

**MEMORANDUM OF AGREEMENT
TOWNSHIP OF WAYNE
AND
WAYNE PBA LOCAL NO. 136 & 136A
TOWNSHIP PROPOSALS
JANUARY 25, 2023**

The following terms will be incorporated into the successor collective negotiations agreement, subject to the ratification of the parties:

TERM

Five (5) years from January 1, 2023 through December 31, 2027.

**ARTICLE III
SALARIES AND PROFICIENCY PAY**

All salary guides (Appendix A, A-1 and A-2) shall be increased by 2.5% each January 1st for the five-year term, commencing January 1, 2023. Salary guides (Appendix A, A-1 and A-2) to be developed and approved for inclusion in the successor collective negotiations agreement.

**ARTICLE VII
ABSENCE DUE TO ILLNESS**

Add: When an employee who is on an approved medical leave of absence utilizing sick leave, the employee can use other accrued time (e.g., vacation time, holiday time, compensatory time, personal time), in no more than one-half shift increments with Supervisor approval. Requests for utilization of more than one-half shift increments shall be at the discretion of the Chief of Police.

Add: Sick leave can be utilized in hourly increments.

**ARTICLE X
INSURANCE**

Paragraph B.1: All new employees who qualify for insurance coverage shall be enrolled after thirty (30) days of employment.

**ARTICLE XII
CLOTHING**

Paragraph 4. Delete in its entirety.

ARTICLE XIV
HOURS AND OVERTIME

New Paragraph 15, which shall read as follows: "Each employee scheduled to work an 8 hour work day shall be entitled to utilize up to two (8) hour personal days each calendar year. Each employee scheduled to work a 12 hour work day shall be entitled to utilize up to two (12) hour personal days each calendar year. This time will be taken from an officer's accrued time bank - **other than sick leave** - and must be used as full days (8 or 12 hour blocks of time). A maximum of 2 officers and 1 supervisor can be granted a personal day on his/her assigned shift. This time off request shall be approved regardless of whether it will cause staffing levels to fall below minimum standards and generate overtime. All personal day requests shall follow the same rules and guidelines as other accrued time off requests. A request should be submitted using standard time off request procedures at least 24 hours in advance of the requested date, EXCEPT in emergent circumstances. **No personal day shall be approved on Easter, Memorial Day, July 4, Labor Day, October 30, Halloween, Thanksgiving, Christmas Eve, Christmas, New Year's Eve, and New Year's Day.**"

Establish four categories of Extra-Duty Assignments effective January 1, 2023.

Effective January 1, 2023

Road Jobs – \$80

Overnight road jobs – \$95

Municipal Jobs – \$60

All Other Jobs – \$60

Effective January 1, 2025

Road Jobs – \$85

Overnight road jobs – \$100

Municipal Jobs – \$65

All Other Jobs – \$65

Effective January 1, 2027

Road Jobs – \$90

Overnight road jobs – \$105

Municipal Jobs – \$70

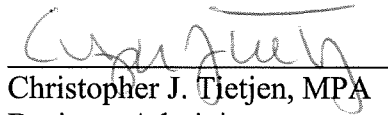
All Other Jobs – \$70

ARTICLE XXVIII
TRANSPORTATION

Add: that take-home vehicle is restricted to twenty (20) mile radius from the Wayne Police Department.

TOWNSHIP OF WAYNE

WAYNE PBA LOCAL NO. 136 & 136A


Christopher J. Tietjen, MPA
Business Administrator


Jacqueline J. Quinlan
Deputy Township Clerk

