

Borough of South River
48 Washington Street
South River, NJ 08882
(732) 257-1999

Employment Contract
Borough Deputy Chief of Police

THE WITHIN EMPLOYMENT CONTRACT (hereinafter referred to as "Contract"), is hereby entered into 30 day of March, 2023, by and between the:

BOROUGH OF SOUTH RIVER, with offices at:
48 Washington Street, South River, NJ 08882
(Herein referred to as the "Borough"),

-and-

JOHN J. McKENNA, residing at:
2 Hillfield Ave., Cookstown, NJ 08511
(Herein referred to as the "Deputy Chief of Police" or "Deputy Chief").

WITNESSETH:

WHEREAS, pursuant to N.J.S.A. 40A:14-118., the Mayor and Borough Council may employ a Borough Deputy Chief of Police for the Borough's Police Department and determine the Deputy Chief's compensation and prescribe the Deputy Chief's powers, functions, and duties, and

WHEREAS the Mayor and Borough Council believe that the need exists to employ a Borough Deputy Chief of Police to perform those duties set forth in the Ordinances of the Borough of South River, and

WHEREAS, John J. McKenna is qualified to perform the duties of the Borough Deputy Chief of Police and has accepted an appointment to serve as Borough Deputy Chief of Police and,

WHEREAS, the Borough and the Deputy Chief of Police have agreed upon the Deputy Chief of Police's terms and conditions of employment and wish to memorialize such matters in this Contract; and

NOW, THEREFORE, the Borough and the Deputy Chief of Police, for the consideration herein specified below, set forth their full and complete agreement as follows:

1. TERM & RENEWAL:

The Borough, in consideration of the Deputy Chief of Police's promises as set forth below, hereby employs, and the Deputy Chief of Police hereby accepts employment as full-time Borough Deputy Chief of Police. The Deputy Chief of Police's term of office shall be at all times subject to the terms and conditions of N.J.S.A., Title 40A. Subject to the foregoing, the term of the Contract shall be from November 10, 2022, through December 31, 2026 and said Contract may then be renewed on a year-to-year basis or such other term which the parties herein shall mutually agree:

2. DUTIES:

The Deputy Chief of Police shall perform those duties set forth in N.J.S.A. 40A:14-118 and the Ordinances of the Borough of South River, as amended from time to time. In addition, the Deputy Chief of Police may perform such duties as allowed by law, as requested to him by the Chief of Police. The duties and responsibilities of the Deputy Chief of Police shall include but are not limited to the following:

- a. Assist in the supervision of the daily operations of the Police Department,
- b. Assist in the administration and enforcement of rules, regulations, and special emergency directives regarding the disposition and discipline of the police force, its officers, and personnel,
- c. Assist in the preparation of the Police Department budgets, subject to the discretion of the Chief of Police,
- d. Assist in the carrying out of all training programs for departmental personnel, safety programs for all school children, and community policing related programs, as directed by the Chief of Police, and
- e. Assist in prescribing the duties and assignments of all subordinates and other personnel.

3. WORKWEEK:

- a. The Deputy Chief of Police shall spend sufficient time at his job to insure the smooth and responsible operation of the Police Department over which he has supervisory control. Both parties recognize that more hours will likely be needed and worked without compensation.
- b. The Deputy Chief of Police's primary hours will be during the day, but he must adjust them to meet the needs of the agency and the Borough.
- c. The Deputy Chief of Police is not entitled to earn overtime or work extra duty employment, however, any hours that the Deputy Chief of Police works above 40 hours may be adjusted/taken off at a later time.

4. OUTSIDE ACTIVITIES:

The Deputy Chief of Police shall devote his time, attention, and energy to the business of the Borough. The Deputy Chief of Police shall not undertake any activities that shall interfere with his duties as the Deputy Chief of Police nor accept any other employment without the permission of the Chief of Police.

5. SALARY:

- a. The salary established for the Deputy Chief of Police shall be as set forth in the table below for the period of January 1, 2023 to December 31, 2026.

<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
	(+2.75%)	(+2.75%)	(+3.00%)
\$199,000.00	\$204,473.00	\$210,096.00	\$216,399.00

- b. The salary established for the Deputy Chief of Police for the period of November 10, 2022 to December 31, 2022 shall be \$176,045.84. There shall be no pension withholding for this specific salary/timeframe.

6. BENEFITS:

a. VACATION:

The Deputy Chief of Police shall be granted a total of forty (40) vacation days (or 320 hours of vacation time) on January 1st of each year, which cannot be accumulated from year-to-year. In addition, the Deputy Chief of Police reserves the right to cash in for pay up to Ten (10) vacation days at the end of each year in accordance with the availability of funds in the overall budget. In the event no funds are available it is expressly understood that the earned unused vacation days shall accumulate from year to year.

b. PERSONAL LEAVE:

The Deputy Chief of Police shall be granted twelve (12) personal leave days (or 96 hours of personal leave time). The Deputy Chief of Police shall provide the Chief of Police or Borough Administrator, in the Chief of Police's absence, with at least twenty-four (24) hours advance notice prior to using any personal day, except in the case of an emergency wherein the Deputy Chief of Police shall notify the Chief of Police or the Borough Administrator, in the absence of the Chief of Police, as soon as practicable under the circumstances. Personal days shall not accumulate from year-to-year if not used.

c. HOLIDAYS:

The Deputy Chief of Police shall be granted eleven (11) Paid Holidays off each year. The Deputy Chief of Police shall be scheduled off when the below listed holidays are observed. If the observed holiday falls on a Saturday, the Deputy Chief of Police shall be scheduled off on Friday, if the observed holiday falls on a Sunday the Deputy Chief of Police shall be scheduled off on Monday. The following shall be considered legal holidays during the term of this agreement.

New Year's Day	Columbus Day
President's Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day
Labor Day	

d. FLOATING HOLIDAY:

The Deputy Chief of Police shall be granted one (1) additional personal leave day (8 hours) known as a floating holiday. The Deputy Chief of Police shall provide the Chief of Police or the Borough Administrator, in the absence of the Chief of Police, at least twenty-four (24) hours advanced notice prior to using any personal day, except in the case of emergency whereupon the Deputy Chief of Police shall notify the Chief of Police or the Borough Administrator in the absence of the Chief of Police as soon as practicable under the circumstances. Floating holidays shall not accumulate from year-to-year if unused and they must be utilized in the year that they are earned and shall not be reimbursable.

e. BIRTHDAY:

The Deputy Chief of Police shall be granted one (1) additional personal leave day (8 hours) for his Birthday. The Deputy Chief of Police shall provide the Chief of Police or the Borough Administrator, in the absence of the Chief of Police, at least twenty-four (24) hours advanced notice prior to using any personal day, except in the case of emergency whereupon the Deputy Chief of Police shall notify the Chief of Police or the Borough Administrator in the absence of the Chief of Police as soon as practicable under the circumstances.

f. SICK LEAVE:

The Deputy Chief of Police agrees to forfeit all accumulated sick leave earned throughout his career (178 days/1,424 hours), in turn, it is agreed that he will be paid a retired severance benefit in the sum of \$30,000.00 dollars upon retirement. In exchange for

forfeiting his accumulated sick time, the Deputy Chief of Police will be given unlimited sick leave in a calendar year. This leave shall not be for more than a period of one year.

The Borough may extend this time due to a serious illness which would qualify under FMLA provided there is a prognosis for recovery. The Borough may require proof of illness and must abide by the Borough and Department sick leave policy.

The Deputy Chief of Police further agrees sick leave will be used in accordance with borough, departmental policies, and as set forth in the CBA between the Borough and the South River PBA Locals 62 and 62A.

g. COMPENSATION / COMP TIME:

The Deputy Chief of Police shall be granted fourteen (12) compensation days (or 96 hours of COMP time) on January 1st of each year. It is specifically acknowledged by all parties herein that the Chief of Police is compensated by the salary and terms as set forth above and is not entitled to any additional Compensation/Comp Time unless approved by resolution of the Mayor and Council.

In the event there is any additional approved comp time, the parties acknowledge that said comp time is specifically for the use of the employee during his employment with the Borough of South River and will not be converted to any type of monetary payment, either during his employment or at the time of termination/retirement.

h. EDUCATIONAL PROGRAMS / LAW ENFORCEMENT CONFERENCES:

The Deputy Chief of Police shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or retraining session conducted or sponsored by the International Association of Chiefs of Police (IACP), New Jersey State Association of Chiefs of Police (NJSACOP), Middlesex County Association of Chiefs of Police (MCACOP), New Jersey State Police (NJSP), Federal Bureau of Investigations (FBI), FBI National Academy Associates (FBINAA), Mid-Atlantic Great Lakes Organized Crime Law Enforcement Network (MAGLOCLN) or any other educational program of a management or supervisory nature. All expenses, such as travel, room, food, tuition, special clothing, books, or any other charges connected with the educational program shall be borne by the Borough.

The Borough agrees to grant time off, including travel time, and pay all associated and reasonable expenses for the Deputy Chief of Police to attend the annual New Jersey State Association of Chiefs of Police Conference (NJSACOP) and the annual FBI National Academy Associates Conference (FBINAA). If the Deputy Chief of Police attends a conference at Borough expense, the Deputy Chief of Police shall provide the Borough with proof of expenses for attending such conference, by way of receipts or vouchers.

The Borough agrees to grant time off and pay all expenses incurred by the Deputy Chief of Police for attending any meeting of the above-named associations in addition to meetings held by the Middlesex County Association of Chiefs of Police (MCACOP), as long as such meetings are held within the State of New Jersey. In the event any such meeting occurs outside of New Jersey, the Deputy Chief shall advise the Chief of Police, or in his absence, the Borough Administrator if it does not compromise a confidential law enforcement matter.

i. PROFESSIONAL AND CIVIC ORGANIZATIONS:

The Borough will pay for the Deputy Chief of Police's annual membership in any of the State, Local and Federal Police Associations and to such other professional and civic associations as the Borough may deem necessary and appropriate but not to exceed the sum of \$1,000.00 per year.

j. PENSION:

The Borough shall pay its required share of contributions for the Deputy Chief of Police's PFRS pension.

k. HEALTH BENEFITS:

The Borough will provide the Deputy Chief of Police with the same health benefits package as provided to other full-time Borough employees. Effective 01/01/20, the Central Jersey Health Insurance Fund Plan (or its equivalent) with the Aetna HMO Plan (or its equivalent) will be the base plan. If the Deputy Chief elects to enroll in or remain in a different Plan offered by the CJHIF (or its equivalent) which has a higher premium cost, the Deputy Chief will pay the difference between the Aetna HMO (or its equivalent) and the higher cost Plan selected.

Such benefits shall commence as provided in the Borough's agreement with its health insurance carrier. The Deputy Chief's contributions towards the cost of the premium for all health benefits package shall be capped at \$10,500.00 for the life of this contract.

Upon retirement the Deputy Chief of Police shall receive Borough paid health, prescription, and dental insurance in existence at retirement and such coverage shall continue until Medicare eligibility commences so long as the Deputy Chief of Police shall not receive such a benefit from any employment in which he may engage subsequent to retirement if no other family member has such coverage. Once the Deputy Chief of Police becomes eligible for Medicare, the Borough shall provide supplemental health, prescription, and dental insurance. Such policy shall be in conformance with Resolution #1987-465.

Upon retirement the Deputy Chief of Police will not be required to pay the cost of the premium for all health insurance, prescription, and dental insurance.

The Borough retains the right to change insurance carriers or institute a self-insurance program so long as the same or substantially similar benefits are provided.

l. USE OF BOROUGH VEHICLE:

The Borough agrees to provide the Deputy Chief of Police with an unmarked, police-equipped SUV to be used for police work and for his personal use.

This vehicle is being provided to the Deputy Chief of Police with the understanding that he is on duty and on call on a 24-hour-a-day basis.

The Borough shall pay all expenses for the operation and upkeep of said vehicle, such as automobile insurance, tires, gas, oil changes, and any other expenses that are associated with repairing and maintaining said vehicle, except that the Deputy Chief shall be responsible for gas for any personal use of the vehicle. The vehicle shall not be taken out of the State of New Jersey without the permission of the administrator.

This vehicle shall not be used by anyone other than the Deputy Chief of Police, except that the Chief of Police may designate other members of the Police Department, as appropriate, to use the vehicle for a designated police purpose.

It is preferred that the Deputy Chief of Police utilize the gasoline available at the Borough facility at the Department of Public Works to fill his assigned vehicle. The Deputy Chief of Police is also permitted to obtain gas for said vehicle at a gas station designated by the Borough for such use.

In the event gasoline must be obtained from any other source, the Deputy Chief of Police would be obligated to provide to the Borough the reason for utilizing said gasoline (in lieu of those set forth above) and would then be reimbursed upon submission of the appropriate receipts to the Borough Administrator.

m. TERMINAL LEAVE:

Upon retirement the Borough shall pay the Deputy Chief of Police terminal leave in the amount of two (2) days pay for each year of his service with the Borough. Reimbursement shall be subject to Section Seven (7) of this agreement.

7. REIMBURSEMENT UPON RETIREMENT/SUBJECT TO NOTICE:

- a. The Borough shall pay the Deputy Chief of Police for Terminal Leave as outlined in Section 7(d) of this contract.
- b. During the term of this contract, should the Deputy Chief of Police decide to retire, he is required to provide the Borough with 90 days advanced written notice of his retirement date. Said notice, once accepted by Council cannot be withdrawn by the Deputy Chief of Police without the approval of the Council.
- c. The Deputy Chief of Police reserves the right to use all benefit time (vacation, personal and compensation days) prior to retirement.
- d. Reimbursement for the retired severance benefit and all accumulated terminal leave shall be divided by 60 and paid out monthly to the retired Deputy Chief of Police commencing thirty (30) days following the date of his retirement.

8. BEREAVEMENT LEAVE:

The Borough shall provide the Deputy Chief of Police with the same bereavement leave as provided to the members of the South River Policeman's Benevolent Association, Local No. 62.

9. EQUIPMENT/UNIFORMS:

- a. Any equipment required by the Deputy Chief of Police for his employment with the Borough of South River shall be approved, paid for, and maintained by the Borough. Said equipment shall include, but not be limited to a cellular telephone and a laptop computer with 24/7 access to the internet by either air card or similar device. Said equipment shall remain the property of the Borough of South River and upon retirement of the Deputy Chief of Police's employment shall be returned to the Borough in good working order.
- b. Any uniforms required by the Deputy Chief of Police shall be paid for by the Borough of South River. The purchase of these uniforms shall be done through a voucher system for up to \$1,000.00 per year.

10. INDEMNIFICATION:

The Borough agrees to defend and indemnify the Deputy Chief of Police in any action or legal proceedings brought against the Deputy Chief of Police consistent with N.J.S.A. 40A:14-155 and N.J.S.A. 59:10-1, et seq. The Borough will provide a defense to the Deputy Chief of Police by first allowing the Deputy Chief of Police an opportunity to select his own attorney in accordance with the maximum rate of \$250.00 per hour plus

reasonable and necessary costs. If the Deputy Chief of Police elects not to select his own attorney, the Borough shall appoint an attorney to represent him.

11. TERMINATION:

This Contract may be terminated by Resolution of the Mayor and Council.

12. CONFLICTS:

In the event of any conflict between the specific terms, conditions and provisions of this Contract and the provisions of the Borough's ordinance or policies, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Borough's ordinances or policies.

13. SAVINGS CLAUSE:

If, during the term of this Contract, it is found that any clause of the Contract is illegal under Federal or State law, the parties agree to meet and discuss a new provision to replace the provision deemed illegal to give effect to the parties' understanding intent. All other provisions and the remainder of the Contract not affected by such a ruling shall remain in full force and effect.

14. SEPARATION AGREEMENT UPON RETIREMENT:

The Deputy Chief of Police and the Borough agree that the following additional terms and conditions shall be applicable as of the date of the Deputy Chief's retirement:

- a. The Deputy Chief of Police shall return all issued property, such as but not limited to equipment, phone, keys, access buttons and identification cards to the Borough.
- b. The Borough shall pay the Deputy Chief for any unused time as set forth in Section Six (6) of this agreement.
- c. The Borough shall provide the Deputy Chief with a retirement badge and identification identical to the standard issued.
- d. The Borough agrees that subsequent to retirement, the Deputy Chief of Police will continue to have the same Professional Liability Insurance protection that existed during his active employment for defense and indemnification in the event that a claim is made as to acts or omissions in his official position during active employment. Where the Borough deems it necessary for separate counsel to be appointed, the Deputy Chief may select the attorney of his choice provided that the Borough shall not pay more than its policy provides for attorney fees.

- e. The Borough agrees that if it or any of its agents requests that the Deputy Chief, after his retirement, attend hearings or hearing preparation or supply information on actions taken by him while he was employed by the Borough, it will pay the Deputy Chief his hourly rate during the year of retirement per hour for time actually spent on such matters.
- f. The agreement is made and entered into the State of New Jersey and shall in all respects be interpreted, enforced, and governed under the laws of the State of New Jersey. The language of all parts of this Agreement shall in all cases be construed as a whole, according to its fair meaning, and not strictly for or against any of the parties.
- g. The Agreement sets forth the entire agreement between the parties hereto and fully supersedes any and all prior agreements or understandings between the parties hereto pertaining to the employment of the Deputy Chief as the Deputy Chief of Police of the Borough of South River or the Benefits payable to the Deputy Chief upon his retirement from the Borough.
- h. If the Deputy Chief passes away prior to retirement all accumulated time will be paid to his designated beneficiary Kristi Lynn McKenna.

15. CONTINUATION OF BENEFITS NOT COVERED BY THIS AGREEMENT:

All employment conditions not covered by this agreement shall continue to be governed, controlled, and interpreted by reference to either the Borough Ordinances, Borough Policy, or Rules and Regulations of the Police Department for the Borough.

16. HEADINGS:

The captions and headings in this Contract are for convenience and ease of reference only and in no way define, limit, or describe the scope or intent of this Contract and such headings do not in any way constitute a part of this Contract.

17. NOTICES:

Any notice or other communication which is required to be given under this Contract, or pursuant to Borough Ordinance, shall be in writing and shall be deemed to have been validly given if delivered in person or mailed by certified mail, return receipt requested, postage prepaid, addressed as follows:

If to the Borough:

Borough of South River
48 Washington Street
South River, NJ 08882
Attention: Mayor and Borough Administrator

-and-

If to the Deputy Chief of Police:

John J. McKenna
2 Hillfield Ave.
Cookstown, NJ 08511

Changes to the respective addresses to which such notices may be directed may be made from time-to-time by any party by providing written notice to the other party in accordance with the terms of this paragraph.

18. ADVICE OF ATTORNEY:

Each party hereto acknowledges that it has had ample opportunity to have the form of this Agreement reviewed by an attorney of his or her choosing prior to the execution of this Agreement.

19. COUNTERPARTS:

This Contract may be executed in any number of counterparts with the same effect as if the signature and seals thereto and thereto were upon the same instrument.

20. CONSTRUCTION:

The language of all parts of this Contract shall in all cases be construed as a whole, according to its fair meaning, and not strictly for or against any party.

21. GOVERNING LAW:

This Contract is made and entered into the State of New Jersey and in all respects shall be interpreted, enforced, and governed under and in accordance with the Laws of the State of New Jersey.

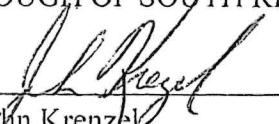
22. COMPLETE AGREEMENT:

This Contract embodies the entire agreement between the parties hereto and supersedes any prior or contemporaneous agreement, representation or understanding, whether written or oral. This contract may not be modified except by written instrument executed by all parties hereto.

IN WITNESS THEREOF, the Borough has caused these presents to be executed and its seal to be hereunto affixed by its duly authorized officer and John J. McKenna has hereunto set his hand and seal this 20 day of March, 2023.

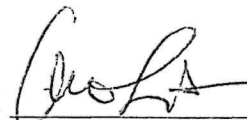
BOROUGH OF SOUTH RIVER

By:

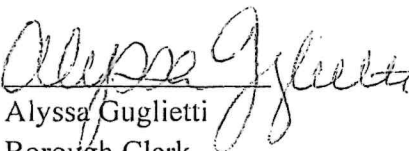

John Krenz
Mayor


John J. McKenna
Deputy Chief of Police

Witness:


Arthur Londensky
Borough Administrator

Witness:


Alyssa Guglietti
Borough Clerk