

BOROUGH OF WOODSTOWN
Salem County, New Jersey

2019-2025 POLICE CONTRACT

THIS AGREEMENT made by and between the Borough of Woodstown, New Jersey, hereinafter referred to as the "Borough" or "Employer" and the Woodstown Police Officers' Association, hereinafter referred to as the "Association".

WITNESSETH: Whereas, the parties have carried on collective bargaining for the purpose of developing a contract covering wages, hours and other conditions of employment for all permanent full time regular police officers;

NOW, THEREFORE, in consideration of the promises and mutual agreements herein contained, the parties hereto agree with each officer represented by the Association as follows:

ARTICLE I
RECOGNITION

The Employer recognizes the aforementioned Association as the exclusive representative of all members of the Police Department which includes all sergeants, corporals, and patrolmen but excludes the Chief of Police and/or Public Safety Director, all Class I and Class II Special Officers, and all titles not specifically included herein.

ARTICLE II
MANAGEMENT RIGHTS

The Association recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Employer. All of the rights, power, and authority possessed by the Employer prior to the signing of this Agreement are retained exclusively by the Employer subject only to such limitations as are specifically provided in this Agreement.

ARTICLE III

GRIEVANCE PROCEDURES

Section I

To provide for the expeditious and mutually satisfactory settlement of grievances arising with respect to the interpretation or application of this Agreement, the following procedures shall be followed. A business day for the purpose of grievance procedure timelines shall be defined as any day that is not a Saturday, Sunday, or State or Federal Holiday.

Step 1

An officer with a grievance shall first discuss it with his Supervisor either directly or through the department's designated representative for the matter of resolving the grievance informally. A grievance must be presented in Step 1 within fifteen (15) business days from the date of occurrence of the facts which gave rise to the grievance. If it is not presented within the aforementioned time period, it shall not thereafter be considered a grievance under this Agreement.

Step 2

If the aggrieved party is not satisfied with the disposition of his grievance at Step 1 or if no decision has been rendered within fifteen (15) business days after presentation of the grievance at Step 1, he may file a written grievance with the Chief of Police or Public Safety Director, or in his absence, a representative designated by him. A meeting on the written grievance shall be held within fifteen (15) business days of the filing of the written grievance between the Chief of Police or Public Safety Director or his designated representative and the aggrieved party. A decision thereon shall be rendered in writing by the Chief of Police or Public Safety Director within fifteen (15) business days after the holding of such meeting.

Step 3

If the aggrieved party is not satisfied with the disposition of his grievance at Step 2, the matter may be presented to the Public Safety Committee of the Borough Council. A meeting on the grievance shall be held with the Public Safety Committee within fifteen (15) business days and shall not be public unless all parties so agree in writing. A decision on the grievance shall be rendered in writing within fifteen (15) business days.

Step 4

If either party is not satisfied with the decision of the Public Safety Committee, or no written decision has been rendered within the required time, the matter may be referred to the Mayor and Council. A meeting on the grievance shall be held between the aggrieved party, the Mayor and Council at the next regularly scheduled Council meeting from the date of the grievance is received by the Mayor and Council. Said meeting shall not be held publicly unless the parties so agree in writing. The Mayor and Council shall render a final written decision within fifteen (15) business days of the date of the meeting.

Step 5

If the aggrieved party is not satisfied with the decision of the Mayor and Council, or if no written decision has been rendered within the required time, the aggrieved person has twenty (20) business days in which to request binding arbitration through the Public Employment Relations Commission. Such request must be submitted in writing to the Borough Council through the office of the Borough Clerk.

- A. The Arbitrator shall be selected in accordance with the rules and regulations of the Public Employment Relations Commission.
- B. The Arbitrator's decision shall be in writing and shall not be issued later than sixty (60) calendar days after the close of the Arbitration Hearing. The decision shall set forth the Arbitrator's findings of fact, reasons, and conclusions on the issue or issues submitted.
- C. The Arbitrator's decision shall be final as to all parties pursuant to the provisions of N.J.S.A. 34:13A-1, et seq. and other law.
- D. The costs for the services of the Arbitrator shall be borne equally by the Borough and the Association. All other expenses incidental to and arising out of the arbitration shall be paid by the party incurring same.

Section II

The time limit specified in the grievance procedure shall be construed as maximum. However, these may be extended upon mutual agreement between the parties in writing.

Section III

An employee may be represented at all stages of his grievance procedure by himself or an attorney, and may be accompanied by a union representative or fellow police officer at any stage of the grievance proceeding.

ARTICLE IV **COMPENSATION**

An officer hired before completing the required Police Training Commission training for a Basic Police Officer shall be designated as "Recruit Status" and shall receive 50% of the scheduled starting salary for the year of hire until such time training is successfully completed, at which time the officer shall begin to receive 100% of the scheduled starting salary for the year of hire.

Effective January 1, 2019 the salary schedule for all regular officers hired before January 1, 2012, recognized as being represented by the Association, shall be set forth in Schedule A which is cited below:

<u>Schedule A:</u>	2019	2020	2021	2022	2023	2024	2025
	\$89,807	\$92,053	\$94,354	\$96,713	\$99,131	\$101,609	\$104,149

Effective January 1, 2019 the salary schedule for all regular officers hired after January 1, 2012, recognized as being represented by the Association, shall be set forth in Schedule B which is cited below:

<u>Schedule B:</u>	2019	2020	2021	2022	2023	2024	2025
0-1 yrs	\$57,139	\$58,567	\$60,031	\$61,532	\$63,070	\$64,647	\$66,263
1-2 yrs	\$60,768	\$62,287	\$63,845	\$65,441	\$67,077	\$68,754	\$70,472
2-3 yrs	\$64,399	\$66,009	\$67,659	\$69,350	\$71,084	\$72,861	\$74,683
3-4 yrs	\$68,028	\$69,729	\$71,472	\$73,259	\$75,090	\$76,968	\$78,892
4-5 yrs	\$71,658	\$73,449	\$75,285	\$77,168	\$79,097	\$81,074	\$83,101

5-6 yrs	\$75,287	\$77,169	\$79,099	\$81,076	\$83,103	\$85,181	\$87,310
6-7 yrs	\$78,856	\$80,828	\$82,848	\$84,920	\$87,043	\$89,219	\$91,449
7-8 yrs	\$82,547	\$84,611	\$86,726	\$88,894	\$91,117	\$93,395	\$95,730
8-9 yrs	\$86,177	\$88,331	\$90,540	\$92,803	\$95,123	\$97,501	\$99,939
9+ yrs	\$89,807	\$92,053	\$94,354	\$96,713	\$99,131	\$101,609	\$104,149

Additional compensation shall be paid for the positions of Corporal and Sergeant detailed as follows:

	2019	2020	2021	2022	2023	2024	2025
Corporal	\$3,800	\$3,800	\$3,800	\$3,800	\$3,800	\$3,800	\$3,800
Sergeant	\$7,600	\$7,600	\$7,600	\$7,600	\$7,600	\$7,600	\$7,600

No alterations shall be made to the forgoing salary guides and there shall be continued movement on all steps during the term of this Agreement and, subsequently, until a successor agreement has been negotiated.

ARTICLE V **SPECIAL COMPENSATION**

In the event a ranking officer is not available to perform his duties, then the Chief of Police or Public Safety Director at such times as he shall deem necessary, will appoint an officer to fill the position and on the third contiguous pay cycle the officer will receive the compensation of the assigned rank.

ARTICLE VI **COMPUTATION OF SALARY AND BENEFITS**

Seniority and other rights and benefits; i.e., vacation, etc., for the purpose of this Article shall be deemed to have commenced from the date of hire by Woodstown Police Department. Date of hire for salary purposes only for officers hired after January 1, 2008 and do not possess a basic police officer certification, shall be on the day that basic certification is received or 6 months after appointment, whichever is achieved first.

ARTICLE VII HOLIDAYS

Officers who work on the following holidays shall be compensated at the rate of time-and-one-half:

- New Year's Day
- Memorial Day
- Labor Day
- Thanksgiving Day
- Christmas Eve
- Christmas Day

ARTICLE VIII OVERTIME AND SCHEDULING

12-Hour-Shift Structure

Any overtime worked in excess of an officer's normally scheduled twelve (12) hour shift shall be paid to the employee in the amount of one and one-half times his hourly base rate. In addition, if an officer is brought back into work with less than twelve (12) hours off between shifts, he shall be compensated at the rate of one and one-half times his hourly rate for each hour worked, with a four-hour minimum.¹ If an officer has his shift changed with less than forty-eight (48) hours notice, the officer shall be compensated at the rate of one and one-half times their hourly rate for each hour worked outside the regularly scheduled shift hours, with a four-hour minimum.² Overtime worked in excess of any regular shift shall be subject to approval by the

¹ This sentence describes just one triggering mechanism when an officer would receive one and one-half times for a shift for which he would otherwise just receive straight pay. If there is not a minimum of 12 hours elapsed between consecutive "normal" shifts then this would be triggered, if 12 hours or more has elapsed, then it would not be triggered. There is no "notice" that would affect this. Example: If an officer is scheduled 6p-6a on January 27-28 as part of his "normal" schedule he will receive straight pay for those two shifts. If on January 1 his schedule is changed for the 28th from 6p-6a to 2p-2a, he would then receive one and one half times for the 28th. This is because he had less than 12 hours off between those two "normal" or straight pay shifts. This would only be triggered by two straight pay shifts with less than 12 hours off in between.

² This sentence describes another, separate, triggering mechanism when an officer would receive one and one-half times. If an officer does not receive 48 hours or more notice of a shift change on a scheduled day (i.e., switch from

Chief of Police, Public Safety Director, or such person as designated by him to act in his absence. No officer shall be required to work a scheduled shift of consecutive days totaling more than forty-eight (48) hours of scheduled work time without a minimum of twenty-four (24) hours off at the end of the forty-eight (48) hour work period. The duty schedule shall be posted in the police station and available to all officers no less than thirty (30) days prior to the beginning of the posted schedule. No officer shall be required to attend training on a normally scheduled day off without mutual consent from the Officer and Management.

Training hours (including travel time to and from the training event, from police headquarters) will be counted as shift hours worked. If the hours in training added to the hours of shift time worked exceed the total of the normally scheduled shift hours for the week then the officer will receive overtime pay in the amount of time and a half for the excess hours. If the hours in training added to the hours of shift time worked are less than the total of the normally scheduled shift hours then the officer will receive straight time pay for the hours scheduled in that period.

The Shifts to be covered daily are as follows: Day Shift (0600-1800), Afternoon Shift (1400-0200), and Night Shift (1800-0600). Officers assigned to a work schedule based upon twelve-hour shifts, will be structured in a 28-day cycle. The day cycle will consist of four work weeks that will each begin at 12:01 AM on Saturdays and end at Midnight on Fridays. During each cycle, employees will work both a 36 hour work week and a 48 hour work week, totaling 84 hours for every two weeks or 168 hours each 28 day cycle. The first shift of each day will be the day shift. All officers, other than the squad supervisor shall rotate shifts during the 28 day cycle. If an officer is required to work outside of the normal shift cycle days, they shall be compensated at one and one half times their hourly rate for each hour worked, with a four-hour minimum.³

6a-6p to 2p-2a) he would receive one and one-half times his pay. Example: If an officer is scheduled 6a-6p on January 27-28th, as part of his "normal" schedule he will receive straight pay for those two shifts. If that officer is switched from dayshift to the afternoon shift on January 28 and this allowed schedule change is done on January 27, he would then receive one and one-half times for the shift on the 28th, since he did not receive 48 hours notice of the change. Using this same example, except that the change occurs on January 1, then this sentence would not be triggered and the officer would only receive straight pay for those shifts.

³ This sentence describes another, separate, triggering mechanism that covers any time an officer works on a day off. Simply put, if an officer is assigned to work on a normally scheduled day off, he will receive one and one-half times his regular hourly rate of pay for each hour worked. Example: If an officer is scheduled January 27-28 on dayshift and is assigned to work a dayshift on the 29th, he would automatically receive one and one-half times his regular pay pay for each hour worked on the 29th because the 29th is a normally scheduled day off.

Any officer notified to appear for jury duty shall be relieved from working a scheduled shift on the day for jury duty. An officer receiving notice of jury duty shall provide written notice to the Chief of Police or Public Safety Director within forty-eight (48) hours.

None of the provisions of this Article shall apply if a particular officer has worked overtime by agreement with another officer or as a personal accommodation. In those instances, the working officer shall be deemed to waive any claim for overtime and shall sign a waiver form to this effect as provided by the Chief of Police or Public Safety Director.

ARTICLE IX **CALL IN TIME**

Incorporated into Article VIII ("Overtime and Scheduling") for easier reference.

ARTICLE X **COURT APPEARANCES**

Incorporated into Article VIII ("Overtime and Scheduling") for easier reference.

ARTICLE XI **CLOTHING AND EQUIPMENT**

Each officer shall receive a yearly non-cumulative new clothing voucher redeemable only for official borough police uniforms by a supplier designated by the employer, it being the intention of the parties that it is each officer's sole responsibility to replace worn or soiled uniform garments. The maximum amount allowed shall be \$900.00 for each year of this agreement. However, uniforms, equipment, or personal items inclusive of jewelry, etc., destroyed or damaged in the line of duty, shall be replaced or repaired at the borough's expense.

New police officers hired shall receive initial issue uniforms paid for by the Borough. Initial outfitting shall be in lieu of the non-cumulative new clothing voucher for the year of hire. Initial

uniforms shall be ordered no later than thirty (30) days from date of hire. Refer to Appendix A for initial issue uniform.

Uniform changes as a result of a promotion are considered initial issue uniform and will not come out of the officer's uniform allowance. The Borough shall issue a bullet proof vest to all members at no charge to the members' non-cumulative new clothing voucher. The bullet proof vest shall be replaced in accordance with the manufacturer's warranty at the Boroughs expense.

Newly trained bike officers will receive an initial issue bike uniform and equipment paid for by the Borough. Refer to Appendix B for initial issue bike uniform.

Each officer qualified and assigned to the police bicycle unit shall receive \$300.00 in addition to his/her regular uniform allowance to purchase clothing and equipment described in appendix "B."

ARTICLE XII **MEAL ALLOWANCE**

If a police officer is required to work a double shift, or is called in to work, while off duty, for a period of at least four (4) hours or longer, or while off duty is required to attend any Court, seminar, school or meeting with a duration of four (4) hours or more, and the employee is being paid at a rate of one and one-half times his hourly salary, the officer will receive a meal allowance of \$10.00 for each such tour of duty.

ARTICLE XIII **TRAINING**

The Borough of Woodstown will pay for all basic and advance training, as required by the New Jersey Police Training Commission and as approved by the Police Chief, and shall purchase the necessary supplies such training requires. The Borough will also provide mileage for a personal vehicle, if used, for travel that is required to and from a specified training center, and will reimburse the officer for any tolls that are incurred.

ARTICLE XIV
USE OF PERSONAL VEHICLE

Whenever an officer is required to use their personal vehicle to travel to any Court, school, seminar or any other function, the officer shall be paid at the current federal mileage allowance for each mile traveled. A patrol unit, if available, will be used in lieu of an officer's personal vehicle. Under no circumstances will any officer be required to use their own vehicle for patrol work or stakeout duties.

ARTICLE XV
MEDICAL AND HEALTH BENEFITS

Medical insurance offered under NJ State Benefits Plan shall be provided by the Borough for which coverage shall include the Employee as well as his entire eligible immediate family. If the state changes its plan the Borough and the employees will adhere to such changes. The Borough may change the current health benefit carrier to another carrier providing equal to or better coverage as previously provided. All employees who have not withdrawn from the Borough's health insurance plan shall contribute towards the cost of health insurance as they did under P.L. 2011, Chapter 78. These payments shall be made on a pre-tax basis, pursuant to an IRS Section 125 salary reduction premium-only plan, in accordance with the Borough's regular payroll practices. These contributions shall cease upon the officer's retirement.

If an officer chooses not to participate in the health benefits plan because of being covered by a spouses plan the borough will pay the officer \$2,400.00 for the year divided evenly and paid each pay period.

Each officer shall also be a member of the prescription plan. Each officer and all members of the officer's family shall be responsible for the deductible or co-payment expenses for any prescription drug. Each officer shall also be entitled to a combined total payment of up to \$1,000.00 for the officer and the officer's family, covering eye care, and dental expenses, and prescription co-payments that are incurred during the applicable calendar year. This \$1,000.00 limit is non-cumulative and may not be carried from year to year. This \$1,000.00 limit may be used by the officer and the officer's family for payment of any expenses incurred for dental expenses or eye care expenses as the officer and the officer's family may designate.

Each officer shall be provided a paid individual membership at a local fitness center. If an individual membership to a fitness center outside of the Borough is desired, the officer shall be reimbursed \$225.00 per year upon verification of membership.

ARTICLE XVI **TIME OFF FOR DEATH IN FAMILY**

If an immediate member of an officer's family shall die, the employee shall receive time off with pay from the day of death until subsequent burial. Immediate family members shall include spouse, mother, father, son, daughter, brother, sister (inclusive of both step and/or half), as well as mother-in-law and father-in-law.

For death of an employee's brother-in-law or sister-in-law, aunt, uncle or grandparent(s), not cousins, one (1) paid day off for funeral service will be allowed. Personal days and vacation days can be used for all other relatives and friends not named in this article.

Any officer shall only be paid for those days taken that were actually scheduled for work.

ARTICLE XVII **PERSONAL DAYS**

Each officer shall receive three (3) fully paid personal days off annually, which days must be used within the given year, may not be accumulated, and for which no payment will be received if not used. Request for a personal day shall not be denied for any reason so long as the Chief of Police or Public Safety Director is given the request no less than seventy two (72) hours prior to the requested day and the request is not for any of the following holidays: New Years Day, Memorial Day, Fourth of July, Thanksgiving, the last Saturday of September, Christmas Eve Day, Christmas Day.

ARTICLE XVIII **SICK LEAVE**

Each employee shall be allotted sixteen (16) weeks of sick leave time per year with full pay. At such time as an individual officer has been sick for a period of sixteen (16) weeks, the

circumstances of said officer's sickness shall be evaluated by the Public Safety Committee of the Borough Council and a recommendation made to the Mayor and Borough Council of whether or not said sick leave shall continue.

It shall be required that if an officer is off sick for three (3) continuous days, on the third such day he will have to present medical proof of such sickness to the Chief of Police or Public Safety Director.

In no event shall an individual be entitled to reimbursement for any sick leave not taken, nor shall he be allowed to accumulate any form of sick leave beyond each calendar year, even though no specified amount of sick leave is provided per year in this contract.

Any individual paid pursuant to this section shall make prompt application for Workman's Compensation, New Jersey State Disability or Social Security Disability Compensation as appropriate for this particular illness after incurring two (2) weeks consecutively of sick leave. In the event benefits are received, said officer shall reimburse the Borough in the amount of benefits received to the extent that said benefits equal to the amount he has been paid by the Borough. In the event an officer does not promptly apply for such benefits, his pay may be suspended until such application is made.

ARTICLE XIX **VACATION TIME**

Based upon years of service, each employee will be granted the following fully paid days of vacation on a yearly basis. An employee shall not receive any compensation for unused time. Vacation days may be taken as each individual employee shall choose and designate subject to reasonable scheduling requirements. Scheduling requirements shall not preclude an officer from starting vacation on the scheduled working day after another officer's vacation ends on a scheduled working day.

Vacation allotment for 12-hour work shift:

1 to 4 years of service	17 days off
5 to 9 years of service	21 days off
10 to 14 years of service	25 days off
15 years of service and beyond	30 days off

An officer shall not be allowed to bank vacation days for any reason. Vacation days banked prior to January 1, 2012 for the purpose of pre-retirement leave shall be honored.

Upon the birth or adoption of a new born baby an officer will be immediately granted leave if requested, under the New Jersey Family Leave Act.

ARTICLE XX **ANNUAL PHYSICAL**

Once annually, each officer is to submit to a physical examination by a physician retained by the Borough. Said physical shall include all tests considered to be necessary by the attending physician. A physical examination will be conducted on the employee's own time but will be paid in total by the Borough.

ARTICLE XXI **LEGAL AID**

Whenever an officer is a defendant in any action or legal proceeding arising out of and directly related to the lawful exercise of police powers in the furtherance of his official duties, the Borough shall provide the officer with necessary means for the defense of such action or proceeding, but not for his defense in a disciplinary proceeding instituted against him by the Borough or in a criminal proceeding instituted as a result of a complaint on behalf of the Borough. If any such disciplinary or criminal proceeding instituted by or on complaint of the Borough shall be dismissed or finally determined in favor of the member or officer, he shall be reimbursed for the expense of his defense.

In the event that the Borough provides counsel and the attorney provided by the Borough is not acceptable to the officer charged, the officer may request that the Borough negotiate a fee with counsel of the officer's choosing. In the event the Borough does not agree to the fee, the officer shall have the option of retaining his choice of counsel and paying the difference in the cost between the Borough's choice of attorney and the officer's choice of attorney.

ARTICLE XXII
PAYMENT OF ADDITIONAL BENEFITS

All overtime received by each employee after being computed shall be submitted to the Borough, whereas payment of such overtime, including holiday pay, monies for meal allowances, mileage, tolls and the cost of items damaged in the line of duty, will be paid on a monthly basis.

In the event an officer is entitled to additional compensation pursuant to Article VIII ("Overtime"), or Article X ("Court Appearances") the highest hourly rate payable pursuant to any one of the aforementioned articles to which the officer is entitled shall be paid; however, the compensation payable pursuant to any of the said articles shall not be cumulative.

ARTICLE XXIII
ASSOCIATION/MANAGEMENT COMMITTEE

At the request of either party, a committee will be formed within 30 days of the request to meet and review policy, current rules and regulations governing the Police Department. The committee shall act purely in an advisory capacity. The committee shall make recommendations to increase professionalism in the Police Department and for the maintenance of good working relations with management. The committee will be comprised of the Chief of Police or Public Safety Director, one member of the Woodstown Police Officers Association, the Mayor, and the Public Safety Committee of the Borough Council. The Association and Public Safety Committee shall meet quarterly or at the request of either party.

ARTICLE XXIV
ASSOCIATION AND FOP FUNCTIONS

Each Police Officer who is scheduled to work will be afforded the opportunity to attend either Association or FOP functions and will be given one (1) paid day per year for this purpose. An officer must use a personal day to attend any additional functions. The Chief of Police or Public

Safety Director must be given at least two (2) weeks prior notice of the employee's desire to attend such a function.

ARTICLE XXV **DISCRIMINATION OR COERCION**

There shall be no discrimination, interference of coercion by the Employer or any of its agents against the employees represented by the Association because of membership or activity in the Association. The Association or any of its agents shall not intimidate or coerce employees into membership. Neither, the employer nor the Association shall discriminate against any employee because of race, creed, color, age sex or national origin.

ARTICLE XXVI **FUTURE NEGOTIATIONS**

The parties agree to enter into collective negotiations over a successor Agreement in accordance with the New Jersey Employer-Employee Relations Act in a good faith effort to reach an agreement on all matters concerning the terms and conditions of employment of the Borough employees included in Article I. Such negotiations shall begin no later than September 15th of the calendar year in which this Agreement expires. Any agreement so negotiated shall apply to all employees included in Article I, be reduced to writing, and signed by authorized representatives of the Borough and the members of the Association.

The Borough agrees that there shall be no changes of the terms and conditions of employment during the lifetime of this Agreement, except through negotiations between the parties.

Whenever any representative of the Association or any employee is mutually scheduled by the parties to participate during the employee's scheduled working hours in negotiations, grievances, conferences or meeting, he shall suffer no loss in pay or other fringe benefits and shall be relieved from duty subject to the manpower needs of the department. The officer(s) involved in negotiation proceedings when working, however, are subject to call-out to perform required police functions.

ARTICLE XXVII
DURATION

This Agreement shall become effective January 1, 2019, *nunc pro tunc*, and shall terminate December 31, 2025. Negotiations for successor agreements shall be initiated in accordance with applicable law and Public Employment Relations Commission regulations.

ARTICLE XXVIII
PROFESSIONAL MEMBERSHIPS

The Borough will pay membership dues to professional organizations for work related assignments with an annual cap of \$250.00 per officer. These dues will not include the officer's FOP and Labor Council Dues.

ARTICLE XXIX
RETENTION

Except as otherwise provided herein, all rights, privileges and benefits which the employees have heretofore enjoyed, as of December 31, 1979, and are presently enjoying, shall be maintained and continued by the Employer during the term of this Agreement at not less than the highest standards in effect. The provisions of all Municipal Ordinance and Resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement and shall be incorporated in this Agreement as if set forth herein at length.

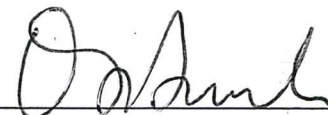
(SIGNATURES ON NEXT PAGE)

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures:

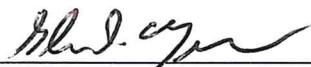
ATTEST:


Cynthia Dalessio, Clerk

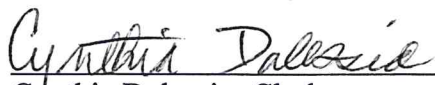
FOR THE BOROUGH OF
WOODSTOWN:


Donald Dietrich, Mayor


Bertha Hyman, Council Member

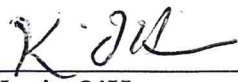

Glenn Merkle, Council Member

WITNESS:


Cynthia Dalessio, Clerk

THE WOODSTOWN POLICE
OFFICERS' ASSOCIATION:


Scott E. Vengenock
Woodstown Police Officers' Ass'n


Kevin O'Hara
Woodstown Police Officers' Ass'n

APPENDIX A
INITIAL UNIFORM ISSUE

Clothing:

- 3 Long Sleeve Shirts
- 3 Short Sleeve Shirts
- 3 Pants
- 3 Mock-T Neck Shirts
- 1 Hat
- 3 Neck Ties
- 3 BDU Pants
- 3 Long sleeve BDU Shirts
- 3 Short Sleeve BDU Shirts
- 1 Baseball Cap
- 1 Sweater
- 1 Summer Jacket
- 1 Winter Jacket
- 1 Raincoat and Hat
- 1 Bulletproof Vest
- 1 Pair of Shoes
- 1 Pair Combat Boots

Leather Gear:

- 1 Duty Belt
- 1 Shoulder Strap
- 1 Holster
- 1 Handcuff Case
- 1 Pepper Spray Case
- 1 Magazine Ammo Case

Nylon Gear:

- 1 Belt
- 1 Holster
- 1 Magazine Ammo Case
- 1 Pepper Spray Case
- 1 Handcuff Case

Miscellaneous:

- 1 Duty Weapon
- 1 Set handcuffs
- 1 Pepper Spray
- 1 Expandable Baton
- 3 Badges, 2 Shirt Badges, 1 Off-Duty Badge
- 1 Hat Badge
- 1 Pair Gloves
- 1 Portable Radio
- 2 Equipment Bag
- 1 Clipboard

APPENDIX B
INITIAL BIKE UNIFORM ISSUE

Clothing:

- 2 Short sleeve polo shirts
- 2 Long sleeve polo shirts
- 2 Bike shorts
- 2 Bike pants
- 1 Bike Jacket
- 1 Pair bike shoes

Equipment:

- 1 Bike helmet
- 1 Pair glasses
- 1 Pair Gloves