

**Employment Contract Between
The Borough of Wood-Ridge and Police Chief Michael O'Donnell**

- A. Michael O'Donnell was appointed Police Chief effective April 1, 2022 by the Wood-Ridge Mayor and Council on April 20, 2022 pursuant to New Jersey Civil Service procedures.

B. Contract Term

April 1, 2022 to December 31, 2026

C. Continued Provisions from Wood-Ridge Supervising Officers Association Local 313

At the time of his promotion to chief, Chief O'Donnell held the rank of Captain and was covered by the WRSOA Local 313 contract. The following provisions from WRSOA Local 313 contract effective on April 1, 2022 shall be applicable to Chief O'Donnell and are hereby incorporated into this agreement and shall remain in effect during the entire term of this agreement:

Article XVI Longevity, Article XIX Vacations, Article XX Sick Leave, Article XXI Work Incurred Injury, Article XXII Bereavement Leave, Article XXIV Medical Coverage, Article XXVI Life Insurance, Article XXX Pension, Article XXXIII Off-Duty Police Action, Article XL Severance Benefits, and Article XLIII Personal Days.

In addition to the terms provided by the above provisions under the WRSOA contract, Chief O'Donnell, shall: 1) contribute to the cost of his medical and prescription insurance coverage pursuant to Chapter 78 at the rate of 17.5% of the cost of said coverage, and 2) receive a payment equal to three (3) months of his final salary in lieu of any compensation for accumulated unused sick days and compensatory time upon his retirement under honorable circumstances.

D. Salary

Chief O'Donnell shall receive a base salary as of 4/1/22 of \$200,000.00 and shall receive an annual pay raise equal to 3.0% of base salary on each subsequent January 1st during the period of this contract.

E. Education

The Borough agrees to pay the cost for the Chief to attend educational programs related to the performance of his duties. The Borough will reimburse for any travel related expenses as regulated by the Borough Employee Handbook.

F. Legal Indemnification

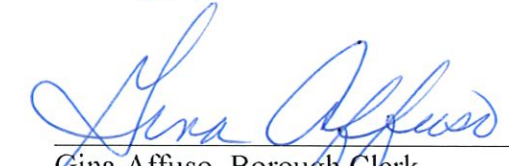
The Borough agrees to supply the Chief with necessary legal advice and counsel in the exercise of his office and in defense of any charges or any lawsuits filed against him in the performance of his duties. Borough agrees to indemnify and provide insurance coverage for the Chief against any civil liability which may arise as a result of the Chief's performance of his duties. This paragraph shall also cover any charges, claims, liabilities or lawsuits against the Chief arising after the expiration of this agreement and/or his retirement under honorable circumstances from employment with the Borough.

G. Terms Not Covered by this Agreement

All terms, employment conditions, responsibilities and obligations of either or both parties not specifically covered by this agreement shall be governed by the Borough Code, the Borough Employee Handbook, Borough Ordinances and/or past practices.



Michael O'Donnell

Mayor Paul A. Sarlo

Gina Affuso, Borough Clerk