



**CHESTER
TOWNSHIP**

Robin Collins <rcollins@chestertownship.org>

Lieutenants As Part Of The Bargaining Unit

1 message

Brian Curley <bcurley@chestertownship.org>

Mon, Oct 7, 2019 at 10:35 PM

To: Douglas Shea <dshea@chesterpolicenj.org>, mlimsky <mlimsky@limskymitolo.com>, Robin Collins <rcollins@chestertownship.org>, "David M. Alberts" <dalbets@mdmc-law.com>

Dear Doug,

In preparation for our meeting tomorrow, I wanted revisit tomorrow the status of the Issue of the Lieutenants as part of the bargaining unit and one consolidated contract covering the Lieutenants with the Sergeants/Corporals/Patrol Officers.

As I conveyed at the last meeting, the Council will not agree to incorporate the Lieutenants into a single bargaining unit. Please advise tomorrow if that is an issue on which you expect to file a grievance or other action, since I believe it is a threshold issue on whether we go forward with the contract negotiations until that issue is decided. We can discuss the subject further tomorrow evening.

Best regards,

Brian

—

Brian F. Curley
Councilman - Chester Township Council
BCurley@ChesterTownship.Org



**CHESTER
TOWNSHIP**

Robin Collins <rcollins@chestertownship.org>

PBA Negotiations - Lieutenants

1 message

Brian Curley <bcurley@chestertownship.org>

Wed, Oct 9, 2019 at 10:22 AM

To: Douglas Shea <dshea@chesterpolicenj.org>, mlinsky <mlinsky@limskymitolo.com>, Robin Collins <rcollins@chestertownship.org>, Michael Inganamort <minganamort@chestertownship.org>, "David M. Alberts" <dalberts@mdmc-law.com>

Dear Doug,

I write to confirm our discussions for the benefit of Merick, that the Council has determined that they do not want to combine the bargaining units to a signed consolidated negotiation and contract. As a compromise, I offered that Lt. McNamee could attend the negotiations for the PBA agreement, but we would save actual negotiation of the few issues particular to the Lieutenant's contract for a separate negotiation. In that manner, we would still have separate contracts for the Lieutenants, but Lt. McNamee could assist you in the base contract negotiations and would be fully informed on the items that would carry-over to his separate contract and those negotiations.

We agreed that you would let the Township know after your PBA meeting next Tuesday, if that compromise was acceptable.

With respect to your questions about the viability of promotions under the new structure of 5 sergeants and 4 corporals, I again confirm that it remains the intention of the Township to move forward with that structure in 2020, subject to candidates passing the sergeant examinations for both positions and the discretion of Chief Williver as to who would receive the promotions. As discussed, if you wish to incorporate language into the contract to that effect then the Township is open to discussing that possibility. The Ordinance is up for public comment and final passage at the Council meeting scheduled for November 14th. As I related, neither myself nor Councilman Inganamort anticipate any problems with final passage.

I am in the process of finalizing the recommendations to the Council on the contract offer with Councilman Inganamort, Robin and Derek, and we expect to make that presentation in closed session to the Council next Tuesday, and to then present the offer at our meeting next Thursday.

Best regards,

Brian

--
Brian F. Curley
Councilman - Chester Township Council
BCurley@ChesterTownship.Org



**CHESTER
TOWNSHIP**

Robin Collins <rcollins@chestertownship.org>

EMR v. EMT

3 messages

Christopher Cavanagh <ccavanagh@chesterpolice.nj.org>
To: "rcollins@chestertownship.org" <rcollins@chestertownship.org>

Tue, Oct 15, 2019 at 5:15 PM

Robin,

Good afternoon!

Attached is the packet I will be presenting to the TWP Council this evening. I know some like to review on their tablet....

I have copies to present as well.

Thanks!

Chris

Sergeant Christopher Cavanagh
Chester Police Department

Traffic and Patrol

1 Parker Road

Chester, NJ 07930

(908)-888-2774

(908)-879-8083 **(FAX)**



The information contained in this email is considered confidential and sensitive in nature as well as sensitive but unclassified and/or legally privileged information. It is not to be released to the media, the general public, or to non-law enforcement personnel who do not have a "need-to-know". This information is not to be posted on the Internet, or disseminated through unsecured channels, and is intended for law enforcement personnel only. It is solely for the use of the intended recipient(s). Unauthorized interception, review, use or disclosure is prohibited and may violate applicable laws including the Electronic Communications Privacy Act. If you are not the intended recipient, please contact the sender and destroy all copies of the communication.

 **EMR v. EMT.pdf**
1297K

Robin Work <rcollins@chestertownship.org>

Tue, Oct 15, 2019 at 6:18 PM

To: masdal@chestertownship.org, minganamort@chestertownship.org, tdrag@chestertownship.org,
bcurley@chestertownship.org, jdipaolo@chestertownship.org

Cc: Jsuminski@mdmc-law.com

Please see email below attached document from Sergeant Cavanagh

Sent from my iPhone

Begin forwarded message:

From: Christopher Cavanagh <ccavanagh@CHESTERPOLICENJ.ORG>
Date: October 15, 2019 at 5:15:55 PM EDT
To: "rcollins@chestertownship.org" <rcollins@chestertownship.org>
Subject: EMR v. EMT

Robin,

Good afternoon!

Attached is the packet I will be presenting to the TWP Council this evening. I know some like to review on their tablet....

I have copies to present as well.

Thanks!

Chris

Sergeant Christopher Cavanagh
Chester Police Department
Traffic and Patrol
1 Parker Road

Chester, NJ 07930

(908)-888-2774

(908)-879-8083 (FAX)

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3 attachments

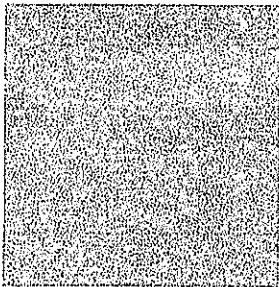


image001.gif
38K

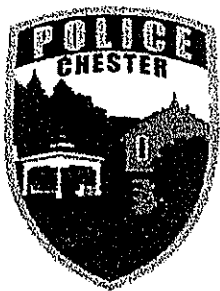


image002.jpg
7K



EMR v. EMT.pdf
1297K

Robin Work <rcollins@chestertownship.org>
To: Christopher Cavanagh <ccavanagh@chesterpolicenj.org>

Tue, Oct 15, 2019 at 6:19 PM

Thanks Chris. I've forwarded to the Mayor and Council.

Sent from my iPhone

On Oct 15, 2019, at 5:15 PM, Christopher Cavanagh <ccavanagh@chesterpolice.nj.org> wrote:

<image001.gif>

Robin,

Good afternoon!

Attached is the packet I will be presenting to the TWP Council this evening. I know some like to review on their tablet....

I have copies to present as well.

Thanks!

Chris

Sergeant Christopher Cavanagh

Chester Police Department

Traffic and Patrol

1 Parker Road

Chester, NJ 07930

(908)-888-2774

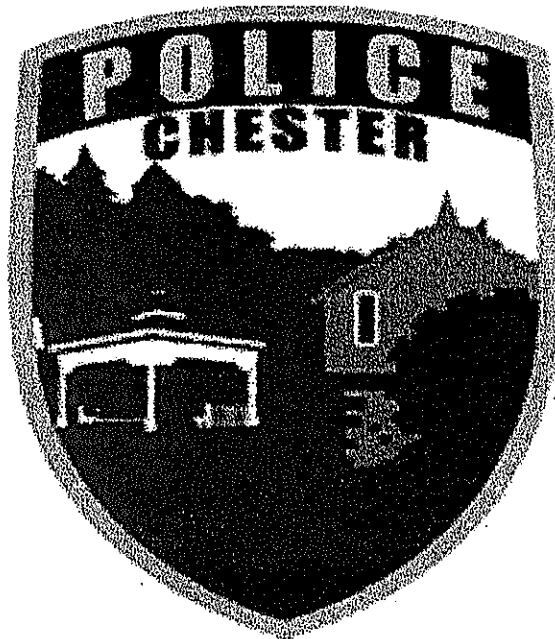
(908)-879-8083 (FAX)

<image002.jpg>

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<EMR v. EMT.pdf>

CHESTER POLICE DEPARTMENT



**Emergency Medical Responder
(Formerly known as 'First Responder')
Compared to
Emergency Medical Technician**



Initial Training Programs

EMT Training: (200 Hours Cost \$1,500 per student)

RWJBarnabas Health is an accredited training center for initial EMT training programs in the State of NJ. RWJBH has 25 EMT instructors and 30 EMT Instructor Aides on staff. Most of our instructors still actively work as EMTs and Paramedics. Several of our instructors also work for career & volunteer fire agencies as well as local, state and federal law enforcement. This vast experience allows our instructors to relate to our students more effectively. Our Initial EMT Training program has experience in working with police departments. Each of those students successfully completing our EMT initial training course and every student passed the NJ State written exam. Since NJOEMS has switched to NREMT examination, our program coordinator and lead instructors will work with each class to schedule and coordinate their cognitive examination. RWJBH will provide test prep resources and EMT refresher session to prepare police officers for the NREMT cognitive examination.

Emergency Medical Responders: (48 Hours Cost \$350 per student)

Emergency Medical Responders provide immediate lifesaving care to critical patients who access the emergency medical services system. EMRs have the knowledge and skills necessary to provide immediate lifesaving interventions while awaiting additional EMS resources to arrive. EMRs also provide assistance to higher-level personnel at the scene of emergencies and during transport. Emergency Medical Responders are a vital part of the comprehensive EMS response. Under medical oversight, Emergency Medical Responders perform basic interventions with minimal equipment.

Chester Police Vehicles are equipped with only the necessary "first responder" equipment including: oxygen, defibrillators (AEDs), NARCAN, bandages, blood pressure cuffs, stethoscopes, heat/ice packs, airway adjuncts, latex gloves, as well as other items commonly found in an everyday first aid kit.

The training received in EMT class includes, but is not limited to, skills utilizing backboards, various types of splints, immobilization collars, administration of some medications, patient assessment (medical/trauma), and upper airway suctioning. Many of the skills that a Chester Police Officer receives as an EMT cannot be practiced or performed upon their arrival due to the lack of equipment available to the officer. Most of the equipment an EMT utilizes arrives with EMS, and or, paramedics.

Chester Police Officer's medical in-service training (does not include EMT courses):

- CPR/AED (Biennial)
- NARCAN (Biennial)
- HAZMAT/HAZCOM (Annually)
- BCON (Annually)
- Bloodborne (Annually)



Scope of Practice Comparison

I. Skill – Airway/Ventilation/Oxygenation

I. Skill – Airway / Ventilation / Oxygenation	EMR	EMT	AEMT	Paramedic
Airway – nasal		X	X	X
Airway – oral	X	X	X	X
Airway – supraglottic			X	X
Bag-valve-mask (BVM)	X	X	X	X
CPAP		X	X	X
Chest decompression - needle				X
Chest tube placement – assist only				X
Chest tube – monitoring and management				X
Cricothyrotomy				X
End tidal CO ₂ monitoring and interpretation of waveform capnography			X	X
Gastric decompression – NG Tube				X
Gastric decompression – OG Tube				X
Head tilt - chin lift	X	X	X	X
Endotracheal intubation				X
Jaw-thrust	X	X	X	X



I. Skill – Airway / Ventilation / Oxygenation	EMR	EMT	AEMT	Paramedic
Mouth-to-barrier	X	X	X	X
Mouth-to-mask	X	X	X	X
Mouth-to-mouth	X	X	X	X
Mouth-to-nose	X	X	X	X
Mouth-to-stoma	X	X	X	X
Airway Obstruction – dislodgement by direct laryngoscopy				X
Airway Obstruction – manual dislodgement techniques	X	X	X	X
Oxygen therapy – High flow nasal cannula				X
Oxygen therapy – Humidifiers		X	X	X
Oxygen therapy – Nasal cannula	X	X	X	X
Oxygen therapy – Non-rebreather mask	X	X	X	X
Oxygen therapy – partial rebreather mask		X	X	X
Oxygen therapy – simple face mask		X	X	X
Oxygen therapy – Venturi mask		X	X	X
Pulse oximetry		X	X	X
Suctioning – Upper airway	X	X	X	X
Suctioning – tracheobronchial of an intubated patient			X	X

II. Skill – Cardiovascular/Circulation

II. Skill – Cardiovascular / Circulation	EMR	EMT	AEMT	Paramedic
Cardiopulmonary resuscitation (CPR)	X	X	X	X
Cardiac monitoring – 12 lead ECG acquisition and transmission		X	X	X



II. Skill – Cardiovascular / Circulation	EMR	EMT	AEMT	Paramedic
Cardiac monitoring – 12 lead electrocardiogram (interpretive)				X
Cardioversion – electrical				X
Defibrillation – automated / semi-automated	X	X	X	X
Defibrillation – manual				X
Hemorrhage control – direct pressure	X	X	X	X
Hemorrhage control – tourniquet	X	X	X	X
Hemorrhage control – wound packing	X	X	X	X
Transvenous cardiac pacing – monitoring and maintenance				X
Mechanical CPR device		X	X	X
Telemetric monitoring devices and transmission of clinical data, including video data		X	X	X
Transcutaneous pacing				X

III. Skill – Splinting, Spinal Motion Restriction (SMR), and Patient Restraint

III. Skill – Splinting, Spinal Motion Restriction (SMR), and Patient Restraint	EMR	EMT	AEMT	Paramedic
Cervical collar	X	X	X	X
Long spine board		X	X	X
Manual cervical stabilization	X	X	X	X
Seated SMR (KED, etc)		X	X	X
Extremity stabilization - manual	X	X	X	X
Extremity splinting	X	X	X	X



III. Skill – Splinting, Spinal Motion Restriction (SMR), and Patient Restraint	EMR	EMT	AEMT	Paramedic
Splint – traction		X	X	X
Mechanical patient restraint		X	X	X
Emergency moves for endangered patients	X	X	X	X

IV. Skill – Medication Administration – Routes

IV. Skill – Medication Administration – Routes	EMR	EMT	AEMT	Paramedic
Aerosolized/nebulized		X	X	X
Endotracheal tube				X
Inhaled		X	X	X
Intradermal				X
Intramuscular			X	X
Intramuscular – auto-injector	X	X	X	X
Intranasal			X	X
Intranasal - unit-dosed, premeasured	X	X	X	X
Intraosseous			X	X
Intravenous			X	X
Mucosal-Sublingual		X	X	X
Nasogastric				X
Oral		X	X	X
Rectal				X
Subcutaneous				X



V. Medical Director Approved Medications

V. Medical Director Approved Medications	EMR	EMT	AEMT	Paramedic
Use of epinephrine (auto-injector) for anaphylaxis (supplied and carried by the EMS agency)		X	X	X
Use of auto-injector antidotes for chemical/hazardous material exposures	X	X	X	X
Use of opioid antagonist auto-injector for suspected opioid overdose	X	X	X	X
Immunizations			X	X
Inhaled – beta agonist/bronchodilator and anticholinergic for dyspnea and wheezing		X	X	X
Inhaled – monitor patient administered (i.e. nitrous oxide)			X	X
Intranasal - opioid antagonist for suspected opioid overdose	X	X	X	X
Intravenous			X ¹	X
Maintain an infusion of blood or blood products				X
Oral aspirin for chest pain of suspected ischemic origin		X	X	X
Oral glucose for suspected hypoglycemia		X	X	X
Oral over the counter (OTC) analgesics for pain or fever		X	X	X
OTC medications, oral and topical				X
Parenteral analgesia for pain			X	X

¹ Limited to analgesia, anti-nausea/antiemetic, dextrose, epinephrine, glucagon, naloxone, and others defined by state/local protocol.



V. Medical Director Approved Medications	EMR	EMT	AEMT	Paramedic
Sublingual nitroglycerin for chest pain of suspected ischemic origin – limited to <i>patient's own prescribed medication</i>		X		
Sublingual nitroglycerin for chest pain of suspected ischemic origin			X	X
Thrombolytics				X

VI. Skill – IV Initiation/Maintenance Fluids

VI. Skill – IV Initiation/Maintenance Fluids	EMR	EMT	AEMT	Paramedic
Access indwelling catheters and implanted central IV ports				X
Central line – monitoring				X
Intraosseous – initiation, peds or adult			X	X
Intravenous access			X	X
Intravenous initiation - peripheral			X	X
Intravenous – maintenance of non-medicated IV fluids			X	X
Intravenous – maintenance of medicated IV fluids				X

VII. Skill – Miscellaneous

VII. Skill – Miscellaneous	EMR	EMT	AEMT	Paramedic
Assisted delivery (childbirth)	X	X	X	X
Assisted complicated delivery (childbirth)		X	X	X
Blood chemistry analysis				X
Blood pressure automated		X	X	X
Blood pressure – manual	X	X	X	X



VII. Skill – Miscellaneous	EMR	EMT	AEMT	Paramedic
Blood glucose monitoring		X	X	X
Eye irrigation	X	X	X	X
Eye irrigation –hands free irrigation using sterile eye irrigation device				X
Patient transport		X	X	X
Venous blood sampling			X	X

*Note: EMT is a national program and not all list above can be performed under NJOEMS provisions of scope of practice.

**Reference: <chrome-extension://cbnaodkpfniipblikohtlhcckel/src/pdfviewer/web/viewer.html?file=https://nasemso.org/wp-content/uploads/Prepublication-Display-Copy-2018-National-EMS-Scope-of-Practice-Model-20180929.pdf>

Description of Service	Rate
Initial EMT Training per student (Minimum number of students 6) Class Hours 200	\$1,500.00
Initial EMR Training per student (Minimum number of students 6) Class Hours 48	\$350.00
EMT Refresher (Core A,B,C) 3, 8 hour sessions total 24 hours	\$195.00
EMR Refresher (3, 8 hour sessions total 24 hours	\$150.00
EMT CEUs (See attached)	Varies, See attachment
Medical Direction Oversight	No Charge

EMT renewal every 3-years
EMR renewal every 2-years





**CHESTER
TOWNSHIP**

Robin Collins <rcollins@chestertownship.org>

Meeting

1 message

Brian Curley <bcurley@chestertownship.org>

Mon, Nov 11, 2019 at 11:45 AM

To: Douglas Shea <dshea@chesterpolicenj.org>

Cc: Michael Inganamort <minganamort@chestertownship.org>, Robin Collins <rcollins@chestertownship.org>

Doug,

We have a Council meeting on Thursday evening, but we don't have another until after Thanksgiving, so if you are prepared to respond to the last offer it would be good to meet tomorrow or Wednesday. Please let me know if that is possible on your end.

Best regards,

Brian

--

Brian F. Curley
Councilman - Chester Township Council
BCurley@ChesterTownship.Org



Robin Collins <rcollins@chestertownship.org>

Police Contract Negotiations

3 messages

Brian Curley <bcurley@chestertownship.org>

Fri, Nov 15, 2019 at 7:26 AM

To: Douglas Shea <dshea@chesterpolice.net>

Cc: mlimsky <mlimsky@limskymitolo.com>, Michael Inganamort <minganamort@chestertownship.org>, Robín Collins <rocollins@chestertownship.org>, "David M. Alberts" <dalberts@mdmc-law.com>, "John H. Suminski" <jsuminski@mdmc-law.com>

Dear Doug,

Upon further review and consideration of the counter-offer you presented last night on behalf of the PBA, I must make the following observations:

1. The change on annual from pay increases from 8-3-3-3 to 7-4-4-3 in the first four years is actually in **increase** from the PBA's initial demand. Calculated out, the PBA's initial demand would result in a compounded increase over 4 years of 18%. The PBA's counter-offer that you presented last night would result in a compounded increase over 4 years of 19.2%.
2. The initial contract demand by the PBA did not seek any change to the retirement health benefits contribution levels. In the counter-offer presented last night, the PBA is seeking a 50% reduction in the contribution level for retirees. As you know, the retirement health care costs to the Township are substantial, and the proposed reduction in retiree contributions would cause a huge increase in the Township's liability. As such, by way of the counter-offer, the PBA has further (and dramatically) **increased** its demands above its initial demand.

It is not a productive negotiation tactic for the PBA to **increase** its demands in response to a legitimate good-faith initial offer by the Township. The reaction by the Council when I presented the counter-offer last night was understandable and predictable. There was an expression by several Council members that **increasing** the counter-offer reflected bad faith in the negotiations. At minimum, it was an ill-conceived and ill-advised mistake. This is precisely the situation I had hoped to avoid from the outset, but the counter-offer last night completely undermined my efforts since last spring to build an atmosphere conducive to negotiations.

In light of the counter-offer presented by the PBA last night, the Township will not go beyond its last offer. As such, that last offer is the Township's best and final offer for the terms addressed in that offer, which includes the major issues of pay scale and health benefits. To summarize that offer in broad strokes, the annual pay percentage increases are 4-2-2-2. There would be no changes to the Chapter 78 contribution levels for health insurance for current officers, and no change to the retirement health benefits contribution levels. The other incidental items that the Township offered were summarized in a spreadsheet provided at the negotiation meeting prior to last night. The Township will continue to include those terms as part of its best and final offer. There are some other issues that the parties intended to address once the salary pay structure was determined. Those limited issues would require further negotiation if the PBA accepts the Township's offer.

Robin, Mike and I are not authorized to engage in any further negotiations on behalf of the Township unless and until the PBA accepts the Township's offer, and then only for the items that have not yet been addressed. If the PBA wishes to accept the last offer by the Township, please let me know at your earliest convenience.

I am copying Lt. McNamee since there is now a separate bargaining unit for the Lieutenants. I assume they are aligned with the counter-offer.

Regards,

Brian

--

Brian F. Curley
Councilman - Chester Township Council
BCurley@ChesterTownship.Org

Robin Collins <rcollins@chestertownship.org>

Fri, Nov 15, 2019 at 10:48 AM

To: Marcia Asdal <masdal@chestertownship.org>, Mike Inganamort <minganamort@chestertownship.org>, Tim Drag <tdrag@chestertownship.org>, Brian Curley <bcurley@chestertownship.org>, Joe Di Paolo <jdipaolo@chestertownship.org>
Cc: "John H. Suminski" <jsuminski@mdmc-law.com>

As per Cm. Curley's request, I am forwarding you his email below.

Robin

Robin Collins
Clerk/Administrator
Chester Township
One Parker Road
Chester, NJ 07930
p: 908-879-5100 x810
f: 908-879-8281
[Quoted text hidden]

Brian Curley <bcurley@chestertownship.org>

Fri, Nov 15, 2019 at 12:29 PM

To: Douglas Shea <dshea@chesterpolicej.org>

Cc: mlinsky <mlinsky@limskymitolo.com>, Michael Inganamort <minganamort@chestertownship.org>, Robin Collins <rcollins@chestertownship.org>, "David M. Alberts" <dalberts@mdmc-law.com>, "John H. Suminski" <jsuminski@mdmc-law.com>

Doug/Ryan,

To clarify, the Township's best and final offer will remain open until further notice. If the PBA accepts that offer, then with respect to the next negotiation meeting we set last night for November 26th, we can keep that date to negotiate the few remaining issues. If the PBA continues to reject the Township's offer, then there is no point to meeting on November 26th in light of the current circumstances..

Brian

[Quoted text hidden]



Douglas SheaNicolas Salamone
PRESIDENT

Chester Township PBA Local 315
PO Box 705
Chester, NJ. 07930



DELEGATE

2020-2023 Contract Settlement Offer

1. Salaries

- ~~Raise top Patrol Officer pay to adjusted County average. See salary guide.~~
- Reintroduction of Corporal step to salary guide.
- Original 8-3-3-3 salary guide replaced by 5-3-3-3. See attached salary guide.

2. Healthcare/Insurance

- Adjustments to healthcare contributions for current and retired officers

	<u>Current</u>	<u>Retired</u>
Horizon Omnia & Aetna Liberty	40% 15%*	N/A
Horizon Direct & Aetna Freedom	20% 30%*	27%*
*Of premium		

3. Clothing allowance

- ~~\$1,000~~ \$500 credit in the form of a voucher system at current vendor

4. Holiday pay

- ~~Double time~~ Time and a half (1.5) for any hours worked during a recognized Township holiday

5. Sick leave

- Explore potential of alternative sick time payout (deferred compensation program)
- Expansion of defined sick time

6. Bereavement

- To include death of father, mother, grandmother, grandfather, husband, wife, life/civil union partner, son, daughter, brother, sister, step family members, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchild, uncle, aunt, nephew, niece, brother-in-law, sister-in-law, cousin of the first degree.
- Length of bereavement not to exceed 10 days, unless otherwise authorized by the Chief of Police and Police Liaison.

7. Personal days

- 2 days

8. Emergency Medical Technician (EMT)

- ~~Transition to voluntary retention of certification with \$2,500 stipend~~ Replace with EMR

9. Maternity leave
 - Include specific verbiage- to be determined.
10. PBA time
 - 10 days to be used by the President, Delegate or alternate representative for union related business.
11. Extended sick leave
 - ~~Include specific verbiage- to be determined.~~
12. Sick time use
 - Include specific verbiage- to be determined
13. Overtime for Lieutenants
 - Elimination of current 13-hour continuous duty requirement
 - Mandated call-outs while off duty.
 - Any mandated duties while otherwise off duty
14. Outside contract
 - Increase outside contractor rate to base Sergeant overtime rate
15. Detective stipend
 - Expanded to include any Sergeant assigned to Detective Bureau

Salary Guide

Patrolman	2019	2020	2021	2022	2023
		5.0%	3.0%	3.0%	3.0%
Probationary	\$ 45,908.00	\$ 48,203.40	\$ 49,649.50	\$ 51,138.99	\$ 52,673.16
Step 9	\$ 50,200.00	\$ 52,710.00	\$ 54,291.30	\$ 55,920.04	\$ 57,597.64
Step 8	\$ 54,764.00	\$ 57,502.20	\$ 59,227.27	\$ 61,004.08	\$ 62,834.21
Step 7	\$ 59,740.00	\$ 62,727.00	\$ 64,608.81	\$ 66,547.07	\$ 68,543.49
Step 6	\$ 65,168.00	\$ 68,426.40	\$ 70,479.19	\$ 72,593.57	\$ 74,771.37
Step 5	\$ 71,096.00	\$ 74,650.80	\$ 76,890.32	\$ 79,197.03	\$ 81,572.94
Step 4	\$ 77,556.00	\$ 81,433.80	\$ 83,876.81	\$ 86,393.12	\$ 88,984.91
Step 3	\$ 84,608.00	\$ 88,838.40	\$ 91,503.55	\$ 94,248.66	\$ 97,076.12
Step 2	\$ 94,360.00	\$ 99,078.00	\$ 102,050.34	\$ 105,111.85	\$ 108,265.21
Step 1	\$ 106,000.00	\$ 111,300.00	\$ 114,639.00	\$ 118,078.17	\$ 121,620.52
Corporal	2019	2020	2021	2022	2023
	\$ 108,000.00	\$ 113,400.00	\$ 116,802.00	\$ 120,306.06	\$ 123,915.24
Sergeant	2019	2020	2021	2022	2023
Step 4	\$ 112,500.00	\$ 118,125.00	\$ 121,668.75	\$ 125,318.81	\$ 129,078.38
Step 3	\$ 114,500.00	\$ 120,225.00	\$ 123,831.75	\$ 127,546.70	\$ 131,373.10
Step 2	\$ 116,500.00	\$ 122,325.00	\$ 125,994.75	\$ 129,774.59	\$ 133,667.83
Step 1	\$ 118,500.00	\$ 124,425.00	\$ 128,157.75	\$ 132,002.48	\$ 135,962.56
Lieutenant	2019 (average)	2020	2021	2022	2023
Step 3	\$ 122,604.00	\$ 128,734.20	\$ 132,596.23	\$ 136,574.11	\$ 140,671.34
Step 2	\$ 125,660.00	\$ 131,943.00	\$ 135,901.29	\$ 139,978.33	\$ 144,177.68
Step 1	\$ 128,870.00	\$ 135,313.50	\$ 139,372.91	\$ 143,554.09	\$ 147,860.71



Robin Collins <rcollins@chestertownship.org>

PBA Negotiations

1 message

Brian Curley <bcurley@chestertownship.org>

Tue, Nov 26, 2019 at 9:44 AM

To: Douglas Shea <dshea@chesterpolicej.org>, Ryan McNamee <RMcnamee@chesterpolicej.org>

Cc: Robin Collins <rcollins@chestertownship.org>, Michael Inganamort <minganamort@chestertownship.org>, mlimsky <mlimsky@limskymitolo.com>, "David M. Alberts" <dalberts@mdmc-law.com>

Dear Doug/Ryan,

Confirming our recent discussions, the PBA has presented a revised demand to the Township negotiation team, which I will present to the Township Council at the next meeting on December 3, 2019. As previously explained and discussed, neither I or Mike have authority, at present, to negotiate further in response to the revised demand. Our recent meeting was solely for the purpose of receiving that revised demand and discussing the parameters outlined thereunder.

You asked that I provide you with my personal views on the revised demand and how it might fit in the negotiations, and I had some limited discussions with Doug on that basis over the past several days. In the course of those discussions, we also discussed the potential for you and your team to come before the Council for direct discussions, so as to get a sense of the Council as a whole. You have decided not to pursue that route.

As discussed, I am not optimistic that the Council will rescind its prior position and reopen negotiations on this revised demand. As we discussed, it is my personal opinion that if the PBA dropped the demands relative to healthcare benefits and held the current status quo, that would move the focus to the pay scale alone, which might have a better chance of success. If you and the team are willing to reconsider that possibility, please let me know before the meeting next Tuesday.

I sincerely wish both of you and your families a Happy Thanksgiving. Please extend the same to Ryan F, Nick and Chris.

Brian

As in the past, I am copying Ryan again on the basis that he now represents a separate bargaining unit.

--

Brian F. Curley
Councilman - Chester Township Council
BCurley@ChesterTownship.Org



Robin Collins <rcollins@chestertownship.org>

PBA Contract Status

2 messages

Brian Curley <bcurley@chestertownship.org>

Wed, Dec 4, 2019 at 12:48 AM

To: Douglas Shea <dshea@chesterpolicej.org>, Ryan McNamee <RMcnamee@chesterpolicej.org>

Cc: Robin Collins <rcollins@chestertownship.org>, "David M. Albers" <dalbers@mdmc-law.com>, Michael Inganamort <minganamort@chestertownship.org>, "John H. Suminski" <jsuminski@mdmc-law.com>

Dear Doug/Ryan,

I apologize for the later hour of this email, but the Council meeting ran to 11:30 p.m. and when I returned home I realized I will be in Court in Freehold all day tomorrow. Doug requested the status as soon as possible for an anticipated PBA meeting tomorrow. So I wanted to get this to you as soon as possible.

I presented to the Council this evening in closed session, the last demand from the PBA that I refer to as the "5-3-3" proposal, which replaced the prior demand that I refer to as the "8-3-3-3" proposal. Both proposals included other terms and I am referencing the pay scale numbers solely for brevity.

The Council voted to reject the 5-3-3 proposal, and did not authorize any continued negotiations. The Council continues to leave on the table the Township's "last and best" offer, the details of which I previously communicated to include a 4-2-2 pay scale as well as other terms. Please be aware that the Council reserves the right to withdraw that offer at any time.

If you have any questions on the foregoing please let me know. As indicated, I am tied up tomorrow, but I will be available all day Thursday. I will be en route to Freehold between 7 and 8:30 a.m. tomorrow morning, if you want to try to connect then by cell phone.

Best regards,

Brian

PS - Robin please circulate this to the Mayor and other Council members.

—
Brian F. Curley
Councilman - Chester Township Council
BCurley@ChesterTownship.Org

Robin Collins <rcollins@chestertownship.org>

Wed, Dec 4, 2019 at 9:28 AM

To: Marcia Asdal <masdal@chestertownship.org>, Mike Inganamort <minganamort@chestertownship.org>, Tim Drag <tdrag@chestertownship.org>, Brian Curley <bcurley@chestertownship.org>, Joe Di Paolo <jdipaolo@chestertownship.org>

Cc: "John H. Suminski" <Jsuminski@mdmc-law.com>

Please see Cm. Curley's email, below, which he asked to be forwarded to you.

Robin

Robin Collins
Clerk/Administrator
Chester Township
One Parker Road
Chester, NJ 07930
p: 908-879-5100 x810
f: 908-879-8281
[Quoted text hidden]



**CHESTER
TOWNSHIP**

Robin Collins <rcollins@chestertownship.org>

PBA Contract Status

1 message

Brian Curley <bcurley@chestertownship.org>

Mon, Dec 16, 2019 at 11:30 AM

To: Douglas Shea <dshea@chesterpolice.nj.org>, Ryan McNamee <RMcnamee@chesterpolice.nj.org>

Cc: Robin Collins <rcollins@chestertownship.org>, Michael Inganamort <minganamort@chestertownship.org>, "David M. Alberts" <dalberts@mdmc-law.com>

Dear Doug and Ryan,

As you know, the current PBA Agreement expires on 12/31. Tomorrow evening is the last Council meeting before the end of the year. Please advise on the status of PBA's intentions going forward.

Best wishes for a Merry Christmas and Happy New Year,

Brian

--

Brian F. Curley
Councilman - Chester Township Council
BCurley@ChesterTownship.Org

Township Employees

Name	Bargaining Unit	2018 Salary	2019 Salary	Difference
Kathy Potter	None	63,672.00	74,948.00	11,276.00
Julie Gause	None	14,072.00	14,353.00	281.00
Robin Collins	None	128,700.00	137,988.00	9,288.00
Derek Macchia	None	102,732.00	108,980.00	6,248.00
Toni Theesfeld	None	83,568.00	86,948.00	3,380.00
Anna McDougal	None	72,928.00	77,364.00	4,436.00
Dorrie Fox	None	75,000.00	81,600.00	6,600.00
Rafael Tactuk	None		50,000.00	
Benjamin Farneski	None	82,000.00	83,640.00	1,640.00
Kevin Fleming	None	11,116.00	11,340.00	224.00
James Fonzino	None	4,560.00	4,652.00	92.00
Carolyn Quinn	None	39,652.00	42,372.00	2,720.00
Denise Riley	None	48,320.00	50,256.00	1,936.00
Kevin Collins	None	86,264.00	91,512.00	5,248.00
Aaron Drake	None	78,228.00	79,796.00	1,568.00
William Cole	None	83,452.00	85,124.00	1,672.00
Andrew Olver	None	84,036.00	85,720.00	1,684.00
Craig Reiner	None	106,796.00	111,112.00	4,316.00
Mary Nowicki	None	53,808.00	56,012.00	2,204.00
Ingrid O'Connor	None	49,908.00	50,908.00	1,000.00
Susan Travis	None	85,696.00	87,412.00	1,716.00
Gary Troxell	None	21,827.00	22,264.00	437.00
Edward Bell	None	33,150.00	33,813.00	663.00
Thomas Williver	Contract	155,788.00	160,462.00	4,674.00
Edward Noonan	Contract	127,344.00	130,000.00	2,656.00
Ryan McNamee	Contract	121,311.00	124,950.00	3,639.00
Ronald Totams	PBA	114,500.00	118,500.00	4,000.00
Christopher Cavanagh	PBA	112,167.00	116,667.00	4,500.00
Anthony DaCunza	PBA	112,167.00	116,667.00	4,500.00
Brial Gill	PBA	86,167.00	96,645.00	10,478.00
Michael Henry	PBA	100,188.00	108,000.00	7,812.00
Matthew Bohn	PBA	103,500.00	106,000.00	2,500.00
Timothy Carey	PBA	104,000.00	106,000.00	2,000.00
Kristen Cebo	PBA	104,000.00	106,000.00	2,000.00
Ryan Durkin	PBA	104,000.00	106,000.00	2,000.00
Ryan Steckel	PBA	81,441.00	91,109.00	9,668.00
Stephen Notte	PBA	77,370.00	85,421.00	8,051.00
Nicolas Salamone	PBA	76,788.00	84,608.00	7,820.00
Township Employees				

Name	Bargaining Unit	2018 Salary	2019 Salary	Difference
Louis Capone	PBA	76,788.00	84,608.00	7,820.00
Edward Robinson	PBA	70,392.00	77,556.00	7,164.00
Douglas Shea	PBA	64,524.00	71,096.00	6,572.00
Ryan Fandel	PBA	59,148.00	65,168.00	6,020.00
Brian Lowry	PBA	55,452.00	61,097.00	5,645.00

% Increase	Notes
17.71%	Promotion to Deputy Administrator
2.00%	
7.22%	
6.08%	
4.04%	
6.08%	
8.80%	
	New Hire, Annualized for 2019
2.00%	
2.02%	
2.02%	
6.86%	
4.01%	
6.08%	
2.00%	
2.00%	
2.00%	
4.04%	
4.10%	
2.00%	
2.00%	
2.00%	
2.00%	
3.00%	
2.09%	
3.00%	
3.49%	
4.01%	
4.01%	
12.16%	
7.80%	
2.42%	
1.92%	
1.92%	
1.92%	
11.87%	
10.41%	
10.18%	

% Increase	Notes
10.18%	
10.18%	
10.19%	
10.18%	
10.18%	

Bradley Ellmann	PBA	45,452.00	49,306.00	3,854.00
Tyler Schwartz	PBA		45,908.00	
Juan Ocampo	PBA		45,908.00	
Brian Bartiromo	Teamsters	51,516.00	52,548.00	1,032.00
Christopher Burchell	Teamsters		46,800.00	
Gary Gaertner	Teamsters	49,752.00	50,748.00	996.00
James Heuneman	Teamsters	69,388.00	70,772.00	1,384.00
Raymond Rios	Teamsters		47,000.00	
Sean Smith	Teamsters	47,340.00	48,288.00	948.00
Michael Stivale	Teamsters	76,128.00	79,776.00	3,648.00
Charleton Vitale	Teamsters	68,948.00	70,328.00	1,380.00
Jeffrey Vreeland	Teamsters	70,512.00	71,924.00	1,412.00
Benjamin Waller	Teamsters	48,732.00	52,548.00	3,816.00
Michael Wildey	Teamsters	48,716.00	49,688.00	972.00

Average Increase

No Bargaining Unit	None		3,119.50
Individual Contract	Contract		3,656.33
Police Union	PBA		5,689.11
Teamsters	Teamsters		1,732.00

For Comparison purposes, stipend positions were omitted as were Council Members. The list is comprised eligible for an annual increase. New Hires were not included in averages so as not to skew increases and p

8.48% Annualized for 2018
New Hire, Annualized for 2019
New Hire, Annualized for 2019

2.00%
New Hire, Annualized for 2019

2.00% Resigned, 2019 Annualized

1.99%
New Hire, Annualized for 2019

2.00%

4.79%

2.00%

2.00%

7.83%

2.00% Resigned, 2019 Annualized

4.41% Average does not include new hires

2.70%

7.31% Average does not include new hires

2.96% Average does not include new hires

of all members
percentages.

Township Employees

Name	Bargaining Unit	2018 Salary	2019 Salary	Difference
Kathy Potter	None	63,672.00	74,948.00	11,276.00
Julie Gause	None	14,072.00	14,353.00	281.00
Robin Collins	None	128,700.00	137,988.00	9,288.00
Derek Macchia	None	102,732.00	108,980.00	6,248.00
Toni Theesfeld	None	83,568.00	86,948.00	3,380.00
Anna McDougal	None	72,928.00	77,364.00	4,436.00
Dorrie Fox	None	75,000.00	81,600.00	6,600.00
Rafael Tactuk	None		50,000.00	
Benjamin Farneski	None	82,000.00	83,640.00	1,640.00
Kevin Fleming	None	11,116.00	11,340.00	224.00
James Fonzino	None	4,560.00	4,652.00	92.00
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Craig Reiner	None	106,796.00	111,112.00	4,316.00
Mary Nowicki	None	53,808.00	56,012.00	2,204.00
Ingrid O'Connor	None	49,908.00	50,908.00	1,000.00
Susan Travis	None	85,696.00	87,412.00	1,716.00
Gary Troxell	None	21,827.00	22,264.00	437.00
Edward Bell	None	33,150.00	33,813.00	663.00
TOTAL	None	1,409,485.00	1,528,114.00	68,629.00

% Increase	Notes
17.71%	Promotion to Deputy Administrator
2.00%	
7.22%	
6.08%	
4.04%	
6.08%	
8.80%	
	New Hire, Annualized for 2019
2.00%	
2.02%	
2.02%	
6.86%	
4.01%	
6.08%	
2.00%	
2.00%	
2.00%	
4.04%	
4.10%	
2.00%	
2.00%	
2.00%	
2.00%	

Township Employees

Name	Bargaining Unit	2018 Salary	2019 Salary	Difference
Thomas Williver	Contract	155,788.00	160,462.00	4,674.00
Edward Noonan	Contract	127,344.00	130,000.00	2,656.00
Ryan McNamee	Contract	121,311.00	124,950.00	3,639.00
Ronald Totams	PBA	114,500.00	118,500.00	4,000.00
Christopher Cavanagh	PBA	112,167.00	116,667.00	4,500.00
Anthony DaCunza	PBA	112,167.00	116,667.00	4,500.00
Brial Gill	PBA	86,167.00	96,645.00	10,478.00
Michael Henry	PBA	100,188.00	108,000.00	7,812.00
Matthew Bohn	PBA	103,500.00	106,000.00	2,500.00
Timothy Carey	PBA	104,000.00	106,000.00	2,000.00
Kristen Cebo	PBA	104,000.00	106,000.00	2,000.00
Ryan Durkin	PBA	104,000.00	106,000.00	2,000.00
Ryan Steckel	PBA	81,441.00	91,109.00	9,668.00
Stephen Notte	PBA	77,370.00	85,421.00	8,051.00
Nicolas Salamone	PBA	76,788.00	84,608.00	7,820.00
Louis Capone	PBA	76,788.00	84,608.00	7,820.00
Edward Robinson	PBA	70,392.00	77,556.00	7,164.00
Douglas Shea	PBA	64,524.00	71,096.00	6,572.00
Ryan Fandel	PBA	59,148.00	65,168.00	6,020.00
Brian Lowry	PBA	55,452.00	61,097.00	5,645.00
Bradley Ellmann	PBA	45,452.00	49,306.00	3,854.00
Tyler Schwartz	PBA		45,908.00	
Juan Ocampo	PBA		45,908.00	
TOTAL	PBA	1,952,487.00	2,157,676.00	113,373.00

% Increase	Notes
3.00%	
2.09%	
3.00%	
3.49%	
4.01%	
4.01%	
12.16%	
7.80%	
2.42%	
1.92%	
1.92%	
1.92%	
11.87%	
10.41%	
10.18%	
10.18%	
10.18%	
10.19%	
10.18%	
10.18%	
8.48%	Annualized for 2018
	New Hire, Annualized for 2019
	New Hire, Annualized for 2019

Township Employees

Name	Bargaining Unit	2018 Salary	2019 Salary	Difference
Brian Bartiromo	Teamsters	51,516.00	52,548.00	1,032.00
Christopher Burchell	Teamsters		46,800.00	
Gary Gaertner	Teamsters	49,752.00	50,748.00	996.00
James Heuneman	Teamsters	69,388.00	70,772.00	1,384.00
Raymond Rios	Teamsters		47,000.00	
Sean Smith	Teamsters	47,340.00	48,288.00	948.00
Michael Stivale	Teamsters	76,128.00	79,776.00	3,648.00
Charleton Vitale	Teamsters	68,948.00	70,328.00	1,380.00
Jeffrey Vreeland	Teamsters	70,512.00	71,924.00	1,412.00
Benjamin Waller	Teamsters	48,732.00	52,548.00	3,816.00
Michael Wildey	Teamsters	48,716.00	49,688.00	972.00
TOTAL		531,032.00	640,420.00	15,588.00

% Increase	Notes
2.00%	New Hire, Annualized for 2019
2.00%	Resigned, 2019 Annualized
1.99%	New Hire, Annualized for 2019
2.00%	
4.79%	
2.00%	
2.00%	
7.83%	
2.00%	Resigned, 2019 Annualized



**CHESTER
TOWNSHIP**

Robin Collins <rcollins@chestertownship.org>

Fwd: Contract Negotiations

3 messages

Brian Curley <bcurley@chestertownship.org>

Sat, Sep 14, 2019 at 8:32 AM

To: Robin Collins <rcollins@chestertownship.org>, Michael Inganamort <minganamort@chestertownship.org>, Derek

Macchia <dmacchia@chestertownship.org>

Cc: "James E. Patterson" <JPATTERSON@mdmc-law.com>, "David M. Alberts" <dalberts@mdmc-law.com>

Robin/Mike/Derek,

Please see the email below from Doug Shea on the formal written demands. We can discuss further on Monday morning.

Have a good weekend,

Brian

----- Forwarded message -----

From: Douglas Shea <dshea@chesterpolicej.org>

Date: Fri, Sep 13, 2019 at 12:30 PM

Subject: Contract Negotiations

To: Brian Curley <bcurley@chestertownship.org>, Ryan McNamee <RMcnamee@chesterpolicej.org>, Nicolas Salamone <nsalamone@chesterpolicej.org>, Christopher Cavanagh <ccavanagh@chesterpolicej.org>, Ryan Fandel <rfandel@chesterpolicej.org>, mlinsky@limskymitolo.com <mlinsky@limskymitolo.com>

Brian,

Please accept the attached as a formal negotiations proposal for a new PBA contract. The PBA has spent much time researching the contracts in other jurisdictions. After that review, one thing became abundantly clear. The Chester PBA salary structure is significantly lower than comparable jurisdictions. The focus of our salary proposal is to put us among these other jurisdictions over the next four years. We believe our proposal is a fair one and not an attempt to simply start negotiations. As such, we would expect the Township to review our proposal with these thoughts in mind.

Very truly yours,

Doug Shea

PBA 315 President

Detective Douglas Shea
Chester Police Department
1 Parker Road
Chester, NJ 07930
(908)-888-2783 (Direct)
(908)-879-5514 x 862
(908)-879-8083 fax

Brian,

Please accept the attached as a formal negotiations proposal for a new PBA contract. The PBA has spent much time researching the contracts in other jurisdictions. After that review, one thing became abundantly clear. The Chester PBA salary structure is significantly lower than comparable jurisdictions. The focus of our salary proposal is to put us among these other jurisdictions over the next four years. We believe our proposal is a fair one and not an attempt to simply start negotiations. As such, we would expect the Township to review our proposal with these thoughts in mind.

Very truly yours,

Doug Shea
PBA 315 President

Detective Douglas Shea
Chester Police Department
1 Parker Road
Chester, NJ 07930
(908)-888-2783 (Direct)
(908)-879-5514 x 862
(908)-879-8083 fax
<Outlook-download.png>

The information contained in this email is considered confidential and sensitive in nature as well as sensitive but unclassified and/or legally privileged information. It is not to be released to the media, the general public, or to non-law enforcement personnel who do not have a "need-to-know". This information is not to be posted on the Internet, or disseminated through unsecured channels, and is intended for law enforcement personnel only. It is solely for the use of the intended recipient(s). Unauthorized interception, review, use or disclosure is prohibited and may violate applicable laws including the Electronic Communications Privacy Act. If you are not the intended recipient, please contact the sender and destroy all copies of the communication.

--
Brian F. Curley
Councilman - Chester Township Council
BCurley@ChesterTownship.Org

<2020-2022 Contract Goals and Salary Guide September 9, 2019.docx>

Brian Curley <bcurley@chestertownship.org>
To: Michael Inganamort <minganamort@chestertownship.org>

Mon, Sep 16, 2019 at 6:05 AM



Douglas SheaNicolas Salamone
PRESIDENT

Chester Township PBA Local 315

PO Box 705
Chester, NJ. 07930



DELEGATE

2020-2022 Contract Goals

1. Salaries

- Raise top Patrol Officer pay to adjusted County average. See salary guide.
- Reintroduction of Corporal step to salary guide.

2. Healthcare/Insurance

- Adjustments to healthcare contributions for current and retired officers

	<u>Current</u>	<u>Retired</u>
Horizon Omnia & Aetna Liberty	10% of premium	N/A
Horizon Direct 10 & Aetna Freedom 10	20% of premium	TBD

3. Clothing allowance

- \$1,000 credit in the form of a voucher system at current vendor

4. Holiday pay

- Double time for any hours worked during a recognized Township holiday

5. Sick leave

- Explore potential of alternative sick time payout (deferred compensation program)
- Expansion of defined sick time

6. Bereavement

- To include death of father, mother, grandmother, grandfather, husband, wife, life/civil union partner, son, daughter, brother, sister, step family members, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchild, uncle, aunt, nephew, niece, brother-in-law, sister-in-law, cousin of the first degree.
- Length of bereavement not to exceed 10 days, unless otherwise authorized by the Chief of Police and Police Liaison.

7. Personal days

- 2 days

8. Emergency Medical Technician (EMT)

- Transition to voluntary retention of certification with \$2,500 stipend

9. Maternity leave

- Include specific verblage- to be determined.

10. PBA time
 - 10 days to be used by the President, Delegate or alternate representative for union related business.
11. Extended sick leave
 - Include specific verbiage- to be determined.
12. Sick time use
 - Include specific verbiage- to be determined
13. Overtime for Lieutenants
 - Elimination of current 13-hour continuous duty requirement
 - Mandated call-outs while off duty.
 - Any mandated duties while otherwise off duty
14. Outside contract
 - Increase outside contractor rate to base Sergeant overtime rate
15. Detective stipend
 - Expanded to include any Sergeant assigned to Detective Bureau

Salary Guide

Patrolman	2019		2020	2021	2022	2023
			8.0%	3.0%	3.0%	3.0%
Probationary	\$ 45,908.00		\$ 49,580.64	\$ 51,068.06	\$ 52,600.10	\$ 54,178.10
Step 9	\$ 50,200.00		\$ 54,216.00	\$ 55,842.48	\$ 57,517.75	\$ 59,243.29
Step 8	\$ 54,764.00		\$ 59,145.12	\$ 60,919.47	\$ 62,747.06	\$ 64,629.47
Step 7	\$ 59,740.00		\$ 64,519.20	\$ 66,454.78	\$ 68,448.42	\$ 70,501.87
Step 6	\$ 65,168.00		\$ 70,381.44	\$ 72,492.88	\$ 74,667.67	\$ 76,907.70
Step 5	\$ 71,096.00		\$ 76,783.68	\$ 79,087.19	\$ 81,459.81	\$ 83,903.60
Step 4	\$ 77,556.00		\$ 83,760.48	\$ 86,273.29	\$ 88,861.49	\$ 91,527.34
Step 3	\$ 84,608.00		\$ 91,376.64	\$ 94,117.94	\$ 96,941.48	\$ 99,849.72
Step 2	\$ 94,360.00		\$ 101,908.80	\$ 104,966.06	\$ 108,115.05	\$ 111,358.50
Step 1	\$ 106,000.00		\$ 114,480.00	\$ 117,914.40	\$ 121,451.83	\$ 125,095.39

Corporal	2019	Over Ptl. 1 (2020)	2020	2021	2022	2023
	\$ 108,000.00	\$ 2,500.00	\$ 116,980.00	\$ 120,489.40	\$ 124,104.08	\$ 127,827.20

Sergeant	2019	Over Cpl. (2020)	2020	2021	2022	2023
Step 4	\$ 112,500.00	\$ 2,500.00	\$ 119,480.00	\$ 123,064.40	\$ 126,756.33	\$ 130,559.02
Step 3	\$ 114,500.00	\$ 5,000.00	\$ 121,980.00	\$ 125,639.40	\$ 129,408.58	\$ 133,290.84
Step 2	\$ 116,500.00	\$ 7,500.00	\$ 124,480.00	\$ 128,214.40	\$ 132,060.83	\$ 136,022.66
Step 1	\$ 118,500.00	\$ 10,000.00	\$ 126,980.00	\$ 130,789.40	\$ 134,713.08	\$ 138,754.47

Lieutenant	2019 (average)	Over Sgt. 1 (2020)	2020	2021	2022	2023
Step 3	\$ 122,604.00	\$ 2,500.00	\$ 129,480.00	\$ 133,364.40	\$ 137,365.33	\$ 141,486.29
Step 2	\$ 125,660.00	\$ 5,000.00	\$ 131,980.00	\$ 135,939.40	\$ 140,017.58	\$ 144,218.11
Step 1	\$ 128,870.00	\$ 10,000.00	\$ 136,980.00	\$ 141,089.40	\$ 145,322.08	\$ 149,681.74

NJ | Mobile HealthCare EMERGENCY MEDICAL SERVICES

Courses & Training Proposal Emergency Medical Responder

Prepared for:



Richard Van Der Wall, CTO
Manager of Medlink Communications & S.H.I.E.L.D.
NJ | Mobile HealthCare (NJMHC)
Direct: (201) 644-5062
richard.vanderwall@ccbems.org

NJ | Mobile HealthCare
EMERGENCY MEDICAL SERVICES

March 7, 2018

Ptl. Steve Notte
Chester Police Department
1 Parker Rd.
Chester, NJ 07930

RE: NJ | Mobile HealthCare Courses & Training Proposal

Dear Ptl. Notte,

Thank you for providing NJ | Mobile HealthCare (NJMHC) with the opportunity to serve the Chester Police Department. NJMHC would like to be your community partner and education and training provider. NJMHC's commitment to our community, excellence in training and education, and professional staff, enables my team to provide the Chester Police Department with outstanding service.

At NJMHC, we understand that healthcare begins with education, training, and prevention. The NJMHC Strategic Health Initiatives Education & Learning Division (S.H.I.E.L.D.) provides training and education courses to the community and first responders. NJMHC courses are structured for onsite and offsite instruction, enabling NJMHC to also travel to the Chester Police Department and conduct training and class sessions. NJMHC offers many medical related courses and training sessions for Chester Police Department members. NJMHC is a proud member of the American Health & Safety Institute Training Center (ASHI), and NJMHC serves as an American Heart Association (AHA) training site. NJMHC also offers National Association of Emergency Medical Technicians (NAEMT) and National Emergency Communications Institute (NECI) courses.

Please see the following proposal for your review. NJMHC is dedicated to continuing to help the Chester Police Department achieve its goal of safety and training for your team and residents.

Please don't hesitate to contact me at (201) 644-5062 or richard.vanderwall@ccbems.org.

Thank you again for the opportunity.

Yours in service,



Richard Van Der Wall
Manager of Medlink Communications & S.H.I.E.L.D

NJ | Mobile HealthCare EMERGENCY MEDICAL SERVICES

About NJ Mobile HealthCare

NJ | Mobile HealthCare (NJMHC) is a dedicated, compliance focused, state of the art emergency medical services and ambulance transportation provider that delivers the highest levels of prehospital care to our patients. NJMHC is an affiliate of the Center for Community Based EMS (CCBEMS), a nonprofit organization that provides operations and training support to emergency medical service (EMS) agencies. As a public benefit corporation devoted to the public good, NJMHC is an innovative leader in the field of emergency medicine.

NJMHC has been serving the communities of New Jersey since 2014 and is licensed by the New Jersey Department of Health Office of Emergency Medical Services to serve as an emergency medical service (EMS) provider. NJMHC's mission is patient focused, customer centered, and inspired by service. At NJMHC, our paramount priority is our patients, and the NJMHC foundation is based on patient service and safety. By building connections with the communities in which we serve, NJMHC builds trust, accountability, and transparency.

The NJ | Mobile HealthCare Difference:

- *Patient & Customer Service:* NJMHC provides high-level clinical patient services and outstanding customer service. NJMHC medical treatment protocols exceed regulations and our customer service is the industry's best.
- *Professional Team:* NJMHC is staffed by professional, qualified, and certified emergency medical technicians (EMTs).
- *Modern Ambulance Fleet:* NJMHC ambulances are equipped with advanced emergency medical supplies and cutting-edge equipment.
- *Education & Training:* NJMHC's Strategic Health Initiatives Education & Learning Division (S.H.I.E.L.D.) addresses public health issues and health initiatives through training and education.
- *Compliance Focused:* NJMHC's clinical coordinators, compliance officers, and administrative staff work together to ensure that all our operations, practices, equipment, and policies meet and exceed current state and federal regulations.
- *State-of-the-Art Medical Communications Center:* NJMHC's MedLink EMS Communications Center technology is sophisticated enough to handle the most demanding emergency call volume in the country.

NJ | Mobile HealthCare EMERGENCY MEDICAL SERVICES

American Health and Safety Institute (ASHI) Emergency Medical Responder

Overview of the Program:

The ASHI Emergency Medical Response program is an objectives-driven, skills-based program. Upon completion of this program, a student must have demonstrated adequate knowledge and skill competence. ASHI supports a competency-based approach to training (documented, minimally acceptable level of knowledge and skill). There is no ASHI requirement that all course hours must be presented in formal, face-to-face lectures. However, if the program is used to meet state or federal requirements, occupational licensing boards, regulatory agencies, and other approvers may require specific practices. Instructors must comply with all applicable local, state, provincial, federal laws and administrative rules as they pertain to the approval, delivery, and administration of required training. This course offers a 2 years certification from ASHI.

Goals:

The goal of this program is to provide students a valuable and enjoyable hands-on training experience. The fundamental objective is to use a simple, practical approach to help students develop necessary knowledge, skills, and confidence to provide and direct lifesaving interventions as a lead emergency medical responder.

Background:

As a result of the National EMS Scope of Practice Model and the implementation of the National EMS Education Standards, first responders working within the EMS system are known as Emergency Medical Responders. However, the gap between basic first aid training and the training of EMS professionals that was recognized more than 30 years ago remains. There is still a need for an advanced course for the original "first responder" target audience – non-EMS providers who, in the course of performing other duties, are likely (or expected) to respond to emergencies. These individuals include law enforcement officers, fire fighters, and other public and private safety and

Chester Police Department Page 4 of 8
Office: (201) 660-1600
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NJ | Mobile HealthCare EMERGENCY MEDICAL SERVICES

service personnel, and remain an integral part of the overall EMS System. They are a part of a network of resources — people, communications, and equipment — prepared to provide emergency care to victims of sudden illness or injury.

On the other hand, these individuals are not, and in most cases do not wish to be, state-licensed and credentialed EMS professionals. The original first responder program was intended to provide these "pre-EMS" responders with the basic knowledge and skills necessary for lifesaving interventions while waiting for the EMS professionals to arrive. That original intent — filling the knowledge and skill gap between basic first aid training and EMS — is the intent of ASHI's Emergency Medical Response program. Additionally, because this program uses the same textbooks and related instructional tools as those used to train entry-level EMS providers, it serves to encourage a continuum in care for the ill or injured person as he or she is transitioned from care provided by the first responder to care provided by the EMS professional.

Core Learning Objectives:

Upon completion of an ASHI Emergency Medical Response course, a student should be able to:

1. Describe the roles of EMS in the healthcare system.
2. Demonstrate the professional attributes expected of EMRs.
3. Perform the roles and responsibilities of an EMR with regard to personal safety and wellness, as well as the safety of others.
4. Perform the duties of an EMR with regard for medical, legal and ethical issues, including functioning under medical direction and within the scope of practice.
5. Apply principles of anatomy, physiology, pathophysiology, life-span development, and therapeutic communications to the assessment and management of patients.
6. Identify the need for and perform immediately life-saving interventions to manage a patient's airway, breathing, and circulation.
7. Assess and manage patients of all ages with a variety of complaints, medical conditions and traumatic injuries.

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8. Apply principles of emergency medical services operations, including considerations in ambulance and air medical transportation, multiple casualty incidents, gaining access to and extricating patients, hazardous materials incidents, and responding to situations involving weapons of mass destruction.

Required course skill practices (initial and renewal):

1. Airway adjuncts (Oropharyngeal airway) (OPA)
2. Positive Pressure Ventilation (Bag mask device)
3. Suctioning (upper airway)
4. Oxygen Administration by Non-Rebreather Mask
5. Adult Cardiac Arrest Management /Automated External Defibrillator (AED)
6. Bleeding control
7. Patient Assessment/Management – Trauma
8. Patient Assessment/Management – Medical
9. Emergency moves
10. Nasopharyngeal Airway (NPA)
11. Cervical collar
12. Splinting
13. Childbirth (assisted normal delivery)
14. Tourniquet (manufactured)
15. Epinephrine auto-injector (anaphylaxis) (Does not certify student in use of epinephrine auto-injector)
16. Metered Dose Inhaler (asthma) (Does not certify student in use of metered dose inhaler)

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Date & Time: Sixty-hour class available based on department needs

Cost: \$2,950.00 for up to 20 students plus the cost of books.

Course Details: NJMHC will conduct the class with a minimum of 5 students and a maximum of 20 students. Each Student will be required to produce a CPR card by the end of the last class. Emergency Medical Response Cards will be delivered to the Chester Police Department within 14 business days of the class, and replacement cards will cost \$25 per person.

- All training and NJMHC certification classes are conducted by authorized educators who hold certifications through the American Health and Safety Institute (ASHI) and other certifying agencies.
- NJMHC classroom based training includes individual hands-on practice, performance, testing, and certification for each student for all techniques covered.
- Virtual Classroom training through the NJMHC online portal has e-mail access to instructors.

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Estimated Cost Breakdown of EMR vs EMT

EMR

- Course time: 60 hours
- Approximately cost to send an officer to EMR is \$2,500
- No mandatory continuing education training.
- Refresher course every two years.

EMT

- Course time: 250 hours +/-
- Approximately cost to send an officer to EMT is \$9,000
- Mandatory 48 hours of continuing education training
- Refresher course every 3 years

Chapter	Lesson time
1. Introduction to the EMS System	100-120 minutes
2. Legal and Ethical Principles of Emergency Care	155-165 minutes
3. Wellness and Safety of the Emergency Medical Responder	150-160 minutes
4. Introduction to Medical Terminology, Human Anatomy and Life Development	170-180 minutes
5. Introduction to Pathophysiology	100-110 minutes
6. Principles of Lifting, Moving and Positioning of Patients	145-155 minutes
7. Principles of Effective Communications	80-90 minutes
8. Principles of Effective Documentation	45-55 minutes
9. Airway Management and Ventilation	315-325 minutes
10. Principles of Oxygen Therapy	85-95 minutes
11. Principles of Resuscitation	185-195 minutes
12. Obtaining a Medical History and Vital Signs	95-105 minutes
13. Principles of Patient Assessment	145-155 minutes
14. Caring for Cardiac Emergencies	85-95 minutes
15. Caring for Respiratory Emergencies	60-70 minutes
16. Caring for Common Medical Emergencies	125-135 minutes
17. Caring for Environmental Emergencies	125-135 minutes
18. Caring for Soft-tissue Injuries and Bleeding	150-160 minutes
19. Recognition and Care of Shock	90-100 minutes
20. Caring for Muscle and Bone Injuries	110-120 minutes
21. Caring for Head and Spine Injuries	105-115 minutes
22. Caring for Chest and Abdominal Injuries	105-115 minutes
23. Care During Pregnancy and Childbirth	120-130 minutes
24. Caring for Infants and Children	165-175 minutes
25. Special Considerations for the Geriatric Patient	105-115 minutes
26. Introduction to EMS Operations and Hazardous Response	120-130 minutes
27. Introduction to Multiple-Casualty Incidents, the Incident Command System, and Triage	90-100 minutes
Total Course Time:	Approx. 48 hours