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AGREEMENT

BETWEEN

BOROUGH OF GLEN RIDGE

AND

**CAPTAINS & LIEUTENANTS ASSOCIATION
POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL 58A**

JANUARY 1, 2024 THROUGH DECEMBER 31, 2026

TABLE OF CONTENTS

18

19

20 I. RECOGNITION4

21 II. SALARIES5

22 III. LONGEVITY6

23 IV. CLOTHING ALLOWANCE7

24 V. EMERGENCY MEDICAL TECHNICIAN STIPEND8

25 VI. COLLEGE INCENTIVE PROGRAM9

26 VII. IN-SERVICE TRAINING11

27 VIII. INSURANCE 12

28 IX. RETENTION OF BENEFITS..... 13

29 X. HOURS OF WORK AND OVERTIME14

30 XI. VACATIONS AND HOLIDAYS..... 15

31 XII. BEREAVEMENT OR FUNERAL LEAVE 16

32 XIII. PERSONAL LEAVE17

33 XIV. SICK LEAVE18

34 XV. MUTUAL AID AND LEGAL AID..... 20

35 XVI. GRIEVANCE PROCEDURE..... 21

36 XVII. FIREARM RETENTION – RETIREMENT.....25

37 XVIII. SEPARABILITY AND SAVINGS..... 26

38 XVIV.DURATION..... 27

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40 AGREEMENT

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42 This Agreement, dated the day of May 29, 2024 , by and between the Borough of Glen Ridge, a
43 municipal corporation of the State of New Jersey, hereinafter referred to as the "Borough", and the
44 Policemen's Benevolent Association Local No. 58A, Glen Ridge, New Jersey, hereinafter referred to
45 as the "PBA";

46

47 PREAMBLE

48 WHEREAS, the PBA – Captains & Lieutenants Unit (PBA) has been recognized by the governing
49 body of the Borough as the majority representative of the Police Lieutenants (“Local 58A Members”)
50 under and by virtue of "New Jersey Employer-Employee Relations Act", as amended, for the purpose
51 of collective negotiations, and

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53 WHEREAS, the Borough and the PBA have engaged in collective negotiations concerning wages and
54 other terms and conditions of employment which negotiations have resulted in this Agreement,

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56 NOW, THEREFORE, be it agreed by and between the parties hereto as follows:

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ARTICLE I
RECOGNITION

1. The Borough hereby recognizes the aforementioned PBA as the exclusive majority representative for all its Police Captains and Lieutenants but excluding all other managerial executives, confidential employees and all other employees of the Borough.

2. Unless otherwise indicated, the term “Local 58A Member” when used in this Agreement refers to all persons represented by the Captains and Lieutenants Association in the above defined bargaining unit.

3. It is understood by both parties that the Captain’s position is currently vacant and if during the duration of this contract, this position is filled, the terms and conditions of the Captain’s employment, and only the Captain’s employment are subject to negotiations.

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ARTICLE II
SALARIES

The salary and schedules shall be as follows:

Lieutenants	2024	2025	2026
Fourth Grade	\$141,440	\$145,683	\$150,053
Third Grade	\$148,978	\$153,448	\$158,051
Second Grade	\$156,516	\$161,211	\$166,048
First Grade	\$164,054	\$168,976	\$174,045

The grade increases to Lieutenants who are below First Grade are subject to favorable recommendations by the Chief of Police upon completion of one full year in their current grade.

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ARTICLE III
LONGEVITY

The longevity plan shall be as follows: two (2%) percent of salary after five (5) full years of service; four (4%) percent of salary after ten (10) full years of service; six (6%) percent of salary after fifteen (15) full years of service; eight (8%) percent of salary after twenty (20) full years of service; and ten (10%) percent of salary after twenty-four (24) full years of service effective July 1 of each year. Longevity will be made part of an employee's annual salary and shall be calculated as of January 1st of the current year if the employee's anniversary date of employment is prior to July 1st of the current year. When the employee's anniversary date of employment is on or after July 1st, payment will begin as of January 1st of the following year.

Employees hired on or after January 1, 2010 will not be eligible for longevity.

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ARTICLE IV

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CLOTHING AND MAINTENANCE ALLOWANCE

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99 The Lieutenant shall receive an annual clothing and maintenance allowance in accordance with the
100 following schedule:

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2024	2025	2026
\$1,600	\$1,700	\$1,800

102

103 The clothing and maintenance allowance shall applied to the annual base salary.

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105 ARTICLE V

106 EMERGENCY MEDICAL TECHNICIAN INCENTIVE PROGRAM

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108 The Borough of Glen Ridge will offer members of Glen Ridge PBA 58A the following program to
109 encourage members of the department to obtain and retain EMT certification.

110 1. Any member of the bargaining unit who is EMT certified shall receive as additional
111 compensation of eight hundred dollar (\$800.00) per year, which shall be paid with and be part of the
112 annual salary. The compensation shall be prorated in the first year of eligibility based upon the month
113 in which the certification is obtained.

114 2. Any member receiving compensation under this program who fails to maintain his/her
115 EMT certification will be disqualified from the program. Compensation shall cease upon expiration of
116 the EMT certification.

117 3. The Borough will be responsible for employee's recertification expenses.

118

119 ARTICLE VI

120 COLLEGE INCENTIVE PROGRAM

121 A. The Borough agrees to continue the College Incentive Program which was in effect on January
122 1, 1980 under the following conditions:

123 1. There will be maintained a College Incentive Program to encourage members of the Police
124 Department to continue their formal education and acquire an Associate of Science Degree
125 or a Baccalaureate Degree or Masters Degree in Law Enforcement or other program of study
126 as approved by the Chief of Police ("Accredited Program" or "Accredited Degree"). All
127 regular members of the Police Department will be eligible for participation in the program,
128 except for officers hired after January 1, 2010. The only pre-requisite is that the Local 58A
129 Member must be or have been matriculating towards an Accredited Degree. The program
130 will be based on the number of college credit hours earned by the Local 58A Member which
131 are applied or can be applied toward an Associate, Baccalaureate or Masters Degree in an
132 Accredited Program. The credit hours and monetary incentive shall be as follows:

133 Phase I 17 through 33 credit hours, the Local 58A Member's base salary will increase by
134 \$225.00 annually.

135 Phase II 34 through 50 credit hours, the Local 58A Member's base salary will increase by
136 \$375.00 annually.

137 Phase III 51 or more credits, the Local 58A Member's base salary will increase by \$675.00
138 annually.

139 Phase IV Attainment of an Associates Degree: the base salary of a Local 58A Member will
140 increase by \$925.00 annually. The increment shall remain part of the Local 58A
141 Member's salary until separation from the Police Department.

142 Phase V Attainment of a Baccalaureate Degree, the Local 58A Member's base salary will
143 increase by \$1,225.00 annually and it shall remain a part of the Local 58A
144 Member's salary until separation from the Police Department.

145 Phase VI Attainment of a Masters Degree, the Local 58A Member's base salary will
146 increase by \$1,525.00 annually and it shall remain a part of the Local 58A
147 Member's salary until separation from the Police Department.

148 2. A Local 58A Member who has a number of credits but has not received a degree will remain
149 in the program for as long as the Local 58A Member is enrolled in a school of higher

150 education and taking courses applicable toward an Accredited Degree. If or when a Local
151 58A Member who has accumulated a number of credits but not a degree fails to add to that
152 number of credits for a period of two years from the date of completion of the last course,
153 the Local 58A Member shall be dropped from the College Incentive Program and his/her
154 annual salary will revert to the base salary of the Local 58A Member's respective rank. In
155 the event a Local 58A Member has been dropped from the program as outlined, he/she may
156 be reinstated upon completion of three credited courses or nine credit hours, and will re-enter
157 the program at the phase in which the total number of credits warrant.

158 3. Members who wish to enter the program shall have their respective institute of higher
159 education send directly to the Chief of Police a certified copy of their transcript. This
160 transcript is to be received no later than the first day of August preceding the calendar year
161 of payment.

162 B. Any employee hired on January 1, 2010 or thereafter will not be eligible for the College Incentive
163 Plan.

164 C. Tuition Reimbursement Plan. For individuals hired on or after January 1, 2010, the Borough will
165 offer a college tuition reimbursement not to exceed \$900.00 per calendar year. Reimbursement
166 shall be made at the conclusion of the first course and will only be paid if the individual receives
167 a C or better in the course. Local 58A Members shall be paid the lesser of \$900.00 or the cost of
168 the course. There shall be no carry over from year to year for any unused tuition reimbursement
169 allowance.

170 D. A list of acceptable courses applicable toward this College Incentive Program or the Tuition
171 Reimbursement Program will be on file with the Chief of Police and Borough Clerk. Only courses
172 listed will apply in determining total credits. Courses will be added to this list as they are
173 approved by the Chief of Police.

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ARTICLE VII

IN-SERVICE TRAINING

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178 A department vehicle shall be made available for attendance at such training sessions, at the option of
179 the Local 58A Member. If a Borough vehicle is not available, then the Local 58A Member may use
180 his/her personal vehicle. When the Local 58A Member uses his/her own vehicle, the Local 58A Member
181 shall be reimbursed at the current IRS rate for travel beyond normal commuting distance.

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183 ARTICLE VIII

184 INSURANCE

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186 1. The Borough shall continue to provide hospitalization, medical and surgical benefits to
187 all Local 58A Members and their families through the State Health Benefits Plan. Effective January 1,
188 2011, any Local 58A Members electing the NJDIRECT10 Plan shall pay the difference in cost between
189 the NJDIRECT10 and the NJDIRECT15. Local 58A Members will remain responsible for the co-
190 payment associated with the Plan that they select.

191 2. The Borough shall also furnish false arrest insurance covering all Local 58A Members.

192 3. The Borough shall continue to provide dental benefits to all Local 58A Members and
193 their families through the Borough of Glen Ridge Group Dental Plan.

194 4. The Borough shall continue to provide prescription drug benefits to all Local 58A
195 Members and their families. The Borough will pay full premium costs of the plan. Prescription Drug
196 Benefits shall be provided through the State Health Benefits Plan and employees will be responsible for
197 co-payments required by the plan.

198 5. The Borough shall continue to provide vision care benefits to all Local 58A Members and
199 their families through Vision Service Plan (Modified Plan A) subject to an annual deductible of \$25.00
200 for each family member.

201 6. Local 58A Members shall contribute toward the cost of their medical and prescription
202 coverage provided for in this Article in accordance with the rates established by the Tier IV grid in P.L.
203 2011, Ch. 78.

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ARTICLE IX
RETENTION OF BENEFITS

It is understood and agreed by and between the parties that all benefits which were provided for employees prior to the effective date of this Agreement, including but not limited to life insurance coverage, shall be continued, except as modified by this Agreement.

212 ARTICLE X

213 HOURS OF WORK AND OVERTIME

214
215 1. The Borough agrees that each Local 58A Member shall be paid at the rate of one and one-half
216 (1-1/2) times said Local 58A Member's regular hourly rate for each hour, or part thereof, of working
217 time in excess of forty (40) hours in any week. Working time shall be deemed to include appearances in
218 municipal court, county court, superior court, federal court, Division of Motor Vehicle Hearings, Civil
219 Hearings and Grand Jury proceedings arising out of or in the course of a Local 58A Member's official
220 duties.

221 2. Whenever a Local 58A Member is required to appear in any municipal court when off duty in
222 connection with any matter arising out of their employment as a police officer, said Local 58A Member
223 shall be paid at the rate of one and one-half (1-1/2) times his/her regular hourly rate for all time spent,
224 but in no event shall the Local 58A Member be paid less than two (2) hours. This two (2) hour minimum
225 pay provision shall not be utilized by the Borough as justification for requiring the Local 58A Member
226 to report for duty for the remainder of his/her 2-hour minimum in the event the court appearance is less
227 than two (2) hours.

228 3. Whenever a Local 58A Member is required to attend training sessions during his/her off duty
229 time, he/she shall be compensated at one and one-half (1-1/2) times his/her regular hourly rate for two
230 (2) hours or for all hours spent in such training, whichever is greater.

231 4. Compensatory time may be accrued and accumulated to a total of one hundred eighty (180)
232 hours and may be carried forward from year to year.

233 5. In the event that a member of the bargaining unit is offered three (3) hours or more of overtime
234 by a supervisor and reports for work to start the offered shift, but it is then deemed that the Local 58A
235 Member is not needed, said Local 58A Member will receive a minimum of three (3) hours overtime pay.

236 6. Lieutenant(s) shall not be included in the scheduling of the Modified Pitman schedule and will
237 not be scheduled as a patrol unit on the road unless an emergent need has been declared by the Chief.

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ARTICLE XI
VACATIONS & HOLIDAYS

Lieutenants

Section 1

Upon promotion and taking the oath of office as a Police Lieutenant and each year thereafter twenty (20) working days per year, or that which is outlined in the PBA CBA, Article XII, section 1, whichever is greater.

Section 2

No more than ten (10) vacation days may be carried into the following year.

Section 3

In lieu of time off, each Lieutenant may, at their option, elect to be paid in cash for not more than three (3) holidays per year (maximum of twenty-four (24) hours) per year or bank any part up to thirty-six (36) hours in Compensation Time. Notice of such election shall be given on or before November 1 and payment shall be made with the first salary payment in December of each year.

ARTICLE XII
BEREAVEMENT OR FUNERAL LEAVE

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Full-time employees shall be granted up to three (3) working days of bereavement leave with pay for a death in their immediate family or in the immediate family of the employee’s spouse. “Immediate family” means spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law, aunt, uncle, son-in-law, daughter-in-law, or any relative residing in the employee’s household.

Employees shall be granted one (1) working day of bereavement leave with pay upon the death of an employee’s spouse’s aunt, uncle or grandparent.

In no event shall any part of bereavement leave occur more than fifteen (15) days from the date of death. The Borough of Glen Ridge may require that the employee produce reasonable proof of death and relationship. Bereavement leave shall not be charged to sick or vacation leave and such leave is not cumulative.

Procedure. To use bereavement leave:

1. Employees who request bereavement leave must notify their Department Head of their intent to take such leave as soon as possible. Unless impracticable, employees should request bereavement leave in writing.

2. The Department Head or his or her designee shall notify the designated human resources official that an employee is using bereavement leave.

3. Employees who request an extension of bereavement leave beyond the established number of days shall have such extensions charged to accumulated unused vacation or sick leave. If an employee has used all of his or her accrued leave time, extended bereavement leave will be considered as a request for a leave of absence without pay.

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ARTICLE XIII
PERSONAL LEAVE

1. Effective January 1 of each calendar year of this Agreement, each Lieutenant shall be entitled to two (2) personal leave days per calendar year with pay. The personal day shall equal the shift hours which the Lieutenant is normally scheduled. Lieutenants assigned to a 12 hour day schedule shall receive 12 hours for their personal day while Lieutenants normally scheduled for an eight hour day shall receive eight hours for their personal day.

2. Except in the event of personal emergency or permission from the Chief of Police or his/her designee, the employee shall submit a written request for such a day off at least forty-eight (48) hours prior to the commencement of the shift that the employee intends to take off.

3. Unutilized personal leave at the end of the calendar year will be converted to a vacation day or compensatory time. If the employee elects for conversion to vacation time, time off will be as per the vacation policy of the Borough.

4. Priority in granting requests shall be as follows: (1) emergencies; (2) observance of religious or other days of celebration, but not holidays; (3) personal business; (4) other personal affairs; and (5) departmental seniority where, within a work unit, there are more requests than can be granted for use of this leave at any one time.

5. Only one personal day will be granted without exception. Granting of the second personal day shall not cause any overtime expense for the Borough.

310 ARTICLE XIV

311 SICK DAYS

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313 Employees with one (1) or more years of employment shall be entitled to fifteen (15) paid sick leave
314 days at the beginning of each year. The entire allotment of fifteen (15) days shall be available for
315 utilization as of January 1 of each year, but shall be pro-rated if the Local 58A Member terminates his
316 employment prior to the end of the calendar year.

317

318 If a member does not utilize any sick leave during the period from January 1 through April 30 of any
319 calendar year, he/she shall be granted one (1) compensatory day to be taken between May 1 and August
320 31 of that year. If a member does not utilize any sick leave during the period from May 1 to August 31
321 of any calendar year, he/she shall be granted one (1) compensatory day to be taken between September
322 1 and December 31 of that year. If a member does not utilize any sick leave during the period from
323 September 1 through December 31 of any calendar year, he/she shall be granted one (1) compensatory
324 day to be taken between January 1 and April 30 of the immediately following calendar year. If a member
325 does not utilize any sick leave during the entire calendar year, he/she shall be granted one (1) additional
326 compensatory day to be taken during the immediately following calendar year.

327 Donation of sick time to another police officer shall not count against the donating Local 58A Member
328 with regard to earning compensation days for not utilizing sick days as described above.

329

330 In the event that a Local 58A Member exhausts their sick leave, and all other time available due to a
331 serious injury or long term illness, upon approval by the Borough Administrator, employees in other
332 unions may donate their sick time to establish a "Sick Leave Bank" subject to the most current conditions
333 specified in the PBA and CWA contracts.

334

335 Employees hired prior to May 21, 2010 will be paid for accumulated unused sick time at retirement only,
336 on the basis of 1 sick day for every 2 days accumulated up to a maximum of payment for 100 accrued
337 sick days. Employees hired on or after May 21, 2010 will be paid for accumulated unused sick time at
338 retirement only, under the same formula, but such amount shall not exceed \$15,000 consistent with P.L.
339 2010, c.3.

340

341 ARTICLE XV

342 MUTUAL AID AND LEGAL AID

343

344 Local 58A Members while rendering aid to another community are fully covered by workers
345 compensation and liability insurance and pensions by State Law. The Borough shall not require Local
346 58A Members covered by this Agreement to be assigned to other communities whose police officers are
347 engaged in a job action.

348

349 This will not preclude the use of Local 58A Members of the Borough to assist another community when
350 so requested. This provision is subject to and modified by the New Jersey Civil Defenses Act and the
351 rules and regulations promulgated thereunder. The Borough shall not be required to violate any
352 applicable statutes or court decisions.

353

354 The Borough shall supply the Captains and Lieutenants with necessary legal advice, counsel, and
355 defense regarding any and all civil complaints and causes of action, in accordance with N.J.S.A. 40A:14-
356 155. In addition, the Borough will pay any civil judgment against Captains and Lieutenants for
357 compensatory damages only so long as the acts committed by the Captains and/or Lieutenants upon
358 which the action is based were within the scope of his employment and do not constitute actual fraud,
359 malice, willful misconduct or an intentional wrong. Indemnification for any claim for punitive damages,
360 including any claim in any pending civil complaint, will be reviewed by the Borough in accordance with
361 N.J.S.A. 59:10-4.

362

363 ARTICLE XVI

364 GRIEVANCE PROCEDURE

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366 To provide for the expeditious and mutually satisfactory settlement of grievances, it is understood by the
367 parties that this procedure shall be used for the resolution of grievances of members of the PBA. The
368 procedure shall be as follows:

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370 Step One

371 The aggrieved party(ies) shall first discuss it orally with the Chief or his/her designee either directly or
372 through the PBA's designated representative for the purpose of resolving the matter informally. If a
373 grievance is not presented within fifteen (15) calendar days after the event(s) which gave rise to the
374 grievance, it shall be deemed abandoned.

375

376 Step Two

377 If the aggrieved party(ies) is/are not satisfied with the disposition of the grievance at Step One, or if no
378 decision has been rendered within three (3) calendar days after presentation of the grievance at Step One,
379 the aggrieved party(ies) may, within five (5) days thereafter, file a written grievance with the Chief of
380 Police or his/her designee. A meeting on the written grievance shall be held within five (5) calendar
381 days of the filing of the written grievance among the Chief of Police, the aggrieved party(ies) and the
382 PBA's designated representative. A final decision thereon shall be rendered in writing within seven (7)
383 calendar days after the holding of such meeting. Said meeting shall not be public unless all parties agree.

384

385 Step Three

386 If the aggrieved party(ies) is/are not satisfied with the disposition of the grievance at Step Two, or if no
387 written decision has been rendered within seven (7) calendar days after the presentation of the grievance
388 at Step Two, the matter may, within five (5) days thereafter be referred by the PBA

389

390 The President or his/her designee in his/her absence shall present to the Public Safety Committee or the
391 Committees' designated representative as per Glen Ridge Borough Ordinance Number 1450. A meeting
392 on the grievance shall be held within fifteen (15) calendar days thereafter between the PBA and the
393 Public Safety Committee or the Committee's designated representative, which meeting shall not be

394 public unless the parties so agree in writing. A decision shall be rendered within seven (7) days of the
395 date of the meeting.

396

397 Step Four

398 1. In the event the grievance has not been settled at Step Three, the matter may be referred to binding
399 arbitration only by the PBA. or the Borough as hereinafter provided.

400 2. In the event that the Borough or the PBA. desires to submit a grievance to binding arbitration,
401 the following procedure shall be followed:

402 a. The party demanding arbitration shall serve written notice of its intention to arbitrate on
403 the other party(ies) within ten (10) calendar days following receipt of the Public Safety
404 Committee's decision or the determination of the Committee's designated representative.
405 The failure to request arbitration within ten (10) calendar days of Step Three shall be
406 deemed an abandonment of the grievance and shall be a bar to arbitration.

407 b. The party demanding binding arbitration shall request the New Jersey Public
408 Employment Relations Commission to appoint an arbitrator. The selection of the
409 arbitrator shall be conducted in accordance with the Rules and Regulations of the Agency.

410 c. The decision of the arbitrator shall be in writing and include the reasons for such decision.

411 The decision of the arbitrator shall be final and binding upon the Borough and the PBA.

412

413 A. A Failure to respond to any Step in this procedure by the Borough or its agent shall be deemed
414 to be a negative response and upon the termination of the applicable time limits the PBA may
415 proceed to the next step.

416 B. Time limits may be extended by the parties by mutual written agreement.

417 C. The Borough reserves the right to submit in writing complaints to the President of the PBA. A
418 conference among the representatives of the Borough and the PBA. (not to exceed three (3) of
419 each party) shall be held within ten (10) calendar days of filing of the submission to discuss the
420 complaint. In the event no adjustment has been satisfactorily made within ten (10) calendar days
421 after such meeting, the Borough may file within ten (10) calendar days for binding arbitration in
422 accordance with this Article.

423 D. The cost of the Arbitrator shall be shared equally by the PBA and the Borough.

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ARTICLE XVII

FIREARM RETENTION - RETIREMENT

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428 Upon a retirement in good standing, the Borough shall offer to sell the members their service weapon
429 for \$1.00.

430

431 ARTICLE XVIII

432 SEPARABILITY AND SAVINGS

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

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ARTICLE XVIV
DURATION

This agreement shall be effective as of January 1, 2024 and shall terminate on the later of December 31, 2026 or the date on which a substitute agreement is executed. Collective negotiations for the successor agreement shall be conducted in accordance with applicable statutes and rules and regulations of the Public Employment Relations Commission.

IN WITNESS THEREOF, the parties have hereunto set their hands and seals this ___ day of May 2024.

ATTEST

THE BOROUGH OF GLEN RIDGE

ATTEST

POLICEMEN’S BENEVOLENT
ASSOCIATION LOCAL 58A
GLEN RIDGE, NJ

ARTICLE XVIV

DURATION

This agreement shall be effective as of January 1, 2024 and shall terminate on the later of December 31, 2026 or the date on which a substitute agreement is executed. Collective negotiations for the successor agreement shall be conducted in accordance with applicable statutes and rules and regulations of the Public Employment Relations Commission.

IN WITNESS THEREOF, the parties have hereunto set their hands and seals this day of ~~October~~
2023: *May 29, 2024* (12)



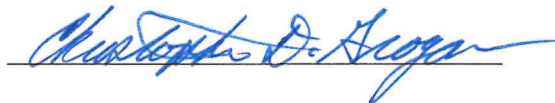
ATTEST



THE BOROUGH OF GLEN RIDGE

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ATTEST



POLICEMEN'S BENEVOLENT
ASSOCIATION LOCAL 58A
GLEN RIDGE, NJ