

**ADDENDUM TO THE COLLECTIVE NEGOTIATIONS AGREEMENT  
BETWEEN THE BOROUGH OF COLLINGSWOOD AND THE  
COLLINGSWOOD POLICE OFFICERS ASSOCIATION/  
F.O.P. LODGE 76/ NJFOP LABOR COUNCIL**

WHEREAS, the Borough of Collingswood and the Borough of Collingswood Police Officers Association/ F.O.P. Lodge 76/ NJFOP Labor Council (hereinafter "Association") entered into collective negotiations before the expiration of the Collective Negotiations Agreement; and

WHEREAS, during said negotiations, the Borough of Collingswood concluded that cuts were necessary in order to remain under the two percent mandatory cap; and

WHEREAS, the Borough approached the Association, among other groups, to discuss and negotiate possible concessions in order to avoid demotions and/or layoffs within the police department; and

WHEREAS, the Borough and Association entered into lengthy discussions for the purposes of avoiding demotions and/or layoffs; and

WHEREAS, on May 9, 2011, the Borough and the Association reached an agreement, which agreement is set forth herein as an addendum to the Collective Negotiations Agreement.

THEREFORE, the Borough and the Association hereby agree to the following negotiated terms, modifications, and changes:

1. This Agreement extends the Collective Negotiations Agreement between the Borough of Collingswood and the Association for the period of January 1, 2011 through June 30, 2012. The parties agree that at midnight on June 30, 2012 the terms of this addendum shall expire, and that the terms of the Agreement dated July 2007 shall be reinstated unless the Borough and the Association negotiate changes to said agreement.

2. The negotiated terms in this Addendum shall expire prospectively and on a pro-rata basis if the Borough implements any demotion or layoff of members in the Association from the date of execution of this Addendum to its expiration on June 30, 2012 at midnight. If the Borough implements demotions or layoffs during the duration of this Addendum, the Borough agrees to prospectively and on a pro-rata basis reinstate the terms and conditions of employment set forth in the July 2007 Agreement. The parties agree that this Addendum shall become null and void if demotions and/or layoffs occur within this Association. The Addendum shall not become null and void if a reduction-in-force is caused by attrition as a result of retirement, voluntary separation or disciplinary termination.

*Handwritten signature*

3. **GRIEVANCE PROCEDURE**, Step 5 Paragraph 2 shall read:

The party demanding mediation/arbitration shall request the Public Employment Relations Commission to appoint an arbitrator. The selection of the arbitrator shall be conducted in accordance with the rules and regulations of the Public Employment Relations Commission.

4. **PERSONAL HOLIDAYS**, Paragraph E shall read:

E. All personal holidays are to be used during the year in which they are granted. Where in any calendar year the personal holidays or any part thereof, not to exceed nine days, is not used, the employee shall receive a holiday compensation check totaling one days pay for each holiday not taken.

5. **UNIFORM ALLOWANCE**, first paragraph shall read:

A Uniform Allowance for the replacement and maintenance of clothing shall be paid to all full-time patrolmen represented herein. This allowance will be paid directly to each Patrolman in a separate check on or about May 1 so that he may purchase and maintain clothing as needed, as per the following, pro-rated for new employees:

January 1, 2011 to December 31, 2011	-	\$1,200.00
January 1, 2012 to June 30, 2012	-	\$ 600.00

6. **SALARIES**-entire section shall read:

It is acknowledged by and between the parties that the regular salary for patrolmen during the term of this addendum shall be increased by zero percent (0%). This results in the following salaries to be paid:

1/1/2011 through 6/30/2012	SALARY	
	Hired Before 2/16/1996	Hired after 2/16/96
First year patrolman	\$58,161.00	\$52,349.00
Second year patrolman	\$65,299.00	\$58,769.00
After completion of third year	\$72,498.00	\$65,250.00

**Salary for Patrolman hired after January 1, 2007**

1/1/2011 through 6/30/2012	SALARY
Recruit	\$42,504.00
First year patrolman	\$47,227.00
Second year patrolman	\$52,349.00
Third year patrolman	\$58,769.00
After completion of fourth year	\$65,250.00

The Borough shall pay the above salaries on a bi-weekly basis provided all full-time Borough employees are paid in the same manner.

7. **SHIFT DIFFERENTIAL**, entire section shall read:

Patrolmen and unit members who work between the hours of 7:00 pm to 7:00 am shall be eligible for a shift differential as follows:

January 1, 2011 to June 30, 2012 2.5%

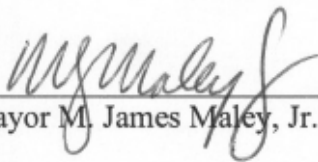
8. **NEW PARAGRAPH-OUTSIDE EMPLOYMENT**

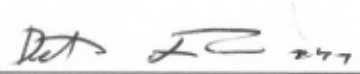
The Borough of Collingswood participates in off-duty outside employment for its police officers in accordance with New Jersey Law. All off-duty outside employment shall be administered by the Chief of Police.

9. The following grievance arbitration(s) filed with the Public Employment Relations Commission on or about March 14, 2011 shall be withdrawn by the FOP Lodge 76:

Borough of Collingswood –and-FOP Lodge 76, Docket No. AR-2011-756 (Shift Differential Payment)

It is understood that this Addendum is contingent upon acceptance and ratification by the Commissioners of the Borough of Collingswood and by the Superior Officers and Patrolmen.

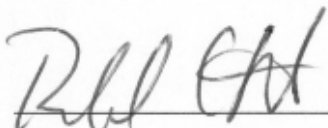
  
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Mayor M. James Maley, Jr.

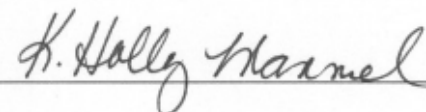
  
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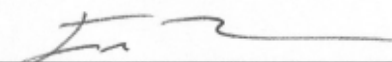
Dated:

Dated:

Signed and witnessed this date of June 6<sup>th</sup> 2011

  
\_\_\_\_\_  
Borough Administrator

  
\_\_\_\_\_  
Municipal Clerk

  
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FOP Lodge 76

