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AGREEMENT

Between

BOROUGH OF PEAPACK GLADSTONE
COUNTY OF SOMERSET

AND

POLICEMEN'S BENEVOLENT ASSOCIATION
LOCAL 139

JANUARY 1, 1994 through DECEMBER 31, 1996

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THIS AGREEMENT made this 23rd of November, 1994,
between the BOROUGH OF PEAPACK AND GLADSTONE, hereinafter
referred to as the "Borough" or "Employer" and NEW JERSEY STATE
POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL NO. 139, hereinafter
referred to as the "PBA",

W I T N E S S E T H:

WHEREAS, the parties have carried on collective bargaining
for the purpose of developing a contract covering wages, hours of
work and other conditions of employment;

NOW, THEREFORE, in consideration of the promises and mutual
agreements herein contained the parties hereto agree with each
other in respect to the employees of the Employer recognized as
being represented by the PBA as follows:

ARTICLE I. RECOGNITION

The Employer hereby recognizes the aforementioned PBA as the
exclusive representative for all its patrolmen, detectives (if
any) and sergeants in its police department in Peapack and
Gladstone, New Jersey, but excluding the Chief and/or Deputy
Chief of Police and all other employees.

ARTICLE II. MANAGEMENT RIGHTS

A. The Borough hereby retains and reserves unto itself
without limitation all powers, rights, authority, duties and
responsibilities conferred upon and vested in it prior to the
signing of this Agreement by the laws and Constitution of the
State of New Jersey and of the United States, including, but

without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the Borough government and its properties and facilities, and the activities of its employees;

2. To hire all employees and, subject to the provisions of law, to determine their qualifications and conditions for continued employment, or assignment and to promote and transfer, employees;

3. To suspend, demote, discharge or take other disciplinary action according to law;

4. To promulgate, from time to time, rules and regulations relating to the operation of the Department, including, without limitation, scheduling.

B. The exercise of the foregoing powers, rights, authority, duties, responsibilities of the Borough, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey, and of the United States, and Ordinances of the Borough of Peapack and Gladstone.

C. Nothing contained herein shall be construed to deny or restrict the Borough of its rights, responsibilities and authority under N.J.S.A. 40:1 et seq., and N.J.S.A. 40A:1 et

seq., or any other national, State, County or local laws or ordinances.

ARTICLE III. SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any officer or group of officers is held invalid by operation of law or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby, and shall continue in full force and effect.

ARTICLE IV. FULLY-BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will 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 negotiated 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 only, executed by both parties.

ARTICLE V. BADGE ASSIGNMENT

Badge Assignment will be the responsibility of the Police Chief.

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ARTICLE VI. RETENTION OF BENEFITS

A. Except as otherwise provided herein, all benefits which the officers have heretofore enjoyed and are presently enjoying, shall be maintained and continued by the Borough during the term of this Agreement.

B. The provisions of all municipal ordinances and resolutions except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in this Agreement as if set forth herein at length.

ARTICLE VII. SALARIES

A. Effective January 1, 1994, the Salary Schedule for all officers recognized as being represented by the PBA shall be as follows:

	1/1/94	1/1/95	1/1/96
SERGEANT*	47,792	49,853	52,006
Grade 1 Ptlm.	45,792	47,853	50,006
Grade 2 Ptlm.	43,057	44,995	47,019
Grade 3 Ptlm.	40,705	42,537	44,451
Grade 4 Ptlm.	37,599	39,291	41,059
Grade 5 Ptlm.	35,388	36,980	38,644
Prob. Ptlm.	31,164	32,566	34,032

*Grade 1 + \$2,000.00

B. Each Patrolman is identified by Grade in accordance with the above and will advance progressively each January 1st of the contract year by Grade until "Grade 1 Patrolman" is reached. The Probationary Patrolman must complete no less than twelve months before advancing to Grade 5. If the Probationary Patrolman is employed after July 1st he would advance to Grade 5 on the second January 1st following the date of employment.

C. In addition to the increases granted to the Sergeant hereby, the Borough may grant up to \$300.00 in additional compensation based upon a year-end performance evaluation and decision of the current standing order concerning job responsibilities.

D. If an officer is assigned as a Detective, he shall receive in addition to his regular salary an amount not to exceed \$600.00 per year with a requirement of working 30 hours of overtime annually. After working 30 hours of overtime, the Detective shall be paid the rate of time and one-half of the hourly rate per hour.

ARTICLE VIII. HOURS OF WORK, OVERTIME AND COMPENSATION TIME

A. The work day shall consist of eight (8) consecutive hours service within one twenty-four hour period. Except in the case of emergency, no officer shall work more than sixteen (16) consecutive hours.

B. Each work period shall consist of 28 consecutive days during which an officer shall work 171 total hours before being entitled to overtime pay. For hours worked between 160 and 171 hours per work period the officer shall receive compensatory time

at a rate of one hour for each hour worked. However, if an officer is held over more than one hour beyond his regular shift, he will automatically receive pay (or comp time if he so requests) at the rate of time and one-half for the hours beyond the first hour. Unused compensatory time shall accrue but may not exceed 480 total hours. Officers who have accrued 480 total compensatory hours shall be paid at a rate of time and one half for each hour worked over 160 hours in any 28 day work period. Officers may use their compensatory time at their discretion subject to a determination by the Chief of Police that such use will not unduly disrupt the operations of the police force. Officers shall be paid at a rate of time and one-half for each hour worked in excess of 171 hours in any 28 day work cycle. In the event the Borough adopts a work cycle other than a 28-day cycle, overtime will continue to be calculated as set forth in 29 CFR par. 553.20 covering the "maximum hours standard" under the Fair Labor Standards Act for employees engaged in law enforcement activities.

C. Officers shall be paid for a minimum of two hours at the rate of time and one-half for each off-duty court appearance.

D. Among the factors to be considered when apportioning overtime hours within the department shall be the fairness and equity of the hourly distribution among the members of the department.

E. Overtime pay is to be paid in the pay period immediately following the period in which the overtime is incurred.

F. Stand-By Duty.

1. Each officer will receive \$20.00 extra compensation for each stand-by duty occurring when an officer ends his scheduled shift. Throughout the stand-by period, the officer shall make himself available to be contacted by telephone.

2. Any officer called to duty while on stand-by duty shall receive additional compensation for a minimum of two hours at a rate of time and one-half of the hourly rate.

3. Stand-by shall include, but not be limited to "on-call" subpoenas for Superior Court, Grand Jury, shift coverage.

G. Call Out.

Any officer called to duty while not on stand-by duty shall receive additional compensation for a minimum of two hours at a rate of time and one-half of the-hourly rate.

H. Any overtime compensation may be taken in salary or compensatory time, at the officer's option, subject to the 480-hour limit set forth above.

I. The schedule will be posted quarterly, at least 30 days prior to the start of each 3-month period. Changes must be posted at least 5 days in advance, except in emergency. At least 7 working days' notice must be given for requests for time off, except in emergency.

ARTICLE IX. VACATIONS

A. Officers covered by this Agreement shall be entitled to vacation leave with pay based upon length of continuous and uninterrupted service as a full-time employee with the Borough as follows:

Less than one year	0 days
More than one year but less than five years	10 days
More than five years but less than 15 years	15 days
More than 15 years but less than 21 years	20 days
More than 21 years but less than 22 years	21 days
More than 22 years but less than 23 years	22 days
More than 23 years but less than 24 years	23 days
More than 24 years but less than 25 years	24 days
More than 25 years	25 days

B. 1. Except as set forth in subsection B.2. below, vacation time shall be taken in the calendar year in which it is earned and shall not be carried over beyond December 31 of that year.

2. So long as vacations are taken as provided in paragraph A, up to one-half of the total vacation entitlement may, when unusual circumstances exist and if approved in writing by the Chief of Police, be carried over to April 30 of the year immediately following the year in which the vacation time was earned.

C. The vacation time of each officer shall be approved in advance by the Chief of Police. Rank and then seniority shall have precedence in selection of vacation periods through April 1. Thereafter, the scheduling will be on a first come, first served basis as approved by the Chief of Police.

D. If an employee is on vacation leave and becomes hospitalized, his vacation will be terminated and he shall be placed on sick leave if same is available, provided a doctor's

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certification of said treatment is furnished. Said election shall be at the employee's option, upon adequate notice to the Chief of Police or his designee.

ARTICLE X. HOLIDAYS AND PERSONAL DAYS

A. All officers when hired shall receive eleven (11) holidays and three (3) personal days per year.

B. The eleven (11) holidays shall be the same as the eleven (11) scheduled Borough holidays which apply to all Municipal employees. The three (3) personal days shall be taken at the officer's discretion with the approval of the Chief of Police.

C. Any officer who is scheduled to work on a holiday must, absent a bona fide excuse, work a full eight hours to qualify for that day's pay.

D. In the event that an officer is scheduled or required to work on a designated holiday, and does so work, then he shall receive eight (8) hours of compensatory time off when mutually agreeable between the officer and the Chief of Police or, in the alternative, and at the officer's discretion, he shall receive an additional day's pay. The purpose of this section is to insure that each officer receives the actual benefit of the designated holiday either by virtue of a day off on the holiday, a compensatory day off or an additional day's pay.

E. An officer scheduled to work on a holiday shall have the option of obtaining a special police officer to work his assignment with the approval of the Chief of Police. Any officer

using this option forfeits the additional holiday pay compensatory time.

ARTICLE XI. CLOTHING ALLOWANCE

A. All officers covered by this Agreement shall be entitled to have their uniforms maintained and cleaned by a dry cleaner designated by the Borough, at Borough expense, to a maximum annual cost to the Borough of \$300.00 per officer.

B. A clothing allowance shall be established for clothing replacement, pursuant to which the Borough will make annual direct payments to the suppliers of police officers, uniforms, in the following amount with respect to each officer covered by this Agreement:

1994	-	\$550.00
1995	-	\$575.00
1996	-	\$600.00

The Officer shall be entitled to charge up to the above amounts with Borough approved vendors.

ARTICLE XII. TRAVEL ALLOWANCE

All officers required and directed to utilize private transportation on any police business shall be reimbursed by the Municipality at the rate of twenty-two (22¢) cents per mile measured from the Municipal Building when:

1. Such business is authorized by the Police Chief or his designate.
2. No municipal passenger vehicle is available.

ARTICLE XIII. COMPLIANCE WITH ORDINANCE AND LOCAL LAW

Officers shall comply with the present and future ordinance and resolutions relating to the Police Department of the Borough of Peapack and Gladstone.

ARTICLE XIV. BEREAVEMENT

In the event of a death in the immediate family, an employee shall be granted leave with pay in the amount of three (3) working days. For purposes of this provision, immediate family shall be defined as the employee's spouse, children, step-children, brothers, sisters, parents or relatives residing in the household of the employee as a part thereof. In the event of the death of a spouse's grandparent or parent, the employee shall receive one (1) bereavement day. Other bereavement leave may be granted at the discretion of the Chief of Police or his designee.

ARTICLE XV. HOSPITALIZATION AND BENEFITS

A. The Borough of Peapack and Gladstone agrees to continue substantially equivalent insurance and medical benefits as were in effect as of December 31, 1979 and the existing Blue Shield of New Jersey Preferred Dental Plan, or its equivalent, for all officers and their families.

B. The Municipality shall maintain all present hospital and medical insurance programs to which policemen are presently beneficiaries and shall maintain participation in the Police & Fire Retirement System as at present.

ARTICLE XVI. SICK LEAVE

A. Temporary and part-time employees are not eligible for sick leave benefits under this Article.

B. A certificate from a physician designated by the Borough, or the employee's own physician, may be required as sufficient proof of the need for sick leave. In case of sick leave due to contagious disease or exposure to same, a certificate from a physician may be required before returning to work.

C. Each full-time and part-time full benefits employee is entitled to the sick leave benefit as follows:

1. Employees with one (1) complete year of service to three (3) years of service shall be entitled to eight (8) days of paid sick leave in any one year;

2. Employees with three (3) or more complete years of service shall be entitled to ten (10) days of paid sick leave in any one year.

D. An employee who shall be absent on sick leave for three (3) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness. An employee who has been absent on sick leave for a period totaling eight (8) or more days in one (1) calendar year consisting of periods of one or more days, shall be required to submit acceptable medical evidence for any additional sick leave in that year. The Borough Administrator may require proof of illness of an employee on sick leave whenever such requirement appears

reasonable and warranted under the circumstances. Abuse of sick leave shall be cause for disciplinary action.

E. Each employee shall report to active duty after each illness or injury where the services of a physician were required only after first presenting to the Police Chief a final physician's statement indicating that he or she is again fit for active duty.

F. The Council reserves the right to require a medical examination at any time during sick leave at the expense of the Borough.

G. It shall be the responsibility of the employee to notify his or her supervisor of an absence due to illness as soon as is reasonably practicable. Failure to so notify may result in a forfeiture of such sick leave credit.

H. Sick leave accumulates annually up to a maximum of ninety (90) working days. An employee who retires from the Borough will receive pay for unused accumulated sick time, up to the maximums set forth in this Section. An employee who separates from service in a manner, other than retirement and who has ten (10) or more years of credited service with the Borough, shall be paid for one-half of the then accumulated sick leave, up to the maximums set forth in this Section.

I. Officers with one complete year of service to three years of service shall be entitled to use up to 8 days of accrued sick leave within any calendar year to provide care for a newborn or adopted child, or because of a serious health condition of a child, spouse, parent or parent of a spouse. Officers with three

or more years of service shall be entitled to use up to 10 days of accrued sick leave within any calendar year for the enumerated purposes. Days may be taken consecutively upon at least 7 working days written notice, except in an emergency. Additional leave may be granted by the Chief of Police or the Borough Administrator. Sufficient cause, other than overtime expenses, must be shown when emergency leave is denied.

Emergency leave will take precedence over vacation time or personal time not scheduled at the time of the request. Officers on emergency leave may not take other employment during the leave.

ARTICLE XVII. GRIEVANCE PROCEDURE

A. To provide for the expeditious and mutually satisfactory settlement of grievances arising with respect to the interpretation or application of this Agreement, the following procedures shall be followed:

STEP ONE

An officer, with a grievance shall first discuss it with his immediate supervisor either directly or through the PBA's designated representative for the purpose of resolving the matter informally.

STEP TWO

If the aggrieved party is not satisfied with the disposition of his grievance at Step One, or if no decision has been rendered within five (5) working days after presentation of that grievance at Step One, he may file a written grievance with the Chief of Police or other designee of the Chief. A meeting on the written

grievance shall be held within five (5) working days of the filing of the written grievance with the Chief of Police or his designated representative, the aggrieved party and the PBA's designated representative. A decision thereon shall be rendered in writing by the Chief of Police within five (5) working days after the holding of such meeting.

STEP THREE

A. If the aggrieved party is not satisfied with the disposition of his grievance at Step Two, or if no written decision has been rendered within five (5) working days after the presentation of that grievance at Step Two, the matter may be referred by the PBA by its designated representative to the Police Chairman. A meeting on the grievance shall be held between the PBA and the Chairman of the Police Committee at which meeting parties may be represented. Said meeting shall not be held publicly unless the parties so agree in writing. The Chairman of the Police Committee shall render a final written decision within fifteen (15) working days of the date of the meeting.

STEP FOUR

In the event the aggrieved person is not satisfied with the decision of the Chairman of the Police Committee or if no written decision has been rendered within fifteen (15) working days after the presentation of that grievance at Step Three, the matter may be referred by the PBA by its designated representative to the Mayor and Borough Council. A meeting on the grievance shall be held between the PBA and the Mayor and Borough Council, at which

meeting the parties may be represented. Said meeting shall not be held publicly unless the parties so agree in writing. The Mayor and Borough Council shall render a final written decision within fifteen (15) working days of the date of the meeting.

STEP FIVE

A. In the event the aggrieved person is not satisfied with the decision of the Mayor and Borough Council, or if no written decision has been rendered within fifteen (15) working days after the presentation of that grievance to the Council, the grievance may be submitted to the New Jersey State Board of Mediation for the appointment of an impartial arbitrator in accordance with its rules and regulations. The arbitrator shall have full power to hear and determine the dispute between the parties, and his decision shall be final and binding on all parties. The fees and expenses of the arbitrator and all other reasonable costs incurred by both parties shall be borne by losing party.

B. The time limits specified in the grievance procedure shall be construed as maximum. However, these may be extended upon mutual agreement between the parties.

C. A grievance may be presented at Step One within, one (1) week from the date of occurrence of the facts which gave rise to the grievance. If it is not presented within the aforementioned time period, it shall not thereafter be considered a grievance under this Agreement.

D. Any officer may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the PBA.

ARTICLE XVIII. POLICE OFFICERS' RIGHTS

A. No more than one (1) designated representative of the PBA at a time shall be permitted time off to attend mutually scheduled negotiating sessions and grievance sessions, provided that the Chief of Police, or his designated representative, be given reasonably prior notice of the request, and the efficiency of the Police Department is not adversely affected thereby.

B. An Officer shall have the right to inspect his or her personnel file at a reasonable time within seven (7) days after a request is made, provided that the Chief of Police, or his designated representative, is present at the time of the inspection.

C. The Borough agrees to notify the individual officer if any material derogatory to the employee is placed in his/her personnel jacket within seven (7) days. The officer shall initial such material to signify that he/she has seen it.

ARTICLE XIX. PROMOTIONAL PROCESS

A. In the event that a Promotional Examination is to be given to the members of the Police Department for a promotion to be made within the Department, except to Chief, the following procedures will be followed:

1. The amount of time from the announcement of the proposed examination until the examination date will be a minimum of two (2) weeks.

2. The eligibility requirements needed to take the examination and the requirements needed to obtain the rank will be posted.

3. The length of time that the grade received is valid for consideration of future rank shall be posted.

4. The answer sheet of each officer taking the test will be retained in his/her respective personnel file.

5. Prior to the start of the examination, the value of the following items will be posted:

- a. Written Test;
- b. Oral Test;
- c. Department Evaluation; and
- d. Any other factors which will have a bearing upon the final grade received by the officer.

B. The maximum time between each section of the Promotional Examination will be ten (10) working days and each officer will be advised by the Chief of Police as to the grade received from each part of said examination.

ARTICLE XX. POLICE OFFICER'S DISCIPLINARY RIGHTS

A. In an effort to insure that departmental investigations are conducted in a manner which is conducive to good order and discipline, the following rules are hereby adopted:

1. The questioning of a member of the force shall be at a reasonable hour, preferably when the member of the force is on duty, unless the exigencies of the investigation dictate otherwise.

2. The questioning shall take place at a location designated by the Chief of Police. Usually it will be at Police Headquarters or the location where the incident allegedly occurred.

3. The member of the force shall be informed of the nature of the investigation before any questioning commences. Sufficient information to reasonably apprise the member of the allegations should be provided. If it is known that the member of the force is being questioned as a witness only he shall be so informed at the initial contact.

4. The questioning shall be reasonable in length. Ten (10) minutes time shall be provided for personal necessities, meals, telephone calls, and rest periods at the end of every three (3) hours

5. The member of the force shall not be subject to any offensive language, nor shall he be threatened with transfer, dismissal or other disciplinary punishment. No promise of reward shall be made as an inducement to answering questions.

6. At every stage of the proceedings, the Department shall afford an opportunity for a member of the force, if he so requests, to consult with counsel and/or his Association representative before being questioned concerning a violation of the Rules and Regulations during the interrogation of a member of the force, which shall not delay the interrogation beyond one (1) hour for consultation with his Association representative, nor more than two (2) hours for consultation with his attorney. However, this paragraph shall not apply to day-to-day investigations.

7. In cases other than departmental investigations, if a member of the force is under arrest or if he is a suspect or the target of a criminal investigation, he shall be given his rights

pursuant to the current decisions of the United States Supreme Court.

8. Nothing herein shall be construed to deprive the Department or its officers of the ability to conduct the routine and daily operations of the Department.

9. Discipline shall be carried out in accordance with N.J.S.A. 40A:14-147, and the Police Ordinance of the Borough where not inconsistent with the aforesaid Statute.

ARTICLE XXI. WORK IN HIGHER RANK

An officer who works in the capacity of Acting Sergeant shall be paid at a Sergeant's rate of pay for the time worked in the capacity. To qualify however, the officer must work a minimum of two (2) full days in the elevated position during a calendar week beginning Monday and ending Sunday. The designation of an officer to work in the capacity of Acting Sergeant shall be made by the Chief of Police, or in his absence, the person acting in the same capacity.

ARTICLE XXII. PUBLICATIONS

All publications concerning in-service training programs being held at an approved academy or other convenient locations that are received by the Chief shall be posted in a conspicuous location to be selected at the discretion of the Chief. Each employee covered by this Agreement may request to attend such training programs. It is understood and agreed that approval to attend is completely within the province of the employer at the recommendation of the Chief of Police.

ARTICLE XXIII. BULLET PROOF VESTS

All officers covered by this Agreement shall be furnished with a bullet proof vest approved by the Borough of Peapack-Gladstone.

ARTICLE XXIV. PHYSICALS

The Borough may request that officers covered by this Agreement receive a complete medical physical once per year at the expense of the Borough.

ARTICLE XXV. OFF DUTY EMPLOYMENT

There shall be no limitation on the number of hours worked on non-duty days. During the duty days, officers shall be permitted to work not more than eight (8) total hours during the (24) hour period beginning at 7:00 a.m. on the day in which they are scheduled to work.

ARTICLE XXVI. EDUCATIONAL CREDITS

Any officer who has successfully completed any course of study given by any accredited college or university shall be compensated annually in the amount of Nine (\$9.00) Dollars per credit earned up to a maximum of sixty (60) credits. Such additional compensation shall be paid during the second pay period in June of each year.

Should an officer leave employment before the end of the year, any payment due or already paid would be pro-rated (or recouped if already paid) based on the duration of employment in that year.

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ARTICLE XXVII. LONGEVITY

All officers covered by this Agreement shall be entitled to longevity payment as follows:

Commencing with the 7th year of service with the Borough, the officer shall receive \$100.00 and thereafter for each subsequent year of service an additional \$100.00 shall be provided to the employee. Payment shall be made in the first pay period of February in each calendar year of this work contract.

ARTICLE XXVIII. FAIR REPRESENTATION FEE

A. Any permanent employee in the bargaining unit on the effective date of this agreement who does not join the Union within thirty (30) days thereafter, any new permanent employee who does not join within thirty (30) days of initial employment within the unit, and any permanent employee previously employed within the unit who does not join within ten (10) days of reentry into employment with the unit shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five (85%) percent of the regular Union membership dues, fees and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the union and the employer.

B. The Union agrees that it will indemnify and save harmless the Town against any and all actions, claims, demands,

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losses or expenses (including reasonable attorneys' fees) in any matter resulting from action taken by the Town at the request of the Union under this Article.

ARTICLE XXIX. DURATION

THIS AGREEMENT shall become effective January 1, 1994 and shall terminate on December 31, 1996. All salaries and other benefits under the terms of this Agreement are retroactive to 1 January, 1994 unless otherwise specified.

IN WITNESS WHEREOF, the parties have hereunto affixed their signature the day and year first above written.

BOROUGH OF PEAPACK AND GLADSTONE

POLICEMEN'S BENEVOLENT
ASSOCIATION LOCAL NO. 139

By: Mary E. Hamilton, Mayor

By: Robert V. Heneman, Pres

By: _____

By: David A. [Signature]

ATTEST:

By: Margaret J. Gould

By: _____

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