

COLLECTIVE BARGAINING AGREEMENT

TOWNSHIP OF CHESTERFIELD



&

CHESTERFIELD POLICE FOP LODGE 114



January 1, 2023 - December 31, 2026

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Article I. LEGAL REFERENCE

- a. Nothing contained in this Agreement shall alter the authority conferred by Law, Ordinance, Resolution or Administrative Code, and Police Department Rules and Regulations, upon any Township Official or in any way abridge or reduce authority. This Agreement shall be construed as requiring Township Officials to follow the terms contained herein, to the extent that they are applicable in the exercise of the responsibilities conferred upon them by law.
- b. The provisions of this Agreement shall be subject to and subordinate to and shall not annul or modify existing applicable provisions of State and Local Laws except as such particular provisions of this contract modify local laws.

Article II. RECOGNITION

The Township hereby recognizes the Chesterfield Fraternal Order of Police Lodge 114 - Fraternal Order of Police/New Jersey Labor Council, Inc. as the sole and exclusive majority representative of all uniformed and non-uniformed full-time police officers employed by the Township of Chesterfield below the rank of Chief of Police (hereinafter referred to as "Members"). This excludes all other police officers and non-police employees within the meaning of the New Jersey Employer - Employee Relations Act, N.J.S.A. 34:13A-1 et. seq.

ARTICLE III. DEFINITIONS

- a. Full Time Officers - Full Time Officers are all regular full time Patrolmen, Detective(s), and Sergeants employed by the Township in the Police Department who shall be subject to twenty-four (24) hours duty per day including Saturday, Sunday and Holidays.
- b. Unit Members - Unit members are all Full Time Officers below the rank of Chief of Police employed by the Chesterfield Township Police Department.
- c. Probationary Officers - Probationary Officers are all Full Time Officers who are serving the first twelve months of their employment, and whose appointment to permanent status is governed by Chapter 42 Section 8(A)(1) of the Code of the Township of Chesterfield. During the probationary period, Officers work at the discretion of the Township Committee and can be terminated at any time during that period with or without cause.

ARTICLE IV. MEMBERS RIGHTS

Pursuant to N.J.S.A. 34:13a-1 et. seq., The Township hereby agrees that every patrol officer shall have the right to freely organize, join, and support the FOP and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid in the State of New Jersey. The Township undertakes and agrees that it shall not directly or indirectly discourage, deprive or coerce any Police Officer in the enjoyment of any rights conferred under the laws of New Jersey or the Constitution of New Jersey and of the United States; that it shall not discriminate against any Police Officer with respect to hours, wages, or any other terms or conditions of employment by reason of his or her membership in the FOP, or its affiliates, collective negotiations with the Township, or his or her institution of any grievance, complaint or proceeding under this Agreement, or otherwise, with respect to any terms or conditions of employment.

ARTICLE V. MANAGEMENT RIGHTS

a. The Township hereby retains and reserves unto itself without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Law and Constitution of the State of New Jersey and of the United States, including, but not limited to, the following rights:

- (1) To manage and control administratively, the Township Government and its properties and facilities and the on-the-job activities of its employees.
- (2) To use judgment and discretion in connection therewith shall be limited only by the terms of this Agreement and then only to the extent thereof are in conformance with the Constitution and Laws of New Jersey and the United States.
- (3) To establish, revise and administer policies and procedures related to all operations of the Police Department in accordance with Title 40A of the New Jersey Statutes.
- (4) To hire all employees, subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees.
- (5) To reprimand, suspend, demote, discharge or take other disciplinary action for good and just cause according to the law.

b. The Township retains the right to maintain the efficiency of its employees to expand, establish, reduce, alter, combine, consolidate or abolish any job classification and salary, department, operation or service to determine the staffing patterns and areas of work, to control and regulate the use of its facilities, supplies and equipment and other property of the Township and its Police Department; to determine the assignment of work, the qualifications required and the size and composition of the workforce.

ARTICLE V. MANAGEMENT RIGHTS – Cont'd

The Township shall have no responsibility or requirement to train employees who do not meet minimum job qualifications at the time they may seek employment with the Township or movement into another job classification. The Township maintains the right under this section to train employees which do not meet minimum job requirements as it deems appropriate.

ARTICLE VI. VACATION

a. Number of Vacation Days - All members shall receive vacation leave in accordance with this Article.

b. New members shall not accrue vacation days until completion of the first sixty (60) days of employment at which time twelve (12) hours of vacation shall be available to the new member. After each additional sixty (60) days of employment, new members shall accrue twelve (12) hours of vacation time until the end of one full year of employment. Following the end of the first full year of employment, the new member shall be prorated vacation hours commensurate to the number of months remaining in the calendar year in accordance with year two (2) of the Vacation Schedule Chart in Section e. The Vacation Schedule Chart in Section e. shall be followed thereafter.

c. Vacation Time Availability – In anticipation of continued employment, vacation time will be earned and accrue during the year as set forth in the Vacation Schedule Chart in Section e. however they shall be available to the member on January 1st of each year.

d. Termination - Leave is prorated if an officer is terminated or terminates employment before the end of the year. If the member utilizes more time than would have been earned the member shall reimburse the township for any days used but not earned/accrued in accordance with this article.

e. Vacation Schedule Calendar Years Chart

2nd year through end of 3rd year – one hundred eight (108) hours

4th year through end of 7th year – one hundred twenty (120) hours

8th year through end of 15th year - one hundred forty-four (144) hours

16th year through end of 20th year - one hundred ninety-two (192) hours

21st year through to retirement - two hundred four (204) hours

f. Accumulation of Vacation Time - After the second (2nd) full year of continuous employment with the Township, a member shall be permitted to carry a maximum of seventy-two (72) hours of vacation time to the following year. If that carried time is not used in the following year it shall be lost.

ARTICLE VI. VACATION – Cont'd

g. Scheduling Vacation - All vacation time must be requested in writing on the proper form provided by the Township Administrator or his designee, at least by the 15th day of the preceding month. A written request form must be presented to the Chief of Police for approval, and then to the Township Administrator or his designee. Only one police officer shall be granted leave at any time. If two (2) or more members request the same time period for vacation, the most senior officer shall be granted the vacation time off. The Chief of Police has the discretion of allowing additional officers to be off on the same day should manpower permit. The other officer(s) shall resubmit his or her request for alternate vacation time. If the Township grants the members vacation request, and the senior officer later requests the same period of time off for vacation, the Township shall not grant the senior officer's request for the time over the prior granted request.

ARTICLE VII. SICK LEAVE

a. Number of Sick Days - All members shall receive one hundred twenty (120) hours of sick time per calendar year.

b. Notification Requirements - All members are required to notify the Chief of Police of an absence due to illness at least two (2) hours prior to the beginning of their scheduled shift, unless such illness is an emergency and prevents the member from doing so, at which time the member shall designate someone to make such notification to the Chief of Police.

c. Accumulation of Sick Time - All unused sick time may be accumulated for use in subsequent years.

d. Sick Time Payment at Retirement - Each member shall be entitled to accumulate sick time in accordance with Section c. above. The member shall be entitled to sell back the accumulated sick time as follows: The monetary value of one sick day at retirement shall be equal to 1/250 of the member's base salary, but the total value of accumulated sick leave that may be paid at retirement shall not exceed \$2,500.

ARTICLE VIII. BEREAVEMENT LEAVE

In the event of a death of a family member or other acquaintance, as defined below, the member is permitted to take the following paid bereavement leave:

- Immediate family - a maximum of five (5) consecutive days for each occurrence. "Immediate family" shall be defined as spouse, mother, father, child, sibling, in-law, or any person who may live within the member's household as part of the member's family.
- Relative - a maximum of two (2) consecutive days for each occurrence. "Relative" is defined as aunts, uncles, grandparents, nieces, nephews and cousins.

ARTICLE VIII. BEREAVEMENT LEAVE – Cont'd

- Others - a maximum of one (1) day for each occurrence for a total of three (3) days per year. Half days may be used in this circumstance. "Others" is defined as friends, acquaintances or distant relatives.

If additional bereavement leave is necessary, a member may request to use available vacation time. Members who need to use bereavement leave shall notify the Chief of Police as soon as possible.

ARTICLE IX. ADMINISTRATIVE LEAVE

Each member is entitled to forty-eight (48) hours of administrative leave each calendar year. Administrative leave shall not be accumulated.

Administrative leave is intended to provide the member the ability to attend to family, financial or legal matters. Administrative leave is only for obligations that must be handled during work hours. Administrative leave must be scheduled in a manner that the Chief of Police has time to arrange suitable coverage if that should be necessary. Whenever possible, notice of such leave shall be requested twenty-four (24) hours prior to the anticipated absence.

ARTICLE X. OTHER LEAVE

- a. Personal Leave of Absence - Members may be granted a personal leave of absence for up to six (6) months at the sole discretion of the Township Committee, if the leave does not cause undue operational disruption in the Police Department. The leave must include the use of any accrued vacation and sick leave time, regardless of the length of the leave requested. The portion of the leave that runs beyond the exhaustion of vacation and sick leave will be without pay.

Personal leave of absence shall not be granted for the purpose of seeking or accepting employment with another employer, or for extended vacation time. Members on personal leave of absence for more than two (2) weeks in any month will not receive holiday pay, and will not accrue personal leave, sick leave, or vacation time for that month. Health benefits may also be impacted and the member may be required to go on COBRA if they are no longer eligible for health benefits. A personal leave is granted with the understanding that the member intends to return to work for the Township. If the member fails to return within five (5) business days after the expiration of the leave, the member shall be considered to have resigned and is not entitled to any reimbursement of unused sick or vacation time.

- b. Military Leave Policy - Military leave shall be provided in accordance with New Jersey and Federal Law.

- c. Convention Leave - One member of the Chesterfield FOP Lodge #114, not specifically the delegate, shall be permitted to attend any State or National Conference without loss of pay as per N.J.S.A. 11A:6-10 and 40A:14-177 of the New Jersey Statutes.

ARTICLE XI. HOURS OF WORK/OVERTIME/COMPENSATORY TIME/OUTSIDE EMPLOYMENT/MEAL BREAK

- a. Hours of Work - Members will work eight-four (84) hours during a two-week period on a schedule determined by the Chief of Police and consistent with Title 29, section 207(k).
- b: Overtime Pay - Overtime pay for members shall be paid at the rate of one and one-half (1 ½) times the member's hourly rate of pay for all those hours worked in excess of eighty-four (84) hours per bi-weekly period. All approved time off, except sick time, shall count towards hours worked for purposes of calculating overtime.
- c. Compensatory Time - Under the provisions of the Fair Labor Standards Act (FLSA), compensatory time may be agreed upon by the member and the Police Chief at the request of the member, but may not be imposed by the Chief of Police or the Township in lieu of overtime payment to the member. Compensatory time may be accumulated to be used at a later time. However, accumulated time must be used prior to the member's anniversary date. Any compensatory time not taken off by the member prior to the anniversary date will be paid at a rate of straight time, as the time and one-half conversion as required by the FLSA has already been calculated. Members may cash out at any time any unused accumulated compensatory time by submitting the proper forms to the Chief of Police. Comp-time must be cashed out before any step increase and/or the end of each calendar year.
- d. Outside Employment - All outside employment details assigned by the Chief of Police shall be as prescribed in the Chesterfield Township Code, Chapter 42, Section 17 through 24 inclusive.
- e. Meal Break - For every four (4) hours of scheduled work, including overtime, a member is entitled to a thirty (30) minute suspension of patrol/duty (meal break) that may be taken consecutively up to one (1) whole hour maximum per twelve (12) hour shift. Assignments and duties will govern when a meal break are to be taken, pending the shift supervisors discretion, and available manpower during that period. Nothing herein will eliminate the responsivity of a member to respond to any and all calls when deemed necessary.

ARTICLE XII. SALARY AND OTHER PAY

- a. Method of Payment - The Township shall divide the members established salary by twenty-four (24) pay dates in each year of the contract which is a bi-monthly basis to establish the member's pay. Member shall be paid on a bi-monthly basis.

ARTICLE XII. SALARY AND OTHER PAY – Cont'd

b. Salary Guide

Position	2023	2024	2025	2026
Recruit/Academy	\$36,000.00	\$36,000.00	\$36,000.00	\$36,000.00
Step 1	\$49,216.00	\$50,816.00	\$52,467.00	\$54,172.00
Step 2	\$54,689.00	\$56,467.00	\$58,302.00	\$60,197.00
Step 3	\$60,152.00	\$62,107.00	\$64,126.00	\$66,210.00
Step 4	\$65,623.00	\$67,755.00	\$69,957.00	\$72,231.00
Step 5	\$71,092.00	\$73,402.00	\$75,788.00	\$78,251.00
Step 6	\$76,561.00	\$79,049.00	\$81,618.00	\$84,271.00
Step 7	\$85,456.00	\$88,233.00	\$91,101.00	\$94,062.00
Step 8	\$93,930.00	\$96,982.00	\$100,134.00	\$103,389.00
Step 9	\$98,856.00	\$102,068.00	\$105,386.00	\$108,811.00
Step 10	\$103,637.00	\$107,005.00	\$110,483.00	\$114,074.00
Sergeant	\$110,581.00	\$114,175.00	\$117,885.00	\$121,717.00

- (1) Newly hired certified police officers shall be placed in the salary guide depending on their length of service, experience and training. The placement of newly hired certified police officers into a step shall be at the sole discretion of the Township Committee with the advice of the Chief of Police.
- (2) Newly hired non-certified recruits entering the police academy shall be placed in the Recruit/Academy salary step and will only be moved to Step 1 the day following graduation from the police academy. For the purposes of determining the date on which steps are changed, the day following graduation from the police academy shall be the basis for establishing the member's anniversary date.

c. Call Back Time - Members who are called back to work after having left the premises of the Township, and/or at a time not contiguous to the member's regular work time shall receive a minimum of two (2) hours pay at a rate of one and one-half (1 ½)times the members hourly rate. Should the call in time exceed two (2) hours, then the member shall be paid at the rate of time and one-half (1 ½) time for the actual time worked. These hours shall not be further included in the eighty-four (84) hour "overtime calculation. Members can be ordered to return to work at the discretion of the Chief of Police.

d. K-9 Officers

Officers assigned to K-9 duty shall receive two thousand-five hundred dollars (\$2,500.00) annually, prorated for the period of time that they are assigned to that duty. This additional sum is paid to the officer as supplementary compensation to the officer for the additional hours spent training, feeding, grooming and otherwise caring for the police dog assigned to him/her. Payment is made in the first pay check for December prorated for the months an officer is assigned to the K-9 duty. The K-9 Officer shall be permitted to take home a vehicle at the convenience of the Municipality which may only be used for Township business.

ARTICLE XII. SALARY AND OTHER PAY – Cont'd

K-9 Officers – Cont'd

It is understood that this compensation is not based upon the officer's normal hourly rate as a police officer. As provided in the Fair Labor Standards Act (FLSA) the hourly rate is lower than the normal rate paid to police officers since the work being performed during the overtime period is related to the care of the police dog, not normal law enforcement duties. Since the exact numbers of overtime hours spent on the care of the dog are difficult to maintain, this supplementary compensation is intended to more than compensate the officer for the number of additional hours necessary for the care of the police dog assigned to him/her based upon an hourly rate appropriate for this work.

The K-9 Officer may be afforded the opportunity to train and care for the dog on duty time, when his/her duties, as well as the manpower requirements of the department permit. This duty time is at the discretion of the Chief of Police, or his designees.

e. Detectives

Officers assigned to Detective duty shall be compensated at their current level of salary without additional compensation. It is acknowledged that periodically there may be a need to adjust the working hours of a Detective in order to accommodate investigations and other functions that may not be possible by adhering to set hours normally followed by patrol officers.

ARTICLE XIV. GRIEVANCE PROCEDURE

a. Definitions:

- (1) **Grievance-** A grievance is a claim based upon a breach, misinterpretation or improper application of the terms of this agreement, or a claim, violation, misinterpretation or improper application of the policies or administrative decisions affecting the terms and conditions of employment as defined in the Employment- Employer Relations Act.
- (2) **Aggrieved -** An aggrieved person means a member or members instituting the grievance.

b. Purpose - The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting members. Both parties agree that these proceedings will be kept informal and confidential as may be appropriate at any level of the procedure.

c. Procedure - The number of days at each level should be considered as maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. All grievances must be submitted in writing.

ARTICLE XIV. GRIEVANCE PROCEDURE – Cont'd

Step 1 - All grievances must be presented within ten (10) working days after the occurrence complained of, or when the member should have known of the occurrence, to the Chief of Police.

Failure to act and file written grievances within ten (10) days of the date of the occurrence shall be deemed to constitute an abandonment of the grievance. The Chief of Police shall review the grievance as he deems appropriate and necessary. The Chief shall communicate his decision in writing to the aggrieved within ten (10) working days from receipt of the grievance.

Step 2 - If the aggrieved is not satisfied with the decision, the aggrieved must submit a written grievance to the Township Administrator detailing the facts and the relief requested. The decision in Step 1 will be deemed final if the member fails to submit a written grievance within ten (10) working days of the Step 1 decision. The Township Administrator will render a written decision to the member within ten (10) working days after the receipt of the written grievance.

Step 3 - If the aggrieved is not satisfied with the Township Administrator's decision, the aggrieved must submit a written grievance to the Township Police Commissioner detailing the facts and the relief requested. The decision in Step 2 will be deemed final if the member fails to submit a written grievance within ten (10) working days of the Step 2 decision. The Township Police Commissioner will render a written decision to the member within ten (10) working days after receipt of the written grievance.

Step 4 - If the aggrieved is not satisfied with the Township Police Commissioner's decision, the aggrieved must submit a written grievance to the Township Committee detailing the facts and the relief requested. The decision in Step 3 will be deemed final if the member fails to submit a written grievance within ten (10) working days of the Step 3 decision. The Township Committee will render a written decision to the member within twenty (20) days after the receipt of the written grievance.

Step 5- If the aggrieved and the Union are not satisfied with the Township Committee's decision, the aggrieved and the Union may file for arbitration with the Public Employee's Relations Commission (PERC). The aggrieved and the Union must file the required paperwork within ten (10) days, the Commission's decision shall be deemed final and binding.

All costs for an arbitrator will be borne equally by both parties. Any other costs incurred by either part will be the sole responsibility of that party.

Failure of the Township to respond to any step of the grievance procedure within the prescribed time limits will automatically move the grievance to the next Step.

ARTICLE XV. RETIREMENT

When a member retires in good standing with twenty-five (25) years of service under the Police and Firemen's Retirement System, that member shall be entitled to receive a retired Officer identification and departmental badge identifying the member's rank at retirement. The member shall also be entitled to receive his department issued duty handgun and three (3) magazines. If the member elects not to receive the department issued handgun, there will be no compensation offered in lieu of receipt of the handgun.

When a member retires in good standing with twenty (20) years of service under the Police and Firemen's Retirements System, that member shall be entitled to receive a retired Officers identification and departmental badge identifying the member's rank at retirement.

When a member is injured in the line of duty and retired in good standing with the Township as well as the accidental disability provisions of the Police and Firemen's Retirement System, the member shall be entitled to receive a retired Officers identification and departmental badge identifying the member's rank at retirement.

Any member who retires under the Police and Firemen's Retirement System and does not meet any of the requirements as outlined above but feels they should receive a retired Officer's identification and/or departmental badge shall make a written request to the Chief of Police. In conference with the Township Administrator, the decision of the Chief of Police shall be final.

ARTICLE XVI. MEDICAL BENEFITS

a. Medical Benefits - Members shall receive the same health benefits as provided to all other Township employees and their families, which is currently NJ Direct 15, but is subject to change. If the member chooses to participate in a different plan, the member is responsible to pay the additional cost.

b. Opting Out of Medical Benefits - Members who have health insurance coverage through other sources and do not require health insurance coverage through the Township will be provided with the following incentives should they choose not to participate in the Township's plan:

- \$1,000 incentive for members with dependents eligible for Township health insurance coverage and who choose the Township health insurance benefit for themselves only.
- \$1,500 incentive for members who do not participate in the Township health insurance plan at all.

All incentives will be paid in one lump sum payment with the member's first pay in December. In order to be eligible for these incentives, the member must have been employed by the Township on January 1st through December 1st of the same calendar year.

ARTICLE XVI. MEDICAL BENEFITS – Cont'd

Any member whose situation changes during the year and wishes to enroll in the Township's health insurance coverage will be accommodated as the New Jersey Health Benefit Plan allows.

c. Dental Insurance - Members shall receive dental insurance coverage as provided to all other Township employees and their families, which is currently Horizon Dental Choice, but subject to change, through the New Jersey State Health Benefits Program. If the member chooses to participate in a different plan, the member is responsible to pay the additional cost. There is no incentive offered by the Township to opt out of dental insurance.

d. Workers Compensation Insurance - Members who suffer job related injuries and illnesses may be entitled to medical expenses, lost income and other compensation under the New Jersey Workers compensation Act. The Township provides Workers Compensation benefits through its membership in a Joint Insurance Fund. Any occupational injury or illness must be immediately reported to the Supervisor and the Police Chief, who will then inform the Township Clerk or the Clerk's designee responsible for the filing of insurance claims. All required medical treatment must be performed by a Workers Compensation Physician designated by the Joint Insurance Fund and payment for unauthorized medical treatment may not be covered pursuant to the Act.

Members injured in the line of duty will receive their full pay, to include any scheduled increases and benefits until they are cleared to return to work, or for one (1) year, whichever occurs first. Workers Compensation payments received by the member will be signed over to the Township. Whenever possible, every effort will be made to have the benefit checks sent directly to the Township.

e. Disability Insurance - The Township provides Disability Insurance to members who are injured away from the job but are unable to perform their duties with the Township. Any injured member who is eligible for Disability Insurance must report that injury immediately to the Police Chief who will then notify the Township Clerk or the Clerk's designee. The Township Clerk or Clerk's designee will provide the required forms for completion.

All members injured off the job will have the option of receiving his or her full pay with the use of sick time. If the member chooses this option, Disability payments received by the member will be signed over to the Township or, whenever possible, the benefit checks will be sent directly to the Township.

ARTICLE XVII. CLOTHING ALLOWANCE

The Township shall provide all members with a clothing allowance to be used for all cleaning and maintenance of their uniforms, but not for the purchase of uniforms.

The amount of the clothing allowance is \$500 per year for all members. The clothing allowance shall be paid in one lump sum payment with the member's first pay in December. In order to be eligible to receive the clothing allowance, the member must be employed with the Township on December 1st. Members joining the Police Department after January 1st will receive a pro-rated amount.

ARTICLE XIX. SEVERABILITY AND SAVINGS

If any provisions of this Agreement or any application of this Agreement to any member or group is held to be contrary to Law, then such provision or application shall not be deemed valid and continuing except to the extent permitted by Law, but all other provisions or application shall continue in full force and effect.

ARTICLE XX. DURATION OF AGREEMENT

This Agreement shall be in full force and effect from January 1, 2023 through and including December 31, 2026. The subject Agreement shall determine the rights and responsibilities of the parties for the Agreement by and between from January 1, 2023 to December 31, 2026.

This Agreement shall remain in full force and effect during collective negotiations between parties beyond the date of expiration set forth herein until the parties have mutually agreed on a new Agreement.

ARTICLE XXI. FULLY BARGAINED AGREEMENT

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

This Agreement represents and incorporates the complete and final understanding of settlement by and between the parties on all bargained issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter contained herein, nor covered by this Agreement, nor within the contemplation of either or both of the parties at the time they negotiated or signed the Agreement.

CHESTERFIELD TOWNSHIP FOP #114



Kevin Pypcznski, President 12-12-22
Date

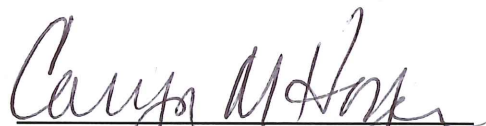


Thomas A. Sahol, Administrator
(Witness)

TOWNSHIP OF CHESTERFIELD



Lido Panfili, Mayor 12/12/22
Date



Caryn M. Hoyer, Township Clerk

**TOWNSHIP OF CHESTERFIELD
RESOLUTION 2022-12-2**

**RESOLUTION APPROVING AND AUTHORIZING THE EXECUTION OF THE
CONTRACT BETWEEN THE CHESTERFIELD POLICE FOP LODGE 114 AND
THE TOWNSHIP OF CHESTERFIELD**

WHEREAS, a contract has been negotiated between the Township of Chesterfield and the Chesterfield Police, FOP Lodge 114; and

WHEREAS, Chesterfield Township and FOP Lodge 114 have memorialized the agreed upon negotiated terms, which are set forth in the attached "Collective Bargaining Agreement Between the Township of Chesterfield and the Chesterfield Police FOP Lodge 114, January 1, 2023 through December 31, 2026"(hereinafter "the Contract"); and

WHEREAS, the FOP Lodge 114 has approved and executed the Contract; and

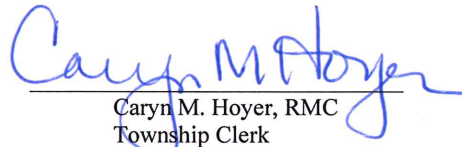
WHEREAS, the Contract accurately reflects the negotiated terms of the agreement;

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of Chesterfield in the County of Burlington and State of New Jersey that the Mayor and Township Clerk are hereby authorized to execute "Contract" which document is attached hereto and made a part hereof.

CHESTERFIELD TOWNSHIP COMMITTEE

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I, Caryn M. Hoyer, Clerk of the Township of Chesterfield in the County of Burlington and State of New Jersey do hereby certify the foregoing Resolution to be a true and accurate copy of the Resolution approved by the Township Committee at a duly advertised meeting held on December 8, 2022 at which a quorum was present.

  
Caryn M. Hoyer, RMC  
Township Clerk

