

COLLECTIVE NEGOTIATIONS AGREEMENT

between

THE TOWNSHIP OF WASHINGTON

and

THE POLICEMEN'S BENEVOLENT
ASSOCIATION OF NEWJERSEY,
Local #318



TOWNSHIP OF WASHINGTON GLOUCESTER COUNTY

JANUARY 1, 2024 THROUGH DECEMBER 31, 2027

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PREAMBLE

THIS AGREEMENT, made and entered into in Washington Township, New Jersey, between the TOWNSHIP OF WASHINGTON, in the County of Gloucester, hereinafter referred to as "Township" or "Employer" and the POLICEMEN'S BENEVOLENT ASSOCIATION OF NEW JERSEY, WASHINGTON TOWNSHIP, GLOUCESTER COUNTY, LOCAL #318, INC., hereinafter referred to as the "PBA," "Union," "Association" or "bargaining unit" and it represents the complete and final understanding of all issues with which the Township and the PBA have agreed upon.

WITNESSETH:

WHEREAS , it is in the interest and the purpose of the parties hereto to promote and improve the labor relations of the Washington Township Police Department; and

WHEREAS, the well being of the employees and the efficient administration of the Washington Township Police Department are benefited by providing employees the right to negotiate with respect to the conditions of their employment; and

WHEREAS, effective labor-management relations within the Police Department depend upon a clear statement of the contractual rights of employees;

NOW, THEREFORE, the parties hereto agree as follows:

ARTICLE 1: RECOGNITION

A. The Township hereby recognizes the PBA as the sole and exclusive representative of all members of the Washington Township Police Department, excluding the Chief of Police, Captains, Lieutenants, and Sergeants for the purpose of collective negotiations with respect to the terms and conditions of employment.

B. During negotiations for the renewal of this contract or for the execution of a new contract, authorized representatives of the PBA shall be excused from normal duties without loss of pay for such a period of negotiations provided that there shall be no more than two (2) representatives so excused at any one time.

ARTICLE 2: MAINTENANCE OF STANDARDS

A. The rights of both the Township and the employees shall be respected and the provisions of this Agreement for the orderly settlement of all questions regarding such rights shall be observed.

B. Employees shall retain all civil rights under the New Jersey State and Federal Law.

ARTICLE 3: NON DISCRMINATION

A. The Township and the Association agree that there shall be no discrimination against any employee because of race, creed, color, religion, sex, national origin, disability or political affiliation.

B. The Township and the Association agree that all police officers covered under this Agreement have the right, without fear of penalty or reprisal to form, join and assist any employee organization or to refrain from any such activity. There shall be no discrimination by the Township or Association against any employee because of the employee's membership or non-membership or activity and affiliation in or on behalf of any political party.

ARTICLE 4: RETIREMENT

A. Employees shall retain all pension rights as police officers under New Jersey Statute and Township Ordinance.

B. Employees retiring on either regular or disability pension shall be paid for all accumulated holidays and vacations; said payments computed at the rate of pay based upon the base annual compensation due and owing during the last year of his employment prior to the effective date of retirement.

C. Employees retiring on either age and service (years of service retirement) or disability pension shall be paid a lump sum payment for earned accumulated sick time using their rate of pay applicable on their last day of employment prior to retirement as follows:

i. Officers Hired Prior to May 21, 2010. Effective upon the execution of this agreement, officers hired prior to May 21, 2010 shall be permitted to sell up to one-hundred (100) working days of sick time upon retirement, or within the five (5) years prior to retirement pursuant to Article 7, Section J. The total number of working days of sick time sold back upon retirement and working sick days sold back pursuant to Article 7, Section J cannot exceed 100 working days. This means that selling back sick days pursuant to Article 7, Section J offsets the number of working days of sick time that can be sold back upon retirement

under this Section, with a cap of 100 total working days of sick time that can be sold back. The provisions in this section shall not be interpreted, construed or applied as a limitation on the application of Section K in Article 7 providing terminal sick leave options to officers hired prior to May 21, 2010.

ii. Officers Hired On or after May 21, 2010. Officers hired on or after May 21, 2010 shall be limited to a total sell back of sick time not to exceed \$15,000.00. These officers shall be permitted to sell up to \$15,000.00 worth of working days of sick time upon retirement, in conjunction with working days of sick time that can be sold in the five (5) years prior to retirement pursuant to Section J in Article 7, and in conjunction with the value of using working sick days for terminal leave under Section K in Article 7. The total value of working sick days sold back upon retirement, working sick days sold back pursuant to Section J of Article 7, and use of working sick days for terminal leave under Section K in Article 7, cannot exceed \$15,000. For officers hired on or after May 21, 2010, this means that selling back sick days pursuant to Section J in Article 7 and/or using sick days for terminal leave pursuant to Section K in Article 7 offsets the value of working sick days that can be sold back upon retirement. The total value of these three (3) options cannot exceed \$15,000 for officers hired on or after May 21, 2010.

D. The Township agrees to maintain coverage of medical plans for a retiring employee (and their family) in good standing either on pension or medical disability.

E. Upon an employee's death, all benefits earned herein shall be paid to his beneficiary(ies) as designated in his pension insurance policy.

F. Officers hired after June 29, 2006, shall be required to work 15 years for the Township of Washington in order to receive full retention of medical and any other retirement benefits within the current collective negotiations agreement.

ARTICLE 5: MILITARY LEAVE

A. Where any employee is a member of the National Guard unit or any reserve unit, or the Armed Forces of the United States, and is required to engage in a field training or to attend weekly drill meetings, he shall be granted military leave of absence with full pay for the period of such training or meeting. Such paid leave of absence shall not affect his vacation. During the period of training, the Township shall pay the employee his pay in accordance with and to the extent required by law. Should it be necessary, it shall be the obligation of the employee

to supply proper certification of the amount actually received.

ARTICLE 6: BEREAVEMENT LEAVE

A. In case of death of a member of an employee's immediate family or member of their household, time off necessary to arrange for the funeral and attend the service shall be granted according to the below listed schedule. The days off shall be consecutive work days paid at the employee's established annual salary.

Family Member	Number of Working Days
Aunc/Uncle	1 Working day
Grandmother/Grandfather	2 Working days
Mother-in-Law/Father-in-Law	5 Working days
Brother-in-Law/Sister-in-Law	5 Working days
Mother/Father/Sister/Brother	7 Working days
Spouse/Son/Daughter/Grandchild	15 Working days

B. For the purpose of this Article, step-family shall be considered the same as immediate family.

C. In the event of the death of any other relative and/or additional bereavement days are needed, accumulated sick leave maybe utilized with supervisor approval.

ARTICLE 7: SICK LEAVE

A. Sick leave is hereby defined to mean absence from post or duty by an employee by reason of personal illness, accident or exposure to a contagious disease, or a member of the employee's family which requires their attendance upon the person who is ill.

B. The term "immediate family" is hereby defined to include the following: spouse, child, grandparent, parent, brother, sister, or spouse's parent, step family, or any relative living in the employee's household.

C. An employee who is absent for reasons that entitle him to Sick leave shall notify his supervisor or dispatch promptly, but not later than two (2) hours before the employee's reporting time if possible.

D. Sick leave shall accrue for regular full-time employees at the rate of one and one-quarter (1-1/4) working days per month in every calendar year of employment, and shall accumulate from year to year. Sick leave time shall accumulate in an employee's sick time bank without limitation and it shall increase each year of the contract, for use beginning on January 1st.

E. 1. A certificate of a reputable physician in attendance shall be required as proof of need of the employee's leave after three (3) consecutive days sick leave.

2. Employees utilizing sick leave for three (3) or more consecutive days for attendance upon a member of the employee's immediate family may be required to provide verification from a physician, when reasonable and prudent.

F. An employee's supervisor may, at any time, require proof of illness (without specification to the exact nature of the illness) of an employee on sick leave, whenever such a requirement appears reasonable and prudent to the supervisor. If an employee's supervisor requires proof of illness pursuant to this Section, the employee shall be examined by the Township physician or any other physician designated by the Township at the Township's expense. If the employee chooses to be examined by any other physician, the examination shall be at the employee's expense.

G. In cases of leaves of absence ordered by the Township physician and/or County Board of Health due to exposure to a contagious disease, a certificate from the Township physician and/or County Board of Health shall be required before the employee may return to work, and time lost will not apply to sick leave or any loss of pay.

H. In the month of January, it will be the responsibility of the Chief of Police to post a statement listing the amount of sick days unused during the year and the total accumulated days unused during an employee's total years of service for each employee.

I. The Township will comply with all requirements of the Family Leave Act

J. The Township agrees that all employees that are employed at the time that this agreement is executed shall be entitled to exercise an option to sell back to the Township any unused sick time during the time period of five (5) years prior to the date on which the employee reaches his twenty-fifth (25th) anniversary of service. The employee must notify the Township of the intent to exercise this option to sell back the unused sick time no later than the date of November 1 of the preceding year in order to provide the Township with the requisite notice for fiscal planning reasons.

i. Officers Hired Prior to May 21, 2010. Effective upon the execution of this agreement, officers hired prior to May 21, 2010 shall be permitted to sell up to one-hundred (100) working days of sick time during the five year period noted above or upon retirement as set forth in Article 4 of this agreement. The

total number of working sick days sold back pursuant the above paragraph in combination with the sick days sold back upon retirement pursuant to Article 4 cannot exceed 100 working days. This means that selling back sick days pursuant to the above paragraph offsets the number of working days of sick time that can be sold back upon retirement, with a combined total cap of 100. The provisions in this section shall not be interpreted, construed or applied as a limitation on the application of terminal leave provisions in Section K of this article for officers hired prior to May 21, 2010.

ii. Officers Hired On or after May 21, 2010. Officers hired on or after May 21, 2010 shall be limited to a total sell back of sick time not to exceed \$15,000.00. These officers shall be permitted to sell up to \$15,000.00 worth of working days of sick time during the five year period noted above, in conjunction with working days of sick time that can be sold upon retirement as set forth in Article 4 of this agreement, and in conjunction with the use of working sick days for terminal leave under Section K of this article. The total number of working sick days sold back pursuant the 5 year period noted above, in combination with selling back working sick days upon retirement pursuant to Article 4, and in combination with the use of working sick days for terminal leave under Section K of this article, cannot exceed a total value of \$15,000. For officers hired on or after May 21, 2010, this means that selling back sick days pursuant to this section offsets the value of working sick days that can be used for terminal leave and the value of working days of sick time that can be sold back upon retirement. The total value of these three (3) options shall not exceed \$15,000 for officers hired on or after May 21, 2010.

K. Terminal Sick Leave. "Terminal sick leave" shall be defined as any unused leave/sick time which the employee elects not to sell back to the Township and will be utilized as paid time off in anticipation of retirement.

i. Officers Hired Prior to May 21, 2010. For officers hired prior to May 21, 2010, each employee shall be afforded the opportunity to exercise an option to utilize any unused sick time as "terminal sick leave" for the employee's last one hundred (100) working days prior to retirement. This terminal sick leave option shall be applied in addition to, and independent of, an officer selling back sick time pursuant to other provisions in this agreement. "Terminal sick leave" shall be defined as any unused leave/sick time which the employee elects not to sell back to the Township and will be utilized as paid time off in anticipation of retirement.

ii. **Officers Hired On or after May 21, 2010.** For officers hired on or after May 21, 2010, each employee shall be afforded the opportunity to exercise an option to utilize any unused sick time as "terminal sick leave" prior to retirement, with a maximum value of \$15,000 in combination with options to sell back unused sick time as set forth in Section J of this article and as set forth in Section C of Article 4. The total value of terminal sick leave use, sick time sold back pursuant to Section J of this article and sick time sold back pursuant to Section C of Article 4 shall not exceed \$15,000.00. For officers hired on or after May 21, 2010, this means that selling back sick days prior to retirement and/or use of terminal sick leave days offsets the value of working sick days that can be sold back upon retirement. The total value of these three (3) options shall not exceed \$15,000 for officers hired on or after May 21, 2010.

iii. All officers shall continue to be able to use all earned non-sick leave time for terminal leave purposes in anticipation of retirement, without limitation on the provisions of this section.

ARTICLE 8: HOLIDAYS

A. 1. The following shall be considered holidays for eligible employees:

New Year's Day
Martin Luther King's Birthday
President's Day
Good Friday
Memorial Day
Juneteenth
Independence Day
Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Friday following Thanksgiving
Christmas Day

2. Each employee shall receive 12 hours of pay for each holiday actually worked during the year. This shall be included with the employee's regular pay for that pay period. Should an employee be required to work overtime that is connected to their regular holiday tour or the officer is called into duty to work on the actual holiday, the employee (except those hired after June 1, 2017, who shall be compensated at two times the base hourly rate), shall receive pay based upon the parties' long standing practice.

B. If a holiday is declared by the President of the United States or Governor of the State of New

Jersey, employees shall be entitled to such holidays in addition to all other holidays previously established and paid as provided herein.

C. Each employee shall be entitled to four (4) personal holidays for personal business such as, but not limited to, emergencies, religious holidays, and other items relating to personal affairs. At least four (4) hours' notice shall be given by the employee for personal days use, except in an emergency. Only one personal day can be taken off on the following holidays during the calendar year:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving
Christmas Day

ARTICLE 9: HOURS OF WORK AND OVERTIME

A. 1. The regularly scheduled work week for all personnel working a rotating shift schedule shall be an eight (8) consecutive hour shift, five (5) consecutive days per week. Any schedule change shall be made only with ten (10) days advance written notice except for a declared emergency situation in accordance with N.J.S.A. Title 40A. The week will be construed to begin on the first day of the five (5) day period. All officers working this shift schedule will be required to report for duty fifteen (15) minutes prior to the start of each shift for the purpose of attending a briefing session.

2. The work week shall be five (5) consecutive days of work with three (3) consecutive days off, five (5) consecutive days of work with three (3) consecutive days off, five (5) consecutive days of work with four (4) days off. The period of work which is followed with four (4) consecutive days off will actually be five (5) duty days followed by an assigned day. The assigned day may be the first day off or the last day off of the four days off. There will be eight (8) assigned days per year during any of the following months: January, February, March, April, September, October, November, and December. There will be no additional compensation for the hours worked during the assigned day. If the State mandates another training day (this applies to only one training day) that an officer must comply with in order to maintain his or her status as a police officer, the officer will be compensated at a rate of time and one-half (1-1/2) compensatory time (portal to portal) up to eight hours in a day. One training day may be one (1) hour or as many as eight (8) hours, as needed. If the State reimburses the Township for the mandated training, the

officer will be compensated at his overtime rate of pay for the training session. The present training (as of September 29, 1988) is not included in this proposal. If the State pays, compensatory time will not apply. If the Chief of Police mandates training which occurs outside a member's regular work schedule, the member will receive compensatory time at time and one-half (portal to portal).

3. The officer's shift will not be changed prior to a ten (10) day written, posted notification except for emergencies. In accordance with N.J.S.A. Title 40A, it is expressly understood that the determination of emergencies shall be the sole election of the Chief of Police.

B. 1. For the purpose of computing overtime for all employees, all hours worked in excess of eight (8) hours in one day shall be compensated at the rate of one and one-half (1-1/2) times the officer's base hourly rate of pay when an officer elects to receive cash compensation, or one and one-half (1-1/2) times the hours worked when an officer elects to receive compensatory time compensation. Overtime shall not be claimed until at least fifteen (15) minutes have passed beyond the eight (8) hours of work. Minimum overtime to be claimed will be one-half (1/2) hour.

2. For the purposes of computing overtime the hourly rate for the entire Police Department shall be computed on 1,872 hours per year, divided into the employee's base yearly salary.

C. It shall be the obligation of the senior officer of the shift to notify the Lieutenant or other authorized person of all assigned and/or authorized overtime worked as soon as possible.

D. The overtime rate of pay for the plain clothes members of the Department shall be computed herein. The hourly rate shall be based on 1,872 hours per year.

E. 1. In the event of an officer being recalled to duty, he shall be compensated for a minimum of four (4) hours at a rate of one and one-half (1-1/2) times his base hourly salary. The same rate of compensation shall pertain to each hour or part thereof in excess of four (4) hours.

2. Patrol personnel shall be called in on any short shift to reach the minimum number of personnel as established by the Chief of Police. Use of special or reserve officers shall be limited in accordance with the requirements of legal authority.

3. Order of call-in:

- | | |
|--------------------|---------------|
| a. Previous Shift | Four (4)Hours |
| b. On-coming Shift | Four (4)Hours |
| c. Off-duty | Full Shift |

4. Call in shall be in order of seniority on a rotating basis.

F. On Call Status. Officers that are on standby restrictions to serve the Detective Bureau and the Traffic Unit in an on-call capacity shall receive compensation in the form of 8 hours of pay at the overtime rate of one and one-half (1-1/2) times the officer's base hourly rate of pay, or 8 hours of comp-time multiplied by one and one-half (1-1/2) times, for each seven (7) day period that they serve in an on-call capacity. This compensation is for the officers being limited in movement, location, family availability, and lifestyle while on call during off-duty hours. Compensation for working overtime, call-in work, and recalls to work shall be made in addition to this provision.

G. Compensatory Time (Comp Time).

1. Comp Time Generally. Officers shall have the option to choose to receive cash or compensatory time as compensation for overtime worked and as may otherwise be available for certain police department extra duties, non-mandatory assignments and/or details. However, when an officer has 480 hours in their comp-time bank they shall be required to receive cash compensation for all overtime work and for any other work that may otherwise entitle them to receive compensatory time. Officers shall not receive any additional compensatory time unless and until they are under the 480 hour limit and then only to the extent the additional comp time requested does not cause them to exceed 480 hours. Upon retirement/termination of employment, officers shall receive the value of their comp time at their then current rate of pay up to 480 hours, and subject to the language below specifically addressing officers that have over 480 hours at the time of retirement/termination of employment.

2. Officers That Exceeded 480 Hours. To the extent active officers have exceeded the 480 hour limit on their compensatory time bank, they will act in good faith to use their time to reduce their comp time bank in compliance with the terms of this section. Officers shall not receive any additional compensatory time unless and until they are under the 480 hour limit and then only to the extent the additional comp time requested does not cause them to exceed 480 hours. Active officers that exceeded the 480 hour limit on their compensatory time bank are entitled to the full value of their earned compensatory time to utilize for requested time off. They shall be able to make requests for time off using comp time and use their comp time in accordance with the terms of this contract.

If the Chief of Police and/or his designee deem it to be feasible, the Chief and/or his designee shall

have the sole discretion and ability to relax leave procedures to consider requests in the form of a special report by officers seeking to use compensatory time for the purpose of reducing comp time bank hours that exceed the 480 hour limit.

Officers that retire and/or terminate employment are entitled to the full value of all earned compensatory time. However, to the extent officers have over 480 hours of compensatory time in their bank at the time of their retirement/termination of employment, the following shall apply:

i. Officers that retire or terminate employment on or before January 1, 2025 shall be able to receive a lump sum payment for the value of all hours in their comp time bank, subject to adequate notice via practices between the parties.

ii. Officers that retire on a “years of service retirement” after January 1, 2025 shall receive a lump sum payment for the value of 480 hours upon retirement/termination of employment, and all comp time in excess of 480 hours shall be utilized as terminal leave.

iii. For officers that retire on a medical disability or otherwise terminate employment after January 1, 2025, the officer shall receive a lump sum payment for the value of 480 hours upon retirement/termination of employment. The Township shall have the option to: (1) pay out the remainder of all comp time in excess of 480 hours via a lump sum payment or (2) make bi-weekly payments, at 40 hours per week, based upon the Township’s payroll schedule, until the officer has a zero (0) balance in their comp time bank.

3. All officers shall have the option to use all or part of their compensatory time, and in combination with other earned time pursuant to this agreement, for the purpose of going on terminal leave in anticipation of retirement.

H. F.T.O. Work.

Officers performing as the Primary Field Training Officer (F.T.O) for full-time officers and/or Class 2 SLEOs shall receive an additional 4 days (32 hours) of Professional Development Day (PDD) time for each trainee, upon the trainee completing the F.T.O. Program and being approved for solo patrol. PDD time in this provision is separate from the PDD time set forth in Articles 20 and 27.

ARTICLE 10: GRIEVANCE PROCEDURE

A. The purpose of this Article is to settle all grievances between the Township and the members of the

PBA as quickly as possible so as to ensure efficiency and promote employee morale. A grievance is defined as an argument or dispute between the Township and the PBA involving the application, interpretation of alleged violation of this Agreement. Any grievance must be presented within ten (10) working days after the aggrieved person knew of the event or events upon which the claim is based or else such grievance is deemed waived. A grievance shall be processed as follows:

STEP 1

The PBA representative, the aggrieved party(ies) and the Chief of Police or his designee shall, within five (5) working days of said filing, meet and attempt to settle the matter. If a settlement is not reached, the PBA shall furnish a written statement of the grievance to the Chief on a form provided by the Township. The Chief or his designee and the PBA representative shall each file a written report of their findings of facts, conclusions and recommendations in addition to said written statement, with the Director of Law Enforcement, within five (5) working days of their meeting. If the position of Director of Law Enforcement is held by the Chief of Police then Step 2 shall be skipped and a grievance shall then proceed from Step 1 to Step 3.

STEP 2

The Director of Law Enforcement shall conduct a hearing no later than five (5) working days from the receipt of said findings, conclusions, and recommendations. Prior written notification of said meeting shall be given to all interested parties. Present for said hearing shall be the Chief of Police, the PBA representative and interested persons. The Director shall make all reasonable attempts to reach a settlement satisfactory to all parties. If the Director is not able to obtain an amicable settlement at this time, he shall within five (5) working days render a written decision resolving the dispute and serve same upon the respective parties.

If the aggrieved party(ies) or the PBA object to the Director's decision, he (they) shall, within five (5) working days of the receipt of the Director's written decision, request a hearing with the Business Administrator. This hearing shall occur within fifteen (15) days of receipt of said request. Interested parties shall be furnished with advance written notice of the scheduled hearing dates.

Step 3

Upon compliance with the requirements of Step 2 above (or Step as applicable), the Business Administrator

shall conduct a hearing at which shall be interested parties, the Director of Law Enforcement, the Chief of Police, and the PBA representative. The Administrator shall make all reasonable attempts to reach a settlement satisfactory to all parties. If an amicable settlement is not achieved, the Administrator shall, within ten (10) working days, render a written decision resolving said dispute and serve same upon respective parties.

If the aggrieved party(ies) or the PBA disagree with or object to the decision of the Administrator, he (they) shall, within five (5) working days of the receipt of the Administrator's written decision, request a hearing with the Mayor. This hearing shall occur within fifteen (15) days of receipt of said request. Interested parties shall be furnished with advanced written notice of the scheduled hearing date.

Step 4

Upon compliance with the requirements of Step 3 above, the Mayor shall schedule a hearing, present at which shall be all of those required in Step 3, the Administrator, and the Mayor. The Mayor may designate another person as Hearing Officer, but must be present and remain the final deciding authority. The Mayor shall make all reasonable attempts to reach a settlement satisfactory to all parties. If amicable settlement is not achieved, the Mayor shall, within ten (10) days, render a written decision resolving said dispute and serve same upon respective the parties.

ARBITRATION

If the aggrieved party(ies) or the PBA disagree with or object to the decision of the Mayor, he (they) may, within twenty (20) working days of receipt of the Mayor's written decision, file for binding arbitration. Said request for arbitration may also be filed for by the Township. The filing party shall serve written notice of same with the other parties. Only grievances related to the interpretation and application of the specific provisions of this Agreement shall be arbitrable. No other issues may be submitted to the arbitrator. The parties shall immediately attempt to mutually agree upon an impartial arbitrator. Should the parties fail to agree, they shall obtain the services of the Public Employment Relations Commission and shall be bound by their rules and regulations. The cost of the arbitration shall be shared equally by the Township and the PBA. The decision of the arbitrator shall be final and binding upon both parties.

The arbitrator shall be bound by the provisions of this Agreement and restricted to application of the facts

presented to him. The arbitrator shall be further bound by the laws of the State of New Jersey and the United States and decisions of the Courts of the State of New Jersey and the United States, where applicable.

The arbitrator shall not add to, modify, detract from or alter in any way, the provisions of this agreement. In rendering his written decision, the arbitrator shall indicate his findings of fact and reason for his decision

NOTE: If an amicable settlement of the dispute is reached upon mutual agreement of the parties in any of the above Steps, said agreement shall be reduced to writing and signed by the respective parties.

ARTICLE 11: ATTENDANCE AT SCHOOLS OR TRAINING

A. Employees who are mandated by the Chief of Police to attend any training or schools that arise outside the employee's regularly scheduled work day(s) will be compensated in compensatory time at a rate of one and one-half (1½) times the hours established for the training or school (portal to portal). Any employee who requests and attends (with permission from the Chief of Police) any school or training shall be paid straight time (not time and one-half) if the training or school is on the employee's regularly scheduled work day or shall receive compensatory time at straight time if the training or school is conducted on a day(s) that is not a regularly scheduled work day.

B. For the purpose of attending college in respect to police related subjects or degrees, the officer shall be granted a maximum of six (6) hours per shift cycle while on duty without loss of time or pay. This agreement is only if the officer is on a swing-shift schedule. If the officer is on a steady shift schedule, this privilege shall not be granted. During the time the officer is attending classes, the police vehicle can be used as his mode of travel, with only one (1) vehicle being used for this purpose per shift. Limited area is Rowan University, Gloucester County College and Camden County College for use of patrol vehicle.

PROVISION TO ABOVE: The minimum of officers, as established by the current departmental minimum shift manning requirements, shall remain on patrol duty during college attendance leave. Power shift officers count in determining manpower strength for the purpose of college attendance leave.

C. Eligible courses for tuition reimbursement or in certain cases, tuition prepayment shall be limited to police related subjects, or other subjects required to obtain an undergraduate degree or masters degree in the law enforcement field. The Township will reimburse a maximum of six (6) credits per semester at the prevailing State or county college rate provided the employee achieves a grade of 'C' or better. Failure to achieve a 'C' grade or better will not entitle the employee to reimbursement or payment for that course or class. Such schooling may be

through formal academic institutions, professional associations, seminars, etc. The Township will pay for books which will become the property of the Township. Student fees and registrations are payable only if courses are mandatory. The tuition reimbursement set forth in this Section C shall not apply to employees hired after April 24, 2024.

D. 1. Any member hired prior to November 1, 1983, having credits in the field of Police Science or any police related field shall be compensated at the rate of \$13.00 for each credit hour of study completed to date. This compensation shall be above and in addition to the employee's annual salary.

2. Any member hired after November 1, 1983, shall be paid maximum of sixty (60) credits provided they have earned a Bachelor's Degree in the accepted fields listed above. Determination of compensation shall be made by mutual agreement of the Chief of Police and a PBA representative.

3. The college credit compensation provisions set forth in this Section D shall not apply to employees hired after April 24, 2024.

E. Payments made pursuant to the above section shall be made semi-annually in the first pay in June and in the first pay in November.

ARTICLE 12: REIMBURSEMENT FOR EXPENSES

A. Meals shall be paid for by the Township when approved by the Chief in connection with an assignment. Reimbursement for meals shall include an additional fifteen (15) percent of the amount presented for tip reimbursement.

B. Mileage on a personal vehicle shall be reimbursed at the applicable IRS rate per mile if the Department determines that such transportation or use of a personal vehicle is necessary and does not provide transportation or a Township vehicle. Such mileage shall be computed from the Township police Headquarters and returning to same as approved by the Chief of Police.

C. 1. If an employee 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 governing body of the municipality will provide said member or officer with the necessary means for the defense of such action or proceeding.

2. If this action is criminal or quasi criminal in nature (i.e. municipal court), the Township

will reimburse the employee a reasonable amount for the services of the attorney selected by the employee to represent him or her provided that the Township payment for such legal fees shall be limited to the median attorney rates appropriate to Gloucester County. Said payment is conditional upon the employee being found not guilty.

3. In all civil actions, the Township or the Township's insurance carrier shall choose the attorney to represent the police officer. Should the insurance carrier notify the police officer that their defense is subject to a reservation of rights or when other potential liability to the officer exists, the Township will permit the police officer to retain a personal attorney to monitor the case on behalf of the police officer(s). Said monitoring functions shall be coordinated with the Township solicitor and the Township will reimburse the employee for the services of the monitoring attorney selected by the employee to represent him or her provided that the Township payment for such legal fees be limited to the median attorney rates appropriate to Gloucester County. Fees will be discussed prior to any action taken.

4. The obligation to provide a defense shall not apply in a disciplinary proceeding instituted against the employee by the municipality or in a criminal proceeding instituted as a result of a complaint on behalf of the municipality. If any such disciplinary or criminal proceeding instituted by or on the complaint of the municipality shall be dismissed or finally determined in favor of the member or officer, he or she will be reimbursed for the expense of his or her defense.

5. If an officer should change his/her personal or monitoring attorney during the period of action without sufficient cause, the officer shall become liable for any excessive attorney fees which may result from such action.

D. The Township shall indemnify where legal to do so and hold the officer harmless from all liability for all acts committed on duty when such acts are not willful, malicious, or the result of drunkenness voluntarily conducted by the employee.

E. Reimbursement for all these actions as provided in this Article will be made at the first pay in the following calendar month provided all the expenses provided in this Article are presented no later than five (5) days prior to the month preceding payment.

ARTICLE 13: CLOTHING

A. The Township shall make an initial issue of clothing, which shall include at the minimum, but not limited to the following items:

One	(1)	Class A uniform	long sleeve shirt
One	(1)	Class A uniform	Trousers
One	(1)	Class A uniform	Shoes
One	(1)	Class A uniform	Hat
One	(1)	Class A uniform	hat badge
One	(1)	Class A uniform	clip-on tie
Two	(2)	Class A uniform	WTPD tie pin
Two	(2)	Class A uniform	Nameplate
Two	(2)	Breast	badges
One	(1)	Class A uniform	whistle (large black) and lanyard
One	(1)	Class A uniform	Sam Browne belt
One	(1)	Class A uniform	handcuff case
One	(1)	Class A uniform	Holster
One	(1)	Class A uniform	oc case
One	(1)	Class A uniform	double ammo pouch
One	(1)	Class A uniform	radio case
Four	(4)	Class B uniform	short sleeve shirts
Four	(4)	Class B uniform	long sleeve shirts
Four	(4)	Class B uniform	trousers
One	(1)	Class B uniform	boots
One	(1)	Class B uniform	baseball hat
One	(1)	Class B uniform	blousing bands
One	(1)	Class B uniform	garrison belt (nylon)
One	(1)	Class B uniform	Sam Browne belt (nylon)
Four	(4)	Class B uniform	belt keepers (nylon)
One	(1)	Class B uniform	double ammo pouch (nylon)
One	(1)	Class B uniform	handcuff case (nylon)
One	(1)	Class B uniform	oc case
One	(1)	Class B uniform	holster
One	(1)	Class B uniform	radio case (nylon)
One	(1)	Class B uniform	tourniquet case (nylon)
One	(1)	Winter	overcoat
One	(1)	Winter	knit hat
One	(1)	Raincoat	
One	(1)	Rain	hat cover
Six	(6)	sets of insignia	of rank and office
One	(1)	Expandable baton	with holder
One	(1)	standard handcuff	(hinge style)
One	(1)	soft body armor	system
One	(1)	Individual first aid	kit
One	(1)	Traffic	Vest
One	(1)	Ballistic	Helmet
One	(1)	Respirator	

B. The Township shall purchase and issue fifty (50) rounds of ammunition every year for each employee.

C. The Township shall purchase and issue ammunition necessary for State, County and/or Township firearms qualifications.

D. Replacement of clothing, equipment, hardware items such as handguns, holsters, belts and straps, handcuffs, nightsticks, etc., in compliance with departmental uniform specifications, in addition to ammunition, targets and off-duty firearms, as needed by the officer, shall be purchased by the officer, subject to the provision of Paragraph A of Article 14.

E. The Township agrees not to change the basic uniform or any portion thereof currently utilized by employees without providing the necessary sums for the purchase of such new items in addition to the clothing allowance and cleaning issue herein provided.

ARTICLE 14: EQUIPMENT

A. No employee shall be required to perform without being furnished the proper equipment. The Township agrees to conform to all manufacturing specifications dealing with warranty and maintenance requirements with regard to equipment except in emergency situations. The Township also agrees that it will immediately attempt to effect the repairs to police vehicles so as to prevent injury or loss of life due to faulty equipment.

Effective January 1, 2024, all members are entitled to an annual clothing/equipment stipend in the amount of \$500 that shall be issued at the same time as the first pay in February of each year. The stipend shall be used at the members' discretion to replace any equipment and clothing subject to ordinary wear and tear. In the event a member's uniform or equipment is destroyed and requires replacement as a result of an incident occurring in the line of duty, the Township upon approval of the Chief or the Chief's designee, shall replace the item(s) and clothing/equipment stipend money shall not be used for the replacement.

ARTICLE 15: COURT TIME

A. Officers attending court on their off-duty time which arises out of a police function shall be compensated on an hour-for-hour basis, portal-to-portal, for time actually spent. There shall be a minimum compensation of one (1) hour.

B. Officers shall be compensated at the rate of \$15.00 per day for each stand by subpoena effective

when off-duty.

- C. Only one platoon shall be scheduled for each court date.

ARTICLE 16: RETENTION OF BENEFITS

A. The Township agrees that all lawful benefits and terms and conditions of employment existing at the commencement of this Agreement shall be continued in effect in accordance with New Jersey Law.

ARTICLE 17: VACATIONS

A. All employees of the Police Department shall be entitled to vacation based upon the length of time employed hereinafter provided.

Years of Service	Vacation
Completed one year of service (five days useable after six months)	10 days
Completed five years of service	15 days
Completed ten years of service	20 days
Completed sixteen years of service	21 days
Completed seventeen years of service	22 days
Completed eighteen years of service	23 days
Completed nineteen years of service	24 days
Completed twenty years of service	25 days

B. All vacations shall be granted at annual salary rates.

C. Annual vacation leave shall be granted in accordance with the following procedure:

1. From January 1st through 31st each year, vacation leave for the calendar year shall be scheduled upon request with priority given to departmental seniority.

2. On or after February 1st of each year, the annual vacation leave shall be granted upon request with priority given to the order in which said requests are received. Employees may secure any number of vacation leave days greater than one and are not restricted to the thirty day rule for single day off requests outlined in Section C3.

3. Employees electing to utilize individual vacation leave days shall do so in the following manner:

a. All vacation leave days may be utilized as individual days off if the employee so elects. However, employees who have earned ten (10) or fifteen (15) vacation leave days may

preschedule and secure no more than five (5) of their individual leave days during January. Employees who have earned twenty (20) or twenty-five (25) vacation leave days may preschedule and secure no more than ten (10) of their individual leave days during January. All other individual vacation leave day requests shall be submitted not more than thirty (30) days prior to the requested day(s) off.

b. On or after February 1st, complete "block-weeks" of vacation leave requested for use during the months of May, June, July and August shall have priority over individual vacation leave days when both are submitted and received at the same time for coincidental leave days off.

4. The maximum number of Rank and File Employees in a Patrol Unit that shall be permitted to utilize scheduled leave at the same time is two (2) per shift. Scheduled leave shall be defined as vacation, holiday, prescheduled personal days, compensatory time, and equipment maintenance and professional development days.

5. Vacation leave must be utilized within the year earned with the following exceptions:

a. Employees may utilize a complete "block-week" of vacation leave during their last scheduled work week of a particular calendar year, even though it may begin in one calendar year and end in the next, with the leave being charged to the previous year's account.

b. Employees unable to utilize vacation leave within a given calendar year due to an extended illness or injury, or, when deferred by the Township for any reason, shall be eligible to utilize said leave within the following calendar year.

6. Employees on regular days off shall be recalled to duty before those on vacation or other special leave days off except in extreme emergency in accordance with N.J.S.A. Title 40A.

7. There will be no deadline by which vacation leave must be submitted. However, it is the obligation of the employee to schedule and utilize vacation leave in accordance with this Article.

8. All vacations, holidays and compensatory time that is requested must be submitted at least five (5) days prior to the day requested for approval. Failure to do so may result in denial for the time off. Above does not apply to single day off requests.

E. An employee who terminates his employment with the Township, or whose employment is terminated by the Township, shall be entitled to vacation time and/or vacation pay on a pro-rata basis.

ARTICLE 18: SALARIES

A. Paydays will continue as they are currently constituted under the present system.

B. Base salary for the purpose of this agreement shall be the highest salary that an employee is duly authorized to receive at the beginning of each calendar year.

C. Effective January 1, 2024 and for the term of this agreement, base salaries for bargaining unit members shall be as indicated in **Exhibit A** annexed hereto. Members shall move one step annually on the guide on January 1 of each year. Officers shall move “off guide” upon moving through the top step of the guide and they shall have their salaries increased pursuant to **Exhibit A** on January 1 of each year they are “off guide”. Only members employed at the time this agreement is ratified and adopted by the Parties shall receive retroactive pay increases to January 1, 2024.

D. Pursuant to *Matter of County of Atlantic*, 230 N.J. 237 (2017), in the event a successor contract is not agreed upon after the term of this agreement, bargaining unit members shall move through the guide in **Exhibit A** on January 1 of each year.

E. Shift Differential: Full-time officers who work during the 1st shift shall receive a 5% shift differential; only officers who actually work will be entitled to the shift differential.

ARTICLE 19: HEALTH AND INSURANCE BENEFITS

A. The Township shall continue to maintain and provide all insurance now in effect and agree to defend and satisfy any judgment which may be rendered against any employee for any action arising out of employment with the Township.

B. The Employees and the Township acknowledge that the Township shall provide health insurance in accordance with the Southern New Jersey Regional Health Insurance Fund (SNJRHIF) that is now currently in effect and as set forth in the plan documents exchanged between the Township and PBA 318 to facilitate the change to SNJRHIF effective January 1, 2024, and the same shall be maintained throughout the contract period without any changes in the level or platform of coverage that now currently exists.

C. The Township shall provide a dental insurance plan for each member. The dental plan shall be the Delta Plan III or better.

D. The Township agrees to provide the employee and his/her dependents with a co-pay prescription plan. The prescription plan shall be as provided for under the Southern New Jersey Regional Health Insurance Fund (SNJRHIF) that is now currently in effect and as set forth in the plan documents exchanged between the Township and PBA 318 to facilitate the change to SNJRHIF effective January 1, 2024, or a substantially equivalent plan.

E. The Township agrees to provide health insurance for all employees and their families disabled in the line of duty in accordance with this Article.

F. The Township shall provide Accidental Death and Dismemberment insurance for each employee in the amount of one and one-half (1-1/2) times his annual salary with proof of coverage provided upon reasonable request.

G. The Township agrees to cover the beneficiary or family of an employee killed in the performance of his duty by continuing to issue the employee's full salary paychecks for a period of six (6) months thereafter.

H. The Township shall maintain the current Disability Benefits Policy contracted by Canada Life (Or its equivalent). The Policy shall cover employees for any serious injury or illness, duty or non-duty related, up to age 65. Coverage shall provide for a minimum of 60% of the employee's adjusted annual income (including base salary, longevity and college) with a ninety (90) day waiting period.

I. In the event any employee is diagnosed as having contracted a serious disease within two (2) years after retirement or separation from the Police Department and that said disease can be attributed to action taken in the line of duty as substantiated by an official incident report, said employee shall be eligible for appropriate health benefits.

J. Each employee will be required to have a medical examination every two (2) years. Said physical will be paid and ordered by the Township and conducted by a physician of the employee's choice. A fee for such an examination will be established by the Township based upon the Southern New Jersey District's "usual and customary medical fees."

K. The Township shall not lessen or curtail any benefit enjoyed by the bargaining unit within this article.

L. The Township agrees to maintain full health care insurance coverage for the employee, spouse and family when the employee retires in good standing on a "years of service retirement" consistent with the service

requirements in Article 4, and when an employee retires as a result of medical disability approved by the Police and Fireman's Retirement System of New Jersey (PFRSNJ).

In the event the Parties return to health insurance plans provided via the New Jersey State Health Care Program/New Jersey State Health Benefits Program, the Township acknowledges that the State Health Care Program/New Jersey State Health Benefits Program requires retired employees, when eligible, to apply for and obtain health care coverage under Medicare Part B. Consistent with paragraph M of this agreement the Township's obligation to maintain coverage will include the Township paying the then existing costs of Medicare Part B.

M. In the event the Parties return to health insurance plans provided via the New Jersey State Health Care Program/New Jersey State Health Benefits Program, the Township shall not be required to cover the cost of Medicare Part B as set forth above in this paragraph for any employees hired after June 27, 2012. In all other respects, healthcare coverage for all employees hired after the date of the signing of this Agreement shall remain the same.

N. Contributions. Active/current employees shall continue to pay contributions for health care insurance according to the attached healthcare contribution levels attached to this Agreement.

The Township shall continue to pay the full cost of health insurance coverage for the retiree, spouse and family when an employee retires on a "years of service retirement" consistent with the service requirements in Article 4, and when an employee retires as a result of a medical disability approved by the Police and Fireman's Retirement System of New Jersey (PFRSNJ). Retirees shall continue to pay co-pays under the insurance plan(s) set forth in this agreement.

ARTICLE 20: EQUIPMENT MAINTENANCE AND PROFESSIONAL DEVELOPMENT

All employees shall be entitled to certain days to attend to equipment maintenance and professional development, which are peculiar and unique to the requirements for maintaining and cleaning firearms and a police officer's professional development. Each employee shall be entitled to three (3) paid days to be utilized for this purpose from January 1 through December 31 each year which are to be issued every January 1. The administration and scheduling of these shall follow the procedure set for under Article 17, Section 4.

ARTICLE 21: PROMOTIONAL PROCEDURE

A. If any employee is required to act in a higher ranking capacity for any period of time, he shall receive pay commensurate with such position in which he acts beginning with the first day.

1. In the absence of the Sergeant, the senior-most ranking officer of the working platoon shall be paid commensurate pay.

2. In the absence of any ranking officer, the senior-most officer will assume the rank on an "acting basis" with pay commensurate with the position assumed.

B. Procedures for promotion to higher ranks shall be defined in rules and regulations in accordance with this agreement.

C. Employees serving nine (9) years in grade shall receive recognition in the form of first class designation in their rank with appropriate insignia as designated by the Chief of Police.

ARTICLE 22: SERVICE RECORDS

A. A personnel file shall be established and maintained for each employee covered by this Agreement. Such files are confidential records and shall be maintained by the Township.

B. Upon advance notice and at reasonable times, any member of the Police Department may at any time review his personnel file. However, this appointment for review must be made through the Chief of Police or his designated representative.

C. Whenever written complaint concerning an employee or his actions is to be placed in his personnel file, a copy shall be made available to him and he shall be given the opportunity to rebut it if he so desires, and he shall be permitted to place said rebuttal in his file.

D. All personnel files will be carefully maintained and safeguarded permanently and nothing placed in any file shall be removed therefrom. Removal of any material from a personnel file by any employee shall subject that employee to appropriate disciplinary action, unless removed in accordance with established procedures and/or consent of the Chief of Police or his designee.

ARTICLE 23: REPRESENTATION

A. The requirements regarding the Representation Fee shall be applied consistent with the U.S. Supreme Court's June 27, 2018, decision in *Janus v. AFSCME, Council 31* and the New Jersey Workplace Democracy Enhancement Act. As such, the authorization for dues deduction, to the extent it was duly authorized in the first instance, shall remain in full force and effect during the full term of an employee's employment, unless properly withdrawn. To withdraw from a dues authorization an employee must submit a written request to withdraw from the Association to the responsible payroll clerk for the Employer within ten (10) days following each anniversary date of his/her employment. Once the Employer's payroll clerk receives the request, it will notify the Association within five (5) business days. The properly filed withdrawal will become effective on the 30th day after the employee's anniversary date of employment.

B. The Township shall have no other obligation or liability, financial or otherwise (other than set forth herein), because of the actions arising out of the understanding expressed in the language of this Article. Once the funds deducted are remitted to the PBA the disposition of such funds thereafter shall be the sole and exclusive obligation and responsibility of the PBA.

C. PBA Local 318 shall indemnify and save the Township harmless against any and all claims, demands, suits or other forms of liability including reasonable legal and/or representation fees resulting from any of the provisions of this Article or in reliance on any list, notice or assignment under this Article.

ARTICLE 24: INJURY LEAVE

A. 1. In the event an employee becomes disabled by reason of service-connected injury or illness and is unable to perform his duties, then, in addition to any sick leave benefits otherwise provided for herein, he may be entitled to full pay for a period of up to one (1) year according to law.

2. If an employee returns to work from injury leave for less than one (1) year, they may return to injury leave for the same injury when not injured by an independent and/or intervening event of an additional period of time which, when added to the initial period of injury leave, totals no more than one (1) year.

3. When a employee returns to work from injury leave he shall be entitled to a new period of injury leave for a period of up to one (1) year if the employee submits a new injury claim due to an

independent event causing reinjury or new injury.

B. 1. When an employee requests injury leave, they shall be placed on "conditional injury leave" until a determination of whether or not an injury or illness is work related and the employee is entitled to injury leave is initially made by the Township's Worker's Compensation carrier, with the final and ultimate determination to be made by the Worker's Compensation Court. When and if it is finally determined that the injury or illness is not work related by the Worker's Compensation Court and that the employee is not entitled to job injury compensation, the employee shall be denied injury leave and shall have all time off charged against his or her accumulated sick time and, if necessary, against any other accumulated leave time. If the employee does not have enough accumulated time off, he or she shall be advanced sick time to cover the absence. If the employee leaves the employ of the Township prior to reimbursing the Township for such advanced time, the employee shall be required to reimburse the Township for such advanced time.

2. Pursuant to Federal and State laws and or rules governing the payment of disability benefits, when an employee is granted either "conditional injury leave" or "injury leave", the Township's sole obligation shall be to pay the employee the difference between their regular pay and any compensation, disability or other payments to the Township and receive their entire salary payment, or the Township shall pay the difference.

C. 1. Any employee who is injured , whether slight or severe while working, must make an immediate report as soon as possible to the Chief of Police or immediate supervisor.

2. Any employee, while engaged in their official duties who becomes injured, comes in contact with any substance, animal or insect known to be harmful, contagious or contaminating or comes into physical contact with any person who is known to carry a contagious or infectious disease or where the employee comes into contact with bodily fluids of any person or animal, shall immediately report the incident to their immediate supervisor, as soon as possible upon the employee's knowledge of the event.

D. It is understood that the employee must file an injury report, when physically and mentally able, with the Chief of Police or Officer-in-Charge so that the Township may file the appropriate Workers' Compensation Claim.

E. The employee shall be required to present evidence by certificate of a physician designated by the insurance carrier that they are unable to work, and the Township may reasonably require the employee to

present such certificate.

ARTICLE 25: ABSENCE WITHOUT LEAVE

A. Absence without notification for five (5) consecutive days without justifiable excuse shall constitute a resignation.

ARTICLE 26: MATERNITY CLAUSE

Upon notifying their superior officer of the pregnancy the pregnant officer shall be transferred to a modified duty assignment with no public contact for the remainder of the pregnancy. Upon the birth of the child the officer has the option to use their approved sick time and/or other time and/or family leave or any other leave available that the township provides either through policy or contract. The purpose of this clause is to take the pregnant officer out of harms way and to preserve the officer's rights and benefits.

ARTICLE 27: COURT DOCKET REVIEW

Effective January 1, 2024, all members shall receive three (3) additional Professional Development Days (PDDs) for court docket review. These days shall be credited January 1st of each year and they shall be issued in addition to the three (3) PDDs set forth in Article 20, for a total of six (6) PDDs annually (and separate from the provisions providing PDD time to specific officers performing F.T.O. work in Article 9.)

ARTICLE 28: ATTENDANCE AT OFFICIAL UNION :MEETINGS

The President and Delegate of the Collective Bargaining Unit (as of the date of the signing of this Agreement the Policemen's Benevolent Association Local 318) shall be entitled to attend all formal union meetings of which there are currently eight (8) meetings per year without loss of compensation. The President and Delegate shall also be entitled to attend all meetings as permitted under Title 40 of New Jersey Statutes.

ARTICLE 29: SEVERABILITY

Should any provision be found to be contrary to the law, severing of such provision shall only occur after action by a tribunal of highest appeal. The severed provision shall then be subject to immediate renegotiation within

the framework of the law.

ARTICLE 30: TERM OF THE CONTRACT.

- A. This contract shall cover the period January 1, 2024 through Midnight, December 31, 2027.
- B. Negotiations for the renewal of this contract, or for the execution of a new contract, shall begin no later than August 1, 2027
- C. The contract shall not be changed or altered in any way during the contract term without the written consent of both parties.
- D. The contract shall continue to bind the parties during any period beyond midnight, December 31, 2027, until such time as a new contract is signed between the parties. The payment of salary increments is subject to the provisions of Article 18.

IN WITNESS WHEREOF, the parties have caused these presents to be duly executed the day and year first aforesaid.

FOR THE TOWNSHIP

Laurie Burns
Laurie J. Burns, Mayor

Date: 8-6-24

ATTEST:

Joseph Rossi
Joseph Rossi, P.A.

Date: 8-6-24

FOR THE POLICEMEN'S BENEVOLENT
ASSOCIATION LOCAL 318

Jason A. Sims
Jason A. Sims PBA President 318

Date: 8/6/24

ATTEST:

Chris Bell
Chris Bell PBA Stak Delegate 318

Date: 8/6/2024

EXHIBIT A – SALARY GUIDE

	2024		2025		2026		2027	
1	\$	49,999.00	\$	51,498.97	\$	53,043.94	\$	54,635.26
2	\$	56,648.97	\$	58,348.44	\$	60,098.89	\$	61,901.86
3	\$	57,499.00	\$	59,223.97	\$	61,000.69	\$	62,830.71
4	\$	59,999.00	\$	61,798.97	\$	63,652.94	\$	65,562.53
5	\$	63,499.00	\$	65,403.97	\$	67,366.09	\$	69,387.07
6	\$	66,999.00	\$	69,008.97	\$	71,079.24	\$	73,211.62
7	\$	70,499.00	\$	72,613.97	\$	74,792.39	\$	77,036.16
8	\$	76,999.00	\$	79,308.97	\$	81,688.24	\$	84,138.89
9	\$	83,499.00	\$	86,003.97	\$	88,584.09	\$	91,241.61
10	\$	89,999.00	\$	92,698.97	\$	95,479.94	\$	98,344.34
11	\$	96,499.00	\$	99,393.97	\$	102,375.79	\$	105,447.06
12	\$	102,999.00	\$	106,088.97	\$	109,271.64	\$	112,549.79
13	\$	109,499.00	\$	112,783.97	\$	116,167.49	\$	119,652.51
14	\$	112,499.00	\$	115,873.97	\$	119,350.19	\$	122,930.69
Off Guide		2024		2025		2026		2027
	\$	119,211.84	\$	123,384.25	\$	127,702.70	\$	132,172.30

Officers in the academy shall receive the Step 1 salary above. For purposes of seniority and step movement in the contract, annual movement from step one shall only occur after a member graduates from the police academy, and no member shall have seniority over a member with an earlier police academy graduation date.

Officer Specific Salaries for Current Roster

			2024	2025	2026	2027
AQUILINO	ANTHONY	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
DEVITO	ANDREW	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
EGIZI	GARY	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
FRANCHI	MATTHEW	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
FREITAG	JOHN	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
JACKSON	SEAN	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
KALBER	JEFFREY	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
MCGOVERN	ROBERT	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
MYERS	TOMMY	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
SCHMIDT	NICHOLAS	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
SIMS	JASON	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
TARASEVICH	KEVIN	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
VOLPE	FREDERICK	\$	119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
FRANCHI	ALLEN	\$	96,709.00	\$ 106,088.97	\$ 116,167.49	\$ 122,930.69
RAMOS	JOSE	\$	96,709.00	\$ 106,088.97	\$ 116,167.49	\$ 122,930.69
TARASEVICH	CHRISTOPHER	\$	96,709.00	\$ 106,088.97	\$ 116,167.49	\$ 122,930.69
CROZIER	AYEFUMI	\$	91,619.00	\$ 99,393.97	\$ 109,271.64	\$ 119,652.51
PINNELLI	STEVEN	\$	91,619.00	\$ 99,393.97	\$ 109,271.64	\$ 119,652.51
WALTON	JESSICA	\$	91,619.00	\$ 99,393.97	\$ 109,271.64	\$ 119,652.51
BELL	CHRISTOPHER	\$	86,529.00	\$ 92,698.97	\$ 102,375.79	\$ 112,549.79
DIAMBROSIO	LOUIS	\$	86,529.00	\$ 92,698.97	\$ 102,375.79	\$ 112,549.79
TANNER	ROBERT	\$	86,529.00	\$ 92,698.97	\$ 102,375.79	\$ 112,549.79
ARNOLD	ALYSSA	\$	76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
BARNETT	MATTHEW	\$	76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
BAUMAN	DEVIN	\$	76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
EVANKO	CODY	\$	76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
LAUDENSLAGER	MATTHEW	\$	76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
LICK	EVAN	\$	76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
NICHOLS	ANDREW	\$	76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
ROUS	NICHOLAS	\$	76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
SWAN	BENJAMIN	\$	76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
BENTSEN	JACOB	\$	70,499.00	\$ 79,308.97	\$ 88,584.09	\$ 98,344.34
CICALESE	FRANK	\$	70,499.00	\$ 79,308.97	\$ 88,584.09	\$ 98,344.34
LOIODICE	MORGAN	\$	70,499.00	\$ 79,308.97	\$ 88,584.09	\$ 98,344.34
MANGINO	MICHAEL	\$	70,499.00	\$ 79,308.97	\$ 88,584.09	\$ 98,344.34
WELSH	KYLE	\$	70,499.00	\$ 79,308.97	\$ 88,584.09	\$ 98,344.34
CICATIELLO	VINCENT	\$	66,999.00	\$ 72,613.97	\$ 81,688.24	\$ 91,241.61
PSILLAKIS	ANDREW	\$	66,999.00	\$ 72,613.97	\$ 81,688.24	\$ 91,241.61
RUSSO	JOSEPH	\$	66,999.00	\$ 72,613.97	\$ 81,688.24	\$ 91,241.61
APPEL	EDWARD	\$	63,499.00	\$ 69,008.97	\$ 74,792.39	\$ 84,138.89
MATOS	WILFREDO	\$	63,499.00	\$ 69,008.97	\$ 74,792.39	\$ 84,138.89
DOHERTY	KEVIN	\$	59,999.00	\$ 65,403.97	\$ 71,079.24	\$ 77,036.16
FISLER	KYLE	\$	59,999.00	\$ 65,403.97	\$ 71,079.24	\$ 77,036.16
INMAN	JUSTIN	\$	59,999.00	\$ 65,403.97	\$ 71,079.24	\$ 77,036.16
PAGLIARINI	JONAS	\$	59,999.00	\$ 65,403.97	\$ 71,079.24	\$ 77,036.16
ROSSI	VICTOR	\$	59,999.00	\$ 65,403.97	\$ 71,079.24	\$ 77,036.16
HALL	SCOTT	\$	56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
HENDRICKSON	MATTHEW	\$	56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
KELLY	TYLER	\$	56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
SADOWSKI	JEREMY	\$	56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
WOLFE	MARC	\$	56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
ZEHNER	KEVIN	\$	56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
RAUDENBUSH	DARREN	\$	49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
GORSKI	PHILIP	\$	49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
DESTEFANO	LOUIS	\$	49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
TUTU	GEMEL	\$	49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
TUCKER	MATTHEW	\$	49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
CASERTA	NICHOLAS	\$	49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
ROSSI	GREGORY	\$	49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53

*Note: Crozier, Pinnelli, Walton, Bell, Diambrosio, C. Tarasevich, Ramos, A. Franchi, and Tanner salaries are outliers from the salary guide in 2024 only to transition them to the new guide without making less money as a result of implementing the new guide.