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JOSEPH E. SCHULER
Chief of Police

TOWNSHIP OF EAST HANOVER
POLICE DEPARTMENT

411 RIDGEDALE AVENUE
EAST HANOVER, N. J. 07936

TELEPHONE
887-0432

THIS DOES NOT CIRCULATE

EAST HANOVER TOWNSHIP POLICE DEPARTMENT

COMPENSATION AND INCENTIVE PROGRAM

1976 - 1977

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RUTGERS UNIVERSITY

Final Draft

Approved and adopted by the Police Department, Township of East Hanover

Joseph E. Schuler, Chief of Police

Approved and adopted by the Governing Body of the Township of East Hanover (consisting of 12 Sections)

Effective January 1st, 1976

Fredrick W. Knox, Jr., Mayor

Vincent Leo, Deputy Mayor

George Tomko, Committeeman

John J. Palmieri, Committeeman

Adolph Dick, Committeeman

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POLICE COMPENSATION AND INCENTIVE PROGRAM

1976 - 1977

For the purpose of this plan in its entirety, completed years of service is to mean:

1. Personnel appointed full-time permanent members of the Police Department up to and including the first day of July of the calendar year appointed will be considered to have been full-time members retroactive to the first day of January of that year but is not including any time served in a probationary or recruit status.

2. Personnel appointed full-time permanent members of the Police Department after the first day of July or the calendar year appointed will be considered full-time personnel commencing the first day of January of the following year.

3. Each new recruit, after successfully completing a one year probationary period, shall on his anniversary date be appointed a full time permanent member of the Police Department and given designation of Grade V with all benefits assigned to that grade.

4. The status of each member with respect to vacation benefits, shall be in accordance with provisions of Section IV.

SECTION I - SALARIES

The salaries of each member of the Police Department shall be at the following rates. Such salaries shall be on an annual basis and payable bi-weekly commencing and to be effective January 1st, 1976.

		1976	1977
A.	Chief	$20,900	$22,990
B.	Deputy Chief	19,800	21,780
C.	Captain	18,700	20,570
D.	Lieutenant	17,100	19,360

	1976	1977
E. Sergeant	$16,500	$18,150
F. Patrolmen		
Grade I	15,400	16,940
Grade II	14,850	16,335
Grade III	13,750	14,500
Grade IV	13,000	13,000
Grade V	12,000	12,000
Recruit to Grade V (probationary period)	11,000	11,000
G. Dispatcher		
Grade I	10,450	11,495
Grade II	9,350	10,285
Grade III	8,250	9,075
H. Detective - Yearly (In addition to base pay)	750	750
I. Special Officers		
1. Special Officers		
Grade I	$5 per hour	$5.50 per hour
Grade II	$4.50 per hour	$5 per hour
2. School Guards	$12 per day	$13 per day
J. Secretary		
Grade 1		8,775
Grade II	7,975	7,975
Grade III	7,250	7,250
K. Civilian (Part Time)	$3.50 per hour	$3.50 per hour

SECTION II - OVERTIME PAY

All members of the Police Department working in excess of eight (8) hours within any one twenty-four hour (24) period or any time over and above the regulary planned and adopted schedule instituted by the Chief of Police shall be compensated by one and one-half the regular rate for all such time worked.

SECTION III - HOLIDAYS

Each member of the Police Department will receive twelve (12) paid holidays per year payable in a lump sum equal to twelve times the members regular daily rate. This compensation will be paid to all members without regard to the actual number of holidays worked. It is understood and accepted by all members of the department that the present work schedule is fair and impartial and that some members will work more holidays than others in any given year. Observed Holidays are as follows:

1. New Years Day
2. Good Friday
3. Easter Sunday
4. Memorial Day
5. Independence Day
6. Labor Day
7. Veterans Day
8. Thanksgiving Day
10. Washingtons Birthday
11. Lincolns Birthday
12. Columbus Day

Holiday pay will be made in two equal installments, payable June 15th

SECTION IV - VACATIONS

A vacation period shall be provided for every full-time employee of the Police Department with full pay. The status of each member with respect to annual vacation credits shall be fixed and determined as of the 31st of December of the year immediately preceding the year in which the right of such vacation period shall become due.

The vacation period herein authorized shall commence on a Monday of each week and shall include all calendar days including Saturdays, Sundays, and Holidays. All members who on the determining date shall have had:

(1) Less than one (1) year of continuous employment in a full time capacity shall be entitled to a vacation period of the same number of days as the number of full calendar months worked, or

(2) more than one (1) year but less than five (5) years of continuous employment in a full-time capacity shall be entitled to a vacation period of fourteen (14) days, or

(3) more than five (5) years but less than ten (10) years of continuous employment in a full time capacity shall be entitled to a vacation period of twenty-one (21) days, or

(4) more than ten (10) years but less than nineteen (19) years of continuous employment in a full-time capacity shall be entitled to a vacation period of twenty-eight (28) days, or

(5) more than nineteen (19) years of continuous employment in a full-time capacity shall be entitled to a vacation period of thirty-five (35) days.

The vacation period shall consist of consecutive calendar days unless otherwise approved by the Chief of Police who shall be responsible for the preparation of the vacation schedule.

All vacation days in excess of fifteen (15) to which a member is entitled shall expire on the 31st day of December of the year immediately following the year in which such vacation days become due. In the event a member fails to, or neglects to accept these vacation days, it shall be deemed that he has waived any and all right to such days.

Upon death or termination of employment, there shall be paid to such member or to his estate forthwith, a sum equivalent to all vacation days previously earned. In any such event, vacation days earned shall be computed and determined as of the 31st day of December of the preceding year.

SECTION V - PERSONAL REASON LEAVE

All members of the Police Department shall be entitled to personal reason leave in accordance with the following:

A.	Marriage	Seven (7) Days
B.	Death in Immediate Family	Five (5) Days
C.	Funeral in Family	One (1) Day

Immediate family is to mean father, mother, father-in-law, mother-in-law, sister, brother, husband, wife, child, grandparent, or any relative living in the household with the member. The Chief of Police may grant special consideration in cases not covered by the above.

SECTION VI - UNIFORMS AND EQUIPMENT

A. All newly appointed members of the Police Department shall be supplied a complete issue of uniforms and equipment designated by the Chief of Police to be initial issue and shall be supplied at the expense of the township. This issue shall include all necessary clothing and equipment required for basic training.

B. All members of the Police Department shall receive, after one (1) complete year of service, three hundred and fifty dollars ($350) per year for replacement of worn clothing and equipment supplied under Section VI - A.

SECTION VII - EDUCATION INCENTIVE

A. All members of the Police Department, in addition to salary wages and other benefits, shall be entitled to receive in each calendar year the sum of eighteen dollars ($18) for each credit-hour accumulated and satisfactorily completed in a recognized institution of higher education leading to a degree in Police Science or Law Enforcement. All credits accumulated up to and including the current fall semester will be eligible for payment. Proper certification from the institution attended setting forth the number of credit-hours earned along with evidence of passing grades must be presented to the Chief of Police by the 31st day of January of each year to be eligible for payment.

B. All new personnel appointed full-time permanent members of the Police Department will be entitled to all benefits of this section in accordance with the following:

(1)	From appointed to the end of first year of service.	No compensation
(2)	From completion of one year of service to completion of two years.	15 Credit Hours Max.
(3)	From completion of two years of service to completion of three years.	30 Credit Hours Max.

(4)	From completion of three years of service to completion of four years.	45 Credit Hours Max.
(5)	From completion of four years of service.	All accumulated Credit Hours

C. In no way will a member's participation in this program relieve him of his obligations to his duties and to this department. All personnel will be expected to fulfill their duties, comply with all rules and regulations of the department, and to participate in and complete all in-service training programs conducted by the department. Failure to meet any and all of these obligations will result in the members suspension from participation in this program. Any member so accused will be granted a fair and impartial hearing before the Township Committee who will decide the proper course of action with respect to this program based upon testimony and factual evidence.

SECTION VIII - COURT TIME

A. All time expended in any court other than the East Hanover Municipal Court will be reimbursed by the member's straight time hourly rate.

B. All time expended in East Hanover Municipal Court will be reimbursed with compensatory time off.

SECTION IX - HEALTH AND LIFE BENEFITS

A. Health and Medical Benefits

(1) A comprehensive Blue Cross/Blue Shield program with Rider J.

(2) A comprehensive Major Medical Policy.

(3) Dental Health plan for member and his dependants with benefits at least equal to plan provided by Blue Cross/Blue Shield through NJ State PBA.

B. Life Benefits

(1) A Life Insurance policy equal to the member's annual salary.

SECTION X - WORK SCHEDULE

A fair and impartial work schedule will be maintained. The Chief of Police will be empowered to alter this schedule for the benefit of the department should the need arise, but in no way will these alterations cause an increase in working hours over the schedule in effect as of November 1, 1971.

SECTION XI - MODE OF COMPENSATION

See Section I

SECTION XII - LONGEVITY

In addition to salaries and other benefits, all members of the Police Department shall receive longevity pay equal to three per cent (3%) of the members annual base salary for each four (4) years of continuous employment to a maximum of 20 years.

Longevity pay will be payable bi-weekly in conjunction with the annual salary and subject to all pension benefits and deductions.

B U D G E T

1976 - 1977

Consists of 10% Salary Increase, 3% Longevity, 12 Paid Holidays, College (estimated).

Increase includes addition of 2 Patrolmen and 1 Dispatcher in 1976, and 1 Patrolman in 1977.

	1976	1977	
Salaries	$379,775.00	$428,465.00	
Longevity	23,380.50	29,148.90	
Holidays	17,159.58	19,373.88	
College (estimate)	12,000.00	12,000.00	
Detective Bureau Supplement	1,500.00	1,500.00	
Regular Police Over Time	7,000.00	8,000.00	
	$440,817.08	$498,987.78	
Special Police	12,700.00	14,100.00	
School Guards	13,320.00	14,430.00	
	$ 26,020.00	$ 28,530.00	
Salary & Service	466,837.08	527,517.78	
Operating Budget	83,098.00	85,000.00	(estimate)
	$549,935.08	$612,517.78	

SALARY

1976 - 1977

NAME & RANK	1976 YRS. SERV	1976 SALARY	1977 YRS. SERV	1977 SALARY
J. Schuler, Chief	25	$ 20,900	26	$ 22,900
W. Scioscia, Dep. Chief	18	19,800	19	21,780
G. Schaeffer, Capt.	21	18,700	22	20,570
J. Miller, Lt.	14	17,600	15	19,360
C. Rittweger, Lt.	16	17,600	17	19,360
A. Schweitzer, Lt.	16	17,600	17	19,360
R. Loehwing, Sgt.	7	16,500	8	18,150
R. Fortunato, Sgt.	8	16,500	9	18,150
J. Caputo, Sgt.	8	16,500	9	18,150
B. Squier, Ptl.	12	15,400	13	16,940
B. Farley, Ptl.	8	15,400	9	16,940
J. Needham, Ptl.	8	15,400	9	16,940
T. Swartz, Ptl.	8	15,400	9	16,940
R. Smith, Ptl.	7	15,400	8	16,940
M. Lombardi, Ptl.	7	15,400	8	16,940
A. Evans, Ptl.	7	15,400	8	16,940
A. Wyckoff, Ptl.	5	15,400	6	16,940
D. Shrader, Ptl.	4	15,400	5	16,940
D. Bennett, Ptl.	3	15,400	4	16,940
S. Hansen, Ptl.	3	15,400	4	16,940
New Man	1	11,000	2	12,000
New Man	1	11,000	2	12,000
New Man	-	-	1	11,000
Marion Davies, Disp	7	10,450	8	11,495
New Dispatcher	1	8,250	2	9,075
Brenda Nemeth, Secretary	1	7,975	2	8,775
TOTALS		$379,775		$423,465

LONGEVITY

(3% Per Year For Each 4 Yrs. Service)

1976 - 1977

NAME & RANK	1976 %	1976 AMOUNT	1977 %	1977 AMOUNT
J. Schuler, Chief	15	$ 3,135.00	15	$ 3,448.50
W. Scioscia, Dep. Chief	12	2,376.00	12	2,613.60
G. Schaeffer, Capt.	15	2,805.00	15	3,085.50
J. Miller, Lt.	9	1,584.00	9	1,742.40
C. Rittweger, Lt.	12	2,112.00	12	2,323.20
A. Schweitzer, Lt.	12	2,112.00	12	2,323.20
R. Loehwing, Sgt.	3	495.00	6	1,089.00
R. Fortunato, Sgt.	6	990.00	6	1,089.00
J. Caputo, Sgt.	6	990.00	6	1,089.00
B. Squier, Ptl.	9	1,386.00	9	1,524.60
B. Farely, Ptl.	6	924.00	6	1,016.40
J. Needham, Ptl.	6	924.00	6	1,016.40
T. Swartz, Ptl.	6	924.00	6	1,016.40
R. Smith, Ptl.	3	462.00	6	1,016.40
M. Lombardi, Ptl.	3	462.00	6	1,016.40
A. Evans, Ptl.	3	462.00	6	1,016.40
A. Wyckoff, Ptl.	3	462.00	3	508.20
D. Shrader, Ptl.	3	462.00	3	508.20
D. Bennett, Ptl.	-	-	3	508.20
S. Hansen, Ptl.	-	-	3	508.20
Marion Davies, Dispatcher	3	313.50	6	689.70
TOTAL		$23,380.50		$29,148.90

HOLIDAY PAY

(12 Per Year)

1976 - 1977

NAME	1976 AMOUNT	1977 AMOUNT
J. Schuler	$ 964.50	$ 1,061.04
W. Scioscia	913.80	1,005.24
G. Schaeffer	863.04	949.44
J. Miller	812.28	893.52
C. Rittweger	812.28	893.52
A. Schweitzer	812.28	893.52
R. Loehwing	761.52	837.72
R. Fortunato	761.52	837.72
J. Caputo	761.52	837.72
B. Squier	710.76	781.80
B. Farley	710.76	781.80
J. Needham	710.76	781.80
T. Swartz	710.76	781.80
R. Smith	710.76	781.80
M. Lombardi	710.76	781.80
A. Evans	710.76	781.80
A. Wyckoff	710.76	781.80
D. Shrader	710.76	781.80
D. Bennett	710.76	781.80
S. Hansen	710.76	781.80
New Man	507.72	553.80
New Man	507.72	553.80
New Man	-	507.72
Marion Davies, Dispatcher	482.28	530.52
New Dispatcher	380.76	418.80
TOTAL	$17,159.58	$19,373.88

	1976	1977
SPECIAL POLICE	$ 12,700	$ 14,100
SCHOOL GUARDS	13,320	14,430
CIVILIAN PERSONNEL PART TIME	3,500	3,500
REGULAR POLICE OVER TIME	7,000	8,000
DETECTIVE BUREAU SUPPLEMENT	1,500	1,500
COLLEGE (estimate)	12,000	12,500
TOTALS	$ 50,020	$ 54,030

10% SALARY INCREASE, 3% LONGEVITY, 12 PAID HOLIDAYS,
COLLEGE (ESTIMATED)
1976 - 1977

Increase includes addition of 2 Patrolmen and 1 Dispatcher in 1976 - and 1 Patrolman in 1977.

1975	1976	1977
$362,080.72	$440,817.08 (+22%)	$498,987.78 (+13%)

With no additional manpower:

1975	1976	1977
$362,080.72	$409,170.88 (+13%)	$452,878.86 (+11%)