AGREEMENT

BETWEEN

BOROUGH OF HAWTHORNE
PASSAIC COUNTY, NEW JERSEY

AND

POLICEMEN'S BENEVOLENT ASSOCIATION OF
HAWTHORNE, NEW JERSEY, LOCAL NO. 200
(Unit B - Superior Police Officers)

JANUARY 1, 2012 THROUGH DECEMBER 31, 2014

Prepared by:

LOCCKE • CORREIA
LIMSKY & BUKOSKY
24 Salem Street
Hackensack, New Jersey 07601
(201) 488-0880

PREAMBLE

This Agreement entered into this 15TH day of FEBRUARY, 2012 by and between the Borough of Hawthorne, in the County of Passaic, a Municipal corporation of the State of New Jersey, hereinafter referred to as the "Borough", and Local No. 200, Policemen's Benevolent Association of Hawthorne, hereinafter referred to as the "Association".

ARTICLE I

RECOGNITION

A. The Borough hereby recognizes the Hawthorne PBA Local No. 200 as the exclusive collective negotiating agent for all superior police officers employed in the Police Department of the Borough, but excluding the Chief, all professional, craft and clerical employees and all other Borough employees and supervisors within the meaning of the Act.

B. The term Superior Police Officer shall be defined to include the plural as well as the singular, to include male as well as female, and shall specifically include all Police Officers holding the rank of Sergeant, Lieutenant and Captain, who shall collectively be known as "Unit B - Superior Police Officers.

ARTICLE II

ADOPTION BY REFERENCE

A. The parties hereby agree that all of the terms, covenants, provisions and conditions set forth in Agreement between them, dated 15th day of February, 2012, and covering the full time Police Officers of the Borough as collective negotiating unit, except those provisions specifically excluded in Paragraph B or otherwise modified herein, shall be adopted by reference as though the same were set forth herein at length, and each of the parties agree to be fully bound and obligated to such terms and conditions, as modified herein. For the purposes of this Agreement all references therein to "members", Employees and Police Officers shall be deemed to refer to the Superior Police Officers described in Article I above.

B. The following provisions of the above referenced Agreement being adopted herein by reference shall be excluded and excepted from this Agreement and shall not be adopted hereby.

Article I - RECOGNITION

Article IV - SALARIES

ARTICLE III

SALARIES

A. During the term of this Agreement, all Superior officers shall receive the following salaries, respectively, for each of the years indicated. In the event of promotion during the year the salary shall be adjusted proportionately for the remainder of the year.

	Effective 01/01/2012	Effective 04/01/2012	Effective 04/01/2013	Effective 01/01/2014
Captain	$124,239	$125,481	$128,618	$131,834
Lieutenant	$116,919	$118,088	$121,040	$124,066
Sergeant	$109,596	$110,692	$113,459	$116,296

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals at Hawthorne, New Jersey, on this 15th day of February, 2012.

POLICEMEN'S BENEVOLENT ASSOCIATION OF HAWTHORNE, LOCAL NO. 200

BY: _____
PRESIDENT

ATTEST: _____

BOROUGH OF HAWTHORNE PASSAIC COUNTY, NEW JERSEY

BY: _____
MAYOR

ATTEST:

BY: _____
BOROUGH CLERK