

(that were hired after January 1, 2018), will be required to pay thirty-three and 1/3 percent (33.3%) of all college tuition costs. Requests for course attendance shall be approved within ten (10) days. The Township's contribution shall not exceed one hundred percent (100%) of the net tuition costs to the employees less any scholarship or other financial aid available to the employees. The amount per credit shall not exceed the Rutgers University tuition rate. The employee shall submit a copy of his or her grade report to the Chief of Police upon completion of each course and/or immediately notify the Chief of Police if he or she withdraws or fails to complete a course for which the Township has advanced tuition costs. The advances so made shall be repaid by the employee in the event he or she does not complete the course with a minimum grade of "C."

- B. The Township shall pay an education increment to Officers hired prior to January 1, 2002 as follows:

| TABLE 1                                 |                           |
|-----------------------------------------|---------------------------|
| OFFICERS HIRED PRIOR TO JANUARY 1, 2002 |                           |
|                                         | \$3240 Master's Degree    |
|                                         | \$2640 Bachelor's Degree  |
|                                         | \$1340 Associate's Degree |

The Township shall pay an education increment to Officers hired after January 1, 2002 for a degree that is earned in the field of Criminal Justice, Police Science, Public Administration, Computers, Sociology or Psychology as follows:

Superior Officers

20 

| TABLE 2                              |                           |
|--------------------------------------|---------------------------|
| OFFICERS HIRED AFTER JANUARY 1, 2002 |                           |
|                                      | \$3000 Master's Degree    |
|                                      | \$2640 Bachelor's Degree  |
|                                      | \$1340 Associate's Degree |

Officers hired after January 1, 2018 will be required to achieve their degrees within the following time frame to be eligible for tuition reimbursement:

| TABLE 3                              |                                                              |
|--------------------------------------|--------------------------------------------------------------|
| OFFICERS HIRED AFTER JANUARY 1, 2018 |                                                              |
| i.                                   | Bachelor's Degree within ten (10) years of date of hire.     |
| ii.                                  | Master's Degree within fifteen (15) years from date of hire. |

- C. The Township shall provide, in addition to tuition advancements, the cost of course related books. Payment for the books will be made by the Township upon presentation of receipts or other supportive documentation reflecting the full purchase price of such materials. Upon completion of the related course, all books shall be given to the Chief of Police for the department library.
- D. All members of the Police Department will be allowed an equal opportunity for available police related schooling and police related seminars and courses subject to the Township's ability to obtain available openings to such courses. Decisions concerning attendance at such schooling shall be determined by the Chief of Police and shall be based on length of

## SALARY GUIDE

|            | 2022      | 2023      | 2024         |
|------------|-----------|-----------|--------------|
| Lieutenant |           |           |              |
| Step 1     | \$150,241 | \$150,241 | \$153,997.02 |
| Step 2     | \$151,994 | \$151,994 | \$155,793.85 |
| Step 3     | \$153,747 | \$153,747 | \$157,590.67 |
| Step 4     | \$155,500 | \$155,500 | \$159,387.50 |
| Sergeant   |           |           |              |
| Step 1     | \$136,719 | \$136,719 | 140,136.97   |
| Step 2     | \$138,315 | \$138,315 | \$141,772.87 |
| Step 3     | \$139,911 | \$139,911 | \$143,408.77 |
| Step 4     | \$141,508 | \$141,508 | \$145,045.70 |

- A. The 2022 salary is retroactive to January 1, 2022.
- B. Detective Increment - A police officer who serves as a full-time, permanent detective shall receive additional compensation in the amount of \$4,000 in addition to the salary noted in the Salary Guide, above.

## ARTICLE XIII

### UNIFORM ALLOWANCE

- A. The individual officer is directly responsible for his or her appearance to the Chief of Police.
1. The Township will provide \$1500 per officer per year to purchase articles of his or her uniform. The uniform allowance shall be paid through the regular payroll process and issued on a pro-rata basis in each biweekly paycheck. Officers will not be required to submit expense receipts for use of this allowance. Detectives shall receive a clothing/uniform allowance of \$1500 per year. It will be the individual responsibility of each employee to purchase such uniform requirements as he or she