

ORIGINAL

AGREEMENT

BETWEEN

THE BOROUGH OF LINCOLN PARK

AND

LINCOLN PARK

POLICEMEN'S BENEVOLENT ASSOCIATION

LOCAL 192

JANUARY 1, 2008 THROUGH DECEMBER 31, 2012

**FOX ROTHSCHILD L.L.P.
75 EISENHOWER PARKWAY
ROSELAND, NEW JERSEY
(973) - 992-4800**

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PREAMBLE

THIS AGREEMENT, effective as of the 1st day of January 2008, by and between the BOROUGH OF LINCOLN PARK, NEW JERSEY, hereinafter referred to as the "BOROUGH", AND POLICEMEN'S BENEVOLENT ASSOCIATION, Local 192, hereinafter referred to as the "PBA" is designed to maintain and promote a harmonious relationship, between the BOROUGH and such of its employees who are covered by the provisions of this Agreement, in order that more efficient and progressive public service may be rendered.

ARTICLE I

RECOGNITION

The BOROUGH hereby recognizes the PBA as the exclusive and sole representative for collective negotiations concerning salaries, hours and other terms and conditions of employment for all members of the Lincoln Park Police Department, (hereinafter referred to as Members), excluding Chief, Deputy Chief, Captains, Dispatcher and School Crossing Guards.

ARTICLE II

DISCRIMINATION AND COERCION

The BOROUGH will continue its policy that there shall be no discrimination, intimidation or coercion by the BOROUGH or any of its agents against the employees represented by the PBA because of membership or activity in the PBA. The PBA shall not intimidate or coerce employees into membership. Neither the BOROUGH nor the PBA shall discriminate against any employee because of race, creed, color, sex, national origin, political affiliation or marital status.

ARTICLE III

MANAGEMENT RESPONSIBILITIES

All aspects of the business of the Police Department relative to management and direction of policy, regulations and practices of department personnel are the exclusive responsibilities of the BOROUGH, except as expressly modified by the terms of this Agreement.

Without limiting the foregoing, the BOROUGH's managerial rights, as exercised by the Chief of Police, include, but are not limited to the following:

- To determine the missions and policies of the BOROUGH;
- To manage and administer the affairs and operations of the BOROUGH;
- To direct the BOROUGH's work force and operations;
- To create, modify, add, organize and/or eliminate assignments, units, departments, divisions and/or bureaus;
- To assign, re-assign and transfer employees;
- To demote, suspend, discharge or otherwise discipline employees with just cause;
- To maintain efficiency of the BOROUGH 's operations;
- To determine the facilities, methods, means, job classifications and personnel by which such operations are to be conducted;
- To layoff employees and to subcontract work;
- To determine reasonable work schedules and establish methods and processes by which such work is to be performed;
- To take whatever actions may be necessary to carry out the responsibilities of the BOROUGH;
- To hire, select, promote and evaluate all employees, and to determine their qualifications and conditions for their continued employment or their dismissal or demotion;
- To promulgate rules and regulations from time to time which may effect the orderly and efficient administration of municipal government.

With respect to the paragraph above, the BOROUGH 's use and enjoyment of its powers, rights, authorities, duties and responsibilities, the adoption of its policies and practices or the promulgation of rules and regulations in furtherance thereof, and the exercise of discretion in connection therewith, shall be limited only by the terms of this Agreement and applicable law.

ARTICLE IV

PRESERVATION OF RIGHTS

The BOROUGH agrees that all benefits, terms and conditions of employment relating to the status of the BOROUGH's Police officers, which benefits, terms and conditions of employment are not specifically set forth in this Agreement, shall be maintained at not less than the highest standards in effect at the time of the commencement of collective negotiations between the parties leading to the execution of this Agreement.

Unless a contrary intent is expressed in this Agreement, all existing benefits, rights, duties, obligations and conditions of employment applicable to any police officer pursuant to any rules, regulations, instruction, directive, memorandum, statute or otherwise shall not be limited, restricted, impaired, removed or abolished.

ARTICLE V

GRIEVANCE PROCEDURE

A. PURPOSE

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.
2. Nothing herein shall be construed as limiting the right of any Member having a grievance to discuss this matter informally with any superior, officer and having the grievance adjusted without formal proceedings.
3. Grievance procedures are intended to provide for the expeditious and mutually satisfactory settlement of grievances arising with respect to complaints occurring under this Agreement. The following procedures shall be used.

B. DEFINITIONS

Grievance: For purposes of this Agreement, the term "grievance" means any complaint, difference or dispute between the employer and any Member with respect to the interpretation, application or violation of any of the provisions of this Agreement, or any applicable rule or regulation or policies, agreements or administration decisions effecting any employee(s) covered by this Agreement.

Days: Days equal working days exclusive of weekends and holidays.

C. PROCEDURE

STEP ONE:

In the event that any Member has a grievance, within ten (10) days of the occurrence of the event being grieved, the Member shall present the grievance in writing to the Chief of Police or the officer in charge of the Department in the event of the Chief's absence.

STEP TWO:

If the Association wishes to appeal the decision of the Chief of Police (or the officer in charge), it shall be presented in writing to the Borough Administrator or his delegated representative within ten (10) days. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The Borough Administrator or his delegated representative may give the Association the opportunity to be heard and will give his decision in writing within twenty (20) days of receipt of the written grievance.

STEP THREE:

- (1) If no satisfactory resolution of the grievance is reached at Step Two, then within five (5) days the grievance shall be referred to the Public Employment Relations Commission for the selection of an arbitrator, pursuant to the rules of said commission. The decision of the arbitrator shall be final and binding upon the parties. The expense of such arbitration shall be borne equally by the parties. The arbitrator shall not have the authority to add to, amend, modify or delete any provisions of the Agreement.
- (2) It is agreed between the parties that no arbitration hearing shall be held until after the expiration of at least thirty (30) days after the decision rendered by the employer's governing body or its representative on the grievance.
- (3) Members shall have the right to process their own grievance without representation.
- (4) The cost of the arbitrator shall be borne equally by the parties but each party shall be responsible for such other costs as they may incur.

ARTICLE VI

EMPLOYEE DISCIPLINE

- A. Where a charge is made against a Member of the Association, the provision of N.J.S.A. 40A:14-147, shall regulate the procedure governing such charge.
- B. The BOROUGH shall not discipline, suspend or discharge without just cause.
- C. In carrying out any disciplinary action, the BOROUGH shall not violate any statutes or administrative rules of New Jersey in effect at the time. A Member who is disciplined or discharged shall be entitled to a statement in writing outlining the reasons for such action.

ARTICLE VII

TOUR OF DUTIES AND OVERTIME

- A. The Chief of Police shall establish the work schedule.
- B. Court compensation: All Court appearances and administrative body appearances which arise out of Member's status as a Police Officer shall be compensated at the overtime rate (time and one half) with a three (3) hour minimum. This does not apply to those appearances that occur during the officer's regular scheduled duty hours.
- C. Members of the Detective Bureau shall not be entitled to be paid for overtime work as Detectives. In lieu of any overtime compensation, the Members shall receive the sum of \$2,000.00 per year.
- D. Members who are required to work longer than a regular tour of duty shall be paid for the overtime at one and one-half times the base hourly rate, as set forth in Article XIV.
 - 1. There shall be no compensation for scheduled overtime less than one (1) hour, nor shall there be compensation for incidental overtime which may be required to close out or complete a scheduled tour of duty.
 - 2. A Member shall not become eligible for overtime based upon accumulation of time in excess of forty (40) hours resulting from shift trade off.
- E. A published overtime list of all Members based on seniority shall be maintained and overtime shall be offered to each Member as his turn arises. If a Member is unavailable, when overtime is offered, he shall forfeit his turn.
- F. Shift Commander shall be a Sergeant or above, or the Senior Patrolman, who shall be compensated at the appropriate rate for the position vacated.
- G. A Member who performs duties of a higher rank shall be compensated for such duties, at the appropriate rate for the duties performed.

ARTICLE VIII

HOLIDAYS

- A. Members of the Police Department shall be given compensatory time off for the following fourteen (14) holidays. Compensatory time off for holidays shall be in accordance with a schedule established or approved by the Chief of Police.

The designated holidays are:

New Years' Day	Labor Day
Martin Luther King Day	Columbus Day
Lincoln's Birthday	President's Day
Veteran's Day	Good Friday
Thanksgiving Day	Memorial Day
Christmas Eve	Independence Day
Christmas Day	Floating Holiday

Additional holidays may be designated at the discretion of Borough Council.

- B. The BOROUGH will "buy back" unused holidays at a Member's regular rate of pay if requested, in writing, by the Member and such request is approved by the Chief before December 1st, in the year the holidays are earned. The PBA agrees that tours of duty resulting from such buy backs shall be assigned by the Chief during the remainder of the year, in such a way as to minimize overtime costs to the BOROUGH. No Member whose holidays are "bought back" in accordance with the provisions of this paragraph shall unreasonably refuse any tour of duty assigned by the Chief in furtherance of this policy.

ARTICLE IX

VACATION

A. The annual vacation leave with pay for Members of the department shall be earned at the following rate:

- 1st year12 days (one day for each completed month of service)
- 2 - 5 years13 days
- 6 - 10 years15 days
- 11 - 15 years18 days
- 16 - 20 years20 days
- 20+ years24 days

For Members hired prior to January 1, 2000, "Years of Service" shall be those years credited within the Police & Fire Retirement System, if those years are greater than his/her years of service to the BOROUGH.

- B. A Member will not be granted vacation leave during the initial three (3) months of employment but such period shall be credited towards annual vacation allowance.
- C. Eligibility for additional vacation days based upon length of service shall vest at the time of a Member's anniversary date. However, such additional vacation days may be utilized as of January 1st in any calendar year in which a Member shall become so eligible.
- D. Annual vacation leave shall be non-cumulative and taken during such periods as may be approved by the Chief of Police provided however, that unused vacation leave resulting from work scheduling may be taken prior to December 1st in the next succeeding calendar year if requested, in writing, by a Member and such request is approved by the Chief before December 31st, in the year vacation is earned, provided further that dates on which said unused vacation leave is to be taken shall be requested, in writing, by a Member and approved by the Chief before April 1st, in said next succeeding calendar year.
- E. Except in the case of retirement (as specified in Section F) or termination for just cause, a Member who is terminated or who voluntarily terminates his employment, shall be entitled to the vacation allowance for the current year prorated upon the number of months worked in the calendar year in which the separation becomes effective.

- F. If at any time during the calendar year a Member retires after 15 years or more of employment, or as a result of permanent disability incurred in the line of duty, he shall be entitled to full vacation allowance for that year.

- G. The BOROUGH will “buy back” unused vacation days at a Member’s regular rate of pay if requested, in writing, by the Member and such request is approved by the Chief before December 1st in the year the vacation days are earned. The PBA agrees that tours of duty resulting from such buy-backs shall be assigned by the Chief, during the remainder of the year, in such a way as to minimize overtime costs to the BOROUGH. No Member, whose’ vacation days are “bought back” in accordance with the provisions of this paragraph, shall unreasonably refuse any tour of duty assigned by the Chief in furtherance of this policy.

ARTICLE X

SICK LEAVE

- A. Sick leave shall accrue to each Member on the basis of one working day per month during the remainder of the first calendar year after initial date of appointment. Thereafter, each Member shall be entitled to compensable sick leave of fifteen (15) days per calendar year, and any amount of sick leave allowance not used in any calendar year shall accumulate to a Member's credit from year to year to be used only if and when needed for such purpose.
- B. In order to qualify for regular pay under the provisions of this Agreement on account of illness in excess of three (3) consecutive days the Police Chief may request a physician's certificate be produced in order for that officer to return to duty. After the use of seven (7) unexcused sick days in any given calendar year the Chief of Police with the consent of the Director of the Department may request in writing that a physician's certificate be submitted prior to the officer's return to duty. The BOROUGH shall designate said physician and the BOROUGH shall bear all expenses in connection therewith.
- C. A new Member shall not be granted sick leave during the initial three (3) months of employment unless such a request is accompanied by a physician's certification.
- D. One (1) personal day shall be granted in a calendar year to any Member who has a record of taking no more than twelve (12) sick hours during the preceding calendar year.
- E. At retirement in good standing following ten (10) or more total years of service, Members will be compensated for unused accumulated sick leave not to exceed, however, two hundred and fifty (250) days, based upon the individual's current rate of pay at the time of retirement provided that sick leave shall be paid on the basis of one (1) paid day for every two (2) sick days accumulated and in no event shall such compensation exceed the sum of \$15,000.00.
- F. Terminal Leave: In the twenty-fourth (24) year of service in P.F.R.S. a Member shall become eligible for terminal leave of absence based upon the following criteria:
 - 1. Time must be available in accrued sick leave bank.
 - 2. Request must be accompanied by a valid physician's note.
 - 3. Leave will commence on date specified in physician's note.
 - 4. Terminal leave may be granted by the Administrator in thirty (30) day increments total time not to exceed one hundred twenty (120) sick days.
 - 5. Employee will be required to submit retirement paper to the State for processing upon commencement of terminal leave.

ARTICLE XI

WORK INCURRED INJURY

Where a Member covered under this Agreement suffers a work-connected injury or disability, the BOROUGH shall continue such Member at full pay, during the continuance of such Member's inability to work, for a period of up to one year. During this period of time, all temporary disability benefits accruing under the provisions of the Workers' Compensation Act shall be paid over to the BOROUGH.

The Member shall be required to present evidence by a certificate of a responsible physician that he is unable to work and, the Mayor and Council may reasonably require the said Member to present such certificate from time to time.

In the event the Member contends that he is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the BOROUGH or its insurance carrier, then, and in that event, the burden shall be upon the employee to establish such additional period of disability by obtaining a judgment in the Division of Workers' Compensation establishing such further period of disability and such findings by the Division of Workers' Compensation or by the final decision of the last reviewing court shall be binding upon the parties.

For the purposes of this Article, injury or illness incurred while the Member is attending a BOROUGH sanctioned training program, shall be considered in the line of duty.

In the event a dispute arises as to whether an absence shall be computed or designated as sick leave or as to an injury on duty, the parties agree to be bound by the decision of an appropriate Workers' Compensation judgment, or if there is an appeal there from, the final decision of the last reviewing court.

An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be construed as sick leave or a sick leave occasion under the terms of the sick leave policy heretofore agreed upon between the parties.

ARTICLE XIV

SALARIES AND WAGES

During the term of this Agreement, Members shall be paid the following:

A. Base Salary:

1. All Members covered by this Agreement shall be paid base salaries as set forth in Appendix A.
2. Base Salary shall exclude compensation for college credits and detective incremental pay.

B. Salary step to occur as of January 1st of the year in which the Member attains 37 months of service in the Department and every year thereafter, rather than the Member's actual anniversary date.

C. For Members hired prior to January 1, 2000, "Years of Service" shall be those years credited within the Police & Fire Retirement System, if those years are greater than years of service to the BOROUGH.

D. Probationary Period

All Members shall be subject to a minimum 6-month probationary period (except where State Statute provides a longer period) for hiring and promotions. The probationary period shall be extended three (3) months beyond the date of satisfactory graduation from the training course at the Police Academy. During this probationary period, the officer may be dismissed or demoted without cause.

E. Performance of Evaluation Committee

A performance evaluation committee consisting of the Borough Administrator, Chief of Police, and three PBA members selected by PBA shall meet from time to time for the purpose of establishing performance evaluation standards and procedures. The performance evaluation committee shall function solely as an advisory body for the purpose of evaluating departmental personnel.

ARTICLE XV

PERSONAL DAYS

- A. Members shall be entitled to four (4) personal days per year. These days are in addition to days granted under ARTICLE X, Paragraph "D", Sick Leave.
- B. Personal days may be accumulated from year-to-year, up to a maximum of five (5) days.

ARTICLE XVI

TUITION REIMBURSEMENT

- A. The BOROUGH shall reimburse the full cost of tuition paid by a Member where there has been a completion of college course leading to a degree in Police Science or a related field of study in an accredited institution by the BOROUGH in which a grade of "C" or higher has been earned in such course. Payment received from any tuition grant or allowance shall be credited against tuition reimbursement herein provided. Additionally, and not by way of limitation of the foregoing:
1. Members receiving G.I. Bill benefits shall not be eligible for tuition reimbursement. Members who are veterans of the military service shall apply to the Veteran's Administration to determine their eligibility for G.I. Bill benefits.
 2. Members shall become eligible for college reimbursement after completion of two (2) years of continuous employment in the Lincoln Park Police Department.
- B. A total of \$9,000.00 will be set aside each year by the BOROUGH for tuition reimbursement for the entire department. The Business Administrator will establish tuition for reimbursement in January of each year. All other requirements in paragraph "A.1" above shall remain in effect.
- C. To qualify for reimbursement, a Member must submit a voucher to the Borough Administrator on a form in the manner prescribed therefore, to which shall be attached:
1. A certificate from the institution giving the title of the approved course, indicating successful completion of the approved course.
 2. A receipted voucher for tuition cost indicating it is payment for the specifically approved course at the institution in question with a certificate by the Member indicating that no reimbursement for the tuition cost has been otherwise received or a statement of the extent of any such reimbursement and the amount due after reimbursement.
- D. Textbook Reimbursement - The BOROUGH shall reimburse to the Member the full cost of all textbook purchases required for college course study leading to a degree in Police Science or a related field of study in an accredited institution approved by the BOROUGH in which a grade of "C" or higher had been earned in such course.

To qualify for reimbursement, a Member must submit a voucher to the Borough Administrator on a form and in the manner prescribed therefore, to which shall be attached:

- (a) A certificate from the institution giving title of the approved course, indicating successful completion of the approved course.
- (b) A receipted voucher or canceled check for textbook cost must be attached to the BOROUGH voucher indicating full payment made by the Member.

ARTICLE XVII

COLLEGE CREDITS

- A. Members will receive twenty (\$20.00) dollars annum for each college credit hour completed toward a degree. Once an Associate Degree is obtained, the Member will receive an additional \$75.00 dollars per year. Once a Bachelor Degree is obtained, the Member will receive an additional \$250 per year. If the Member obtains a Master Degree, the Member is entitled to \$250 per year in addition to the \$250 received for the Bachelor Degree.
- B. Credits eligible for compensation will be established in January of each year by the Borough Administrator.
- C. This allowance shall be subject to the following provisions:
 - 1. Course must be taken on Member's time off (off duty hours).
 - 2. Course must be given by a college or university accredited by a recognized accrediting association.
 - 3. Course must be credited by a college toward a Police Science degree or a "related field of study".
 - 4. No credit shall be given for course work receiving a grade below "C."
 - 5. Members shall supply Administrator's office with updated transcript of eligible college credits earned, no later than January 10th of each year.
 - 6. Members shall be employed by the department for a minimum of two (2) years before eligibility for college credit compensation.
- D. Effective January 1, 1990 new employees shall be limited to one hundred thirty-five (135) credits (maximum), all degrees included.

ARTICLE XVIII

HOSPITAL AND MEDICAL INSURANCE

- A. All Members covered by this Agreement and eligible members of their family shall be entitled to full coverage of Blue Cross, Blue Shield, Rider J and Major medical Insurance as provided for in the State Health Plan and shall be entitled to coverage of the New Jersey Dental Plan, Intermediate Level, Plan B, or equivalent. The BOROUGH shall pay the premium for these benefits.
- B. All Members, upon retirement, after twenty-five (25) years or more of continuous full-time employment, or twenty-five (25) years or more of service credited in a state recognized pension system (P.F.R.S. or P.E.R.S.) shall continue to receive full health benefit coverage as described above until the age of sixty-five (65). The BOROUGH shall pay the premiums for these benefits.
- C. The BOROUGH shall provide full medical coverage for survivors of officers killed in the line of duty until spouse remarries and/or children reach the age of eighteen (18). The BOROUGH shall pay the premiums for these benefits.
- D. The prior medical deductible of \$200.00 for a family plan and the husband and wife plan shall remain unchanged.
- E. The 2% co-payment on the medical premium for the HMO/PPO will be maintained throughout the contract duration. The employer will deduct said 2% deduction from the employee's regular bi-weekly pay.
- F. Effective January 1st, 2000, the Traditional Plan will be eliminated.
- G. Dental Coverage shall be \$2,000.00 per year per covered dependent.
- H. Eye Care coverage in the amount of \$300.00 per year shall be provided for each and all insurance covered dependents. The BOROUGH will make reimbursement for eye care.
- I. A Member covered by this Agreement shall have the individual right to waive medical benefits coverage offered by the BOROUGH on an annual basis if he/she can demonstrate he/she has alternative coverage from another source. The BOROUGH will pay to a Member, who waives the right to medical benefits provided under the contract, fifty percent (50%) of the savings realized by the BOROUGH. The Member must make written notice to the BOROUGH by October 15th of each year to receive the reimbursement. If a Member does not submit timely written notice, then he/she will be required to receive medical coverage for that year. The total annual reimbursement owed to the Member will be divided by twelve (12) and paid to the Member on a monthly basis in a separate check. Members shall be able to regain medical coverage on an annual basis during open enrollment and/or if he/she experiences a life changing event,

as defined by law and in accordance with the BOROUGH's insurance plan's rules and regulations.

ARTICLE XIX

UNIFORM ALLOWANCE

The BOROUGH, with the approval of the Borough Administrator or Chief, shall replace all uniform equipment damaged in-the-line-of-duty.

ARTICLE XX

PAID TIME OFF (PTO)

Effective January 1, 2008, only vacation leave, personal leave & holiday leave will be converted to "Paid Time Off" ("PTO") to be taken by the Member as "days off" subject to standard approval by the Chief. At the end of the year, any unused time will be transferred over to the members "PTO Bank" and therefore, available in subsequent years for use as "PTO Time" in accordance with standard procedures. The member can sell back 120 hours from their PTO bank per year. In addition, all other provisions as it pertains to Holiday time and Vacation time will remain the same.

ARTICLE XXI

CONDUCTING PBA NEGOTIATIONS ON BOROUGH TIME

The BOROUGH shall permit the PBA Negotiating Committee (up to two (2) members) to attend collective bargaining meetings during hours of duty, provided the conduct of negotiations shall not diminish the effectiveness of the Police Department or require the recall of off-duty policemen.

The BOROUGH agrees to grant time off, as provided by State statute, to officially designated members of the PBA to attend the Official State Conventions, provided that thirty (30) days written notice is first given to the Chief of Police by the PBA.

The PBA delegate shall be allowed to attend PBA State meetings during hours of duty as long as attendance does not cause overtime expenditures within the Police Department. The PBA delegate shall be permitted three (3) days annually for the purpose of attending state PBA monthly meetings. The chief shall be notified of the name of the elected delegate and the monthly meeting schedule as soon as it is available.

ARTICLE XXII

FULLY BARGAINED PROVISIONS

- A. The Agreement represents and incorporates the complete and final understanding and settlement by all parties of all bargainable issues that were or could have been the subject of negotiations. During the term of this Agreement, neither party shall 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 of the parties at the time they negotiate or signed this Agreement.

- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE XXIII

SEPARABILITY AND SAVINGS CLAUSE

- A. It is understood and agreed that if any provision of this Agreement or the application of the Agreement to any person or circumstance shall be held invalid the remainder of this Agreement or application of such provision to other persons or circumstances shall not be affected thereby.

- B. If any such provisions are so invalid, the BOROUGH and the PBA will meet for the purpose of negotiating changes made necessary by applicable law.

ARTICLE XXIV

NO STRIKE

The PBA and Members recognize that the performance of Police service as an essential function of the BOROUGH government. Accordingly, it recognizes and accepts its responsibility to provide uninterrupted, continuous police service. The PBA agrees that it will not participate in or coerce a strike, job action, work slow down or engage in disruptive activity. The provisions hereof shall not be construed to limit or restrict the PBA or its members from engaging in grievance procedures as set forth in the Agreement.

ARTICLE XXV

TERM OF CONTRACT

Except where expressly provided to the contrary herein, this Agreement shall begin on January 1, 2008 and shall remain in full force and effect until December 31, 2012. Thereafter, the Agreement shall be automatically renewed from year to year unless either party shall give a renegotiation notice in writing to the other party no sooner than one hundred and fifty (150) days, nor later than ninety (90) days in advance of the expiration date thereof. All proposed changes by the noticing party shall be submitted in writing at the time the initial renegotiation notice is given.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hand and seals at the Borough of Lincoln Park, New Jersey, on this 24 day of March, 2008.

ATTEST:

Lincoln Park Police Benevolent Association
Local 192

M. [Signature]

By:

[Signature]

ATTEST:

Borough of Lincoln Park

[Signature]

By:

[Signature]

APPENDIX A (CONT.)

BASE PAY

	<u>Lieutenant</u>				
<u>Step</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Up to 72 mo.	\$ 103,129	\$ 103,129	\$ 103,129	\$ 103,129	\$ 103,129
73 mo.-8 yrs.	\$ 104,121	\$ 104,121	\$ 108,286	\$ 112,617	\$ 117,122
9-11 yrs.	\$ 105,113	\$ 105,113	\$ 109,318	\$ 113,690	\$ 118,238
12-14 yrs.	\$ 111,881	\$ 116,356	\$ 121,010	\$ 125,851	\$ 130,885
15-17 yrs.	\$ 113,098	\$ 117,622	\$ 122,327	\$ 127,220	\$ 132,309
18-19 yrs.	\$ 114,976	\$ 119,575	\$ 124,358	\$ 129,332	\$ 134,506
20-21 yrs.	\$ 116,193	\$ 120,841	\$ 125,674	\$ 130,701	\$ 135,929
22-23 yrs.	\$ 117,193	\$ 121,881	\$ 126,756	\$ 131,826	\$ 137,099
24+	\$ 117,723	\$ 123,992	\$ 128,952	\$ 134,110	\$ 139,474