

RESOLUTION NO. 2022-102

**RESOLUTION AFFIRMING THE MEMORANDUM OF AGREEMENT BY AND
BETWEEN THE TOWNSHIP OF ABERDEEN AND THE ABERDEEN TOWNSHIP
PBA LOCAL 163, ADMINISTRATIVE OFFICERS' ASSOCIATION (THE "AOA")**

BE IT RESOLVED by the Township Council that it hereby affirms the MOA between the Township of Aberdeen and The Aberdeen Township PBA Local 163, AOA for the term of January 1, 2022-December 31, 2026.

ROLL CALL VOTE:

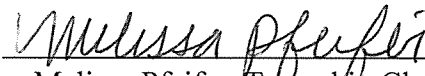
Ayes: Councilmembers Cannon, Hirsch, Montone, Swindle, Deputy Mayor Kelley and Mayor Tagliarini

Nays: None

Abstain: None

Absent: Councilman Martucci

I hereby certify the foregoing to be a true copy
of a resolution adopted by the Township
Council of the Township of Aberdeen at
a regular council meeting held on August 18, 2022



Melissa Pfeifer, Township Clerk

MEMORANDUM OF AGREEMENT

by and between

THE TOWNSHIP OF ABERDEEN
(THE "TOWNSHIP")

and

THE ABERDEEN TOWNSHIP PBA LOCAL 163,
ADMINISTRATIVE OFFICERS' ASSOCIATION (THE "AOA")

WITNESSETH

WHEREAS, the Township and the AOA are parties to a collective negotiations agreement which expired December 31, 2021 (the "Agreement"); and

WHEREAS, the Parties have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CNA, and

WHEREAS, the Township and the AOA have reached agreement on new terms and conditions, as set forth in this MOA, subject to ratification by the membership of the AOA and approval by the Township Council; and

WHEREAS, the negotiating committees for the Township and the AOA unanimously agree to recommend this agreement for ratification and approval;

NOW, THEREFORE, in consideration of the promises and the mutual covenants herein contained, and for other good and valuable considerations, the parties agree as follows:

1. The Parties agree to a contract term of five (5) years, beginning January 1, 2022 through December 31, 2026.
2. All references to "Department of Personnel" shall be changed to "Civil Service Commission."
3. All references to "Township" shall be changed to "Employer."
4. **Article VII, Seniority** – In Section C, delete following language in second sentence: "then by age; these being equal."
5. **Article X, Meal Periods** – Add the following sentence to the end of Section A: "Effective 1/1/23, the eligibility for a meal period shall be changed to 8.5 hours."
6. **Article XIII, Service Away from Headquarters** – Modify first sentence in Section A as follows: "Travel allowances on official business shall be given in accordance with the

following schedule and may be drawn by the officer prior to departure in an amount not less than Thirty-Five (~~\$35.00~~) Dollars **(\$35.00)** for each twenty-four (24) hour period.”

7. **Article XX, Transportation** – Add the following sentence to the end of Section A: “Effective 1/1/23, this Section shall not apply to Lieutenants.”
8. **Article XXII, Fixed Shift Assignments** – Add the following sentence to the end of Section D: “Effective 1/1/23, the shift arrangement shall be 5 consecutive 8.5-hour days on-duty followed by 2 consecutive days off duty, followed by 4 consecutive 8.5-hour days on-duty followed by 3 consecutive days off-duty.”
9. **Article XXIII, Hours of Service and Overtime** – Add the following sentence to the end of Section A: “Effective 1/1/23, the workday shall be 8.5 consecutive hours and the compensation shall be 8.5 hours per day.”
10. **Article XXIV, Sick Leave/Personal Leave**
 - a. Amend Section E(1) to state that supplemental compensation shall not exceed \$32,336.00.
 - b. Amend Section E(4) as follows: “If an Employee dies after the effective date of his/her retirement or before payment is made, the payment shall be made to his/her estate.”
 - c. Add Section E(6): “Officers hired on or after 5/21/2010 shall have their supplemental compensation capped at \$15,000.”
11. **Article XXXII, Medical Insurance** – Add Section A(4): “Effective and retroactive to 1/1/22, the Township shall provide to each unit member a medical reimbursement for out-of-pocket medical costs, not to exceed \$1,000 per year.
12. **Article XXXV, Salaries**
 - a. Remove Deputy Chief of Police position from Article and Salary Guide.
 - b. **Police Captain**
 - i. Effective and retroactive to 1/1/22, 3.75% increase to base pay.
 - ii. Effective 1/1/23, rank differential of 4% above top paid Lieutenant shall be applied.
 - iii. Effective 1/1/24, rank differential of 5% above top paid Lieutenant shall be applied.

- iv. Effective 1/1/25, rank differential of 5% above top paid Lieutenant shall be applied.
- v. Effective 1/1/26, rank differential of 5% above top paid Lieutenant shall be applied.

c. Police Lieutenant

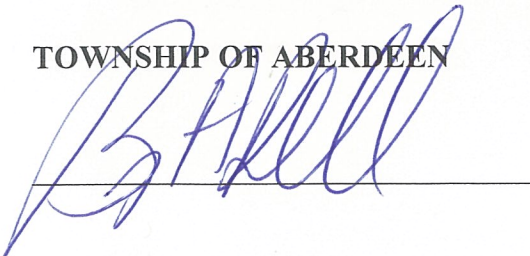
- i. Effective and retroactive to 1/1/22, 3.75% increase to base pay.
- ii. Effective 1/1/23, rank differential of 8% above top paid Sergeant shall be applied.
- iii. Effective 1/1/24, rank differential of 11% above top paid Sergeant shall be applied.
- iv. Effective 1/1/25, rank differential of 11% above top paid Sergeant shall be applied.
- v. Effective 1/1/26, rank differential of 11% above top paid Sergeant shall be applied.

~~2022-2026, AOA SALARIES~~

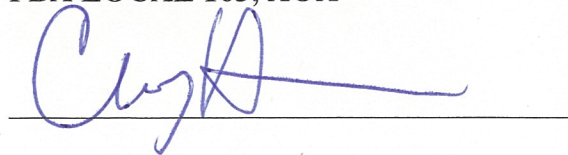
	<u>LIEUTENANT</u>	<u>CAPTAIN</u>
2022	\$156,615.00	\$162,880.00
2023	\$161,103.00	\$167,547.00
2024	\$170,545.00	\$179,073.00
2025	\$175,662.00	\$184,445.00
2026	\$180,932.00	\$189,978.00

13. Add new Section to Article: "For being on call 1 week per month, Detective Lieutenants shall receive a base pay increase of \$4500.00 added to the base pay amounts in Appendix A-3. The \$4500.00 payment is only to be paid in the event that the position of Detective Lieutenant is reconstituted. The \$4500.00 payment shall be made in equal installments on the regular payroll cycles of the Employer. The \$4500.00 shall not be increased by any negotiated wage increases unless the parties agree to do so in successor negotiations."

TOWNSHIP OF ABERDEEN



PBA LOCAL 163, AOA



Dated: 9/28/22.

Attest:

B. Melissa Pfeiffer

Dated: _____

Attest:

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