

STORAGE

AGREEMENT BY AND BETWEEN THE  
CITY OF RAHWAY, NEW JERSEY AND  
P.B.A. LOCAL #31

Rahway, City of

and

P.B.A. Local 31

The City of ~~Rahway, New Jersey~~, hereinafter referred to as "the City", and Rahway P.B.A. Local #31, hereinafter referred to as "the P.B.A.", do hereby agree to amend the labor contract in force between the parties as follows:

1. Effective January 1st, 1984, there shall be a general pay increase of 7.5%.
2. Effective January 1st, 1984, rank differential for Sargeants over top grade Patrolmen shall be increased by .83%; rank differential for Lieutenants over Sargeants shall be increased by .65%; rank differential for Captains over Lieutenants shall be increased by .65%; and rank differential for top grade Detectives over top grade Patrolmen shall be established at 5.16% to be paid, as per past practice, as a stipend for said assignment.
3. Effective January 1st, 1984, the salary for an entry level patrolman shall be \$19,945.; after one year of service \$20,845.; and after two years of service \$21,845.
4. Work schedules shall continue as is as follows: Patrol Division, including Patrolmen assigned to traffic, 4 on - 4 off platoon schedule; Captains on a flex-time system at the discretion of the City administration; Detective Bureau on a 4 and 3 schedule; and Traffic Bureau Commander at the discretion of management, but not to exceed a schedule of annual average of forty hours per week.
5. Terminal pay as per contract formula shall be paid to any employee retiring on pension with less than twenty-five years of service on a prorated basis based on years of service. This provision shall not apply to employees who vest their pensions.
6. In any matter initiated by the P.B.A. or by a member of the bargaining unit, Step C of the contract grievance procedure may not be utilized unless the P.B.A. has formally consented to same. Step C of said procedure may not be utilized by either party until: 1, written notice of intention to proceed to Step C has been served upon and received by the other party; and, 2, at least ten full days have elapsed after the receipt of said notice.
7. In Article V, Section 2.d., the phrase "One tour of duty notice" is hereby amended to read "A minimum of twenty-four hours notice".
8. The first sentence of Article VI, Section 2.a., is hereby amended to read, "An officer is entitled to one day's paid sick leave for each month of service from the date of appointment to the December 31st next following completion of probationary period".
9. Any employee assigned as Acting Commander of the Detective Bureau for four or more consecutive work days shall receive additional

X Jan. 1, 1981 - Dec. 31, 1982

compensation at 12.98% above his base rate for each day so worked.

10. The fact that an employee has personal days available to use shall not be grounds for denying a job switch request. However, in the event this provision or personal day requests create a hardship among the members or serious scheduling difficulties, such as toward the end of a calendar year, then the parties agree to fair and reasonable controls.
11. Top grade Patrolmen who serve in the Patrol Division only shall receive, in addition to clothing allowance, annual clothing maintenance of \$125, to be paid in the month of December, provided at least nine months of the year have been spent as a top grade Patrolman in the Patrol Division.
12. Top grade Patrolmen who serve in the Patrol Division only shall be eligible for an annual incentive bonus for meeting physical fitness standards and conditions. Said standards and conditions shall be the same as utilized for other uniformed services in the City. Said bonus shall be \$600 for the year 1984 and shall be increased in 1985 and 1986 by a percentage amount equal to the general percentage salary increases for those years.
13. The City shall annually make available, on a first-come, first-served basis, \$3,000 for tuition reimbursement of college credit law enforcement courses successfully completed by members. Non law enforcement courses shall be eligible for 50% reimbursement hereunder if they are required as a part of a law enforcement degree program.
14. Four Patrolmen, to be assigned by management, shall serve as training officers and shall receive an annual stipend of \$1,000. The primary responsibilities of said assignment shall include, under the direction of management, the training of newly hired Police Officers and the organization and dissemination of training data and programs on a departmental basis.
15. Whenever a full working shift is to be without a Shift Commander (Lieutenant) and there is no other senior officer (Lieutenant, Captain, or Chief) on duty at the time, an Acting Shift Commander (Acting Lieutenant) shall be appointed.
16. The stipend for service as Traffic Bureau Commander shall continue to be equal to one-half of the difference in the base pay between Lieutenant and Sargeant, if said Commander's permanent rank is below that of Lieutenant.
17. For the years 1985 and 1986, there shall be annual general pay increases equal to the inflation index increase as used by the State of New Jersey to establish municipal budget caps for those years (i.e. the annual percentage increase in the Implicit Price Deflator for State and Local Government Purchases for Goods and Services for the year preceding). A minimum general pay increase of 5% is guaranteed for 1985 and 1986.
18. Except as amended hereby, the existing labor contract between the

parties shall remain as is. The parties agree to incorporate this amendment and the existing contract into one document.

19. This agreement shall remain in full force and effect through December 31st, 1986.

Agreed by the P.B.A.:

Agreed by the City:

<u>John R. Susper</u> President	<u>3/20/84</u> Date	<u>Daniel J. Morton</u> Mayor	<u>4/4/84</u> Date
<u>Laura Lacey Jr.</u> Delegate	<u>3/17/84</u> Date	<u>Francis R. Schwaninger</u> Witness-City Clerk	<u>4/4/84</u> Date
<u>Paul J. Whitman</u> Secretary	<u>13/20/84</u> Date		
<u>William Shel</u> Negotiating Representative	<u>13/17/84</u> Date		
<u>Edward [Signature]</u> Negotiating Representative	<u>13/14/84</u> Date		

