

TOWNSHIP OF EVESHAM
RESOLUTION NO. 263-2025

RESOLUTION OF THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF EVESHAM
APPROVING AN AGREEMENT WITH THOMAS REINHOLT
FOR HIS POSITION AS CHIEF OF POLICE
FOR THE TOWNSHIP OF EVESHAM

WHEREAS, because the position of Police Chief is not affiliated or represented by a collective bargaining union, the Township Manager and Thomas Reinholt have engaged in good faith negotiations for an employment agreement to serve as Chief of Police; and

WHEREAS, the Township Manager and Thomas Reinholt have reached an agreement as to the terms of an employment agreement commencing on June 2, 2025 through December 31, 2027; and

WHEREAS, the Township Manager recommends that the Township Council ratify the employment agreement with Thomas Reinholt commencing on June 2, 2025 through December 31, 2027; and

NOW, THEREFORE BE IT RESOLVED, that the Township of Evesham Council hereby approves and ratifies the employment agreement with Thomas Reinholt commencing on June 2, 2025 through December 31, 2027, and authorizes the Township Manager of the Township of Evesham to execute the agreement.

I HEREBY CERTIFY that the foregoing resolution was adopted by the Township Council of the Township of Evesham, County of Burlington, State of New Jersey, at their meeting held in the Municipal Building, 984 Tuckerton Road, Marlton, NJ 08053 on July 9, 2025.


Rebecca Andrews, Township Clerk

ROLL CALL VOTE

COUNCIL MEMBER	INTRODUCED	SECONDED	AYE	NAY	ABSTAIN	ABSENT
COOPER			✓			
FISICARO	✓		✓			
HUNTER			✓			
SMITH		✓	✓			
MAYOR VEASY			✓			

EMPLOYMENT AGREEMENT

TOWNSHIP OF EVESHAM



AND

THOMAS REINHOLT
CHIEF OF POLICE



June 2, 2025 through December 31, 2027

INDEX

ARTICLE	ITEM	PAGE
	PREAMBLE	3
I	TERM AND RENEWAL	3
II	DUTIES	3
III	HOURS	3
IV	OUTSIDE EMPLOYMENT	4
V	REIMBURSEMENT FOR EXPENSES	4
VI	VACATIONS /JURY DUTY	5
VII	HOLIDAYS	5
VIII	LEAVE OF ABSENCE/INJURY/BEREAVEMENT	6
IX	HEALTH AND WELFARE	8
X	CLOTHING/VEHICLE	10
XI	SALARIES AND WAGES	10
XII	SICK LEAVE BENEFITS	10
XIII	EDUCATION	12
XIV	RETROACTIVITY	12
XV	PROVISIONS	13
	APPENDIX A	15

PREAMBLE

THIS AGREEMENT, entered into this 24th day of June, 2025, by and between the Township of Evesham, in the County of Burlington, State of New Jersey, a body corporate and politic of the State of New Jersey (hereinafter called the "Township"), and Chief Thomas Reinholt (hereinafter call the "Employee, Member or Officer") , represents the complete and final understanding on all issues between the Township and the Employee that are subject to such negotiations and agreements permitted by the laws of the State of New Jersey and the ordinances and policies of Evesham Township.

ARTICLE I **TERM AND RENEWAL**

This Agreement shall be in full force and effect as of June 2, 2025 and shall remain in effect up to and including December 31, 2027, but nothing herein shall be deemed to terminate the provisions of this Agreement prior to the parties hereto executing a new Agreement at the expiration date thereof.

ARTICLE II **DUTIES**

The duties of the position of Chief of Police are as defined in the Township of Evesham Police Department Rules and Regulations and the Township Job Description

ARTICLE III **HOURS**

The Employee shall devote the time and effort that is necessary for the Employee to fully and faithfully perform the duties and responsibilities of Chief of Police. The Employee agrees to perform at all times faithfully, industriously, and to the best of his or her ability, experience and talent all of the duties and responsibilities that may be required of him or her.

The Employee may be required by the Appropriate Authority, as defined in N.J.S.A. 40A:14-118, to attend various Township functions including, but not limited to:

- Township Council Meetings
- Departmental Budget Hearings
- Other Committee or Sub-committee meetings that involve police or public safety issues.

The normal work week shall be 40 hours. The position of Chief of Police for the Township of Evesham is a management position. Employee understands and acknowledges he cannot always rely on a standard set of hours of employment to effectively meet the responsibilities of the position. Both the Township of Evesham and the Employee understand this premise and agree that the employee is an "exempt employee" under the "Fair Labor Standards Act" for the purpose of overtime and compensatory time. Accordingly, the Township of Evesham and the Employee agree there will be no overtime or compensatory time for work performed by the Employee and the total compensation due to the employee is contained in and in accordance with the terms of this

Agreement.

ARTICLE IV

OUTSIDE EMPLOYMENT

The Township and the Employee recognize that the position of Chief of Police requires that the Employee devote his or her time solely to that position and its duties, and that the Employee cannot hold other regular employment that will interfere with their primary duty as Chief of Police. The Employee shall seek prior approval from the Appropriate Authority for any outside employment to ensure the activity does not interfere in any way with his duties with the Township. If a conflict does arise, the duties of Chief of Police shall come first.

The Employee can work extra-duty details, as approved by the Appropriate Authority, as deemed to not conflict with the Office of the Chief of Police or the demands of his position.

ARTICLE V

REIMBURSEMENT FOR EXPENSES

- A. Based upon presentation of appropriate vouchers and receipts, Township agrees to pay the following for authorized overnight schools, conferences or seminars for which facilities are not provided.
 - 1. The Township will pay the actual cost expended for meals during these overnight schools, conferences or seminars to a maximum per diem rate as follows:

Breakfast	\$5.00 per day
Lunch	\$10.00 per day
Dinner	\$15.00 per day
 - 2. The Township will also provide any necessary lodging required if facilities are not otherwise provided without cost to the employee.
- B. In the event the Employee is authorized to use his personal automobile for Township or Police business, whether or not the trip involves an overnight stay, he shall be reimbursed at the IRS mileage reimbursement rate, upon submitted vouchers and other appropriate records to the Appropriate Authority.

ARTICLE VI
VACATIONS

- A. Annual vacation leave with pay shall be earned at the rate as follows:
- Employee shall accrue 260 hours of vacation time per year.
- B. A member can utilize vacation time as of the first of each year but shall reimburse or otherwise make whole the Township for vacation time taken but not yet accrued if the member retires, resigns or is separated from service.
- C. Upon retirement or termination other than for disciplinary reasons, accrued and unused vacation leave can be returned for payment at the employee's current pay rate with a maximum of sixty (60) days. Vacation is accrued on a current basis and is therefore prorated when the member leaves the employment of the Township. Members terminating employment, as a result of disciplinary action shall not be entitled to compensation associated with accrued unused vacation leave.
- D. Only one year's worth of annual unused vacation leave shall be carried into the succeeding year, consistent with the Evesham Township Policy.
- E. The Township may, with the member's consent, agree in writing to "buy-back" or purchase accrued vacation leave which shall relieve the officer of his right to exercise such leave in consideration of the payment
- F. Vacation leave shall be granted based upon a predetermined number of "scheduled working hours". For the purposes of this agreement, scheduled working hours shall be on scheduled work shifts for the member requesting such leave.
- G. Jury Duty: If the Employee loses time from his job because of jury duty as certified by the Clerk of the Court, he shall be paid by the Township the difference between his daily base rate of pay and the daily jury fee.

ARTICLE VII
HOLIDAYS

- A. The Employee will be off on the sixteen township holidays, subject to normal recall requirements and procedures. As of 1/1/2023 the Township recognizes (16) holidays. Township recognized holidays are: 1. New Year's Day 2. Martin Luther King Jr. Day 3. President's Day 4. Good Friday 5. Easter Monday 6. Memorial Day 7. Juneteenth 8. Independence Day 9. Labor Day 10. Columbus Day 11. General Election Day 12. Veteran's Day 13. Thanksgiving Day 14. Thanksgiving Friday 15. Christmas Day 16. Day after Christmas. If a member is required to work a holiday for such an event as the July 4th services, the member can use the holiday on another day within the pay period.

ARTICLE VIII
LEAVE OF ABSENCE

- A. **LEAVE OF ABSENCE WITHOUT PAY:** The Township Manager may grant a request for leave of absence without pay for periods not to exceed one (1) year, when such leave is for a reasonable purpose; however, no seniority or benefits of any nature whatsoever shall accrue, or be available, during said leave. The only exception to this rule shall be health benefits in the event the employee's need for leave is covered by either the State or Federal Family Leave Act, and then only in conformance with the State Health Benefits Program guidelines. Upon termination of leave of absence, the Township will reinstate the Employee in the capacity to Chief of Police at the rate of pay at which he left. During that period of absence, the Employee shall not engage in gainful employment in any industry without the express written approval of the Evesham Township Manager.

Failure to comply with this provision shall result in termination of employment and forfeiture of all benefits.

When the Employee is exercising his right to Family and Medical leave, the Township shall comply with the laws of both the Federal and State of New Jersey, which may supersede the above.

During any approved leave of absence, the Employee shall be required to continue making his health insurance premium contribution as set forth in Section X.A.4 of this agreement.

- B. **INJURY IN THE LINE OF DUTY – PURPOSE:** The desire to provide some measure of security for police officers injured in the line of duty while foreclosing unlimited liability on the part of the municipality to pay salary benefits. In line with this objective, the parties have negotiated this clause, which fairly balances both concerns.
- C. **INJURY IN THE LINE OF DUTY – DEFINED:** The Township shall provide Worker's Compensation Insurance coverage to the Employee as required by New Jersey law. Further, the Township shall comply with N.J.S.A. 34:15-1 et. seq., which provides a complete and detailed outline of both the employer and employee's responsibilities in the event of a work related injury.

The parties agree to be conclusively bound by the determination of the Township worker's compensation insurance carrier or the Worker's Compensation Court (in a contested matter) with respect to whether an injury occurred while "in the course of employment" pursuant to N.J.S. 34:15-1 et seq. or "in the line of duty"; and for the purposes of this section, those terms shall be identical.

1. Township's Duty to Supplement Pay – While the Employee is prevented from performing the duties of his work by reason of an injury in the line of duty and is receiving temporary worker's compensation benefits, the Employee shall receive supplemental payments by the Township of Evesham equal to the difference between such benefits and the Employee's regular rate of pay. Once begun, the

Township's duty to sustain the Employee at this regular pay shall continue until such duty is terminated as hereinafter set forth.

2. Termination of Township's Duty to Supplement Pay – The Township's duty to supplement the Employee's worker's compensation benefits or sustain the Employee at regular pay shall terminate as a result of any of the following events:
 - a. Upon the Employee's return to work.
 - b. If the Employee's temporary worker's compensation benefits are terminated and the Employee refuses or maintains he is unable to return to work, the Township's duty to supplement pay may be terminated only after the Township physician or his designate (who shall also be a licensed physician) conducts a hearing to determine the Employee's fitness to return to work at which time the hearer shall give great weight to medical evidence presented. If the hearer determines the Employee is not fit to return to work, the Township's duty to supplement pay as aforesaid shall terminate. If the hearer determines that the Employee is not fit to return to active police work, notice of such determination shall be formally served by mail upon the officer (and if represented, his attorney) whereupon the Township's duty to supplement pay shall terminate within five (5) days except as prohibited in the following paragraph.
 - c. The determination of the hearer shall be conclusive and both parties agree that no right of appeal shall exist from such determination.
 - d. If the Employee or the Township files an application for disability pension by reason of the Employee's inability to return to action police duty, the Township shall continue to supplement pay or sustain the Employee at his regular pay until such application is determined or four (4) months following such application, whichever event first occurs.
3. Notwithstanding the above, the Township will not supplement Workers' compensation benefits for a period longer than one (1) year.

D. BEREAVEMENT LEAVE:

The Employee may be excused from work with pay because of a death in his/her immediate family as defined below:

1. Six consecutive work days, one of which shall be the day of the funeral or the day of death, for death of spouse, children, stepchildren, parents, stepparents, legally adopted children, brother, sister and stepsiblings. The term spouse as used in this Article shall include domestic partners and civil unions as defined by New Jersey law. If additional bereavement time is desired by the member for any relative listed above, the township will allow the member to utilize any accrued time for this purpose so long as it is contiguous to the bereavement leave.
2. Three consecutive work days, one of which shall be the day of the funeral or day of death for grandparents, grandchildren (or step-grandchildren), mother-in-law, father-in-law, brother-in-law, sister-in-law, Aunt or Uncle.

E FAMILY LEAVE

Employee's use FMLA, NJFLA, or State Disability Insurance shall be subject to Township Policy 301, Updated July 2020. If there is any conflict in language between the Township Policy 301 and this Agreement, this provision shall apply.

ARTICLE IX
HEALTH AND WELFARE

A. MEDICAL AND DENTAL INSURANCE

1. During the term of this contract, the Township shall continue to provide health insurance benefits, prescription plan, dental plan and disability income protection benefits to the Employee and his legal dependents. The Township reserves the right to change the insurance carriers provided that equal or better benefits are provided to the plans defined in sub-section (2).
2. Effective January 1, 2015, the standard health insurance plan shall be the Gold Plan (see attached plan design attached hereto as Attachment A) as presented by the Township and discussed in the negotiations resulting in this Agreement. Employee shall be permitted to select enrollment in the Platinum, Gold Plus, Gold, Silver or Bronze Plan(s) (see Attachment A) provided Employee pays the premium differential and contributes pursuant to the provisions of subsection 4 (below).
3. If the Employees volunteers to participate in the Township's "Opt-Out" program, Employee shall receive the maximum permitted under P.L. 2011, c. 78, whichever is the lesser of 25% of the amount saved or \$5,000.
4. Employee shall have deducted (pre-tax) via payroll deduction under the Federal Section 125 Plan any amount paid to the Township for his health insurance contribution pursuant to P.L. 2011, Ch.78.
5. The Township shall maintain Dental insurance and it will be offered to the employee without contribution from the Employee towards the premium
6. As of 1/1/2024, the Township shall fund the HSA account the maximum out of pocket expense per the plan documents for two years and then going forward, 50% of the deductible if the Employee chooses the Bronze healthcare plan from the Township at any point throughout this Agreement Term.
 - The contributions are based on the current policy provisions. As an example, based on the 2023 rates, this equates to \$5,000 for 2 years and then \$1,500 going forward for an employee on the family coverage bronze plan, or \$2,500 for 2 years and then \$750 going forward for an employee on the single coverage bronze plan. Should

the maximum out of pocket or deductible amount change for the subsequent years, the amounts will be adjusted.

- No employee currently employed will have any change in choice of healthcare plans offered by the Township, other than an employee who chooses to take the bronze plan and accepts the increased contribution into their HSA account must remain on the bronze plan for at least 2 years.

- B. PREScription DRUG INSURANCE: Co pay shall be as required by the plans offered by the Township. Any changes shall conform to sub-section (A.1). The plan will be the same or better than the plan provided by the Township in 2017 to those in the Gold Plan.
- C. VISION REIMBURSEMENT PLAN: The Township shall provide a Vision Reimbursement Plan, which shall cover the employee and dependents (spouse and children under the age of nineteen (19) years old). For each member and qualified dependent up to one-hundred (\$100.00) dollars every twenty-four (24) months refundable upon presentation of receipts for eye glasses.
- D. In the event Employee becomes deceased, the Employee's immediate family will be offered all health benefits at the cost of 100% of the premium for up to 18 months if not eligible for State Health Benefits
- E. INSURANCE:
1. The Township will continue to provide the present life insurance policy, which provides for group term life insurance for fifty thousand dollars (\$50,000).
 2. The Township will pay any reasonable funeral bill up to a maximum of ten thousand (\$10,000) dollars upon presentation of receipts for actual expenditure for Employee if he shall die in the line of duty. Said provision to be effective immediately.
 3. This payment shall be in addition to the statutory funeral expenses provided by worker's compensation.
 4. The Township shall pay attorney's fees to a licensed attorney selected by the spouse or administrator or executor of an officer's estate to a maximum amount of \$250 for legal services and counseling regarding available insurance and benefits in any case in which a police officer dies in the line of duty.
- F. The Township will indemnify and save harmless the member from civil liability for false arrest.
- G. If Employee is charged with the commission of any crime arising from the lawful execution of his/her said duties shall be entitled to full legal representation as outlined below. The Township will pay a reasonable amount for the services of legal counsel upon the completion of such services provided that selected counsel submits an itemized statement to Council reflecting fees and costs prior to rendering such services and that the Township provides express authorization for the services.

The Township shall not reimburse legal fees for the member if found guilty of an indictable offense.

- H. The Township shall exhibit any and all such policies of insurance to the Employee, when and if requested.

ARTICLE X CLOTHING/VEHICLE

- A. CLOTHING MAINTENANCE - The Township will contract directly with a vendor for the purpose of uniform maintenance. The Employee shall be entitled to dry cleaning services not to exceed two full uniforms or two full business suits per week or equivalent number of items.
- B. TOWNSHIP VEHICLE: The Township shall provide a police vehicle for use by the Employee and pay for all attendant operating and maintenance expenses and insurance. The vehicle is to be used only by the Employee in connection with the performance of his duties as Chief of Police. The carrying of unauthorized passengers or personal use of said police vehicle is prohibited. The Employee agrees, if and when it is necessary, to utilize his personally owned vehicle (POV) for such related business use.

ARTICLE XI SALARIES

- A. The employee covered by this agreement at the time of the signing of this agreement, the annual base salary shall be as follows:

<u>2025</u>	<u>2026</u>	<u>2027</u>
\$230,000	\$240,000	\$250,000

- B. PAY PERIOD: Members shall be considered salaried employees. Annual salaries will be distributed over the course of the year on a bi-weekly basis. Payday shall remain Friday and shall occur every other Friday. This will typically result in 26 pay periods. In the event that a given year will have 27 Fridays, the Township and the Township Police Department collective bargaining units shall meet to discuss a mutually agreed upon method for the distribution of the annual salary that is compatible with the Township's payroll system/program. The Employee shall agree to the payment resolution agreed to by the Township and the Township Police Department collective bargaining units.

ARTICLE XII SICK LEAVE BENEFITS

- A. The Employee shall be entitled to sick leave totaling 120 hours per year.

- B. Sick leave will be cumulative from year to year without limit. On January 1 of each year, the Employee shall be allotted 120 hours of sick time to their bank of already accrued sick time. The Employee can utilize these hours as of the first of the year but shall reimburse or otherwise make whole to the Township for sick time used but not yet earned if the Employee retires, resigns, or is separated from employment.
- C. Sick leave will accumulate from year to year without limit.
- D. The Employee shall be permitted to return up to thirty-two (32) hours of earned sick leave annually and be paid for said time at the officer's rate of pay as of December 31st of that year.
- E. The Appropriate Authority shall have the right to require such verification as he deems appropriate to verify sick leave including, but not limited to, a medical examination, proof of sickness from a medical doctor, and home visits.
- D. Fraudulent use of sick leave or worker's compensation time off shall be cause of disciplinary action and/or dismissal.
- E. The Employee at the signing of this Agreement and who subsequently retires on a PFRS pension shall receive the following retirement benefit:
- Hours 1 through 1550 shall be paid at 55%
 - Hours in excess of 1550 shall be paid at 70%
- F. Sick leave payouts for the Employee, who is serving as the Chief of Police at the time of the signing of this Agreement, shall be capped at \$50,000 or at the benefit level certified for the employee on December 31, 2020, whichever is greater at the time of retirement.
- G. For budget purposes, if the Employee is planning to retire, the Employee shall notify the Township, in writing, of his intention to retire. Said notices must be received by the Township no later than December 31st in the year preceding the member's retirement date. Failure to comply with this notice requirement may result in as much as a one-year delay of payment for unused sick leave.
- H. Upon retirement the employee will have their sick time and vacation time payout totaled to determine the amount of compensation due to the employee at the time of their separation/retirement. The employee will be paid in three equal payments the total compensation owed to the employee on the following schedule:
1. First installment will be due as part of the final pay provided to the employee. This installment will be paid in a separate check from that of the employee's final pay check. The employee will receive this check with their final check. The employee can opt to have the check deposited on their behalf in their 457 account, paid in a separate check or split between the two.
 2. Second installment will be paid to the employee on January 15th of the calendar year following the employee's retirement. If the employee's retirement date is December 1, 2025, they will be paid installment two on January 15, 2026. The

- employee can opt to have the check deposited on their behalf in their 457 account, paid in a separate check or split between the two.
3. Third and final installment will be paid to the employee on January 15th of the second calendar year following the employee's retirement. If the employee's retirement date is December 1, 2025, they will be paid installment two on January 15, 2026 and installment three on January 15, 2027. The employee can opt to have the check deposited on their behalf in their 457 account, paid in a separate check or split between the two.
- I. If the Employee is terminating his employment as a result of a disciplinary action, he shall not be entitled to compensation for unused sick leave accumulated from one year prior to the date of the event-giving rise to the disciplinary action through the actual date of termination. However, the Employee shall be entitled to compensation for unused sick leave accumulated prior to the above-described excluded period of accrual.
 - J. In the event that the Employee shall die while employed by the Township, the Employee's estate shall be entitled to compensation for his accumulated sick leave at the time of his death based upon the above compensation schedule. If the Employee shall die post-retirement during the sick/vacation leave payout period, section K above, the member's estate shall be paid as if the Employee was still alive.
 - K. The member using FMLA time does not have to exhaust their sick time first.
 - L. Township and the employee can mutually agree upon a terminal leave agreement.

ARTICLE XIII EDUCATION

- A. COMMAND / LEADERSHIP TRAINING: The Township will pay for the employee to advance his or her command and leadership abilities through attendance at specialized classes and training certifications courses. Examples of such classes include, but are not limited to, International Association of Chiefs of Police Conference, New Jersey State Chiefs of Police Conference, FBI National Academy Conference, human resource development, public management, executive leadership, and advanced supervision

ARTICLE XIV RETROACTIVITY

Unless otherwise specified, the terms and conditions contained herein shall be given retroactive effect, as though the Agreement was commenced on June 2, 2025. The retroactive check will be paid to the member in a check separate from their regular pay check.

ARTICLE XV PROVISIONS

UNION MEMBERSHIP: The parties acknowledge and agree that the Employee's duties and responsibilities as Chief of Police are inconsistent with being a member of any bargaining unit and/or being covered by a Collective Bargaining Agreement between the Fraternal Order of Police and the Township. The Employee may maintain membership in the FOP and may attend membership meetings, social functions and activities but will otherwise not participate in any PBA or FOP activities that would conflict with the Employee's position as Chief of Police or with the interests of the Employer.

MANAGEMENT RIGHTS: Nothing contained in this Agreement shall be construed to diminish, change, deny and/or restrict any of the Township's powers, rights, authority, duties and/or restrict any of the Township's powers, rights, authority, duties and/or responsibilities conferred upon and/or vested in it by federal, state and/or local law and/or the Constitution of the State of New Jersey and/or the Constitution of the United States of America. The Township hereby specifically retains and reserves unto itself, without limitation, all such powers, rights, authority, duties and responsibilities including, but not limited to, the right to review and evaluate the performance of the Employee and the right to suspend, demote, discharge and/or take other disciplinary action in accordance with NJSA Title 40A.

NOTICES: Any notice required or desired to be given under this Agreement shall be deemed given if in writing sent by certified mail to his residence, in the case of the Employee, or its principal office in the case of the Employer.

WAIVER OF BREACH: The waiver by the Employer of a breach of any provision of this Agreement by the Employee shall not operate or be construed as a waiver of any subsequent breach by the Employee. The waiver by the Employee of a breach of any provision of this Agreement by the Employer shall not operate to be construed as a waiver of any subsequent breach by the Employer.

ASSIGNMENT: The Employee acknowledges that the services to be rendered by him are unique and personal. Accordingly, the Employee may not assign any of his rights or delegate any of his duties or obligations under this Agreement. The rights and obligations of the Employer under this agreement shall inure to the benefit of and shall be binding upon the successors and assigns of the Employer.

OTHER BENEFITS: The Employee covered by this agreement shall be afforded any other benefit afforded to those in the position of Lieutenant/Captain through their negotiated employment contract(s) that is/are in effect.

ENTIRE AGREEMENT: This Agreement contains the entire understanding of the parties and may not be changed orally but only by an agreement in writing signed by the party against whom enforcement of any waiver, change, modification, extension or discharge is sought. The Employee and the Township represent and certify that they have carefully read and fully understand all of the provisions and effects of this Agreement and that they have had the opportunity to thoroughly discuss all aspects of this Agreement with their respective private attorneys and that they are voluntarily and knowingly entering into this Agreement.

This Agreement shall take effect on 6/24/25 the date of this signed agreement. This agreement shall remain in full effect from June 2, 20 to December 31, 2027.



Walt Miller
Township Manager 6/24/25



Thomas Reinhold
Chief of Police

Appendix A

See Health Benefits Plan Summary Attachment

