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**AGREEMENT BETWEEN THE
TOWNSHIP OF DENVILLE
AND
P.B.A. LOCAL #142**

January 1, 1992 to December 31, 1994

Dated:

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A G R E E M E N T

THIS AGREEMENT entered into this day of 1992 BY AND BETWEEN
TOWNSHIP OF DENVILLE, a Municipal Corporation of the State of
New Jersey, having its principal office at St. Mary's Place & Route
#46, in the Township of Denville, County of Morris and State of New
Jersey, hereinafter designated as "Denville" or "The Township", and
P.B.A. LOCAL #142 of the Township of Denville in the County of
Morris and State of New Jersey, hereinafter designated as "The P.B.A"
or "The Representative"

W I T N E S S E T H:

WHEREAS, pursuant to the provisions of Chapter 303 of the Laws
of 1968 of the State of New Jersey, the P.B.A. submitted itself as
the proposed Representative for the members of the Denville Township
Police Department, exclusive of the Chief of Police, and

WHEREAS, the P.B.A. was and is recognized as the exclusive bargaining
agent for the members of the Denville Township Police Department; exclusive
of the Chief of Police, and

WHEREAS, the Township and the Representative have reached an agreement,
and are desirous of reducing same to writing covering certain of the
terms and conditions governing employment, wages and other matters
between the Township and all of the members of the Denville Township
Police Department, exclusive of the Chief of Police.

NOW, THEREFORE, in consideration for the services performed by
the members of the Denville Township Police Department, exclusive of
the Chief of Police and the mutual covenants hereof, the parties hereto
do covenant and agree as follows:

SECTION 1. TERM

The duration of this Agreement shall be for the period inclusive of January 1, 1992 through December 31, 1994 and shall be retroactive to January 1, 1992.

SECTION 2. APPLICABILITY

The provisions of this Agreement shall apply only to full time Patrolmen, Sergeants and Lieutenants of the Denville Township Police Department.

SECTION 3. SALARY 1992 through 1994

See Exhibit A attached hereto and made a part hereof.

SECTION 4. LONGEVITY INCREMENT

All employees shall be paid a longevity increment, in addition to base salary for the period beginning January 1, 1992 and ending December 31, 1994, according to the following schedule:

<u>YEARS</u>	<u>4.5%</u> Effective <u>01/01/92</u>	<u>5%</u> Effective <u>03/01/93</u>	<u>5%</u> Effective <u>01/01/94</u>
0-3 years	0	0	0
4-7 years	\$ 712.00	\$ 748.00	\$ 785.00
8-11 years	\$ 950.00	\$ 998.00	\$1,048.00
12-15 years	\$1,187.00	\$1,246.00	\$1,308.00
16-20 years	\$1,657.00	\$1,740.00	\$1,827.00
21-24 years	\$1,910.00	\$2,006.00	\$2,106.00
25 years and over	\$2,134.00	\$2,241.00	\$2,353.00

SECTION 5. EDUCATIONAL COSTS--REIMBURSEMENT

In addition to base pay, increments thereto and any other payments herein provided, Patrolmen, Sergeants and Lieutenants shall receive the following payments:

A. Full reimbursement for the cost of books required by the institution where the approved course was taken, provided evidence of successful completion of said course is submitted to the Township, and further provided there is compliance with Subsection C of this Section.

B. Full reimbursement of tuition costs actually paid to the institution where there has been compliance and successful completion of a course approved by the Township. Any payment received from any tuition grant directly to the Police Officer or from any other sources shall be credited against the tuition reimbursement and the amount paid by the Township shall be decreased accordingly. Reimbursement shall be subject to the terms and conditions of Subsection C of this Section 5.

C. To qualify for any reimbursement provided herein, a voucher must be submitted to the Township in the form and in the manner prescribed for payment of all vouchers, to which there must be attached:

(1) A certificate from the institution giving the title of the approved course, indicating successful compliance and completion of the approved course; and/or

(2) A receipted voucher for tuition cost indicating that it is payment for the specifically approved course at the institution in question, with a certification by the employee indicating that no reimbursement of the tuition costs has been received, or indicating the extent of any reimbursement and the amount due after reimbursement; and/or

(3) A receipted voucher for the costs of books purchased and required in connection with the approved course, and an affidavit that the books were required by the institution.

D. The education benefits described in this Section shall be payable on or before June 30th of each contract year, and, in accordance with past practice, credits will be deemed earned when the course is ended with a passing grade and not when grades are issued.

SECTION 6. EDUCATIONAL BENEFITS

In addition to base pay, increments thereto and any other payment herein provided, Patrolmen, Sergeants and Lieutenants in the employ of the Township on or before July 1, 1976, shall receive the following payments and increments for, and as a result of, education received through attendance at accredited schools:

A. Employees presently on the police force shall be compensated annually in accordance with either paragraph 1 or 2 below, whichever amount is higher.

(1) By recognizing credits held on or before July 1, 1976 under the provisions of Section 5 (Paragraph B) and Section 6 of the prior agreement dated July 1, 1974, covering the period of January 1, 1974 through December 31, 1975, inclusive (See Exhibit C attached)

or

(2) In accordance with the following schedule:
(The following as shown in Schedule A & B will be in effect for years 1992, 1993 and 1994 and those Patrolmen and Officers above the maximum of \$2,508.00, \$2,633.00 and \$2,765.00, respectively, will be grandfathered to remain the same amount as Perc Ruling January 6, 1978, Exhibit D attached all as to Grandfather Rights.)

SCHEDULE "A"

Credit Accumulations
Credit Levels

	<u>4.5%</u> <u>01/01/92</u>	<u>5%</u> <u>03/01/93</u>	<u>5%</u> <u>01/01/94</u>
30	\$ 627.00	\$ 658.00	\$ 691.00
42	\$ 879.00	\$ 923.00	\$ 969.00
54	\$1,129.00	\$1,185.00	\$1,244.00
67 (or AS or AA)	\$1,400.00	\$1,470.00	\$1,544.00
79	\$1,651.00	\$1,734.00	\$1,821.00
92	\$1,923.00	\$2,019.00	\$2,120.00
106	\$2,215.00	\$2,326.00	\$2,442.00
120 (or BS or BA)	\$2,508.00	\$2,633.00	\$2,765.00

B. Any employee hired by Denville Township subsequent to July 1, 1976, shall receive annually supplementary compensation based upon credit levels reached in accordance with the following schedule. For the purpose of this clause the anniversary of the date of hiring shall control:

SCHEDULE "B"
CREDITS

	<u>4.5%</u> <u>01/01/92</u>	<u>5%</u> <u>03/01/93</u>	<u>5%</u> <u>01/01/94</u>
2nd year 30	\$ 627.00	\$ 658.00	\$ 691.00
3rd year 42	\$ 879.00	\$ 923.00	\$ 969.00
4th year 54	\$1,129.00	\$1,185.00	\$1,244.00
5th year 67 AA or AS	\$1,400.00	\$1,470.00	\$1,544.00
6th year 79	\$1,651.00	\$1,734.00	\$1,821.00
7th year 92	\$1,923.00	\$2,019.00	\$2,120.00
8th year 106	\$2,215.00	\$2,326.00	\$2,442.00
9th year 120 or BS, MS, BA or MA	\$2,508.00	\$2,633.00	\$2,765.00

C. Recognizing incentive aspect of this program, the following provisions shall apply should there occur an interruption of the educational program without a "valid excuse";

1. If any employee discontinues attendance at school more than two consecutive semesters and said discontinuance is without "valid excuse", all previous credits and payment therefore will be discontinued provided; however, if said employee has reached the level or status of AS or AA degree (67 credits), he reverts to the 67 credit level for payments.

2. An employee may discontinue attendance at school without penalty upon completion of the BS or BA or MS or MA degree (120 credits).

3. Increments shall be reinstated when the employee shall have re-enrolled in an accredited college offering a degree in police science earning at least three (3) credits and matriculates and shall have completed two (2) consecutive semesters.

4. The following shall be considered "valid excuse" that is sufficient of just cause for an interruption in the educational incentive program by an employee:

(a) Sickness or accident of such seriousness and duration as to result in such absences as render it impossible to satisfactorily complete the course, provided, however, that the Chief of Police may reasonably require justification of the absences in the form of physician's verification or employee's affidavit.

(b) Leave of absence from the police force approved in normal courses.

(c) Any other excuse approved by the Chief of Police or Township Administrator.

D. Effective January 1, 1989, employees who have completed twenty-three (23) years or more of service shall have the education benefit rolled into their base pay.

E. The educational benefits described in the preceding paragraph shall be payable on or before June 30th of each contract year and in accordance with past practices, credits will be deemed earned when the course is ended with a passing grade and not when grades are issued.

EDUCATIONAL BENEFITS (EXPLANATION)

The parties hereto acknowledge that there may be future applicants for positions in the Police Department of the Township, or members of the Township Police Department who are presently in possession of an Associate of Arts, Associate of Science Degree, Bachelor of Arts Degree or Bachelor of Science, Master of Arts or Master of Science, or persons who have accumulated credits in Police Science, or persons who have accumulated credits in Police Science for courses which are given recognition in the obtaining of a degree in Police Science. Accordingly, it is hereby agreed that credits which have previously been earned by any person, whether or not he be presently a member of the Police Department shall be effective in determining his rights to receive the Educational incentive increments provided under Section 6, provided that:

A. Proof by letter or certificate from the institution which administered the course indicating successful compliance with the completion of the course.

B. A certificate or statement in letter form from the County College of Morris, or any accredited New Jersey college or university which offers Associate's, Bachelor's or Master's degrees in Police Science, stating that such credits, irrespective of the institution where they were earned, have been accepted and have been applied by them toward the attainment of an Associate, Bachelor's or Master's degree in Police Science. And such person, has, in fact, matriculated into a Police Science Program seeking the Associate's, Bachelor's or Master's degree in Police Science.

C. Any person who has secured an Associate's, Bachelor's or Master's degree in Police Science from an accredited college or university shall immediately become entitled to those increments upon proof of the degree but then shall receive compensation in accordance with the provisions of Section 6B.

D. Any employee who has attained a Bachelor's Degree in a course of study other than Police Science, shall have the option: (a) of matriculating toward a Bachelor's Degree in Police Science or (b) matriculating toward a Master's degree in Police Science. Upon matriculation he shall be entitled to be compensated for credits already earned to the extent that said credits are applicable toward the Bachelor's Degree or the Master's Degree in accordance with the provisions of Section 6.

E. The employee who has not attained a Bachelor's Degree in Police Science but who pursues a Master's Degree in Police Science will be paid the education reimbursement benefits in accordance with the provisions of Section 5, except that tuition reimbursement shall be limited to the tuition rate per credit per number of courses required for Police Science Master's Degree at Rutgers University. If, however, an employee has achieved a Bachelor's Degree in Police Science and pursues a Master's Degree in Police Science, the Township shall have no responsibility for reimbursement for books and tuition under this Agreement.

F. In the event an employee who has not attained a Bachelor's Degree in Police Science but attains a Master's Degree in Police Science, then in such event his maximum compensation awarded under Section 6 shall; be as if he has attained a Bachelor's Degree in Police Science.

SECTION 7. ADDITIONAL COMPENSATION

A. Special Duty Premium - In addition to base salary, longevity increments and any additional increments, all patrolmen, Sergeants and Lieutenants assigned to the Detective Bureau of the Police Department shall receive an increment of \$1,599 per annum for the calendar year 1992, \$1,679 (effective March 1, 1993) for the calendar year 1993 and \$1,763 per annum for the calendar year 1994. Such increments shall be paid on a pro rata basis for each year of this Agreement, on the present pay schedule for all Township employees.

B. Clothing Allowance - In addition to their base salaries, longevity increments and any additional increments, all Patrolmen, Sergeants and Lieutenants shall receive a clothing allowance of \$585 per year for the calendar year 1992, \$614 per year for the calendar year 1993 and \$645 per year for the calendar year 1994. Such increment or part thereof shall be due and owing by the Township upon execution of a voucher by the Patrolman, Sergeant or Lieutenant making such claim and payment shall be promptly made therefor as promptly as possible upon submission thereof. Nothing herein shall be construed as limiting clothing purchases pursuant to this Paragraph for Police uniforms or uniform accessories.

C. Uniform Maintenance Allowance - Uniform Maintenance will be paid to each employee covered under this agreement. For the calendar year 1992 this payment shall be \$554 per employee, for the calendar year 1993 this payment shall be \$582 per employee and for the calendar year 1994 this payment shall be \$611 per employee. Requests for this compensation shall be submitted by voucher on or before April 1st of 1992, April 1, 1993 or April 1, 1994, and are subject to the approval

of the Chief of the Department. A new employee shall only be entitled to a prorated uniform maintenance allowance based on the number of months worked from date of hire to the end of the calendar year in which he was hired. Thereafter, this employee's entitlement to a uniform maintenance allowance shall be the same as any other employee covered by this agreement. Officers are to adhere to such rules and regulations of the Denville Police Department as may be adopted for maintaining uniform appearance.

Effective January 1, 1990, employees on Terminal Leave shall receive clothing allowance and clothing maintenance payments on a pro-rated basis. Payment will be made only for the actual months that an employee covered under this contract is actively employed.

D. Call Out Pay - If at any time a Police Officer is called to duty for any purpose where his response or presence at the direction of a superior is mandatory, he shall be compensated for call-out time on the following basis: Overtime at time and one-half rate for four (4) hours or actual time at time and one-half whichever is greater. The purposes for which a Police Officer may be called shall be at the discretion of superior officers in charge and may include, but shall not be limited to, the following purposes: Administration of breathalyzer test(s), administration of any chemical test(s) to determine whether an individual is under the influence of alcohol, narcotic or any other unlawful chemical substance, court appearance(s); or fatality investigation(s).

SECTION 8. WORK PERIOD AND SCHEDULE

All Patrolmen, Sergeants and Lieutenants covered by this Agreement shall work 40 hours per week on a schedule to be established or approved by the Chief of Police. The Chief of the Department shall set all work schedules and shifts in accordance with Police Department Policy, if any such policy exists and is in force and effect.

A. **Advanced Notice for Shift Change or Special Assignments -**
Whenever practicable, the Township shall provide an officer with a minimum of two (2) weeks advance notice when the officer's shift assignment (or a special assignment) shall result in a change of shift. This notice shall not be required in an emergency situation.

SECTION 9. HOLIDAYS

Each Patrolman, Sergeant and Lieutenant shall be entitled to twelve (12) off-duty days per annum during the term of this Agreement, which shall be the equivalent and accountable as Holidays. The off-duty time for holidays shall be in accordance with a schedule established or approved by the Chief of Police.

Effective January 1, 1991, employees covered hereunder shall have the option of electing to work and to receive an extra day of pay in lieu of holiday time off up to a maximum of four (4) days per year. Any employee electing this option must notify the Chief of Police of the decision to exercise the option and the number of days of work and pay in lieu of time off elected on or before January 15. Payment will be made in the second pay period in November. No payment will be required hereunder to any employee who is terminated for cause. If an employee voluntarily terminates employment with the Township after providing appropriate notice, payment due under this section shall be made on a pro rata basis.

In addition thereto, should the Mayor and/or the Municipal Council, by proclamation, executive order or resolution, declare a previously unscheduled day to be a public holiday, or should they order or permit the closing of all municipal offices, such day shall be added to the 12 days provided in this section as regular holidays.

SECTION 10. SICK LEAVE

A. **Temporary Disability Leave -- Non-Work Related Illness or Injury.** Subject to the conditions set forth in Paragraphs "C" and "D" hereof, each Patrolman, Sergeant and Lieutenant covered by this Agreement shall in addition to sick leave benefits set forth in Paragraphs "B" and "C" hereof, be entitled to temporary disability leave for non-work related illnesses or injuries. Temporary disability leave shall be provided during the continuance of an employee's inability to work. During the period of said temporary disability leave, the employee shall receive full pay benefits. Provided, however, that nothing herein shall alter or diminish the Township's rights pursuant to Police and Firemen's Retirement System of New Jersey to place the employee on permanent disability in which event this benefit shall terminate.

B. **Work Related Illness and Injury -- Compensation for work related illnesses or injuries shall remain unlimited but as established by the Decision of the Public Employment Relations Commission dated June 9, 1981, bearing Docket #CO 80-378-21, SN 80-155, is hereby made a part of the express terms of this Agreement.**

C. **Sick Leave Incentive Program**

1. Without limiting the effect of Paragraph "A" above, the parties agree that there shall be established a sick leave incentive program, which program is intended to provide an incentive for the discriminate use of sick time.

2. Each Patrolman, Sergeant and Lieutenant shall for the purposes of the Subsection "C" be credited each calendar year with sick leave of fifteen (15) days. Each employee shall be allowed to

accumulate a maximum of one hundred (100) days plus fifteen (15) days for the current year. That is, that no employee may carry over more than one hundred (100) days from one year to the next.

3. Any accumulation of sick time standing to the credit of an employee prior to the enactment of this plan; that is, as of January 1, 1984, is preserved and shall be credited toward his accumulation. Any payment for sick time pursuant to Paragraph "A" above shall be deducted from the annual accumulation of fifteen (15) days. Any days remaining shall be added to the accumulation.

4. Upon voluntary termination under circumstances qualifying an employee for the existing pension plan, the employee shall be entitled to, as additional terminal leave, any accumulation of sick days remaining times 110%.

D. Physician's Certification

To qualify for regular pay under the provisions of Paragraph "A" of this Section on account of illness or injury, absences for five or more consecutive working days, unless waived, must be supported by a physician's certificate as to the specific cause of absence. Failure to provide such a physician's certificate shall result in the forfeiture of vacation and holiday benefits in the amount of time equal to the absence, or loss of pay if the police officer's vacation entitlement has been exercised and used during that year. All payment for sick leave entitlement shall be subject to the approval of the superior officer of the shift on which the absence occurs, and the Chief of Police and approval by Administration.

SECTION 11. VACATION AND ELIGIBILITY SCHEDULE

A. All Patrolmen, Sergeants and Lieutenants covered by this Agreement shall be entitled to vacations in accordance with the following schedule:

<u>Length of Service</u>	<u>Vacation</u>
Over 4 months to 1 year	One day per month starting with the fifth month of employment
After 1 year through 4 years	Ten days
After 4 years through 14th year	Ten days plus one day per year of service after 4th year
After 14 years through 19th year	Twenty days plus one day per year of service after 14th year
After 19th year	Twenty-five days plus one day per year for each year in excess of 19 years, up to a maximum of 30 days

If the anniversary date of employment falls prior to August 1st of the year in questions, the additional day of vacation will be granted within that year.

SECTION 12. FUNERAL AND PERSONAL LEAVE

A. Every Patrolman, Sergeant and Lieutenant covered by this Agreement shall be entitled to three (3) off-duty days with pay on the days immediately following the death of spouse, children, mother, mother-in-law, father, father-in-law, sisters or brothers, grandparents, one (1) day for sister-in-law or brother-in-law, providing the employee attends the funeral. Upon adoption of the New Denville Township Police Department Rules and Regulations as recommended by the N.J. State Attorney General's Office in accordance with his letter of March 31, 1986, this section will be replaced by same.

B. Every Patrolman, Sergeant and Lieutenant covered by this Agreement shall be entitled to three (3) off-duty days with pay, for personal leave, for each year, for the term of this Agreement. The scheduling of such leave days shall be subject to approval by the shift supervisor and by the Chief of Police.

SECTION 13. OVERTIME

Patrolmen, Sergeants and Lieutenants shall be compensated for overtime at one and one-half (1½) times regular pay, and they have the option to receive overtime compensation in either case, or in the form of compensatory time off. Compensatory time may be accumulated up to two (2) days at any one time. Total annual compensatory time shall not exceed eight (8) days. The accumulated off-duty days must be used by December 15th of each contract year, or a cash payment shall be made for the accumulated time on that date. The use of accumulated time is at the discretion of the Chief of Police in accordance with the scheduling needs of the Police Department, and for the health, safety and benefit of the Township and its citizens.

SECTION 14. ACTING SHIFT COMMANDER

Any Police Officer assigned as "Acting Shift Commander" shall be paid at his normal rate of pay unless the assignment is for a period exceeding seven (7) days. In the event said assignment exceeds the seven (7) day period heretofore provided, he shall be paid at the rate of Sergeant and the increase of pay to the Sergeant's rate of pay shall be retroactive to the date of commencement of the assignment.

SECTION 15. DENTAL BENEFITS

During the term of this Agreement the Township shall provide at the Township's cost and expense a Dental Plan provided by the N.J. Dental Service Plan, Inc., which plan is commonly known as "The Delta Dental Plan Coverage 3A Two Party and Three Party Plan", covering each employee and his immediate family. The Township shall, effective April 1, 1987, extend said coverage to include Ortho III Coverage (Family Orthodontic).

SECTION 16. MEDICAL BENEFITS

The Employer shall provide to each employee and his immediate family, without cost, a medical/surgical, hospitalization insurance plan in the form of Blue Cross/Blue Shield and Major Medical coverage, or the equivalent thereof.

SECTION 17. GRIEVANCE PROCEDURE

A. Definitions:

(a) A "Grievance" is a claim by a Patrolman, Sergeant and Lieutenant or representative, or by the Chief of Police, Mayor, Business Administrator, Municipal Council or other duly authorized official of the municipality, based upon the interpretation, application or violation of this Agreement, or arising from a lack of equality in treatment of employment or promotion.

(b) An "aggrieved person" is the person or persons making the claim.

(c) A "party in interest" is the person or persons making the claim, and any person who might be required to take action, or against whom action might be taken in order to resolve the claim.

(d) "Policemen" is a full-time Patrolman, Sergeant and Lieutenant in the Denville Township Police Department.

(e) The "P R & R Committee" is the Representative's Committee on Professional Rights and Responsibilities.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting policemen. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Grievance

(a) Should any dispute or difference arise between the Township or the Representative or its members as to the interpretation, application or operation of any provision of this Agreement, or arising from a lack of equality in treatment of employment or promotion, both parties shall endeavor to settle same in the simplest and most direct manner. The procedure shall be as follows, unless any step thereof is waived by mutual consent:

FIRST: A meeting shall be held between the grievant, with P R & R Representative from the P.B.A and his attorney, if he so desires, and the Chief of Police, within thirty (30) days after the event giving rise to the grievance has occurred. The grievance shall be reduced to writing prior to said meeting. The Chief of Police shall give his written answer within three (3) working days of the meeting.

SECOND: (1) If the grievance is not settled at the first step, the grievant or the P R & R Representative from the P.B.A. may make written request for a Second Step meeting within twenty (20) days after the answer is given at the First Step except that in disciplinary action grievance, the written request for a Second Step meeting shall be made within five (5) working days after the answer is received at the First Step. The Chief of Police shall set a meeting within five (5) working days after the request is received, or for such other time as is mutually agreeable. This Second Step meeting shall be between the Business Administrator acting on behalf of the Township, and the grievant, with the P.B.A. Representative and the grievant's attorney, if the grievant has counsel. The Township's answer to the Second Step shall be delivered to the P.B.A. within five (5) working days after the meeting.

(2) A P.B.A. member disciplined may, at his option proceed initially to the Second Step of the grievance procedure. Grievances concerning such matters shall be filed in writing with the Business Administrator of the township within five (5) working days after the discipline or the option under this section shall be deemed waived. The Second Step grievance meeting on disciplinary matters shall be held within ten (10) working days after the request, unless other arrangements are mutually agreed upon.

THIRD: If the aggrieved person or the P R & R Representative is not satisfied with the handling or result of the grievance on the Second Level, he may, within fifteen (15) days, notify the Business Administrator of the Township, in writing, that he wishes to take the matter to arbitration.

SECTION 18. STATUTORY PRECEDENCE

Where a charge or charges are made against a Patrolman, Sergeant and Lieutenant or a supervisory covered by this Agreement, N.J.S. 40A:14-147 shall regulate the procedures governing the same and shall supersede the provisions of this Agreement.

SECTION 19. RENEWAL NEGOTIATIONS

It is understood and agreed between the parties hereto that proposals will be exchanged between the P.B.A. Local No. 142 representing the Denville Township Police Department and the Township of Denville, representing the management, for the 1995 Contract by not later than September 15, 1994.

SECTION 20. EFFECTIVE DATE

Notwithstanding the date that this Agreement is executed it is the intention of the parties hereto that all terms, provisions, increments and benefits set forth herein shall be effective retroactive to January 1, 1992, unless otherwise expressly stated herein.

The payment for any retroactive pay or additional benefits which are awarded retroactively as a result of contract negotiations, arbitration or other collective bargaining process shall be paid no later than thirty (30) days from date of Agreement, finding or award.

(1) Within ten (10) days after such written notice or submission to arbitration, the Business Administrator of the Township and the P R & R Committee shall attempt to agree upon a mutually acceptable arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by the aggrieved party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

(2) The arbitrator so selected shall confer with the Representatives of the Township and the P R & R Committee, and hold hearings promptly, and shall issue his decision not later than twenty (20) days from date of the close of the hearings, or if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing, and shall set forth his findings of fact, reasoning and conclusion on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law, or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the township and to the Representative, and shall be binding on the parties.

(3) The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses, and the cost of the hearing room shall be borne equally by the township and the Representative. Any additional expenses incurred shall be paid by the parties incurring same.

SCHEDULE "A"

SALARIES

	Mos. time in Grade	4.5% 1/1/92	6.5% 3/1/93	5.5% 1/1/94
* Patrolman	0-12	\$31,350	\$33,388	\$35,224
	13-24	\$36,370	\$38,734	\$40,864
	25-36	\$38,679	\$41,193	\$43,459
	37-48	\$41,228	\$43,908	\$46,323
	49-60	\$43,735	\$46,576	\$49,140
	Over 60	\$45,751	\$48,725	\$51,405
Sergeant	0-12	\$48,019	\$51,140	\$53,953
	13-24	\$50,301	\$53,571	\$56,517
	25-36	\$52,537	\$55,952	\$59,029
Lieutenant	0-12	\$54,820	\$58,383	\$61,594
	13-24	\$57,086	\$60,797	\$64,141
	25-36	\$59,399	\$63,260	\$66,739

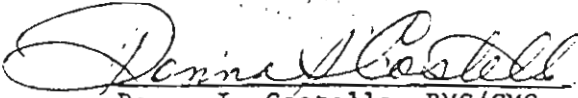
* Effective January 1, 1993 there shall be established an "Academy" rate equivalent to ninety (90%) per cent of Step 1 of the probationary patrolmen rate (indicated as 0-12 month rate in Schedule A. This rate shall apply to newly hired officers while the officer is attending a police academy at municipal expense and shall in no event extend beyond six months from the date of hiring. The academy rate shall not apply to a newly hired officer who is not required to attend a police academy.

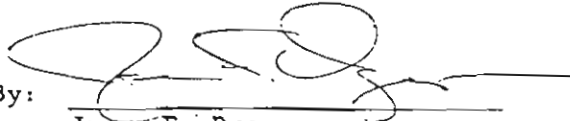
The application of the Academy rate shall not result in a deferral of the movement to the second step (13 to 24 months) upon the 13th month from the date of hiring.

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

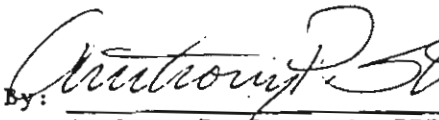
ATTEST:

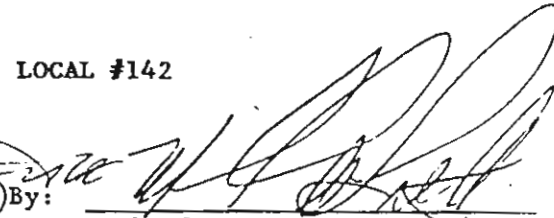
TOWNSHIP OF DENVILLE

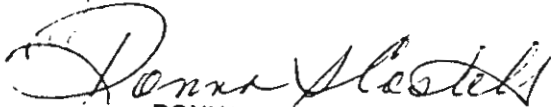

Donna I. Costello, RMC/CMC
Municipal Clerk

By: 
James F. Dyer
Mayor

P.B.A. LOCAL #142

By: 
Anthony P. Strungis III
State Delegate

By: 
Michael A. Little
President


DONNA I. COSTELLO
NOTARY PUBLIC OF NEW JERSEY
My Commission Expires Feb. 16, 1995