\$102,125	\$104,678
CLASS C PATROL OFFICER	\$90,637	\$92,677	\$94,994
CLASS D PATROL OFFICER	\$81,396	\$83,431	\$85,517
CLASS E PATROL OFFICER	\$72,155	\$73,778	\$75,623
CLASS F PATROL OFFICER	\$62,914	\$64,330	\$65,938
PROBATIONARY OFFICER	\$49,000	\$49,000	\$49,000
ACADEMY	\$45,267	\$46,286	\$47,443