

**MEMORANDUM OF UNDERSTANDING FOR THE CONTRACT FOR THE CLEMENTON
POLICE OFFICERS ASSOCIATION BETWEEN THE BOROUGH OF CLEMENTON AND THE
CLEMENTON POLICE OFFICERS – FRATERNAL ORDER OF POLICE LODGE 9**

This **MEMORANDUM OF UNDERSTANDING** is made this — day of July 2024, by and between the representatives of the Borough of Clementon ("Borough") and the Clementon Police Officers Association – Fraternal Order of Police, Lodge 9 ("CPOA"), collectively referred to as "the Parties"; and

WHEREAS the Borough and the CPOA are parties to a collective negotiation's agreement ("CNA") which expired on December 31, 2023; and

NOW, THEREFORE, the Parties hereby enter into this Memorandum of Understanding "MOA" which shall change and renew the Parties' existing CNA as follows:

1. Modify the CNA to reflect the Parties' agreement to renew the contract expiration date from December 31, 2023, to December 31, 2027.

2. **ARTICLE XIII: OVERTIME:** Section B Increase hourly rate for Off Duty Road/Construction Jobs from \$75.00 to \$85.00 per hour. If an Officer is not notified at least twelve (12) hours prior to the assignment's cancellation, they will receive four (4) hours pay at the prevailing rate.

If the road/construction job falls on a weekend or the Officer is called in for an emergency assignment, the rate will be \$95.00 per hour. All other Borough off duty assignments will be at that Officer's overtime rate.

3. ARTICLE XVI: ON CALL TIME

Any Officer, Investigator, Detective or Superior Officer assigned to be On Call, will be supplied with a Borough Cell Phone. The Borough shall issue one sole community on-call cell phone, to be provided to the police department, which is given to the employee during their respective on-call hours.

4. ARTICLE XIX: SICK LEAVE

The Sick Leave notice must be accompanied by a physician certification (Doctors Note) verifying the employee or if sick time is being used for a family member and, that they are under the physician's care for the specified length of time.

5. ARTICLE XXIX: Salaries Effective January 1, 2024.

2024: 3%, 2025: 3.5%, 2026: 2.5%, 2026: 2%, 2027: 2%

6. The Borough will pay for all costs associated with Police Licensing and its renewal. New hires will be required to pay the cost of their initial Police Licensing.

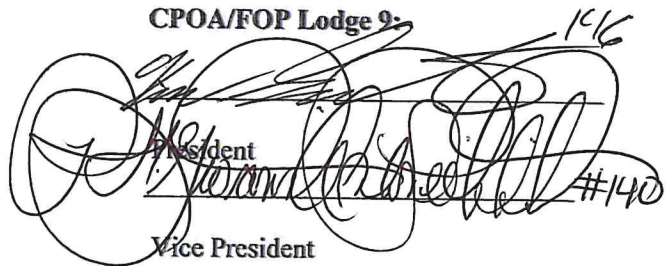
7. **ARTICLE XVII: VACATION D. ADD:** Additional Vacation increments shall be awarded in accordance with the schedule below. Additional time allotted upon achievement of the required year of service may not be used until after the anniversary date.

8. ARTICLE XXIV: LIFE INSURANCE Employees /officers covered by this agreement may elect to continue the group life insurance policy in the amount of \$20,000 upon retirement, at their own cost.

FOR THE BOROUGH OF CLEMENTON:





CPOA/FOP Lodge 9: ¹⁴⁶


President

Vice President
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