

EMPLOYMENT AGREEMENT

BETWEEN

THE CITY OF WOODBURY

AND

CAPTAIN OF THE WOODBURY POLICE DEPARTMENT

JANUARY 1, 2023 THROUGH DECEMBER 31, 2025

AGREEMENT

This Agreement is effective as of January 1, 2023, and shall govern the terms and conditions for the employment of Captain Kelli Marro with the City of Woodbury.

WORKWEEK

The Captain is part of the management of the City Police Department and exercises managerial and supervisory authority commensurate with the rank in the chain of command. The Captain is assigned to a 40 hour work week and performs duties as assigned or directed by the Chief of Police. The Captain understands and agrees that the position may require attention and service beyond a 40 hour work week, and hereby is not entitled, by law or otherwise, to overtime or to additional compensation in any form as a result of working more than 40 hours in any workweek.

VACATION AND PERSONAL DAYS

Vacation and personal days are credited as of January 1 of each year in anticipation of continued employment for the full year and are earned on a pro rata basis. Employment for less than a full year shall result in pro-rata of the benefit.

The captain shall be entitled to 29 days of vacation (232 hours) of vacation time per year. Vacations may be taken at any time, subject to the maintenance of adequate managerial coverage and the approval of the Chief of Police.

The Captain may not be on vacation at such time that there would be no high ranking superior officer on duty.

The Captain shall be entitled to use up to three (3) personal days on an annual basis. Use of personal days is subject to the approval of the Chief of Police. Personal days are not carried over from year to year and are forfeited if not used in the calendar year. In addition, the Captain shall be given one (1) additional day, designated as an "Administrative Day".

UNIFORM

Effective January 1, 2020 the \$2,450 clothing allowance shall be incorporated into the Captain's base salary prior to the negotiated increase and will thereafter be eliminated as an additional payment item.

SALARY

The annual salary for the Captain shall be as follows:

As of January 1 st 2023:	\$ 143,977.82
As of January 1 st 2024:	\$147,577.27
As of January 1 st 2025:	\$151,266.70

SICK LEAVE OF ABSENCE

The Captain shall be entitled to the same level of sick leave and other leaves of absence benefits as available to the superior officers and the same may be changed from time to time during the term of this agreement consistent with the then existing collective bargaining agreement for the superior officers of the Police Department.

HEALTH BENEFITS

The City is enrolled in the State Health Benefits Plan, and in accordance with State regulations, the Captain of the Police Department is eligible for coverage of the terms and conditions as all City Employees, including coverage options and contributions.

TRAINING AND EDUCATIONAL ASSISTANCE

The Captain shall be permitted to attend recognized seminars and training sessions, subject to the approval of the Chief of Police. The Captain is also eligible for educational assistance under the same terms, condition and obligations as are accorded to Lieutenants of police.

RETIREMENT AND OTHE STATUTORY BENEFITS

The Captain shall be entitled to pension, retirement and other benefits in accordance with requirements imposed by statutes and laws of the State of New Jersey. The Captain shall be entitled to retiree medical benefits for herself, spouse and eligible dependents consistent with the provisions as set forth in Article XI, Section 2 of the collective negotiations agreement between the City of Woodbury and the Superior Officers of the City of Woodbury Police Department.

TERM AND RENEWAL

This Agreement shall be in full force as of the effective date of this contract and shall expire December 31, 2025. The terms and conditions of the Agreement shall remain in force after expiration and shall continue to bind the parties.

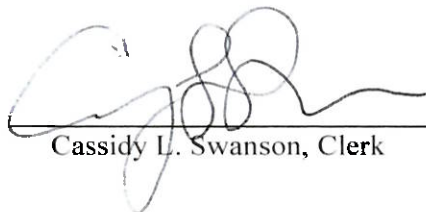
REOPENER PROVISION

During the term of this Agreement, if the City of Woodbury merges with, or enters into a shared services agreement with any other jurisdiction, designed to expand police coverage to territorial limits beyond Woodbury, the parties agree to reopen this Agreement for purposes of renegotiating existing wages and benefits.

CITY OF WOODBURY

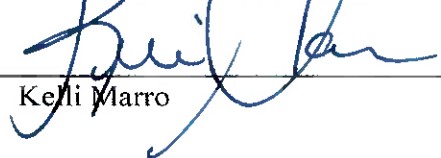


Kyle Miller, Mayor



Cassidy L. Swanson, Clerk

**CAPTAIN OF POLICE,
CITY OF WOODBURY**



Kelli Marro