



WEST WINDSOR TOWNSHIP

DEPARTMENT OF ADMINISTRATION
Office of the Business Administrator

2023-2026 MEMORANDUM OF AGREEMENT BETWEEN TOWNSHIP OF WEST WINDSOR AND WEST WINDSOR PBA LOCAL # 271

The Township of West Windsor (Township) and the West Windsor Local PBA # 271 (Association), the collective negotiations representatives for all Patrol Officers and Sergeants, tentatively agree to the following terms to be incorporated in the parties' successor collective negotiations agreement (CNA). Unless otherwise stipulated below, all terms set forth herein shall be effective and otherwise retroactive to January 1, 2023, and applicable to any member who retired or otherwise separated from employment subsequent to December 31, 2022. Additionally, all terms set forth in the parties' 2019 - 2022 CNA shall be retained in the 2023 - 2026 CNA unless otherwise set forth below.

1. ARTICLE 7 - WAGES

Paragraph A: Base salaries shall be increased annually as follows:

PATROL OFFICERS AND SERGEANTS HIRED PRIOR TO JANUARY 1, 2017

	2023	2024	2025	2026
	3.95%	3.50%	3.25%	3.00%
Academy Entry Level	\$ 48,817	\$ 50,526	\$ 52,168	\$ 53,733
Completion of Academy	\$ 57,507	\$ 59,520	\$ 61,454	\$ 63,298
2 nd Anniversary	\$ 66,080	\$ 68,393	\$ 70,616	\$ 72,734
3 rd Anniversary	\$ 74,652	\$ 77,265	\$ 79,776	\$ 82,169
4 th Anniversary	\$ 83,223	\$ 86,136	\$ 88,936	\$ 91,604
5 th Anniversary	\$ 91,794	\$ 95,007	\$ 98,095	\$ 101,037
6 th Anniversary	\$100,367	\$103,880	\$ 107,256	\$ 110,473
7 th Anniversary	\$108,939	\$112,751	\$ 116,416	\$ 119,908
8 th Anniversary	\$123,970	\$128,309	\$ 132,479	\$ 136,453
Sergeant	\$138,039	\$142,871	\$ 147,514	\$ 151,939
(First year sergeant will start \$500 below Sergeant scale)				



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PATROL OFFICERS & SERGEANTS HIRED AFTER JANUARY 1, 2017

	2023	2024	2025	2026
	3.95%	3.50%	3.25%	3.00%
Academy Entry Level	\$ 48,817	\$ 50,526	\$ 52,168	\$ 53,733
Completion of Academy	\$ 55,433	\$ 57,374	\$ 59,238	\$ 61,015
2 nd Anniversary	\$ 62,050	\$ 64,222	\$ 66,309	\$ 68,298
3 rd Anniversary	\$ 68,666	\$ 71,070	\$ 73,379	\$ 75,581
4 th Anniversary	\$ 75,284	\$ 77,919	\$ 80,451	\$ 82,865
5 th Anniversary	\$ 81,900	\$ 84,767	\$ 87,522	\$ 90,147
6 th Anniversary	\$ 88,517	\$ 91,615	\$ 94,592	\$ 97,430
7 th Anniversary	\$ 95,133	\$ 98,463	\$ 101,663	\$ 104,713
8 th Anniversary	\$101,749	\$105,311	\$ 108,733	\$ 111,995
9 th Anniversary	\$108,367	\$112,160	\$ 115,805	\$ 119,279
10 th Anniversary	\$114,982	\$119,007	\$ 122,874	\$ 126,561
11 th Anniversary	\$119,476	\$123,658	\$ 127,677	\$ 131,507
12 th Anniversary	\$123,970	\$128,309	\$ 132,479	\$ 136,453
Sergeant	\$138,039	\$142,871	\$ 147,514	\$ 151,939
(First year sergeant will start \$500 below Sergeant scale)				

2. ARTICLE 11 - EXTRA WORK

Paragraph E: Effective the signing of this Memorandum of Agreement by both parties, the base rate for extra work assignments shall be as follows:

Basic Security Positions:	\$65/hour
Traffic Assistance:	\$80/hour
Late Request:	\$85/hour
Holiday:	\$105/hour

Paragraph I: The separate check stipulation shall be removed and compensation for extra work shall be included in the biweekly salary paycheck. Also, removal of the requirement that a summary of the jobs and hours which are being paid be provided with the paycheck.

3. ARTICLE 17 - SICK LEAVE

Paragraph A(2): The permitted uses for sick leave shall be consistent with the provisions of the New Jersey Earned Sick Leave law. The reference to said law shall not diminish the current entitlement to sick leave set forth in this Article.

Paragraph A(3): The Workers' Compensation provision shall be removed and codified in a separate Article as described in Appendix A of this Agreement.



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Paragraph D(1): The language “ , or the equivalency of four (4) shifts,” shall be added after the allotted hours.

Paragraph E(6): The language “ , or the equivalency of four (4) shifts,” shall be added after the allotted hours.

4. **ARTICLE 18 - BEREAVEMENT LEAVE**

Paragraph A: Included pregnancy loss for the death of a child as described in Appendix A of this agreement.

5. **ARTICLE 20 - INSURANCE**

Paragraph A(1): Opt out compensation shall be increased to \$2,000 (single or parent/child); and \$4,000 (family or husband/wife).

Paragraphs F and G: The Maternity and Paternity Leave provisions shall be condensed and relocated to Article 17 as described in Appendix A of this agreement.

6. **ARTICLE 26 - DURATION OF AGREEMENT**

Changed to January 1, 2023 to December 31, 2026.

7. **NON-SUBSTANTIVE CHANGES:** The parties agree to update the text of the 2019-2022 CNA being retained in the successor agreement so as to effectuate non-substantive changes such as incorporating gender neutral references, updating aged verbiage, uniformity of verbiage, and grammatical corrections as listed in Appendix A of this agreement.

The terms set forth above are tentative and subject to ratification by the Township Council as well as the membership of the PBA.

Kerry Diannette
TOWNSHIP OF WEST WINDSOR

Date:

4/6/2023

*Special Assistant to
Administration*

Walter Slack

PBA LOCAL 271

Date: *4-6-2023*

President