

MEMORANDUM OF UNDERSTANDING

LUMBERTON TOWNSHIP & FRATERNAL ORDER OF POLICE – SUPERIOR OFFICERS ASSN.

WHEREAS, the Township of Lumberton granted recognition to a new unit of employees consisting of Police Sergeants and Lieutenants, Police Sergeants previously represented by the Lumberton Township Police Officers Association – Fraternal Order of Police/ New Jersey Labor Council, and Police Lieutenants, previously unrepresented, in what is known as the Superior Officers Association – Fraternal Order of Police/ New Jersey Labor Council (collectively hereafter, the “parties”); and

WHEREAS, the parties have reached tentative agreement on a number of provisions to be incorporated into an initial collective negotiations agreement which they wish to embed into this Memorandum of Understanding and which are embodied herein;

NOW THEREFORE the parties agree as follows:

Salaries:

Subject to the following supplemental compensation rolled into base, to wit, shift differential; conditioned upon the assignment of January 1st anniversary dates for McHugh, Cheesman and Cellasio in the rank of Sergeant on the scale below; conditioned upon the actual promotion date as the anniversary date for step movement for new members of the bargaining unit; and excluding any other off-guide or other compensation, the Township offers the following salaries for bargaining unit members:

<u>Title:</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
Lieutenant	\$131,000	\$134,930	\$138,978	\$143,147
Sergeant – Step 4	\$126,000	\$129,780	\$133,673	\$137,684
Sergeant – Step 3	\$123,000	\$126,690	\$130,491	\$134,405
Sergeant – Step 2	\$118,000	\$121,540	\$125,186	\$128,942
Sergeant – Step 1	\$114,850	\$118,295	\$121,845	\$125,500

Initial 2023 placement: Sgt. McHugh – Step 4; Sgts. Cheesman & Cellasio – Step 3.

For 2024, 2025 and 2026, Sergeants shall advance one step on the salary guide, if able.

Field Training Officer: \$18 per day stipend.

Lieutenant workweek: Hour for hour flex time which may be used, with approval of the Chief, in the current or succeeding pay period only.

Grievance procedure: 3 Steps: Step 1 – Chief; Step 2 – Township Committee or its designee; Step 3 – binding arbitration.

Under Leaves of Absence: add language: For any employee on a medical based leave of absence, the Township shall be permitted, in its reasonable discretion, to have the employee examined by a Township-designated physician prior to the employee resuming full duties. Any medical evaluation order by the Township shall be performed at the Township's expense and no costs shall be transferred to the member for this evaluation. However, any member out on a work-related injury or illness will not be subjected to such an evaluation as those members are subject to examinations under the Township's workers compensation program.

It is the intention of the parties, where applicable, to match the terms of the Lumberton Township Police Officers Association 2023 – 2026 collective negotiations agreement.

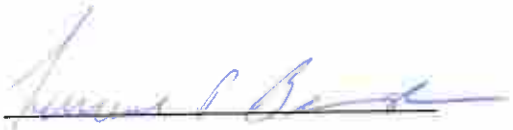
The parties hereby agree to recommend the terms and conditions outlined above to their respective constituencies for approval and/or ratification.

 Lt. Brian Walker

Superior Officers Association – FOP

By: Lt. Brian Walker

Dated: 3/2/23



Township of Lumberton, NJ

By: Terrence Benson, Mayor

Dated: 3/2/23