

3-0105
16-11

THIS AGREEMENT, made this 22nd day of March, 1972
between:

THE MAYOR AND COUNCIL OF THE BOROUGH OF RINGWOOD, here-
in after referred to as the "Council" and

THE RINGWOOD POLICE ASSOCIATION, hereinafter referred to
as the "Association",

WITNESSETH:

WHEREAS, the Council and the Association have met and
negotiated with each other and have reached an agreement
regarding wages and terms and conditions of employment, which
both parties desire to place in writing;

NOW THEREFORE, in consideration of the mutual covenants
and conditions contained herein and for other good and valuable
consideration, it is mutually agreed as follows:

1. The basic pay scale for the calendar year 1972 shall
be as follows:

Chief	\$ 12,850.00
Captain	12,350.00
Lieutenant	12,000.00
Sergeant	11,600.00
Senior Patrolman - 4th year	11,100.00
Patrolman - 3rd year	10,200.00
Patrolman - 2nd year	9,900.00
Patrolman - 1st year	9,400.00
Patrolman - Probationary	8,600.00

Change in pay status for all Patrolmen shall be effective on
the anniversary date of their appointment.

2. A longevity plan for the benefit of patrolmen and
officers having the designated minimum years of service is
granted as follows:

Provided however, that in addition to the salary above
set forth, beginning on the first day of January of the sixth

year of service, each eligible police officer shall receive two (2%) per cent longevity payment and the same shall be payable for each succeeding two year period until a maximum of ten (10%) per cent of the scheduled salary has been attained, provided further that the said schedule of longevity payments shall remain in effect notwithstanding changes in grade of the eligible officer.

3. Any interruption of service, due to a cause beyond the control of the officer or patrolman, such as military service, injury in the line of duty or illness, shall be considered as service for the Borough of Ringwood for the purpose of determining the completion of said consecutive periods of service with the Borough.

4. A uniform allowance of Two Hundred Fifty (\$250.00) Dollars shall be permitted, subject to proof by voucher.

a) Provided the following is processed by a dry cleaner chosen by the Borough of Ringwood, the said Borough will pay all charges for the cleaning of one uniform consisting of one jacket, one pair of pants and one shirt, for each and every full time member of the Police Department, per week.

5. The members of the police department shall be entitled to the same number of vacation days as are allowed the other employees of the Borough of Ringwood under their Union Contract for 1972, provided however, that the days shall not be the same and shall be determined by order of the Chief of Police.

6. Cumulative sick days shall be allowed as follows:

a) One day for each month of service during the first calendar year of service.

b) Fifteen (15) days per annum for each calendar year of service thereafter.

c) In the event any member of the department shall

1973/74
6 Items

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become disabled by reason of a service connected injury and is unable to perform his duties, then in that event, he shall be compensated at the full rate of pay for a period of six months, provided however, that in the event there is any compensation payable to the patrolman or member of the Department from insurance or other source, the monies recovered shall be delivered and paid over to the Borough up to the amount paid by the Borough to the patrolman in lieu of salary.

d) With permission of the Chief of Police, any three (3) days of the period provided in a), b) or c) above, may be taken as personal days.

e) Sick leave shall be considered for the following reasons:

(1) Illness or injury, except when directly traceable to employment by an employer other than the Borough of Ringwood and where illness or injury is compensable under State Law.

(2) Where the illness or injury shall continue for three or more days, then in that event, a medical certificate shall be required to be filed with the Chief of Police.

7. The Association members shall receive the same hospital benefits and coverages as provided for the other employees under the Union Contract, provided however, that in addition thereto, the Borough of Ringwood shall furnish false arrest insurance for each and every member of the Association.

8. The Association members shall receive the sum of Twenty (\$20.00) Dollars for each day as they may be required to appear and give testimony in any other court other than the Ringwood Municipal Court.

9. In the event any member of the regular Police Department shall perform a tour of duty for a private person or contractor, at other times than during the regular tour of duty, then in that event he shall be paid at his regular hourly rate,

with deductions for any payment directly received by him from the private person or party or contractor.

10. In the event any member of the department shall attend an accredited college or university and study subjects or attend classes related to the improvement of his professional status, in that event, he shall be reimbursed by the Borough by the rate of one half (1/2) of actual cost of tuition, provided the said maximum reimbursement shall not exceed Three Hundred (\$300.00) Dollars per year, provided he attain a minimum

11. Provided that this section shall become effective ^{grade of C.} only from the date of the execution of this agreement by both parties, members of the Police Department shall be paid overtime at the rate of time and a half, under the following circumstances:

(1) Whenever an officer is off duty and is directed to fill in a shift.

(2) Whenever an officer is required in the course of a bonafide investigation to complete such investigation which requires immediate action, and in the event that the time required to complete the investigation shall be in excess of one hour, said time to run from the time of the completion of his normal shift.

(3) At any time that any off duty officer is called during a bonafide emergency.

(4) At any time where a particular officer is called for specialized duty, where the officer on duty cannot perform the said duty or when deemed necessary by the Chief of Police to maintain a normal police function.

12. It is agreed by and between the parties that this contract shall be for a period beginning January 1, 1972 to December 31, 1972, and all benefits granted herein, with the exception as set forth in paragraph 11 above, shall be retro-

active to January 1, 1972.

15. This agreement shall be binding upon the parties hereto and their respective successors and assigns.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be duly executed the day and year first above written.

BOROUGH OF RINGWOOD

By: *Dale T. Peters*
Dale T. Peters, Mayor

Attest:

Violet E. Bogert
Violet E. Bogert
Borough Clerk

RINGWOOD POLICE ASSOCIATION

By: *Donald Burns*
Donald Burns

Witness:

Violet E. Bogert
Violet E. Bogert