

AGREEMENT
TOWNSHIP OF GREENWICH
AND
NEW JERSEY STATE POLICEMEN'S
BENEVOLENT ASSOCIATION, LOCAL NO. 122

As of January 1, 1995
Through
December 31, 1997
Inclusive

TABLE OF CONTENTS

| ARTICLE | TITLE | PAGE |
|---------|--------------------------------------|------|
| I. | Recognition of Union | 1 |
| II. | Management Rights | 3 |
| III. | Non Discrimination | 4 |
| IV. | Work Operations | 5 |
| V. | Probationary Period; Wages | 6 |
| VI. | Health Insurance Benefits | 9 |
| VII. | Excused Absences | 13 |
| VIII. | Holiday and Personal Leave | 14 |
| IX. | Vacation | 16 |
| X. | Sick Leave | 18 |
| XI. | Clothing Maintenance | 21 |
| XII. | Overtime Pay | 22 |
| XIII. | Grievance Procedure | 24 |
| XIV. | Reimbursement of Mileage | 27 |
| XV. | Duration | 28 |
| XVI. | Modification Clause | 29 |
| XVII. | Savings Clause | 30 |
| | Employee Compensation Schedule | 31 |
| | Witness Signature Page | 32 |

AGREEMENT

THIS COLLECTIVE BARGAINING AGREEMENT made and entered into by and between the TOWNSHIP OF GREENWICH, in the County of Gloucester and State of New Jersey, Hereinafter referred to as "Employer" and the NEW JERSEY POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL NO. 122, hereinafter referred to as "PBA", is entered in to this *2nd* day of *March*, 1995, and is designed to promote the harmonious working relationship between the Employer and the PBA in order that more efficient and more progressive public service be rendered to the citizens of the Township of Greenwich.

WITNESSETH:

WHEREAS, as a result of collective bargaining, an agreement intending to promote and improve the working relationship between the parties and concerning benefits, wages, hours of work and working conditions of employment has been negotiated; NOW, THEREFORE, be it agreed as follows:

ARTICLE I

RECOGNITION OF THE UNION AND WORK POSITIONS

1. The Employer recognizes the PBA as the sole and exclusive collective bargaining agent for all employees of the bargaining unit.

2. The Township of Greenwich hereby recognizes the New Jersey State Policemen's Benevolent Association, Local No. 122, as the sole and lawful bargaining agent for the officers of the Township of Greenwich Police Department. As per the provisions of the New Jersey Employer - Employee Relations Act of 1968, the following Agreement is effective as to all employees in the bargaining unit.

3. This Agreement shall be binding upon the successors and assignees of the parties and no provision, term, or obligation herein shall be affected, modified, altered or changes in any respect by any change in the status of management of either party.

4. The bargaining unit is comprised of: Lieutenants, Sergeants, Detectives, and Patrolmen (classes 1 to 5 inclusive). The positions of Chief and Deputy Chief shall be deemed to be management positions, and not includable in this Agreement. Dispatchers are not part of the bargaining unit.

ARTICLE II

DESIGNATED MANAGEMENT RIGHTS

It is recognized that the management of the Division of Police in the Department of Public Safety, the control of properties and maintenance of order and efficiency, is solely the responsibility of the Township. Accordingly, the Township retains the rights, including but not limited, to hire, suspend, or discharge for just cause, assign, promote, or transfer, to determine the amount of overtime to be worked, to relieve employees from duty because of lack of work or for other legitimate reasons, decide the number and location of its facilities and stations, to determine the work to be performed within the unit, maintenance and repair, amount of supervision if necessary, machinery and equipment, methods, schedules of work, together with the selection, procurement, designing, engineering, and the control of equipment and materials, purchases, services of others, contract or otherwise, except as they may be otherwise specifically limited in this Agreement and to make reasonable and binding rules which shall not be inconsistent with this Agreement.

ARTICLE III

NON-DISCRIMINATION

There shall be no discrimination, interference, or coercion by the Employer or any agents against the PBA or any of its members. Neither the Association or the Employer shall discriminate against any employee because of race, color, creed, age, sex or national origin.

ARTICLE IV

MAINTENANCE OF WORK OPERATIONS

The parties agree that there shall be no lock-outs, strikes, work stoppages, sick outs, or slow downs during the life of this Agreement. No officer or representative of the PBA shall authorize, instigate, or condone any such activity, nor shall any employee participate in any such activity. It is understood that violations of the provisions of the Article may subject any employee participating in or condoning such activity to disciplinary action by the Township. Such disciplinary action may include termination of employment, or any other appropriate form of lesser discipline.

The parties recognize that under New Jersey Law public employees do not have the right to strike.

The Employer shall not be required to discuss, negotiate, or hear or rule on any problem or grievance related to any strike or other work stoppage or slow down until such time as such prohibited acts are discontinued.

ARTICLE V

PROBATIONARY PERIOD; WAGES

1. During the first one year of employment, an employee is considered a probationary employee and the Employer may terminate his employment without challenge by either the Employee or the Union and without resort to the grievance procedure or any other hearing procedure. This provision shall not affect his/her eligibility for benefits.

2. A fifth class patrolman is defined as one who has been employed up to and including twelve (12) months.

3. A fourth class patrolman is defined as one beginning his thirteenth (13th) month of employment with the Employer up to and including the twenty-fourth (24th) month of employment.

4. A third class patrolman is defined as one beginning his twenty-fifth (25th) month of employment up to and including his thirty-sixth (36th) month of employment.

5. A second class patrolman is defined as one beginning his thirty-seventh (37th) month of employment up to and including his forty-eighth (48th) month of employment.

6. A first class patrolman is defined as that patrolman who has completed forty-eight (48) months of employment with the Employer or who was hired and given the rank of patrolman first class at the time of his employment.

7. The salary of all patrolmen, sergeants, detectives and lieutenants shall be set forth in SCHEDULE C attached hereto, for the years 1995, 1996 and 1997.

8. With regard to the salaries set forth in Schedule C, it is recognized that this Agreement, effective known as "fifth class patrolmen". Accordingly, the definitional employment period for each of the patrolmen is increased by another year. As a result, a patrolman who is currently third class, with an expectation of moving to second class, would, under this Agreement, remain in third class for an additional year. Such is not the intention of the parties. Therefore, any patrolman currently in third or second class, as defined in the Agreement in effect prior to the effective date of this Agreement, shall enjoy the salary benefits that he would have earned had this new step not been introduced in this Agreement. In other words, a third class patrolman who would have become a second class patrolman, for example, in January, 1993, but who will now remain a third class patrolman as the result of the introduction of this new step, will nevertheless enjoy the benefits of a second class patrolman starting in January, 1993.

9. Members of the bargaining unit shall receive, in addition to the base salary, a longevity compensation upon the completion of full years of service with the Township of Greenwich Police Department as of January first of each year as set forth below:

(calculated on base salary)

1995 - 1997

- a. After 5 years 2.0%
- b. After 10 years3.0%
- c. After 15 years3.75%
- d. After 20 years4.75%

10. As of January 1, 1995, those members of the bargaining unit who have completed twenty (20) years of service, in accordance with paragraph 9 of this article for purposes of longevity compensation, will have their longevity compensation incorporated into, and it shall become part of, their base salary.

11. There shall be no credit for time spent as a dispatcher regarding the calculation of years of service for longevity purposes for any employee hired after October 1, 1989.

12. When a non-ranking officer is in charge of a shift for more than thirty consecutive calendar days, that officer will be compensated at Sergeant's salary while serving in that position. Compensation will begin following the initial thirty day period and not be retroactive for the initial thirty days.

ARTICLE VI

HEALTH AND INSURANCE BENEFITS

1. The Employer shall continue to maintain and provide the equivalent of all insurance now in effect, to wit: Blue Cross with Rider J, Blue Shield U.C.R. Program, Major Medical, all of which are the family plan. In addition, the Township will pay all medical bills for injuries or illnesses sustained in the line of duty.

2. The Township shall continue to maintain and provide the same level of benefits as those carried under the previous plan described in paragraph 1 of this Article, with the only exception being, that the prescription plan offered with the new carrier, Insurance Design Administrators, shall be provided for all employees and their families. The costs of the prescription plan shall be paid by the Township.

3. Any police officer who retires from the Greenwich Township Police Department in good standing shall be entitled to receive fully paid family plan health insurance benefits as set forth above until he becomes deceased. This is conditioned only upon the retired police officer having twenty (20) years of service with the Township and not receiving this benefit from any other source. Should the employee receive the benefit through any other source and then lose this benefit, he would be entitled to receive this coverage through the Township of Greenwich.

4. The Township will pay for each employee and spouse to receive an eye examination and prescription glasses each year. The cost of the glasses are not to exceed \$150.00 total per family. The cost of the examination is not to exceed \$50.00.

5. If an officer is killed in the line of duty, his widow and children shall receive all medical and dental benefits to which he would have been entitled at the time of his death. The benefits for the widow shall continue until such time as the widow remarries. The benefits shall continue for the children until such time as they become emancipated.

6. The members of the bargaining unit shall receive the New Jersey Dental Service Plan, NJPBA - sponsored plan designed as Program I and orthodontic rider. Those members of the bargaining unit not married shall be enrolled as single members. Those members of the bargaining unit that are married but have no children shall be enrolled as two (2) parties, and those members of the bargaining unit who are married and have children shall be enrolled as family members. Should any member of the bargaining unit become married, have children, become divorced, the Employer must be notified immediately so that his enrollment in the dental service plan can be modified to ensure that the member is appropriately protected and at the same time the Township is not paying for unnecessary coverage.

It is the intent of this Agreement that even if a member of the bargaining unit become a widower or divorced, that his children shall continue to be covered by the plan in effect.

7. The Township shall pay for all health insurance for the widow of an employee who has completed ten (10) years of employment with the Township.

8. The Township shall pay for all health insurance for the employee and his family if the employee becomes disabled after ten (10) years of employment with the Township.

9. The Township shall pay the cost of and maintain a life insurance policy that will pay the beneficiary of the employee ten thousand dollars (\$10,000.00). This policy shall remain in effect until the last day of the insurance month in which that employee leaved the job or retires.

10. The Township shall provide each employee with weekly income insurance. The Township shall be the beneficiary of the weekly income insurance as long as they are paying the employee's salary. When the employee's sick leave is used up and the Township stops paying his salary, the weekly insurance shall be paid to that employee.

11. All members of the bargaining unit who are under forty-five (45) years of age shall undergo a complete physical examination at the Riverfront Medical Center, at the expense of the Township, at least every three years, from the date of hiring of each employee until the age of forty-five

while employed by the Township. All members of the bargaining unit who are forty-six (46) years of age or older shall undergo a complete physical examination at the Riverfront Medical Center, at the expense of the Township, at least once a year, after the employee has reached the age of forty-six (46) until termination of the employment. The physical examination for employees, as provided herein, shall be scheduled with the Riverfront Medical Center by the Township. The parties agree to define complete physical examination to be given to employees.

ARTICLE VII
EXCUSED ABSENCES

1. All members of the PBA shall be granted special leave, with pay, because of death in the family. Such leave shall start when requested to ensure time off to attend the funeral. Time off shall be set forth below:

- a. Death of a spouse, son or daughter...5 days leave
- b. Death of a mother, father, brother,
sister or grandchild3 days leave
- c. Death of mother-in-law, father-in-
law, brother-in-law, sister-in-law,
grandparents of employee and spouse,
uncle, aunt, cousin, niece or nephew
of employee1 day leave

ARTICLE VIII

HOLIDAY AND PERSONAL LEAVE

1. All members of the bargaining unit shall be entitled to compensation for the following holidays:

- a. New Years Day
- b. Washington's Birthday
- c. Good Friday
- d. Memorial Day
- e. Independence Day
- f. Labor Day
- g. Veteran's Day
- h. General Election Day
- i. Thanksgiving Day
- j. Christmas Day
- k. Birthday of the employee
- l. Martin Luther King Day

Each member of the bargaining unit shall be entitled to compensation for a holiday at the rate of eight (8) hours straight time. The twelve above holidays shall be incorporated in the employee's annual salary commencing January 1, 1986, (8 hours x 12 = 96 hours added to annual salary).

2. In the event that a member of the bargaining unit is required to work on any day set forth in section 1, the rate of compensation shall be computed at straight time times (x) one-half (1/2) the total number of hours worked on that day.

3. Distribution of all holiday pay shall be made within the pay period that the holiday is worked.

4. Each member of the bargaining unit shall be entitled to three (3) personal days leave annually. Each member will be permitted to take personal days upon request with the exception of holidays. The employee must give at least twenty-four (24) hours notice to the employer.

5. Employer shall give a personal day to each employee who goes six consecutive months with no lost time due to illness or injury. The day shall be used during the six month period immediately following the day it is given.

ARTICLE IX

VACATIONS

1. Members of the bargaining unit excluding detectives shall receive an annual vacation in accordance with their years of service with the Township as set forth in Schedule A:

SCHEDULE A

VACATIONS

- a. After fifty (50) weeks of service: 48 hours/4 days
- b. After two (2) years of service: 84 hours/7 days
- c. After five (5) years of service: 132 hours/11 days
- d. After ten (10) years of service: 168 hours/14 days
- e. After fifteen (15) years of service: 192 hours/16 days
- f. After twenty (20) years of service: 216 hours/18 days

2. The vacation schedule shall be approved by the Chief of Police or his designee so as not to interfere with the operation of the Department. The vacation of each member of the bargaining unit shall be approved in accordance with the current practice of the Department and shall consider the seniority of the member of the bargaining unit.

3. Unit members shall retain the right to submit vacation requests on a daily basis subject to the limitation that no more than one member be on vacation for each calendar day of the year. The first pick shall be prime vacation. The prime pick shall not exceed the number of working days the employee is scheduled to work in that week. In regard to all

other vacation days, unit members shall have the option to submit vacation requests in increments of one (1) day or more provided that such scheduling shall not cause the Township to incur overtime to cover the days of the vacationing employee and provided such request is made at least twenty-four (24) hours in advance. One day equals the total number of hours scheduled to work in a daily shift.

4. In the event of a return to an eight hour day of patrol personnel, vacation Schedule A shall terminate and be replaced by vacation Schedule B upon commencement of the eight (8) hour day schedule.

5. Detectives shall receive an annual vacation in accordance with their years of service as set forth in Schedule B:

SCHEDULE B

- a. After fifty (50) weeks of service: One (1) week vacation.
- b. After two (2) years of service: Two (2) weeks of vacation.
- c. After five (5) years of service: three (3) weeks of vacation.
- d. After ten (10) years of service: four (4) weeks of vacation.
- e. After fifteen (15) years of service: four (4) weeks of vacation and two (2) days of vacation.
- f. After twenty (20) years of service: five (5) weeks of

vacation and one (1) day of vacation.

Note: One (1) week = forty (40) hours,

One (1) day = eight (8) hours, under Schedule B.

ARTICLE X

SICK LEAVE

1. Any member of the Greenwich Township Police Department bargaining unit as of January 1, 1980, shall be entitled to the following sick leave for non-job related sickness and injury, based upon his years of service as a police officer:

- a. Six (6) months to Five (5) years: Eight (8) months
- b. Five (5) years to Ten (10) years: Nine (9) months
- c. Ten (10) years to Fifteen (15) years: Ten (10) months
- d. Fifteen (15) years to Twenty (20) years: Twelve (12) months

2. Any police officer who becomes a member of the Greenwich Township Police Department after January 1, 1980, shall receive sick leave of one and one-quarter (1 1/4) days per month of employment starting with the date of hire and shall be carried over on an unlimited basis. No sick leave shall be used by an employee while that employee is in his or her probationary period.

3. The Employer has the right to reasonably request a medical examination by a doctor of its choosing or to ask the employee for verification of his or her injury or illness

through the submission of a medical report or letter.

4. For all injuries or illnesses incurred in the line of duty, the member of the bargaining unit shall receive up to twelve (12) full months of sick leave with pay.

5. All time used as sick leave shall be compensated as time actually worked within the eighty-four (84) hour work period, with the exception as follows:

It is understood and agreed that employees who are absent for more than fourteen (14) consecutive days shall not accrue compensatory time for that entire absence.

6. After the first day off for illness, the Chief of Police or designee shall go to the overtime schedule and call the employee with the least amount of hours worked for overtime. If that employee turns down the overtime, the Chief will go down the list and call all available persons and, if no one wants that shift overtime, then the first person called shall be called again and he/she shall work the shift for overtime.

7. Any member of the bargaining unit who retires from the Township in good standing shall be entitled to compensation for any unused sick leave that the employee has accrued during the employee's years of service with the Township. Said compensation shall be calculated pursuant to paragraph 10 below.

8. For each employee hired prior to January 1, 1980, a separate sick leave account will be established and maintained.

This account will be maintained separate and apart from the employee's sick leave benefit as set forth in paragraph 1 of this Article X. By establishing the employee's accrued sick leave account, it is not the intent to reduce any sick leave benefits the employee currently enjoys.

9. The account will be derived by reviewing each employee's past work records from date of hire to the present with regards to the actual sick days used by each employee during their years of service with the Township. The calculation will be done for each employee, utilizing the past records, as it was done by the current practice for those employees hired after January 1, 1980. The account will be kept current and maintained hereafter, until such employee retires.

10. The compensation will be determined by using the employee's daily rate of compensation, at the time of his retirement, multiplied by the number of unused sick days accrued by the employee, which will determine the value of the unused sick leave accrued by the employee. The Township will pay the employee 35% of the value of the unused sick leave, upon retirement.

11. The Township shall make this payment to the retired employee during the month of January of the year following that employee's retirement.

ARTICLE XI

CLOTHING MAINTENANCE

1. The employer will pay for all new uniforms and related police equipment as needed.

2. The maintenance and cleaning of uniforms and related equipment will be fully paid by the Township as is present policy.

3. In regard to non-uniform members of the unit, detectives shall receive a clothing allowance of \$950.00. Detectives are to receive the costs of one pair of shoes per year. The costs not to exceed the cost of shoes provided for patrol officers. Detectives shall receive annually as reimbursement for cleaning an amount equal to the average cost of uniform cleaning paid by the township the previous year for uniformed officers. The Township shall make this disbursement in the month of January.

ARTICLE XII

OVERTIME PAY

1. Each member of the bargaining unit, excluding detectives, shall be compensated as on eighty-four (84) hour work period. The work period shall consist of two (2) consecutive calendar weeks. Eighty (80) hours shall be paid in straight time and four (4) hours shall be taken in compensatory time. For the initial eighty-four (84) work period, each member shall be entitled to compensation in the form of pay or compensatory time for all time actually worked in furtherance of his/her police duties, as above. When the employee is required to work more than the eighty-four (84) hours in any one (1) work period, he/she shall be entitled to pay at the rate of one and one-half (1 1/2) times his/her regular hourly rate.

2. Overtime shall be required. In so far as practical, the Employer shall attempt to distribute overtime equitable. An overtime list shall be maintained by the Employer and such list shall be posted and kept current on a weekly basis.

3. Compensatory time is defined as entitlement to time off equal to the number of hours earned provided the scheduling of such compensatory time would not cause the Township to incur the payment of overtime. Compensatory time accrued within a six (6) week period, shall be taken within that six (6) week period when scheduling permits without the Township incurring

overtime costs. Any member of the bargaining unit may credit accrued compensatory time to sick leave in lieu of taking days off, not to exceed four (4) sick days a year.

4. When a member with the title of detective exceeds forty (40) hours in any one (1) calendar work week consisting of seven (7) days, he/she shall receive compensatory time for the first eight (8) hours in excess of forty (40) hours. When a detective exceeds forty-eight (48) hours in any such calendar week, he/she shall be paid one and one-half (1 1/2) times his/her regular hourly rate for all hours exceeding forty-eight hours.

5. A detective shall be paid one and one-half (1 1/2) times his/her hourly rate for all hours worked on a holiday.

6. A detective on call on Saturday and/or Sunday shall receive compensation of two hours straight pay per day for each day of the weekend he/she is on call. If the detective on call is actually required to work on the Saturday and/or Sunday, he/she shall be entitled to receive two (2) hours straight pay given by this Article for the day or days he/she is required to work.

7. A detective temporarily assigned to patrol duty shall be paid his/her detective's salary. All other rights and privileges of such detective temporarily assigned to patrol duty shall be the same as an officer within the patrol division.

ARTICLE XIII

GRIEVANCE PROCEDURE

1. The term "Grievance" as used in this article shall mean a complaint by a member of the bargaining unit against the Employer alleging a failure to comply with any of the provisions of this Agreement and/or concerning the meaning or application of any of the terms of this Agreement or any right which that employee may have under the laws of the State of New Jersey or the United States. The following grievance procedure constitutes the sole and exclusive method for resolving grievances between the parties and shall be followed in its entirety unless any step is waived by the mutual consent of the parties:

Step one. The aggrieved employee or his representative shall institute a grievance under the provisions of this Article, in writing, within 10 days of the occurrence of the alleged grievance. A genuine and sincere effort shall be made to settle the dispute between the PBA and the Chief of Police. Failure to file the grievance within 10 days of its occurrence shall be deemed an abandonment of the grievance. The PBA representative shall meet with the Chief of Police and discuss the grievance with him/her, informally. The Chief shall render his written decision within five days after the discussion of the grievance with the PBA representative. Failure to render a written decision within five days shall permit the PBA to automatically move to step 2. For purposes of computation,

the 5 days mentioned herein shall not include Saturday, Sunday or holidays.

Step two. In the event that the grievance has not been resolved at Step one, the aggrieved party shall, in writing and signed, file a grievance with the Director of Public Safety within five calendar days following the conclusion of Step one.

The PBA representative and the Director of Public safety shall meet and discuss the grievance. The director of Public Safety shall render a written decision within 5 calendar days from the receipt of the grievance. If no written decision is rendered, the grievance is deemed to be denied and the grievance may automatically progress to Step three.

Step three. In the event that the grievance has not been resolved at Step two, the PBA shall, in writing and signed, file the grievance with the Township Committee. The Township Committee and the PBA shall meet to discuss the grievance within 15 days of the filing of said grievance. If the meeting does not take place within 15 days or if written decision is not forthcoming within 5 days of the meeting, the grievance is deemed to be denied and it may progress to Step four.

Step four. 1. In the event that the grievance has not been resolved in any of the steps set forth above, the matter may be referred to arbitration. The party demanding arbitration shall serve written notice of its intention to arbitrate on the other party within ten calendar days following

the termination of Step three. The arbitration petition shall be filed with the American Arbitration Association and the hearing shall be conducted in accordance with the rules and regulations of that agency. The cost of the arbitrator shall be borne equally by the parties. The decision of the arbitrator shall be final and binding upon the parties. Each party shall bear the expenses for the presentation of its case, including the pay of any witness who may testify and thus not be able to attend his/her scheduled work assignment.

2. The time limits set forth above may be extended by the mutual consent of the parties, in writing.

3. The PBA representative shall have the right to be present at all steps of the grievance procedure. In the event that his/her presence thereat is during his/her scheduled working hours, he/she shall suffer no loss of pay.

ARTICLE XIV

REIMBURSEMENT OF MILEAGE EXPENSES

Any member of the bargaining unit who uses his/her own vehicle in the course of his/her duties or as transportation to any police function authorized by the Chief of Police shall be entitled to reimbursement for his/her mileage at the rate authorized by the Internal Revenue Service for the current fiscal year.

ARTICLE XV

DURATION

The Agreement shall be effective as of January 1, 1995, and remain in full force and effect until December 31, 1997. If either party wishes to renegotiate any provision of this Agreement they must serve written notice upon the other party of its intent to renegotiate no later than September 1 of that year. Failure to so notify the other party shall automatically continue the terms and provisions of this Agreement for the following year.

ARTICLE XVI

MODIFICATION OF AGREEMENT

1. This document constitutes the full and complete Agreement between the parties. The parties acknowledge that they have had the opportunity to present and discuss the proposal on any subject which is the proper subject of collective negotiation. No term or condition of the Agreement may be modified unless in writing and signed by both parties.

2. Except as modified by this Agreement, all rights, privileges, or benefits which were applicable to the PBA prior to the execution of this Agreement shall be maintained at not less than the existing standard in effect before this Agreement. These rights and privileges shall remain in full force and effect during the term of the Agreement.

ARTICLE XVII

SAVINGS CLAUSE

It is understood and agreed that if any part of this Agreement is in conflict with the law, such part shall be suspended and the remaining Agreement shall remain in full force and effect.

SCHEDULE C

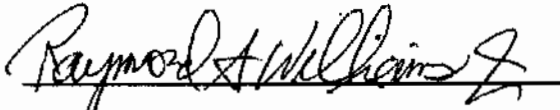
EMPLOYEE COMPENSATION

| | 1995 | 1996 | 1997 |
|---------------|------------|------------|------------|
| LIEUTENANT | : \$52,034 | : \$53,985 | : \$55,874 |
| SERGEANT | : \$50,159 | : \$52,040 | : \$53,861 |
| DETECTIVE | : \$48,864 | : \$50,696 | : \$52,470 |
| PATROLMAN 1st | : \$47,927 | : \$49,724 | : \$51,464 |
| PATROLMAN 2nd | : \$38,882 | : \$40,340 | : \$41,752 |
| PATROLMAN 3rd | : \$33,419 | : \$34,672 | : \$35,886 |
| PATROLMAN 4th | : \$28,521 | : \$29,591 | : \$30,627 |
| PATROLMAN 5th | : \$25,938 | : \$26,911 | : \$27,853 |

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 6TH day of MARCH, 1995.

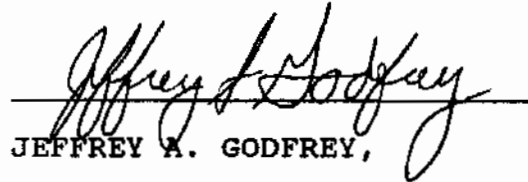
For the Employer-The Township
of Greenwich

For the P.B.A. Local #122



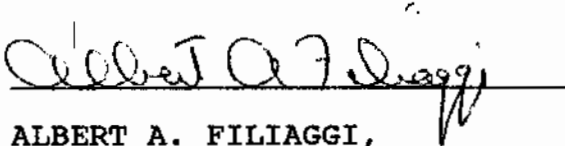
RAYMOND A. WILLIAMS,

MAYOR



JEFFREY A. GODFREY,

PATROLMAN



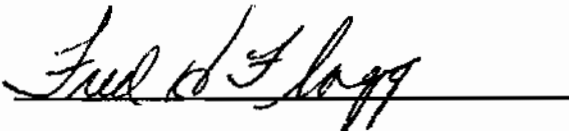
ALBERT A. FILIAGGI,

COUNCILMAN



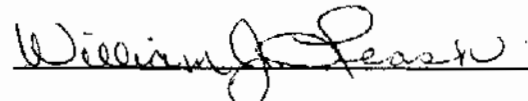
WILLIAM L. MCGILL,

SERGEANT



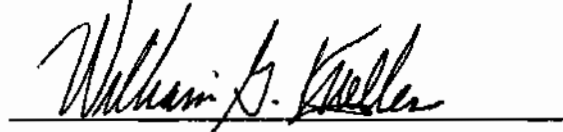
FRED FLAGG,

COUNCILMAN



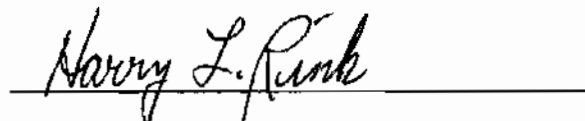
WILLIAM LEASH,

PATROLMAN



WILLIAM G. KNELLER,

COUNCILMAN



HARRY L. RINK,

COUNCILMAN

RECEIVED

OCT 25 1995

GREENWICH TOWNSHIP
MUNICIPAL CLERK

ADDENDUM TO 1995-1997 CONTRACT

ARTICLE I

RECOGNITION OF THE UNION AND WORK POSITIONS

- 1.
- 2.
- 3.
- 4.

5. THE EMPLOYER AGREES TO ALLOW ANY MEMBER OF THE BARGAINING UNIT THAT BECOMES ANY ELECTED OFFICER OF P.B.A. LOCAL #122 OR THE N.J. STATE P.B.A. TIME OFF, WHEN ON DUTY, TO ATTEND AND TO PRESIDE OVER THE MONTHLY MEETINGS OF THE STATE P.B.A. AND LOCAL #122. IT IS UNDERSTOOD THAT THE TIME OFF GIVEN TO THE MEMBER OF THE BARGAINING UNIT IS WITH PAY AND WITHOUT PENALTY AND THAT HE OR SHE WILL BE AWAY FROM HIS OR HER ASSIGNED DUTIES ONLY FOR THE DURATION OF THE MEETING WITH ALLOWANCE FOR REASONABLE TRAVEL TIME TO AND FROM THE MEETING VARYING WITH ITS LOCATION. IT IS FURTHER AGREED TO AND UNDERSTOOD THAT IF THE BARGAINING UNIT MEMBER'S SHIFT IS SHORT HANDED WITH ONLY ONE REMAINING OFFICER TO PATROL THE TOWNSHIP, THE CHIEF OF POLICE WILL AUTHORIZE OVERTIME FOR A SECOND OFFICER TO BE CALLED IN TO SUPPLEMENT THE SHORT HANDED SHIFT.

Raymond A. Williams

RAYMOND A. WILLIAMS DATE 10-24-95
MAYOR/PUBLIC SAFETY DIRECTOR

Joseph M. Giordano Jr.

JOSEPH M. GIORDANO JR. DATE 10/23/95
PRESIDENT P.B.A. LOCAL #122

Joseph M. Giordano Sr.

JOSEPH M. GIORDANO SR. DATE 10/26/95
CHIEF OF POLICE

Jeffery A. Godfrey

JEFFERY A. GODFREY DATE 10/23/95
PRESIDENT G.T.P.A.