

**THE TOWNSHIP OF WESTAMPTON AND
FOP LODGE 147
MEMORANDUM OF AGREEMENT**

The Township of Westampton and the FOP Lodge 147 ("FOP") agree that the following sets forth the material terms to be recommended by the negotiating teams for ratification by the Township Committee and for ratification by the membership of the FOP membership:

1. **Term of Contract:** 4 years; January 1, 2022 through December 31, 2025.
2. **Salary Increases:**
 - 2022: 2% (retroactive to January 1, 2022)
 - 2023: 3%
 - 2024: 2%
 - 2025: 1.5%
3. **See Appendix A; Updated Salary Guide for Explanation of Increases for three (3) current Off-Guide Officers**
3. **Appendix A; Salary Guide:** An additional step shall be added to the Salary Guide as Step 12. The annual value(s) of Step 12 will be consistent with the annual salary increases for all Steps, which are contained in the Updated Salary Guide. Specifically, Step 12 shall have the following values:

Step	2022 (2%)	2023 (3%)	2024 (2%)	2025 (1.5%)
12	\$92,942.88	\$95,731.17	\$97,645.79	\$99,110.48

4. **Article 4(B), Salaries and Wages:** Increase Detective on call rotation compensation will increase from \$3,500 to \$4,000 effective January 1, 2022.
5. **Article 4(E), Field Training Officer:** Increase to \$3.00/hour.
6. **Article 6(A), Holidays:** Revise Section 6(A) as follows:

Effective January 1, 2019, the parties agreed to recognize Holiday compensation ~~shall now be as~~ Administrative Leave compensation. Effective January 1, 2022, Administrative Leave compensation ~~shall be~~ equivalent to ~~420~~ 132 hours, at the employee's regular pay rate, which shall be included on a pro-rata basis in the employee's paycheck. The ~~420~~ 132 hours of Administrative Leave compensation are included in the base salaries as detailed in Appendix A. Following the signing of this Agreement, Administrative Leave compensation for ~~2019~~ 2022 will be retroactive to January 1, ~~2019~~ 2022.

7. **Article 6(A)(1), Holidays:** Revise Section 6(A)(1) as follows:

1. ~~Ten~~ Eleven listed days: New Year's Day, Martin Luther King, Presidents, Memorial, Juneteenth, Independence, Labor, Veterans, Thanksgiving, Day after Thanksgiving, and ~~day after~~, Christmas.

8. Article 7, Bereavement Leave:

- Delete language referencing "additional day for travel requirements in excess of 100 miles"
- Include the following amounts of leave for each respective individual (note: these amounts are either equal to or more than the amounts provided in the parties' expired CBA):
 - Spouse, Domestic and Civil Union Partner, Child, Mother, Father, Sibling (7 Days)
 - Grandchild, Grandparent, Stepparent, Stepchild, Mother/Father-in-Law, Stepsibling (5 Days)
 - Aunt, Uncle, Daughter-in-Law, Son-in-Law (3 Days)

9. Article 9, Hours of Work and Overtime:

- Amend subsection K to increase standard rate to \$85.00/hour
- Add the following language to subsection K:

In the event an outside employment assignment exceeds the amount of time scheduled for the assignment, the hourly rate shall increase to \$100.00/hour for the time worked after the originally scheduled end time.

10. Article 9(C), Hours of Work and Overtime: Amend Section to be state:

For the purpose of payroll calculations, the work period shall commence at 07:00a.m. Monday and shall end fourteen (14) consecutive days thereafter, except a tour that shall begin on the immediately preceding Saturday and continues into the first Sunday in the work period shall be considered part of the new work period.

11. Article 13(D); Levels of Grievance: Consolidate Levels Three and Four into "Level Three." Previous Level Five will become new "Level Four."

12. Article 19, Vacation Leave: Annual Vacation Leave to increase as follows:

- One (1) through four (4) years of service: One-hundred thirty-two (132) hours.
- Five (5) through nine (9) years of service: One-hundred eighty (180) hours.
- Ten (10) through fourteen (14) years of service: Two-hundred sixteen (216) hours.
- Fifteen (15) or more full years of service: Two-hundred sixty-four (264) hours.

13. Article 19; Vacation Leave: Revise to add clarity as to Vacation Leave allotment and payouts. This issue should be discussed further during the parties' next negotiations meeting.

14. Article 23(C); Miscellaneous, Notice: Change "Township Clerk" to "Township Administrator."

15. Article 26, Survivor's Benefits:

- Increase the costs set forth in Article 26 from \$1,000 to \$5,000.

- Add the following as the last sentence in Article 26: In the event the FOP requests payment of funeral expenses that exceed \$5,000, the Township agrees to promptly review and respond to the request. The Township further agrees to meet with FOP representatives to discuss the additional expenses, if such a meeting is requested.

16. Article 29, Term and Renewal: Negotiations of successor Collective Bargaining Agreement to begin on or around October 1, 2025.

17. Article 18, Sick Leave:

- Section (A) shall be amended as follows:

Permanent and provisional employees shall be entitled to eight (8) hours of Sick Leave credit for each month worked during the remainder of the contract year following full-time appointment, and one-hundred and twenty (120) hours of sick leave credit in each year thereafter. Of those one-hundred and twenty (120) hours, employees who commenced service with the Township prior to May 21, 2010 the employee shall have the option at the end of each year of selling unused hours back to the Township at half pay. ~~or carrying them over to the next year (see Section D).~~ Employees hired on or after May 21, 2010 shall not be eligible to sell back any accumulated Sick Leave, and shall only be entitled to payment for accumulated Sick Leave upon retirement from the State Pension System. All employees shall have the option of carrying over up to 120 hours of Sick Leave into the next year.

- Section (D) shall be amended as follows:

No sick days shall be paid upon separation from employment with Westampton Township except upon retirement. The Township shall reimburse employees for one-half (1/2) of their accumulated Sick Leave in an amount not to exceed 360 hours of pay or 720 hours half pay. Employees hired after ~~June 26, 2019,~~ May 21, 2010 will receive a maximum of \$15,000 for unused Sick Leave upon retirement. Retirement in this context means the receipt of retirement benefits in accordance with the State Pension System.

- The following language shall be added to Section (E):

As set forth in Section (A), annual sell back of accrued Sick Leave shall only be available to employees hired prior to May 21, 2010.

18. Upon ratification of this Memorandum of Agreement by the Township Committee and the FOP membership, the Successor Collective Bargaining Agreement will be revised to reflect the above terms and the attached Appendices.

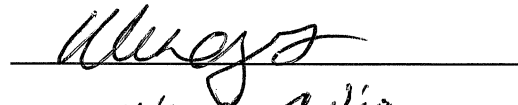
FOP Lodge 147



Name: Joshua Rowbottom

Date: 08/4/2022

Township of Westampton, New Jersey



Name: Wendy Gibson

Date: September 7, 2022

APPENDIX A

SALARY GUIDE

	2022 2%	2023 3%	2024 2%	2025 1.5%
Step 1	\$ 43,390.95	\$ 44,692.68	\$ 45,586.54	\$ 46,270.33
Step 2	\$ 48,163.96	\$ 49,608.88	\$ 50,601.06	\$ 51,360.07
Step 3	\$ 52,936.96	\$ 54,525.07	\$ 55,615.57	\$ 56,449.80
Step 4	\$ 57,709.97	\$ 59,441.27	\$ 60,630.09	\$ 61,539.55
Step 5	\$ 62,482.98	\$ 64,357.47	\$ 65,644.62	\$ 66,629.29
Step 6	\$ 67,255.98	\$ 69,273.66	\$ 70,659.13	\$ 71,719.02
Step 7	\$ 72,028.99	\$ 74,189.86	\$ 75,673.65	\$ 76,808.76
Step 8	\$ 76,802.00	\$ 79,106.06	\$ 80,688.18	\$ 81,898.50
Step 9	\$ 81,574.99	\$ 84,022.24	\$ 85,702.69	\$ 86,988.23
Step 10	\$ 86,348.00	\$ 88,938.44	\$ 90,717.21	\$ 92,077.97
Step 11	\$ 91,121.00	\$ 93,854.63	\$ 95,731.72	\$ 97,167.70
Step 12	\$ 92,942.88	\$ 95,731.17	\$ 97,645.79	\$ 99,110.48

***The three (3) officers who are “Off-Guide” in 2021 will receive salary increases in accordance with the above annual percentage increases.**

Off-Guide Salary Scale (Juneteenth rolled into base in 2022)

2022	2023	2024	2025
2%	3%	2%	1.50%
\$ 94,802.30	\$ 97,646.37	\$ 99,599.29	\$ 101,093.28