
AGREEMENT
BETWEEN
TOWNSHIP OF RIVERSIDE
AND
RIVERSIDE POLICE ASSOCIATION
January 1, 2022 through December 31, 2026

PREAMBLE

This Agreement entered into this 15th day of November between the Township of Riverside, Burlington County, New Jersey, hereinafter called "Township" and the Riverside Police Association, hereinafter referred to as "Union".

WHEREAS, the Township and the Union recognize and declare that providing quality police services are essential to the efficiency of the township and the health, safety and welfare of its citizens; and

WHEREAS, the Township has an obligation pursuant to Chapter C303, P.L. 1968 to negotiate with the Union as the representative of the police of Riverside Township; and

WHEREAS, the parties have reached certain understandings and desire to confirm this Agreement as follows:

ARTICLE I

RECOGNITION

1.1 The Township recognizes the Union as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for classified personnel in the following job classifications, whether under contract, or leave, employed or to be employed by the Township, during the term of this contract to wit: patrolman, school resource officer, detective, sergeants, and lieutenants.

ARTICLE II

HOLIDAYS

2.1 Employees shall be entitled to the following paid holidays:

New Year's Day

Dr. Martin Luther King Day

Lincoln's Birthday

Washington's Birthday

Easter

Memorial Day

Juneteenth

Fourth of July

Labor Day

Columbus Day

Election Day

Veteran's Day

Thanksgiving Day

Christmas Day

2.2 Employees shall be entitled to five (5) personal days with pay.

2.3. Regarding the taking of personal days, or the taking of holidays on days other than the holiday itself, the following shall govern:

(a) Requests for a holiday/personal day shall be made in writing to the Chief of Police. If seven (7) days notice is given, and if there is compliance with other provisions of

this paragraph, requests may be granted by the Chief of Police at his/her discretion. Requests shall not be unreasonably denied.

(b) Not more than one (1) employee per shift may take the same day as a holiday/personal day. If more than one (1) employee from the same shift shall request the same day off, and both employees give less than seven (7) days written notice, seniority shall prevail.

2.4 Holiday pay will be eight (8) hours computed at the employee's straight hourly rate. However, holiday pay for all hours worked on a holiday pursuant to the employee's regular work schedule will be paid at the rate of time and one-half.

2.5 Employees scheduled off on a holiday and called in on an emergency shall be paid at a rate of time and one-half in addition to regular holiday pay.

2.6 In lieu of taking holiday(s), an employee may sell back to the Township up to all of his/her holidays in any one year. Employees hired prior to January 1, 2013 shall be eligible to sell back up to thirteen (13) holidays. Holidays sold back will be paid at the rate of eight (8) hours pay for each holiday sold back, at the pay rate outlined in section 2.4 above (straight time), and shall not exceed five thousand (\$5,000.00) dollars per year in total payout. Employees hired after January 1, 2013 shall be eligible to use seven (7) holidays each year as paid time off, which must be used in the calendar year in which they are earned or they will be forfeited.

Settlement by the Township for holidays not taken shall be December 1.

2.7 Holidays used shall be charged as follows: One day taken constitutes one day charged against the unit members accrued holidays.

ARTICLE III

VACATION

3.1 Vacation scheduling shall be coordinated with the need of the Township. The Township reserves the right to arrange vacation schedules subject to Civil Service Rules and Regulations. However, scheduling requests shall not be unreasonably denied.

3.2 Vacation pay shall be earned as follows:

- (a) New employees- one day for each month worked.
- (b) One through five years - twelve (12) days a year.
- (c) Six through ten years - fourteen (14) days a year.
- (d) Eleven through fifteen - sixteen (16) days a year.
- (e) Sixteen through twenty years – twenty (20) days a year.
- (f) Twenty years and over - twenty-six (26) days a year.

3.3 An employee may accumulate unused vacation beyond the calendar year in which it is earned, but accumulated unused vacation must be used within one calendar year after it was earned.

3.4 An employee retiring during a contract year shall be eligible for full vacation pay.

3.5 Vacation shall be charged as follows: One day taken constitutes one day charged against the unit members accrued vacation time.

3.6 An employee who is resigning from his/her position shall give the Township notice at least two weeks prior thereto.

(a) If any employees leaves his/her employment for reasons other than retirement or resignation due to medical reasons (disability), he/she shall receive earned vacation according to the proportion of full months worked to the total contract year. If the employee retires or resigns

due to medical reasons (disability) during the contract year, he/she shall receive vacation benefits for the full year in which he/she retires.

ARTICLE IV

SICK LEAVE

4.1 Each employee will earn one day of sick leave for each month he/she worked, during the first year of employment. Thereafter, each employee will earn 15 days sick leave credit for each year thereafter.

4.2 Sick time shall be charged as follows: one day taken constitutes one day of sick time charged against the unit members accrued sick time.

4.3 Unused sick leave accumulates to the employee's credit from year to year.

4.4 If an employee retires, he or she shall receive 50% of accumulated sick leave up to a maximum of the State allowance in a given calendar year provided that the maximum payout does not fall below \$9,000.00.

4.5 Sick leave may be authorized for a period not to exceed three (3) days by the Police Chief, or his/her designee, when a member of the employee's immediate family is critically ill and requires the employee's presence.

4.6 Effective January 1, 2007, an officer who accumulates in excess of 100 sick days may elect to sell back up to a maximum of twelve (12) days, which shall be paid at a rate of eight (8) hours computed at 50% of the employee's straight hourly rate of pay for each day sold. An officer electing to sell back sick days shall notify the Township in writing of his/her intent no later than November 30th of the current calendar year. The Township shall make payment to the officer no later than March 31st of the following calendar year.

4.7 The negotiated provisions of this Article constitutes the complete agreement of the parties regarding all aspects of sick leave including but not limited to its accrual, use, carry-over, any payment related to it or any other obligations or rights related to paid sick leave.

ARTICLE V

HOURS OF WORK AND OVERTIME

5.1 The Township and the Union have agreed and have instituted a shift schedule, which is constituted of twelve (12) hour shifts. Said shift schedule shall consist of two shifts which are the 7:00 A.M. to 7:00 P.M. shift and the 7:00 P.M. to 7:00 A.M. a.m. shift.

(a) As a result of Officers working a 12 hour shift schedule, a total of 156 additional hours are worked annually. The Parties have agreed that such Officers shall receive pay for the 156 hours at the applicable hourly straight time rate and such pay has been included in the negotiated annual base salary compensation for all classified personnel as provided in the attached wage schedule.

(b) Chief of Police reserves the right to schedule shift assignments. In addition, the Chief maintains the right to man a 3:00 P.M. to 3:00 A.M. shift at his/her discretion based on manpower availability. The 3:00 P.M. to 3:00 A.M. shift is not covered by a two man minimum and is voluntary. The 3:00 P.M. to 3:00 A.M. shift will be used to cover vacation, holidays, personal holidays, and long term sick leave. It will not be used to cover individual sick days. Additionally, the detective's and school resource officer's hours will be assigned by the Chief of Police.

5.2 Overtime shall be paid at the rate of one and one-half times the regular straight time rate for all hours worked beyond the normally scheduled work day. Also, overtime shall be paid at the rate of one and one half times the regular straight time rate for all hours worked beyond the nonnally scheduled work week.

5.3 The Township shall provide each new officer with an initial set of uniforms and initial bullet proof vest at the time of hire.

5.4 Officers will receive a clothing purchase allowance in the amount of one thousand five hundred dollars (\$1,500.00) per contract year for the duration of this agreement, which shall be distributed to each eligible member in one annual lump sum reimbursement payment. Reimbursement requests must be submitted to the Township Administrator no later than October 31st of each contract year. Reimbursement requests may, however, be submitted at any time during the contract year and will be reimbursed at the next available meeting of the Governing Body in which a bill list is authorized. Failure to submit reimbursement requests by October 31st of each contract year will result in the forfeiture of this annual reimbursement.

The clothing purchase allowance may be allocated either for the purchase of uniforms, equipment or the like. Beginning January 1, 2013, each Officer must provide receipts for clothing allowance purchases to the Township Treasurer no later than November 30th of each contract year, which illustrates that the allowance has been spent on the above-referenced items.

In addition, the Township agrees that Officers may purchase an off duty weapon using clothing allowance funds.

Upon retirement the employee may purchase said weapon from the Township based on the following schedule. (Retirement is based on twenty-five years of service).

Schedule:

If a weapon is less than one (1) year the employee pays 100% of the total cost.

1 to 2 years old employee pays 80%

2 to 3 years old employee pays 60%

3 to 4 years old employee pays 40%

4 to 5 years old employee pays 20%

5 years or older employee pays 0%

Furthermore, there will be only one type of departmental off-duty weapon utilized as approved by the Chief of Police. Additionally, ammunition used for off-duty weapons must also have departmental approval and may also be paid for through the use of the clothing allowance.

5.5 No clothing allowance shall be paid to an employee during his/her first year on the force.

5.6 The Township shall set aside two thousand six hundred dollars (\$2,600) per year for each year of the contract to provide for the cleaning and maintenance of uniforms.

5.7 If a piece of a uniform is destroyed in the line of duty, the officer shall return the same to the Township and the Township shall replace it. This paragraph shall cover the replacement of shoes, pants, shirts, coats, jackets, raincoats, hats, ties, belts and leather goods such as holster, mace holder and handcuff case.

5.8 The Township shall pay fifty (50%) percent up to a maximum of three hundred (\$300.00) dollars for the replacement of bulletproof vests once every five years, or the manufactures certified life of the vest, whichever is greater, with a vest of equal or greater quality and/or ballistic standards. It shall be mandatory for any individual purchasing a bullet proof vest with Township funds to wear said vest when on duty.

5.9 The Township agrees to provide a lunch hour of 1.5 hours over a period of twelve (12) hours in addition to one fifteen (15) minute break every four (4) hours.

5.10 The Township agrees to a manpower minimum of two (2) men per shift. The Union agrees that the Township cannot be held responsible if every effort is made by the officer in charge to secure a second person to work any given shift that may have less than the two (2)

man minimum. Furthermore, no officer shall refuse to work if, after all efforts have been exhausted, a second person cannot be secured to work; rather said officer will make the necessary arrangements, with surrounding police agencies, to arrange the necessary backup.

ARTICLE VI

DISCRIMINATION

6.1 The Township and the Union will not discriminate against any person because of race, creed, national origin, sex, ancestry, color, religious persuasion, membership or non-membership in the Union, age, marital status or handicap.

ARTICLE VII

WAGES

7.1 Employees will be paid in accordance with the attached wage schedule. The Township, however, shall have the right to hire individuals under the Inter Governmental Transfer Program and shall negotiate directly with such individuals regarding wages and benefits.

7.2 Salaries and wages shall be paid bi-weekly; however, the Union recognizes that certain factors may lead to 26 paychecks in one year and 27 in another.

7.3 Longevity pay will be paid as follows:

One percent (1%) of Base Salary upon completion of the first three (3) years of permanent service.

One percent (1%) for every five (5) years thereafter.

All officers hired on or after January 1, 2019:

One percent (1%) of Base Salary upon completion of the first five (5) years of permanent service.

Effective date of longevity or computation purposes is January 1, 1969.

7.4 The Township does agree to pay a shift differential of .02% of hourly base pay to those individuals working the 7:00 P.M. to 7:00 A.M. shift for the duration of this agreement.

7.5 Employees hired who are not Police Training Committee certified will be paid the academy rate based on the wage schedule established in Article VII (WAGES) paragraph 7.2. for the duration of his/her time in the Academy.

7.6 New employees who are already P.T.C. Academy trained, except individuals hired under the Inter Governmental Transfer Program, shall start at "Step I" of the Wage Schedule.

ARTICLE VIII

SENIORITY

8.1 Except where New Jersey Civil Service statutes require otherwise, in all cases of promotion, demotion, layoff, recall, and vacation scheduling, employees with the greatest amount of seniority shall be given preference, provided that in the case of promotion and recall said employee is qualified to perform the work involved.

ARTICLE IX
DUES DEDUCTION

9.1 Purpose of Fee - All eligible non-member employees in the bargaining unit, which specifically excludes all management positions, will be required to pay to the majority representative a representation fee in lieu of dues for services rendered by the majority representative. Nothing herein shall be deemed to require any employee to become a member of the majority representative.

9.2 Amount of Fee - Prior to the beginning of each contract year, the union will notify the employer in writing of the amount of regular membership dues, initiation fees and assessments charged by the Union to its own members for the contract year. The representation fee in lieu of dues shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members, less the cost of benefits financed through the dues, fees and assessments, and available to or benefiting only its members, but in no event shall such fee exceed 85% of the regular membership dues, fees and assessments.

9.3 Deduction and Transmission of Fee - After verification by the employer that an employee must pay their representation fee, the Township will deduct the fee for all eligible employees in accordance with this Article. The mechanics of the deduction of representation fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Union. The Township shall deduct the representation fee as soon as possible after the tenth day following re-entry into this unit for employees who previously served in a position identified as excluded or confidential, for individuals re-employed in this unit from a re-employment list, for employees

from a leave without pay, and for previous employee members who became eligible for the representation fee because of non-member status. The Township shall deduct the representation fee from a new employee as soon as possible after thirty (30) days from the beginning date of employment in a position in this unit.

9.4 The Township will forward the dues to the union by the fifteenth day of the month after deduction.

ARTICLE X
GRIEVANCE PROCEDURE

10.1 A "grievance" is a claim by an employee based upon the interpretation, application, or violation of this Agreement. Any disciplinary penalty of five days or less suspension or any disciplinary penalty suffered by an employee in which Civil Service Commission refuses to take jurisdiction shall be subject to grievance procedure under this Article.

10.2 The processing of the grievance shall not interfere with the continuity, safety or efficiency of operation.

10.3 The grievance shall be processed as follows:

A. An aggrieved employee, or the Union, shall institute action under the provisions hereof within fifteen (15) calendar days of the complaint thereof, or within fifteen (15) calendar days after the employee would reasonably be expected to know of its occurrence. Failure to act within said fifteen (15) calendar days shall be deemed to constitute an abandonment of the grievance.

B. In the presence of a Union representative, should the grievant so desire, the aggrieved employee shall first discuss the grievance orally with the Chief of Police. A decision shall be rendered within five (5) calendar days of said meeting.

C. If the grievance is not resolved to the employee's satisfaction within five (5) calendar days from the determination of the immediate supervisor referred to in Paragraph B above, the employee and/or the Union may submit the grievance to the Township Administrator in writing, specifying:

1. The nature of the grievance;
2. The results of the previous discussions;
3. The basis of the dissatisfaction with the determination.

D. A copy of the writing called for in Paragraph C above shall be furnished to the Chief of Police and to the Union as well. Within ten (10) calendar days of the receipt of the grievance, unless a different time is mutually agreed upon, the Township Administrator shall hold a hearing at which all parties in interest shall have the right to be heard.

E. Within ten (10) calendar days of the hearing, unless a different period is mutually agreed upon, the Police Committee, with the advice of the Township Administrator, shall, in writing, advise the employee and the Union of his/her determination and shall forward a copy of said determination to the Chief of Police.

F. In the event the Union is dissatisfied with the determination of the Police Committee, the Union shall have the right to request binding arbitration pursuant to the rules and regulations established by the Public Employment Relations Commission under Provisions of Chapter 303, Public Laws 1968, or at the Union's option through the American Arbitration Association. A request for binding arbitration shall be made no later than ten (10) calendar days following the determination of the Police Committee. Failure to file within said time period shall constitute a bar to such arbitration, unless the Union and the Township shall mutually agree upon a longer time period in which to assert such demand. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted.

The arbitrator shall be without power or authority to make a decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.

The arbitrator shall also be without power or authority to add to, subtract or amend the terms of this Agreement. The costs of arbitration shall be borne equally between the parties.

ARTICLE XI

MANAGEMENT RIGHTS

11.1 Subject to the provisions of this Agreement, the Township reserves all rights and functions vested in it pursuant to applicable laws and regulations and such other functions as are normally and customarily exercised by town committees in the management of a Township.

ARTICLE XII

NO STRIKES

12.1 So long as this Agreement is in effect, the Union agrees that there will be no strikes, picketing, slow downs, deliberate curtailment of production, work stoppages of any kind or other interruption of the Township's business. In the event one or more employees fail to abide by the provisions of this Article, the Township retains full right to take any disciplinary action it deems necessary, including discharge.

12.2 Employees engaging in a strike, picketing, slow down, deliberate curtailment of production, work stoppages of any kind or other interruption of Township operation shall not be entitled to any benefits contained in this Agreement that accrued during the period of such job action.

ARTICLE XIII

SEPARABILITY

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

ARTICLE XIV

NOTICE

14.1 Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so at the following address:

1. If by Union, to Township at:
c/o Township Administrator
Administrative Offices
Township of Riverside
Riverside, New Jersey 08075
2. If by Township, to Union at:
Riverside Police Association
Riverside Police Station
Scott Street and Pavilion Avenue
Riverside, New Jersey

ARTICLE XV
MISCELLANEOUS

COLLEGE CREDITS

15.1 The Township shall pay, in one lump sum, no later than October 1st of each year twenty dollars (\$20.00) per credit earned toward an associate degree (64 hours) in police science. Employees hired prior to January 1, 2013 shall be paid twenty dollars per credit regardless of the years in which the credits were earned. Employees hired after January 1, 2013, shall be paid twenty (\$20.00) per credit earned toward an associate degree in the calendar year in which they are earned. The Township retains the right to refuse to honor courses taken which do not legitimately relate to police science. The Township will pay for books required for approved courses, but will not pay mileage to and from school.

HEALTH BENEFITS

15.2 Effective April 1, 2015, the Township shall arrange and pay for the following Group Health Plan subject to the contributions noted below: New Jersey State Health Benefits Plan or equivalent coverage. Family coverage will be provided where the individual employee is married with dependent child (children); husband/wife coverage will be provided where the individual is married with no dependent children; parent/child coverage will be provided where the individual employee is not married but has a dependent child (children); otherwise individual coverage. The amount of contribution to be paid by active employees for benefits coverage shall be 30% of the cost of the premium. The RPA recognizes the impact of an excise tax (i.e., "Cadillac Tax"), or any other tax, penalty or charge (collectively referenced herein as an "assessment"), related to providing healthcare insurance will have on the costs of employer-sponsored health coverage. As a result, the parties shall commence negotiations related to health

insurance coverage options and responsibility for any such assessment not later than ten (10) days from the RPA's receipt of the Township's written request for the same. The amount of the contribution to be paid by retirees for benefits coverage shall be 20% of the cost of the premium, and the amount of the contribution is not to exceed \$6,000.00.

The Township shall provide employees with dental insurance, in accordance with the coverage classifications for the Group Health Plan, provided by Horizon BC/BS Dental or an equivalent coverage. The Township shall pay the total cost of such coverage.

The Township agrees to provide the members of the bargaining unit with a prescription plan which did take effect in contract year 1993. Said prescription plan shall be roughly equivalent to those plans previously afforded by Xpress Scripts with a maximum \$3.00/\$6.00 co-pay or that of Aetna U.S. Healthcare HMO PA/NV which carries co-pay of \$5.00.

Effective January 1, 2010, the Township will offer a yearly insurance buyout in the amount of 25% of the premium with a maximum payment of five thousand dollars (\$5,000.00), which covers medical, dental and prescription. Employees must notify the employer by January 1st of each year if they intend to opt out of insurance coverage and shall be paid at the last payroll of December for the year in which they opted out. Any employee who opts out after January 1st of each year will receive a prorated payment. Any employee who opts out of the insurance coverage may only re-enter the benefits systems due to a life changing event. Employees must show proof of other health care coverage when opting out. Upon re-entering the Township benefits system, the employee must show proof that the other health care has been discontinued.

15.3. The Township shall provide employees and retirees hired prior to January 1, 2010, the same medical coverage as described above up to the time Medicare/Medicaid becomes effective. Anyone hired subsequent to January 1, 2000 shall receive retirement benefits as stated

in above only if they have been a full time employee of the Riverside Police Department a minimum of twenty (20) continuous years. Anyone hired subsequent to January 1, 2010 shall receive a lump sum payment of five thousand dollars (\$5,000.00) for a maximum of five (5) years to be applied towards health care, dental and prescription costs. If a retiree assumes employment that provides similar or greater coverage, or is covered under another plan, Township coverage shall cease while the retiree is so employed or covered. In the event of the death of an employee, whether active or retired, the surviving spouse and/or dependent(s) shall receive continued benefit coverage through the seventh (7) month after the date of the death of the member.

OVERTIME

15.4 Off-duty officers shall be paid at the rate of time and one-half (1 1/2) their base salaries for a minimum of two hours when they appear in Municipal Court.

15.5 Off-duty officers shall be paid at the rate of time and one-half (1 1/2) their base salaries for a minimum of two hours when they appear in County Court in Mt. Holly.

15.6 An employee called in on an overtime basis will be guaranteed a minimum two (2) hours pay.

15.7 An employee called in where the duty does not connect to a regularly scheduled shift will be guaranteed a minimum four (4) hours pay.

BEREAVEMENT

15.8 A bereavement leave of no more than four (4) days shall be permitted for a death in the employee's immediate family. Immediate family shall include the following: Father, Mother, Sister, Brother, Spouse, Son, and Daughter. A bereavement leave of no more than two (2) days shall be permitted for a death of a close relative. A close relative shall include the

following: father-in-law and mother-in-law, sister-in-law, brother-in-law or grandparent. One may use one (1) day of sick leave to attend the funeral of an aunt, uncle, son-in-law, daughter-in-law or cousin.

DISABILITY BENEFITS

15.9 Effective January 1, 1988, personnel shall be covered by state temporary disability benefits (TDB). Effective January 1, 2010, it shall be the formal policy of the Police Department to utilize transitional duty, as outlined in the Township Employee Personnel Manual, in all applicable situations.

DUES

15.10 The Township shall pay F.O.P dues for each member of the bargaining unit. In addition, the Township shall pay for membership in the F.O.P. Legal Defense Fund for each member of the bargaining unit.

LINE OF DUTY

15.11 In the event a police officer in another department in the State of New Jersey is killed in the line of duty, the Township will permit at least one uniformed police officer of the Township to participate in the funeral service for the said deceased officer on a voluntary basis.

Subject to availability of same, the Township will permit a Township police vehicle to be utilized by the member in the funeral service.

Police Officers participating in such funeral service shall not be entitled to any compensation during the time in which they are participating in said funeral service unless otherwise agreed to by the Chief of Police.

15.12 In the event that an active member of the Riverside Police Department who is covered by this contract should die in the line of duty or while acting in an official capacity, the Township shall pay up to five thousand (\$5,000) dollars of all necessary funeral expenses.

MILEAGE

15.13 The Township will reimburse all employees twenty-one (.21) cents per mile for use of a personal vehicle for business purposes during the course of doing departmentally approved business.

Use of a personal vehicle should not occur if a department vehicle is available. Use of a personal vehicle must be approved by the Chief of Police or supervising officer on duty.

CELL PHONES

15.14 The Township agrees to pay seven dollars and fifty cents (\$7.50) per week to each officer to carry a cell phone with the understanding that this will be departmental policy and each individual officer will be obligated to participate and respond when called or paged.

EMERGENCY MEDICAL TECHNICIAN STIPEND

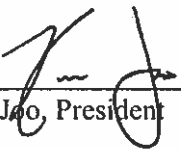
15.15 An officer selected by the Chief of Police, in the Chief's discretion, who obtains and maintains a valid NJ Emergency Medical Technician Certificate shall receive a \$1000 stipend once a year payable December 1st of each year of the contract. This sum shall be prorated and be discontinued if the officer does not maintain the certificate for the entire calendar year. The Township shall pay the cost for the initial training, any renewal training and/or recertification.

ARTICLE XVI

TERMINATION

16.1 This Agreement shall be effective as of the 1st day of January, 2022 and shall remain in full force and effect until the 31st day of December, 2026. It shall be automatically renewed from year to year, thereafter unless either party shall notify the other in writing ninety (90) days prior to the expiration date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than sixty (60) days prior to the expiration date; and this Agreement shall remain in full force and effect during the period of negotiation and until notice of termination of this Agreement is provided to the other party.

FOR THE UNION



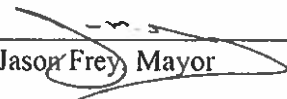
Kevin Joo, President



Travis Perinho, Vice President

DATE: 12/23/21

FOR THE TOWNSHIP



Jason Frey, Mayor



Meghan Jack, Township Administrator

DATE: 11/15/2021

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ADDENDUM WAGE SCHEDULE

*Miscellaneous includes college credits, benefits, overtime, bereavement, dues, line of duty, mileage and cell phones.

Steps/Title	Wages	3%	2022	2%	2023	2%	2024	2%	2025	2.50%	2026
1	\$ 58,036.17	\$ 1,741.09	\$ 59,777.26	\$ 1,195.55	\$ 60,972.80	\$ 1,219.46	\$ 62,192.26	\$ 1,243.85	\$ 63,436.10	\$ 1,585.90	\$ 65,022.00
2	\$ 64,594.63	\$ 1,937.84	\$ 66,532.47	\$ 1,330.65	\$ 67,863.12	\$ 1,357.26	\$ 69,220.38	\$ 1,384.41	\$ 70,604.79	\$ 1,765.12	\$ 72,369.91
3	\$ 71,153.09	\$ 2,134.59	\$ 73,287.68	\$ 1,465.75	\$ 74,753.44	\$ 1,495.07	\$ 76,248.51	\$ 1,524.97	\$ 77,773.48	\$ 1,944.34	\$ 79,717.81
4	\$ 77,711.56	\$ 2,331.35	\$ 80,042.91	\$ 1,600.86	\$ 81,643.76	\$ 1,632.88	\$ 83,276.64	\$ 1,665.53	\$ 84,942.17	\$ 2,123.55	\$ 87,065.73
5	\$ 84,154.06	\$ 2,524.62	\$ 86,678.68	\$ 1,733.57	\$ 88,412.26	\$ 1,768.25	\$ 90,180.50	\$ 1,803.61	\$ 91,984.11	\$ 2,299.60	\$ 94,283.71
6	\$ 90,828.49	\$ 2,724.85	\$ 93,553.34	\$ 1,871.07	\$ 95,424.41	\$ 1,908.49	\$ 97,332.90	\$ 1,946.66	\$ 99,279.56	\$ 2,481.99	\$ 101,761.55
7	\$ 97,386.94	\$ 2,921.61	\$ 100,308.55	\$ 2,006.17	\$ 102,314.72	\$ 2,046.29	\$ 104,361.01	\$ 2,087.22	\$ 106,448.23	\$ 2,561.21	\$ 109,109.44
8	\$ 103,945.41	\$ 3,118.36	\$ 107,063.77	\$ 2,141.28	\$ 109,205.05	\$ 2,184.10	\$ 111,389.15	\$ 2,227.78	\$ 113,616.93	\$ 2,840.42	\$ 116,457.35
Det	\$ 103,945.41	\$ 3,118.36	\$ 107,063.77	\$ 2,141.28	\$ 109,205.05	\$ 2,184.10	\$ 111,389.15	\$ 2,227.78	\$ 113,616.93	\$ 2,840.42	\$ 116,457.35
Sgt	\$ 114,654.01	\$ 3,439.62	\$ 118,093.63	\$ 2,361.87	\$ 120,455.50	\$ 2,409.11	\$ 122,864.61	\$ 2,457.29	\$ 125,321.91	\$ 3,133.05	\$ 128,454.95