

**MEMORANDUM OF AGREEMENT
TOWNSHIP OF NORTH HANOVER AND NORTH HANOVER POLICE
ASSOCIATION**

WHEREAS, on or about September 6, 2018, the North Hanover Township Police Association and the Township of North Hanover entered into a Collective Bargaining Agreement effective January 1, 2017 through December 31, 2019 (hereinafter "CBA"); and

WHEREAS, subsequent thereto, it was determined that Articles X did not accurately reflect the agreement between the parties as it related to those provisions and therefore it is necessary for the parties to execute this Memorandum of Agreement for purposes of amending the CBA so that it accurately reflects the agreement of the parties.

NOW THEREFORE, the Township of North Hanover and the North Hanover Township Police Association, hereby agree to the following amendments to the CBA:

1. Article X – Vacations shall be amended to read as follows:

Full time employees under this Agreement will earn vacation pay as noted below:

1. Current Employees:

<u>Years Employed</u>	<u>Vacation Earned</u>
1-3 Years	60 Hours
4-10 Years	120 Hours
11-20 Years	180 Hours
21 Years and up	240 Hours

2. Article XI – Sick Leave shall be amended to read as follows:

A. *No change*

B. During an employees' first year of employment, he will receive twelve hours (12) of sick leave time for each month of service. On January 1 of the second calendar year of employment, an employee will be credited with one hundred forty four (144) hours of sick time to be earned at the rate of twelve (12) hours per month. In the event the employee utilizes sick time prior to having earned same and leaves the employ of the Township, the Township shall be reimbursed from the employee's last pay check.

C-D. *No change*

E. Sick Leave Sell Back

1. An Employee can sell back at the end of each year, the unused sick days he or she have accrued that year up to a total of ninety-six (96) hours at 50% of their rate of pay. The Employee shall notify the Township of his or her intent to sell back unused sick days accrued during the prior year by January 15th of the current year. The Township shall pay the Employee by February 15th. Sick days sold back are forfeited to the Township.

3. All other terms of the CBA not amended hereby shall remain in full force and effect.

TOWNSHIP OF NORTH HANOVER

NORTH HANOVER TOWNSHIP POLICE
ASSOCIATION

By: Ronald DeBaecke
Ronald DeBaecke, Mayor

By: [Signature]

Dated: 12/6/2018

Dated: 4/12/19