

**TOWNSHIP OF WATERFORD
COUNTY OF CAMDEN
STATE OF NEW JERSEY**

RESOLUTION #2015-317

RESOLUTION OF THE TOWNSHIP OF WATERFORD, COUNTY OF CAMDEN AND STATE OF NEW JERSEY APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TOWNSHIP OF WATERFORD AND THE NEW JERSEY STATE POLICEMAN BENEVOLENT ASSOCIATION P.B.A. LOCAL #362 FROM JANUARY 1, 2016 THROUGH DECEMBER 31, 2020

WHEREAS, the Township of Waterford has been engaging in negotiations with the Township rank and file police officers represented by P.B.A. Local #362 in regard to negotiating a new Collective Bargaining Agreement between the parties; and

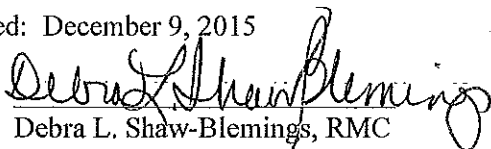
WHEREAS, as a result of those negotiations, a final Agreement between the parties has now been prepared for approval, said Agreement attached hereto and incorporated by reference herein.

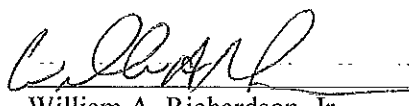
NOW THEREFORE, BE IT RESOLVED by the Mayor and Township Committee of the Township of Waterford, County of Camden, State of New Jersey, that for the reasons set forth hereinabove, it hereby approves the attached January 1, 2016 through December 31, 2020 Collective Bargaining Agreement between the Township of Waterford and P.B.A. Local #362.

BE IT FURTHER RESOLVED that the appropriate Township Officials are hereby authorized to execute said Agreement upon approval/ratification by the Members of P.B.A. Local #362.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately upon adoption.

Adopted: December 9, 2015

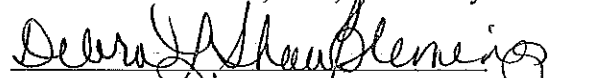

Debra L. Shaw-Blemings, RMC
Township Clerk


William A. Richardson, Jr.
Mayor

	YEATMAN	CHIDDENTON	FERGUSON	CAMPBELL	RICHARDSON
YES	X	X	X	X	X
ABSTAIN					
NO					
ABSENT					

CERTIFICATION

I, Debra L. Shaw-Blemings, Township Clerk of the Township of Waterford, do hereby certify that the above is a true and correct copy of a resolution duly adopted by the Mayor and Township Committee at its Regular Meeting held on December 9, 2015, at the at the Waterford Township Municipal Building, 2131 Auburn Avenue, Atco, New Jersey.


Debra L. Shaw-Blemings, RMC, Township Clerk

**AGREEMENT BETWEEN
TOWNSHIP OF WATERFORD
AND
THE NEW JERSEY STATE POLICEMAN'S
BENEVOLENT ASSOCIATION
P.B.A. LOCAL #362
JANUARY 1, 2016
THROUGH
DECEMBER 31, 2020**

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PREAMBLE

This Agreement entered into this first day of January 2016, by and between the Township of Waterford, in the County of Camden, a Municipal corporation of the State of New Jersey, hereinafter called the "Township" and P.B.A. Local #362, hereinafter called the "Association ", represents the complete and final understanding on all bargained issues between the Township and the Association.

DEFINITIONS

ARTICLE #02

The term full-time members and members of Police Department employed on a full-time basis shall be construed to mean only full-time members duly sworn and trained, in training, or to be trained at a Police Academy. This does not include any clerical or part-time officers assigned to the Police Department.

POLICEMAN'S RIGHTS

ARTICLE #04

Pursuant to Chapter #303, Public Laws 1968, the Township of Waterford hereby agrees that every Patrolman, Detective, Corporal, Sergeant shall have the right to freely organize, join and support the P.B.A. and its affiliates for the purpose of engaging in collective negotiations and other concerned activities for mutual aid and protection. As a body exercising governmental power under the Law of the State of New Jersey, the Township undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any Patrolman, Corporal, Sergeant in the enjoyment of any rights conferred by Chapter #303, Public Laws 1968 or other Laws of New Jersey or the Constitution of New Jersey and the United States in that it shall not discriminate against any Policeman either respect to hours worked, wages, or any terms or conditions of employment by reason of his membership in the P.B.A. and its affiliates, his participation in any activities of the P.B.A. and its affiliates, collective negotiations with the Township of Waterford or his institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

TERMS OF AGREEMENT

ARTICLE #06

This Agreement shall commence and be binding upon the parties hereto, their successors and/or assigns from January 1, 2016 until and including December 31, 2020. It is further provided that negotiations for renewal and/or amendments to this Agreement shall commence no later than August 1, 2019 for the ensuing year or years.

writing. The Mayor and Township Committee shall render a final written decision within fifteen (15) business days of the date of the meeting.

Step 04

In the event the aggrieved person is not satisfied with the decision of the Mayor and Township Committee, the aggrieved party, or the Association on his behalf, has fifteen (15) calendar days in which to request arbitration.

A.) The arbitrator's decision shall be selected in accordance with the rules and regulations of the American Arbitration Association or the State Board of Mediation.

B.) The arbitrator's decision shall be in writing and shall not be issued later than thirty (30) calendar days after the close of the arbitration hearing. The decision shall set forth the arbitrator's findings of facts, reasons and conclusions on the issue or issues submitted:

C.) The arbitrator's decision shall be binding.

D.) The cost of services of the arbitrator shall be borne equally by the Township of Waterford and the Association. All other expenses incidental to or arising out of the arbitration shall be paid by the party incurring same.

Section #02

The time limit specified in the grievance procedure shall be construed as maximum. However, these may be extended upon mutual Agreement between the parties.

Section #03

A.) Grievance must be presented at Step 01 within (1) week from the date of the occurrence of the facts which gave rise to the grievance. If it is not presented within the aforementioned time period, it shall not thereafter be considered a grievance under this Agreement.

Section #04

Any employee may be represented at all stages of the grievance procedure by himself, or at his/her option, by a representative selected or approved by the Association. When an employee is not represented by an elected representative, the Association shall have the right to be present and state its views at all stages of the grievance procedure unless the employee objects to the presence of the elected Association representative in which case the Association may not

SUBSEQUENT LAWS

ARTICLE #08

If any provision or provisions is or are subsequently declared by the proper legislative or judicial authority to be unlawful, unreasonable or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this term notwithstanding any such declaration, either legislative or judicial, which invalidates any section or portion of this Agreement.

WAIVER

ARTICLE #10

The right of either party to acquire strict performance here under by the other party shall not be affected by any waiver, forbearance or course of dealing.

Waterford shall compensate said officer with "Compensatory Time" equal to the total hours worked on said holiday.

B The Detective shall be entitled to (14) paid holidays per calendar year during the term of this contract. When the detective is required to work on the following holidays, New Year's Day, Martin Luther King Day, Good Friday, President's Day, Easter, Memorial Day, Independence Day, Labor Day, Columbus Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve

1. When any of these holidays shall occur on a Saturday, the holiday shall be observed on the Friday immediately prior such Saturday. When any of these holidays shall occur on a Sunday, the holiday shall be observed on the Monday immediately follow such Sunday.

2. If the Detective is required to, or called into, work on any given holiday, then he shall be compensated by being allotted an additional day off at his/her discretion on notice to the Chief of Police.

C. Starting January 1, 2016, January 1, 2017, January 1, 2018, January 1, 2019, January 1, 2020 when a Waterford Township Police officer accrues compensatory time over 200 hours but not to exceed 350 hours, the Officer shall sell those hours back to the Township of Waterford on a per hour basis calculated on the officer's current hourly salary. All monies are to be payable to the officer in the first pay period in January during each year of this Agreement. All monies shall be paid on the rate of the previous year of which the time was earned.

D. Compensatory time is to be used in place of overtime @ 1.5 times the compensatory time equal to the overtime if said officer so desires.

E. Said officer must work 2080 hours during his regularly scheduled shift. To attain said 2080 hours, the present practice of granting administrative time on a monthly basis will be recognized. Administrative time is to be utilized only at the discretion of the Waterford Township Police Officer who earned said time. All administrative time accrued over the 2080 hours but not to exceed 75 hours will be paid to the officer in the first pay period in March 2016 for the year January 1, 2015 through December 31, 2015; the first pay period in March

ANNUAL VACATION SCHEDULE WITH PAY

ARTICLE #12

The Township of Waterford agrees that all full-time Waterford Township Police officers hired on or before January 1, 2013 shall be entitled to a paid vacation each twelve (12) months during the term of this Agreement as follows:

In 2016, 2017, 2018, 2019 and 2020 commencing January 1, of each contract year.

- A. From the date of hire to one (1) year of service, twelve (12) working hours per month, not to exceed one hundred and twenty (120) working hours per year.
- B. From one (1) year of service through the fourth (4) year of service, one hundred and fifty-six (156) working hours per year.
- C. From the beginning of the fifth (5) year of service through the ninth (9) year of service, two hundred and sixteen (216) working hours per year.
- D. From the beginning of the tenth (10) year of service through the fourteenth (14) year of service, two hundred and eighty-eight (288) working hours per year.
- E. From the beginning of the fifteenth (15) year of service through the nineteenth (19) year of service, three hundred and forty-eight (348) working hours per year.
- F. From the beginning of the twentieth (20) year of service, said officer shall receive three hundred and sixty (360) working hours per year, plus twelve (12) working hours per year for each year over twenty (20) years of service.

The Township of Waterford agrees that all full-time Waterford Township Police officers hired on or after January 1, 2013, be entitled to a paid vacation each twelve (12) months during the term of this Agreement.

In 2016, 2017, 2018, 2019 and 2020 commencing January 1, of each contract year.

- A. From the date of hire to one (1) year of service, Eight (8) working hours per month, not to exceed Ninety-Six (96) working hours per year.

calculated on the officer's current hourly salary. All monies are to be payable to the officer in the first pay period in December during each year of this Agreement.

the officers family if he/she so desires. The cost for family medical coverage, including dental, prescription, and vision shall be paid by the officer if such additional coverage is selected.

C. The Township of Waterford agrees to provide full-time Waterford Township Police Officers and his immediate family with a prescription plan. Prescription coverage will be provided by the Department of Treasury, Division of Pensions and Benefits under State Health Plan Benefits Program (SHBP), "Employee Prescription Drug Plan". The plan is administered by Horizon Blue Cross Blue Shield of New Jersey.

D. The Township of Waterford agrees for the duration of this Agreement to provide the Waterford Township Police Officer and his immediate family a Dental Plan.

E. The Township of Waterford agrees for the duration of this Agreement to provide the Waterford Township Police Officers and his immediate family an Optical Plan in accordance and in the Agreement with Visual Service Plan also known as VSP.

F. Sections A through D will be in effect through the duration of this Agreement. All benefit levels will remain equal to their existing level as of the signing of this Agreement. The township may change insurance carrier or plans for economic reasons as long as the benefit level provided to the employees remains at their existing levels as of the signing of this Agreement. Any discrepancies as to the benefit level will be settled by an outside consultant to be agreed upon by the Association and the Township. Said consultant shall be paid for by the Township. The Association is in agreement with the Township that only this Article will be opened while negotiating a change of insurance carriers. A copy of the current Health Benefit Plan will be kept on file with the Township Administration office.

G. In the event that an employee is disabled while on duty, the employee and his/her family shall retain all health benefits that are provided for active employees. Benefits will continue until death of the employee and spouse occurs. Medical benefits will continue for surviving children to the age of 26 in accordance with New Jersey State Health Benefits Guidelines. If the employee and spouse divorce the health benefits will remain with the employee and his children. When an officer is killed in the line of duty, health benefits will be provided for the surviving spouse until either death or when the spouse remarries his/her benefits will discontinue. Medical benefits will continue for the surviving children to the age 21, except if as surviving child is enrolled in college then to the age of 24.

PHYSICAL EXAMINATIONS

ARTICLE #14

For the duration of this Agreement, it is agreed between the parties that each full-time Waterford Township Police officer will receive a physical examination during each year of this Agreement; said examination will be conducted by a physician selected by the employee to conduct the official physical examination. A general health report from the physician will be filed with the officer's medical file located in the Chief of Police Office. All costs for said examination shall and will be paid for by the Township of Waterford and or its agent.

twenty (420) working sick hours at the time of commencement of this contract shall not be able to accumulate additional working sick days. Any officer with less than four hundred and twenty working sick hours at the time of the commencement of this contract shall be permitted to accumulate such sick working days as will bring working sick days accumulated to a total of four hundred and twenty (420) working hours, no further accumulation allowed.

Any officer who was unable to accumulate some or all of unused sick working hours during any year of this contract due to the Four hundred and twenty (420) working hours maximum accumulated provision shall receive those working hours for each unused sick working hour which was unable to be accumulated, these monies will be payable in first pay period in January of 2016 for the year January 1, 2015 through December 31, 2015, the first pay period in January of 2017 for the year January 1, 2016 through December 31, 2016, the first pay period in January 2018 for the year January 1, 2017 through December 31, 2017, the first pay period in January 2019 for the year January 1, 2018 through December 31, 2018, the first pay period in January 2020 for the year January 1, 2019 through December 31, 2019, the first pay period in January 2021 for the year January 1, 2020 through December 31, 2020. The employee shall be compensated at the hourly rate in effect at the close of each year, payable in the following January. A Waterford Township Police Officer will receive one hundred and twenty (120) working paid sick hours per year during each year of this Agreement.

The Township of Waterford agrees, when an officer retires, terminates his employment, resigns and/or becomes disabled and is on pension or dies, any sick working hour time will be payable to the former police officer or his surviving beneficiary, said payment is to be calculated on the officer's hourly salary at the time of his/her termination. Payment will be made as per article #30 of this Agreement. Any month in which a first year employee is absent for more than fifty (50) percent of his/her scheduled work days due to disciplinary suspension, injury leave, or leave of absence without pay, said employee shall not accrue any sick leave time for that month. Any employee who terminates his/her employment with the Township, or whose employment is terminated by the Township shall be entitled to sick leave on a pro-rated basis for his last calendar year of service.

EDUCATION

ARTICLE #17

- A. The Township of Waterford agrees that each full-time police officer, be entitled to the sum of \$500.00 for the contract year 2016, \$500.00 for the contract year 2017, \$500.00 for the contract year 2018, \$500.00 for the contract year 2019, \$500.00 for the contract year 2020. \$500.00 as a college education allowance for tuition and books for furthering of job-related college education. Allowance is contingent upon completion of the course. All monies paid by the officer for books or tuition shall be repaid by the Township of Waterford to the officer within thirty (30) calendar days upon successful completion of the course.
- B. Commencing January 1, 2013 when a full-time Waterford Township Police Officer attends any police school out of the Township of Waterford (except for basic police training in a Police Academy as required by the New Jersey Police Training Commission of the State of New Jersey) he will receive a per diem allowance of up to \$15.00 for lunch per day and further, he will receive, up to \$20.00 per day for dinner money for the length of the course. When lodging is required, the officer shall receive up to \$90.00 lodging allotment per day for length of the course. Per-diem allowance will be paid upon submission of receipts to the Municipal Treasurer.
- C. When a full-time Waterford Township Police Officer attends a school for five (5) working days or longer, an officer shall not be scheduled for work on either the day before or the day after the schooling period.
- D. When a full-time Waterford Township Police Officer uses his personal vehicle for compulsory schools and seminars, said officer shall receive \$.28 per mile in each year of the Agreement.

CLOTHING REPLACEMENT ALLOWANCE

ARTICLE #19

The Township of Waterford agrees that each full-time police officer, during each year of this Agreement, be entitled to Clothing Replacement Allowance. Starting January 1, 2016, 2017, 2018, 2019 and 2020 the sum of \$825.00 shall be allotted to each officer annually for the specific purpose of replacement and/or mending worn uniforms and police related equipment, at the discretion of the Chief of Police. It is further provided that in the event that any officer or sergeant does not utilize the \$825.00 allotment, any balance shall be returned to the Municipal Treasury at the termination of each contract year. It is further agreed that the Township of Waterford will allow its Waterford Township Police Detectives to purchase civilian clothing when said officers are assigned for plain-clothes duty.

BODY ARMOR

ARTICLE #21

For the duration of this Agreement, it is agreed between the parties that each full time Waterford Township Police Officer will be required to wear, as part of the daily uniform, body armor. Officer(s) assigned plain clothes duty (i.e. Detectives/Investigators) and/or Uniformed Officer(s) assigned to the station, (i.e. Aide to the Chief, Court Duty) will not be required to wear said body armor unless leaving the station to handle a call or back up a fellow officer. This temporary use will entitle the officer(s) to wear the tactical vest over his/her uniform or regular attire. Enforcement of this article will be handled by the shift supervisor during said tour of duty. Disciplinary action will be as stated in the Standard Operating Procedures of the Waterford Township Police Department (Uniform and Equipment) section, a C violation.

It shall also be agreed that if any officer is injured, disabled or killed in the course of performing his/her duty and said body armor was not worn, said officer and/or his/her beneficiary will not lose any benefit in whole or in part entitled to him/her as stated in any other part of this contract Agreement.

The purchase cost of the body armor will be the responsibility of the Township of Waterford and said vest will be replaced as needed by deterioration damage and/or manufactures recommendations. Each Waterford Township Police Officer will be issued with their body armor an under garment cover and an exterior tactical cover for his/her body armor.

The manufacture and style of body armor will be researched selected and agreed upon between the Members of the Waterford Township Police Department and the Township Administrator. The body armor will meet or exceed all standards set forth by the code of the National Institute of Justice #0101.3 Dated 1987. The ballistic value of said vest will be that of a level threat (3a) equivalent or better.

MAINTENANCE OF OPERATIONS

ARTICLE #23

- A. The Association hereby covenants and agrees that during the term of this Agreement, neither the Association nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike, (i.e. the concerted failure to report for duty or willful absence of any employee from his position, or stoppage of work, or absence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walk-out or other illegal job action against the Township. The Association agrees that such action would constitute a material breach of this Agreement.
- B. The Association agrees that it will make every reasonable effort to prevent its members from participating in any strike, work-stoppage, slow-down or other activity aforementioned, or supporting any such action by any other employee or group of employees by the Township, and that the Association will publicly disavow such action and order all such members who participate in such activities to cease and desist from same immediately and to return to work, and take such other steps as may be necessary under the circumstances to bring about compliance with the Association order.
- C. Nothing contained in this Agreement shall be construed to limit or restrict the Township of Waterford in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by the Association or its members.
- D. The Township agrees that it will not engage in the lockout of any of its employees.

MANAGEMENT RIGHTS

ARTICLE #25

- A. The Township of Waterford hereby retains and reserves unto itself, all powers, rights, authority, duties, and responsibilities conferred upon and vested prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of foregoing, the following rights:
1. The executive management and administrative control of the Township Government and its properties and facilities and activities of its employees by utilizing personnel, methods and means of most appropriate and efficient manner possible as may from time to time be determined by the Township.
 2. The right of management to make such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety and/or the effective operation of the department after advance notice thereof to the employees. Notwithstanding anything to the contrary in this Agreement, neither party may alter any term or condition of employment without prior negotiations.
 3. To hire all employees, to promote, transfer, assign or retain employees in positions within the Township.
 4. To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for good and just cause according to law.
 5. To lay off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive.
- B. The exercise of foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations, Code of Conduct and practices in the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then only to the extent such terms are in conformance with the Constitution and laws of New Jersey and United States.
- C. Nothing contained herein shall be construed to deny or restrict the Township of its rights, responsibilities and authority under R.S. 40A:1-1 et. seq., or any other national, state, county, or local laws and regulations.

PERSONNEL FILES

ARTICLE #27

- A. The Township has established, and will continue to maintain, personnel files or confidential records maintained under the direction of the Chief of Police.
- B. Upon prior notice to and authorization of the Chief of Police or his designee, all employees shall have access to their individual personnel file. Any such request shall not be unreasonably denied.
- C. The Township shall not insert any adverse material into any file of the employee, unless the employee has had an opportunity to review, sign, receive a copy of and comment in writing upon the adverse material, unless the employee waives these rights.
- D. The employee shall have the right to respond in writing to any complaint, negative report, or disciplinary warning entered into his individual personnel file, and said response shall also be placed in the employee's individual personnel file attached to the respective complaint, negative report, or disciplinary warning.

RULES REGULATIONS

ARTICLE #29

- A. Proposed new rules or modifications of existing rules governing negotiable working conditions shall be negotiated with the Association before they are established.

COMPENSATION

ARTICLE #31

The Township of Waterford agrees that each full-time Waterford Township Police Officer, hired before January 1, 2013, receive compensation for services rendered:

The pay scale below will be effective as of January 1, 2016 through December 31, 2016, there will be a 1.75% increase over the 2015 contract Agreement.

Base Salary upon completion of Police Academy	\$ 61,518.25
Beginning the 2 nd year Patrolman	\$ 66,435.90
Beginning the 3 rd year Patrolman	\$ 71,353.53
Beginning the 4 th year Patrolman	\$ 75,883.55
Beginning the 5 th year Patrolman	\$ 80,369.23
Beginning the 6 th year Patrolman	\$ 87,264.71
Beginning the 7 th year Patrolman	\$ 92,312.06
Beginning the 8 th year Patrolman	\$ 93,151.18
Beginning the 11 th year Patrolman	\$ 93,990.31
Beginning the 15 th year Patrolman	\$ 96,105.42
Beginning the 16 th year Patrolman	\$ 96,963.76
Beginning the 20 th year Patrolman	\$ 99,098.10
Beginning the 21 st year Senior Patrolman	\$ 99,975.69
K-9 (additional salary)	\$1500.00
Investigators (additional to salary)	\$ 250.00
Detective (additional to salary)	\$ 1,500.00
Corporals of Police (additional to salary)	\$ 1,500.00
Sergeants of Police (above Senior Patrolman)	\$ 2,700.00

All monies will be retroactive to January 1, 2016 upon signing this Agreement.

COMPENSATION

ARTICLE #31

The Township of Waterford agrees that each full-time Waterford Township Police Officer, hired before January 1, 2013, receive compensation for services rendered:

Effective as of January 1, 2018 through December 31, 2018, there will be a 1.50% increase over the 2017 contract Agreement.

Base Salary upon completion of Police Academy	\$ 63,377.64
Beginning the 2 nd year Patrolman	\$ 68,443.93
Beginning the 3 rd year Patrolman	\$ 73,510.19
Beginning the 4 th year Patrolman	\$ 78,177.13
Beginning the 5 th year Patrolman	\$ 82,798.39
Beginning the 6 th year Patrolman	\$ 89,902.28
Beginning the 7 th year Patrolman	\$ 95,102.19
Beginning the 8 th year Patrolman	\$ 95,966.67
Beginning the 11 th year Patrolman	\$ 96,831.17
Beginning the 15 th year Patrolman	\$ 99,010.21
Beginning the 16 th year Patrolman	\$ 99,894.49
Beginning the 20 th year Patrolman	\$102,093.34
Beginning the 21 st year Senior Patrolman	\$102,997.45
K-9 (additional salary)	\$ 1,500.00
Investigators (additional to salary)	\$ 250.00
Detective (additional to salary)	\$ 1,500.00
Corporals of Police (additional to salary)	\$ 1,500.00
Sergeants of Police (above Senior Patrolman)	\$ 2,700.00

All monies will be retroactive to January 1, 2018 upon signing this Agreement.

COMPENSATION

ARTICLE #31

The Township of Waterford agrees that each full-time Waterford Township Police Officer, hired before January 1, 2013, receive compensation for services rendered:

Effective as of January 1, 2020 through December 31, 2020, there will be a 1.75% increase over the 2019 contract Agreement.

Base Salary upon completion of Police Academy	\$ 65,454.05
Beginning the 2 nd year Patrolman	\$ 70,686.32
Beginning the 3 rd year Patrolman	\$ 75,918.57
Beginning the 4 th year Patrolman	\$ 80,738.41
Beginning the 5 th year Patrolman	\$ 85,511.07
Beginning the 6 th year Patrolman	\$ 92,847.71
Beginning the 7 th year Patrolman	\$ 98,217.97
Beginning the 8 th year Patrolman	\$ 99,110.78
Beginning the 11 th year Patrolman	\$ 100,003.60
Beginning the 15 th year Patrolman	\$102,254.03
Beginning the 16 th year Patrolman	\$103,167.28
Beginning the 20 th year Patrolman	\$105,438.17
Beginning the 21 st year Senior Patrolman	\$106,371.90
K-9 (additional salary)	\$ 1,500.00
Investigators (additional to salary)	\$ 250.00
Detective (additional to salary)	\$ 1,500.00
Corporals of Police (additional to salary)	\$ 1,500.00
Sergeants of Police (above Senior Patrolman)	\$ 2,700.00

All monies will be retroactive to January 1, 2020 upon signing this Agreement.

COMPENSATION

ARTICLE #31

The Township of Waterford agrees that each full-time Waterford Township Police Officer, hired after January 1, 2013, receive compensation for services rendered:

The pay scale below will be effective as of January 1, 2017 through December 31, 2017, there will be a 1.50% increase over the 2016 contract Agreement.

Date of Hire through Police Academy Graduation	\$ 38,265.50
Base Salary upon completion of Police Academy	\$ 46,760.54
Beginning the 2 nd year Patrolman	\$ 49,098.57
Beginning the 3 rd year Patrolman	\$ 53,795.00
Beginning the 4 th year Patrolman	\$ 56,840.00
Beginning the 5 th year Patrolman	\$ 60,392.50
Beginning the 6 th year Patrolman	\$ 64,960.00
Beginning the 7 th year Patrolman	\$ 70,542.50
Beginning the 8 th year Patrolman	\$ 73,587.50
Beginning the 9 th year Patrolman	\$ 78,662.50
Beginning the 11 th year Patrolman	\$ 82,722.50
Beginning the 12 th year Patrolman	\$ 83,230.00
Beginning the 15 th year Patrolman	\$ 85,260.00
Beginning the 17 th year Patrolman	\$ 86,782.50
Beginning the 20 th year Patrolman	\$87,290.00
Beginning the 21 st year Senior Patrolman	\$88,305.00
K-9 (additional salary)	\$ 1,500.00
Investigators (additional to salary)	\$ 250.00
Detective (additional to salary)	\$ 1,500.00
Corporals of Police (additional to salary)	\$ 1,500.00
Sergeants of Police (above Senior Patrolman)	\$ 2,700.00

All monies will be retroactive to January 1, 2017 upon signing this Agreement.

COMPENSATION

ARTICLE #31

The Township of Waterford agrees that each full-time Waterford Township Police Officer, hired after January 1, 2013, receive compensation for services rendered:

Effective as of January 1, 2019 through December 31, 2019, there will be a 1.50% increase over the 2018 contract Agreement.

Date of Hire through Police Academy Graduation	\$ 39,422.07
Base Salary upon completion of Police Academy	\$ 48,173.88
Beginning the 2 nd year Patrolman	\$ 50,582.58
Beginning the 3 rd year Patrolman	\$ 55,420.95
Beginning the 4 th year Patrolman	\$ 58,557.99
Beginning the 5 th year Patrolman	\$ 62,217.86
Beginning the 6 th year Patrolman	\$ 66,923.42
Beginning the 7 th year Patrolman	\$ 72,674.65
Beginning the 8 th year Patrolman	\$ 75,811.68
Beginning the 9 th year Patrolman	\$ 81,040.07
Beginning the 11 th year Patrolman	\$ 85,222.79
Beginning the 12 th year Patrolman	\$ 85,745.63
Beginning the 15 th year Patrolman	\$ 87,836.98
Beginning the 17 th year Patrolman	\$ 89,405.50
Beginning the 20 th year Patrolman	\$89,928.34
Beginning the 21 st year Senior Patrolman	\$90,974.02
K-9 (additional salary)	\$ 1,500.00
Investigators (additional to salary)	\$ 250.00
Detective (additional to salary)	\$ 1,500.00
Corporals of Police (additional to salary)	\$ 1,500.00
Sergeants of Police (above Senior Patrolman)	\$ 2,700.00

All monies will be retroactive to January 1, 2019 upon signing this Agreement.

OUTSIDE EMPLOYMENT

ARTICLE #32

An employee that engages in police-related activities during other than assigned working shall do so within the regulations as outlined in Township Off-Duty Employment listed in Chapter 50 sub-section 13(e) of the Township Code, adopted September 22, 2004.

The rate to be paid to the employee will be set on a yearly basis by the Township of Waterford. There will be three rate levels that include traffic control other traffic control and other police services. The Township and the Association will meet annually to discuss changes in these rates, administrative fees and the policy itself.

The Township will compensate the officer for special assignment duty in his/her next pay check as long as proper documentation is forwarded to the Comptroller's Office by the police department within three (3) working days prior to the close of the current pay period and the contractor has submitted payment to the Township of Waterford. Once completed compensation for the off-duty employment will be processed for the next regular pay check.

The Township Comptroller shall be responsible for the proper collection of funds due and owing the Township for the employment of Township Officers for off-duty employment.

LIABILITY AND FALSE ARREST INSURANCE

ARTICLE #34

The Township shall provide the employees with liability and false arrest insurance policy.

MISCELLANEOUS

ARTICLE #36

All necessary Ordinances shall be drafted to cover the wages and benefits involved in this Agreement exactly as set forth herein. The signed copy of the Agreement shall supersede any ordinances that may be questionable or vague as to the wording or mistakes in spelling or printing. Also, the signed Agreement shall be deemed as to approval of a majority of the Waterford Township Committee and regarded as a legal document. THIS CONTRACT COVERS PRESENT FULL-TIME MEMBERS OF THE WATERFORD TOWNSHIP POLICE DEPARTMENT. In the event any additions to the Waterford Township Police Department in the form of new Police Officers, the Township of Waterford agrees that they shall also include such officers in this Agreement automatically upon date of acceptance as full-time members under the current provisions as specifically applied to new officers hired after January 1, 2013.

RETIREMENT BENEFITS

ARTICLE #38

A Police Officer hired prior to January 1, 2013 and retiring from active duty with the Township of Waterford Police Department, and in good standing, shall be entitled to continued health benefits for the police officer, their spouse and all statutorily eligible dependents only which shall be paid by the Township of Waterford. A police officer hired after January 1, 2013, retiring from active duty with the Township of Waterford Police Department, and in good standing, shall be entitled to continued health benefits for the police officer to be paid by the Township of Waterford, however, any health benefit coverage including medical, dental, prescription and vision, for the officer's spouse or eligible dependents shall be paid by the officer. All payments to any police officer retiring from active duty shall be subject to the following requirements:

1.) A retiring police officer shall have a minimum of 15 years of service with the Township and a minimum of 25 years of service paid into the New Jersey Police and Fire Pension Fund if hired by the Township of Waterford Police Department prior to December 31, 1989.

2.) If the police officer was hired by the Township of Waterford after January 1, 1990, said Police Officer shall have a minimum of 25 years of service as a Waterford Township Police Officer and have paid into the New Jersey Pension System for a minimum of a 25 year time period.

3.) The Township medical plan and prescription plan available to retirees will be provided by State Health Plan Benefits (SHBP) of New Jersey which was incorporated in 1961 under NJSA 52:14-17.25 et. seq. and will have Major Medical, U.C.R.

K9 Officers

ARTICLE #40

The establishment and existence of the K-9 unit shall be under the exclusive control of the Chief of Police.

Member(s) of the K-9 unit will be subject to recall for emergency duty. Should the K-9 handler be called in for emergency duty, he shall be compensated in comp time.

It is agreed that a K-9 handler shall not suffer any loss of benefits while assigned as a K-9 handler in the Police Department Organization Chart.

The township shall pay for all food, veterinary, kennel and equipment (including vehicle(s)) expenses incurred for the feeding, training and care of the K-9s. The township shall provide a secure kennel for the K-9 at police headquarters and/or any township owned property. The township shall also provide a kennel at the K-9 handler's residence.

The K-9 handler is responsible for bathing, brushing, exercising, feeding, grooming, cleaning of the K-9's kennel or transport vehicle, administering drugs or medicine for illness and/or transporting the K-9 to and from an animal hospital or veterinarian. All these activities shall be deemed reimbursable activities. It is the responsibility of the K-9 handler to keep track of all expenses and submit a copy of receipts to the chief of police for reimbursement from the township.

The township agrees to assume the cost of kenneling any K-9 when the K-9 officer is away for an approved vacation or training.

The township agrees that should a K-9 be retired from service for any reason, the K-9 handler shall have first choice of keeping the K-9 as a personal pet. Should the K-9 handler choose not to keep the K-9, it should be the responsibility of the township to find a home for the K-9.

The township agrees that a k9 officer will have use of a township vehicle.

Appointment of Special Law Enforcement Officers (SLEOs)

ARTICLE #42

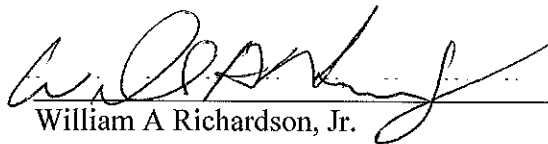
- A. Any officer assigned as the Officer in Charge (OIC) of a shift in the absence of a sergeant, shall be compensated at \$0.50/hour over the officers regular rate of pay. The compensation will only be paid after the 31st day of the absence of the Sergeant.
- B. The officer taking on the responsibility of Officer in Charge shall receive the additional pay in the pay period in which the work was performed.

IN WITNESS THEREOF, the Township of Waterford has caused these present to be signed and sealed and the full-time members of the Waterford Township Police Department have caused this Agreement to be signed by their authorized representative(s) on the date and year foresaid.

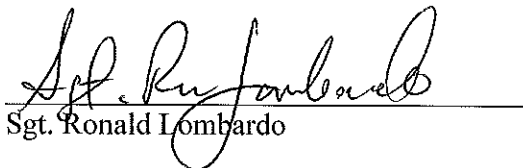
ATTEST, TOWNSHIP OF WATERFORD

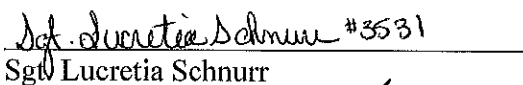

Debra Shaw-Blemings Township Clerk 12/9/2015
Date

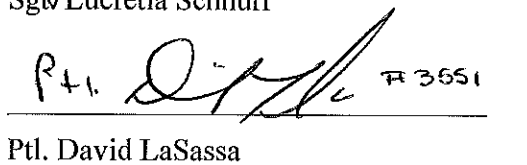
Waterford Township


William A Richardson, Jr. 12/9/15
Date

Waterford Township Police Officers


Sgt. Ronald Lombardo 12-17-15
Date


Sgt. Lucretia Schnurr #3531 12/17/2015
Date


Ptl. David LaSassa #3551 12-17-15
Date

ADDENDUM TO THE AGREEMENT BETWEEN THE TOWNSHIP OF WATERFORD
AND THE NEW JERSEY STATE POLICEMEN BENEVOLENT ASSOCIATION P.B.A.
LOCAL #362 REGARDING PAYMENT OF COMPENSATORY TIME

IT IS HEREBY AGREED that the Members of the Policeman Benevolent Association P.B.A Local #362 employed by the Township of Waterford for the Contract Year 2016 agree to modify the agreed contract dated December 9th, 2015 and accept payment for Unused Compensatory time accrued over 200 hours from July 1st, 2015 through December 31st, 2015 in the first pay of January 2016 at the officers 2015 rate of pay.

THE OFFICERS also agree that in accordance with the Policemen Benevolent Association P.B.A. Local #362 Contract dated December 9th, 2015, that Compensatory Pay accumulated from January 1, 2016 through December 31st, 2016 shall then be paid in the first pay period of January 2017 and in accordance with the terms for Compensatory Pay each year thereafter.


THIS ADDENDUM to the Agreement for Compensatory Time Pay due from July 1st 2015 to December 31st, 2015 shall be in agreement for the calendar year 2016 only and entered into strictly to assist in proper payment of time earned.

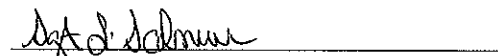
IT IS HEREBY AGREED upon this 2nd day of January 2016

TOWNSHIP OF WATERFORD


WILLIAM A. RICHARDSON

**WATERFORD TOWNSHIP
POLICE BENEVOLENT
ASSOCIATION, P.B.A #362**


SGT. RONALD LOMBARDO


SGT. LUCRETIA SCHNURR


PTL. DAVID LaSASSA

ADDENDUM TO THE AGREEMENT BETWEEN THE TOWNSHIP OF WATERFORD
AND THE NEW JERSEY STATE POLICEMEN BENEVOLENT ASSOCIATION P.B.A.
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THIS ADDENDUM to the Agreement for Compensatory Time Pay due from July 1st 2015 to December 31st, 2015 shall be in agreement for the calendar year 2016 only and entered into strictly to assist in proper payment of time earned.

IT IS HEREBY AGREED upon this 2nd day of January 2016

TOWNSHIP OF WATERFORD

**WATERFORD TOWNSHIP
POLICE BENEVOLENT
ASSOCIATION, P.B.A #362**


WILLIAM A. RICHARDSON


SGT. RONALD LOMBARDO


SGT. LUCRETIA SCHNURR


PTL. DAVID LaSASSA