

**EMPLOYMENT AGREEMENT BETWEEN THE
TOWNSHIP OF CRANFORD AND MATTHEW NAZZARO
TO SERVE AS CHIEF OF POLICE**

ARTICLE I

RECOGNITION

THIS AGREEMENT, entered into on this 29 day of April, 2025, between the Township of Cranford, a municipal corporation of the State of New Jersey (hereinafter referred to as the "Township") having municipal offices located at the Municipal Building, 8 Springfield Avenue, in the Township of Cranford, County of Union, State of New Jersey, and Matthew Nazzaro (hereinafter referred to as the "Chief of Police"), having his primary residence located at [REDACTED] hereby establishes the terms and conditions of employment for the position of Chief of Police. This Agreement represents the complete and final understanding on all bargaining issues between the Township and the Chief of Police. The Township and Matthew Nazzaro are sometimes referred to herein individually as a Party and collectively as the Parties.

ARTICLE II

MANAGEMENT RIGHTS

The Township hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, except those limited by the specific and express terms of this Agreement, and then only to the extent that such specific and express terms hereof are in conformance with the Constitution and the laws of New Jersey and of the United States.

ARTICLE III

RESPONSIBILITIES OF THE CHIEF OF POLICE

Effective December 1, 2024, Matthew Nazzaro was appointed Chief of Police for the Township of Cranford and is responsible for the Police Department's divisions within the Township pursuant to State Statutes, Ordinances, Regulations and Policies of the Township and/or other applicable laws which govern said position and shall perform the duties and responsibilities inherent in being the Chief of Police, including:

- a) Conduct and manage the day-to day operations of the Police Department as provided in §93-5 of the Township Code;
- b) Administer and enforce rules, regulations, and special emergency directives regarding the disposition and discipline of the police force, its officers, and personnel;
- c) Exercise and discharge the functions, powers and duties of the police force;
- d) Delegate such authority as he may deem necessary for the efficient operation of the force to be exercised under direction and supervision;
- e) Prescribe the duties and assignments of all subordinates and other personnel; and
- f) Report as directed to the Administrator and/or Township Committee concerning the operation of the police force.

ARTICLE IV

SCHEDULE

1. The Chief of Police is required to work at minimum 40-hour work week. The Chief's primary hours will be during the day but he may adjust them, accordingly, to meet the needs of the Police Department and the Township.

2. The Chief of Police shall spend sufficient time at his job to ensure the smooth and responsible operation of the Police Department over which he has supervisory control. The Police Department and the Chief of Police recognize that more hours may be needed and worked without compensation. No overtime shall be paid at any time.

ARTICLE V

SICK LEAVE

1. Sick Leave shall accumulate and be applied consistently with the terms of the Collective Bargaining Agreement between the Township of Cranford and the Superior Officers Association, PBA Local #52, in effect at the time of the accumulation or application of the Sick Leave.

ARTICLE VI

BEREAVEMENT LEAVE

1. In the event of death in the Chief of Police's immediate family member, the Chief shall be granted time off, without loss of pay, from the date of death to the date of burial for each death, not to exceed five (5) days.

2. "Immediate family" includes spouse or significant other, civil union partner, child, parent, stepchild, sibling, grandparents, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, uncle, or aunt.

3. The Chief of Police will be granted special funeral leave, without loss of pay, for a period of the time of travel plus three (3) days due to the death of an immediate family member where the death occurs outside of the state.

4. The Chief of Police shall be required to report any Bereavement Leave request to the Township Administrator as soon as practicable.

ARTICLE VII

VACATION AND HOLIDAY LEAVE

1. The Chief of Police shall be entitled to 30 days of annual Vacation Leave to be utilized consistent with the terms of the Collective Bargaining Agreement between the Township of Cranford and the Superior Officers Association, PBA Local #52, in effect as at the date of accrual or utilization, as appropriate.

2. The Chief of Police, upon request, may be paid unused vacation time up to ten (10) vacation days. Payment will be at that year's straight time rate, payable no later than the last pay

period of that calendar year.

3. The Chief of Police shall not schedule any vacation time during any time where a planned event shall require the presence of the Chief of Police.

4. The Chief of Police shall be required to report the dates which the Chief of Police has selected for his vacation to the Township Administrator within a reasonable amount of time prior to that vacation request. The Police Chief shall also designate an Officer-in-Charge in writing to the Township Administrator for any period of time wherein the Police Chief shall be outside the States of New Jersey or New York, or for any anticipated absence from work longer than 72 hours.

5. Upon the Chief of Police's separation of employment with the Township, any accrued vacation leave shall be governed by the terms of the Collective Bargaining Agreement between the Township of Cranford and the Superior Officers Association, PBA Local #52, in effect at the time of separation.

ARTICLE VIII

PERSONAL LEAVE

1. The Chief of Police shall be entitled to 5 days of Personal Leave to be utilized consistent with Township of Cranford Personnel Policies and Procedures Manual.

2. The Chief of Police shall be required to report the dates which the Chief of Police has selected for his personal days to the Township Administrator within a reasonable amount of time prior to that time-off request.

ARTICLE IX

USE OF TOWNSHIP VEHICLE

1. The Township agrees to supply the Chief of Police with an unmarked police-equipped automobile and there shall be no limit on the use of the automobile for police work or anything associated with police work, such as attending meetings, school outings, trips, public relations events conferences, and any other traveling needed to carry out the duties of the Chief of Police.

2. The Chief of Police shall notify the Township Administrator when traveling outside of the State for any such event mentioned in section 1 of this Article.

3. In accordance with the duties of the Chief of Police, he shall be permitted to use an unmarked police-equipped automobile at his professional discretion for personal use in a manner considered reasonable and practicable.

4. The Township shall pay all expenses for the operation and maintenance of the automobile, such as car insurance, general maintenance, including tire repair and replacement, cost of gas replenishment, oil changes, and any other necessary repairs.

5. The unmarked police-equipped automobile shall not be used by anyone other than the Chief of Police, except when the Chief of Police may designate other members of the Police Department, as appropriate, to use the vehicle for an identified and specific police purpose.

ARTICLE X
COMPENSATION

1. The Chief of Police's compensation shall be \$193,775.00 in 2025, and at all times shall be subject to the terms and limitations of the Township of Cranford Salary Ordinance.

2. After each annual Evaluation, pursuant to Article XIV, upon satisfactory job performance, and as recommended by the Appropriate Authority as defined in the Municipal Code and approved by the Township Committee, the Chief of Police may receive an annual base salary increase consistent with the Township of Cranford Salary Ordinance then in effect.

3. In the event that the Chief of Police is compensated for additional responsibilities not specified in Article II, said compensation shall be paid by stipend unless the additional responsibilities become an integral part of his job duties as Police Chief.

4. At all times this Agreement is in effect, the Police Chief shall receive health insurance as outlined in Article 28 of the Collective Bargaining Agreement between the Township of Cranford and the Superior Officers Association, PBA Local #52, or any superseding collective bargaining agreement between those parties.

ARTICLE XI
TRAINING PROGRAMS/LAW ENFORCEMENT CONFERENCES

1. The Township agrees to grant leave and pay all expenses incurred by the Chief of Police as he attends meetings, or Public Relations Events provided such meetings or affairs are held within the State of New Jersey. In the event any such meeting occurs outside the State of New Jersey, the Chief of Police shall first advise the Township Administrator of such event so long as it does not compromise a confidential law enforcement matter. A Public Relations Event is defined as any strategic communication process that builds mutually beneficial relationships between organizations, the Cranford Township Police Department, the residents of Cranford Township and neighboring communities.

2. The Chief of Police shall be granted leave to attend and be compensated for, at his regular salary, any school, seminar, public relations event or retraining session conducted or sponsored by the International Association of Chiefs of Police, New Jersey State Association of Chiefs of Police, Union County Police Chiefs Association, New Jersey State Police, Federal Bureau of Investigations, or any other educational program of a management or supervisory nature or public relations affair. All expenses, such as travel, room, food, tuition, special clothing, books, or any other charges connected with the educational program or affair shall be borne by the Township.

3. The Township agrees to grant leave, including travel time, and pay all associated and reasonable expenses for the Chief of Police to attend the annual New Jersey State Association of Chiefs of Police Conference and the annual International Association of Chiefs of Police Conference. If the Chief of Police attends a conference at Township expense, the Chief of Police shall provide the Township with proof of expenses for attending such conference, by way of original receipts and/or vouchers.

4. Any salary and expenses incurred in connection with attendance at such meeting, seminar or conference, referred to in this article, shall be reviewed by the Cranford Police Department and paid from the current year's budget of the Cranford Police Department. Any meeting, seminar or conference which will last longer than five (5) consecutive days shall require separate approval by the Township Committee.

5. The Township also agrees to pay the Chief of Police's dues for memberships to the County Chiefs of Police Association, the New Jersey State Association of Chiefs of Police, International Association of Chiefs of Police and the FBI National Academy Alumni.

ARTICLE XII

MISCELLANEOUS PROVISIONS

1. This Agreement shall be governed by the laws of the State of New Jersey.
2. There shall be no modification of this Agreement except by written instrument executed by both parties.
3. This Agreement represents the full and complete agreement of the parties. Neither party hereto has made, nor is either party relying on, any oral representation that is not contained in this Agreement.
4. Should any provision of this Agreement be declared or be determined by any court of competent jurisdiction to be illegal or invalid, the validity of the remaining parts, terms or provisions shall not be affected thereby and said illegal or invalid part, term or provision shall be deemed not to be part of this Agreement.
5. If at any point the terms of the Collective Bargaining Agreement between the Township of Cranford and the Superior Officers Association, PBA Local #52, should expire, the Parties agree that the terms of the most-recent Collective Bargaining Agreement shall apply until such time as a new agreement supersedes the expired agreement.

ARTICLE XIII

SEPARABILITY AND SAVINGS

If any provision of this Agreement, is deemed invalid by operation of law or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XIV

EVALUATION

The parties agree that the Chief of Police shall be evaluated annually with respect to his job. Such evaluation shall be performed by the Appropriate Authority, and memorialized in writing.

ARTICLE XV

SEPARATION AGREEMENT UPON RETIREMENT

The Chief of Police and the Township agree that the following additional terms and conditions shall be applicable as of the date of the Chiefs retirement:

- a) The Chief shall return all issued property, such as but not limited to equipment, phone, keys, access buttons and identification cards to the Township.
- b) The Township shall provide the Chief with a retirement identification and badge identical to the standard issued.
- c) Upon retirement, provided the Chief of Police has at least 25 years of service and is otherwise eligible in all respects for pension benefits, the Chief of Police shall be entitled to medical benefits (including group major medical insurance, prescription and dental insurance coverage), with the Township paying 100% of the premiums for medical and prescription coverage consistent with the Article applicable to Retiree Medical Benefits, if any, found in the collective bargaining agreement between the Township and the Cranford Police Superior Officers Association, PBA Local# 52, in effect as of December 1, 2024, or any superseding collective bargaining agreement executed between those parties.
- d) If the Police Chief dies prior to retirement, all accumulated time and death benefits will be provided to his beneficiary in accordance with the terms of the contract between the Township and Cranford Superior Officers, PBA Local #52, in effect at the time of death.
- e) Upon reaching twenty-five years of service, the Police Chief may elect to accept twenty-five percent of the Terminal Severance offering provided in Article 24 of the Collective Bargaining Agreement between the Township of Cranford Superior Officers, Local #52, in effect as of December 1, 2024, or the contract between the Township and Cranford Superior Officers, PBA Local #52, in effect at the time of accrual, if terminal severance is provided therein ("the Terminal Severance"). Thereafter, the Police Chief shall be entitled to an additional twenty-five percent of the Terminal Severance each year up to the maximum benefit provided therein, subject to the Police Chief's compliance with the terms therein. The Police Chief shall provide written notice of his intention to accept the Terminal Severance with 180 days of his notice of retirement. The Township waives all other notice requirements contained in Article 24 and/or the CBA in effect as well as the requirement that the Police Chief retire within one hundred eighty days of his twenty-fifth year of service. The value of the Terminal Severance shall be fixed at the daily rate at the time of accrual.

ARTICLE XVI

TERMINATION

The Chief of Police may terminate his employment by providing written notice of his resignation to the Township Administrator. In the event of such termination, the Chief of Police Employee must immediately return the automobile provided pursuant to Article IX. The Township

of Cranford may terminate this Agreement in accordance with law.

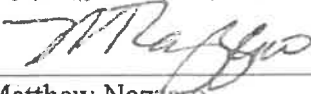
ARTICLE XVII

TERM

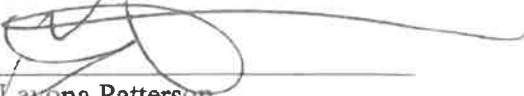
THIS AGREEMENT shall be in full force and effect as of December 1, 2024, for a period of four (4) years or until November 30, 2028. If a new contract agreement has not been negotiated by the end of this time period, the Police Chief will work under provisions of this Agreement until a new contract is negotiated and approved by both parties.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the date specified below:

CHIEF OF POLICE
TOWNSHIP OF CRANFORD


Matthew Nazareo
Chief of Police

ON BEHALF OF THE
TOWNSHIP OF CRANFORD


Lavona Patterson
Township Administrator


Dr. Terrence Curran, Mayor


Kathleen Miller-Prunty,
Commissioner of Public Safety


Patricia Donahue, Township Clerk

DATED: April 29, 2025