

**New Jersey Public Employment Relations Commission**  
**POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: Township of Egg Harbor County: Atlantic  
2 Employee Organization: PBA Local 77 Number of Employees in Unit: 89  
3 Base Year Contract Term: 1/1/2021 - 12/31/2022  
4 New Contract Term: 1/1/2023 - 12/31/2026

**SECTION II: Type of Contract Settlement (please check only one)**

5  Contract settled without neutral assistance  
6  Contract settled with assistance of mediator  
7  Contract settled with assistance of fact-finder  
8  Contract settled in Interest Arbitration  
9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes  No

**SECTION III: Base Salary Calculation**

The "base year" refers to the final year of the expiring or expired agreement.

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "'Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10 Salary Costs in base year \$ 7,403,430  
11 Longevity Costs in base year \$ 5,437  
12 Other base year salary costs  
Education Incentive \$ 95,000  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
\$ \_\_\_\_\_  
Sum of "Other" Costs Listed in Line 12. \$ 95,000  
13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$ 7,503,867

**SECTION IV: Increase in Base Salary Cost (for each year of New CNA)**

14 Total Base Salary Cost from Line 13: \$7,503,867

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>1/1/23</u>	<u>1/1/24</u>	<u>1/1/25</u>	<u>1/1/26</u>	<u></u>	<u></u>
16 Cost of Salary Increments (\$)	<u>222,103</u>	<u>166,092</u>	<u>296,954</u>	<u>476,620</u>	<u></u>	<u></u>
17 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u></u>	<u></u>
18 Longevity Increase (\$)	<u>164</u>	<u>122</u>	<u>202</u>	<u>406</u>	<u></u>	<u></u>
19 Total Increased Cost for "Other" Items (\$)	<u>1,000</u>	<u>2,000</u>	<u>2,000</u>	<u>2,000</u>	<u></u>	<u></u>
20 Total Increase (\$) (sum of lines 16-19)	<u>223,267</u>	<u>168,214</u>	<u>299,156</u>	<u>479,026</u>	<u></u>	<u></u>

**SECTION V: Average Increase Over Term of New CNA**

21 Dollar Increase Over Life of Contract \$1,169,663 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 15.59 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 3.90 % [Divide percentage on Line 22 by number of years of the contract]

**SECTION VI: Other Economic Items Outside Base Salary and Increases**

←Increases→

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Clothing Allowance	90,000	5,000	45,000	0	0		
25	<b>Totals (\$):</b>	90,000	5,000	45,000	0	0		

**SECTION VII: Medical Costs**

	Insurance Costs	Base Year	Year 1
26	Health Plan Cost	\$ 1,176,414	\$ 1,329,192
27	Prescription Plan Cost	\$ 276,712	\$ 276,712
28	Dental Plan Cost	\$ 7,669	\$ 7,583
29	Vision Plan Cost	\$ 0	\$ 0
30	<b>Total Cost of Insurance</b>	<b>\$ 1,460,795</b>	<b>\$ 1,610,487</b>

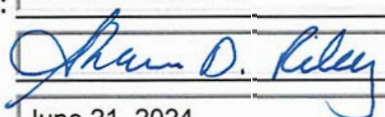
**SECTION VII: Medical Costs (continued)**

31	Employee Insurance Contributions	\$ <u>438,079</u>	\$ <u>480,891</u>
32	Contributions as % of Total Insurance Cost	<u>30</u> %	<u>30</u> %

33 Identify any insurance changes that were included in this CNA.

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: Sharon D. Riley  
Position/Title: Chief Finance Officer  
Signature:   
Date: June 21, 2024

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

Revised 8/2016

# Egg Harbor Township

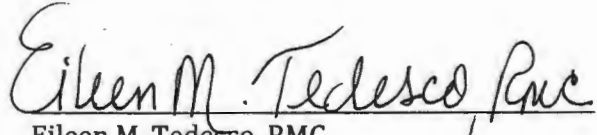
Resolution No. 366

2023

**Resolution authorizing the Execution of a Memorandum of Understanding with New Jersey State Policemen's Benevolent Association, Inc. Mainland Local No. 77 (EHT)**

**BE IT RESOLVED**, that the Township Committee of the Township of Egg Harbor, County of Atlantic and State of New Jersey that the Mayor and Township Clerk are hereby authorized to execute the attached Memorandum of Understanding with New Jersey State Policemen's Benevolent Association, Inc. (PBA) Mainland Local No. 77 for January 1, 2023 and continue to December 31, 2026.

Dated: August 16, 2023

  
Eileen M. Tedesco, RMC  
Township Clerk

Attachment

I certify that this a true copy of a Resolution  
adopted by the Township Committee of Egg  
Harbor Township, Atlantic County, NJ

on August 16, 2023  
  
Janice F. Hughes, RMC, Deputy Township Clerk

Memorandum of Understanding  
EGG HARBOR TOWNSHIP  
and  
NEW JERSEY STATE POLICEMEN'S  
BENEVOLENT ASSOCIATION, INC.  
MAINLAND LOCAL NO. 77  
(EHT)

**WHEREAS** the parties prior bargaining agreement from January 1, 2021 through December 31, 2022 has expired;

**WHEREAS** the parties have negotiated in good faith for a successor contract;

**WHEREAS** the negotiations committees have come to an agreement for terms of a successor agreement, subject to ratification by the governing body and the PBA;

**WHEREAS** and provisions of the expired contract not modified below are continued in full force and effect;

**Therefore the following terms shall be incorporated into a new agreement;**

1. The contract shall be effective beginning on January 1, 2023 and continue to December 31, 2025. *2026 AD*
2. The township agrees to provide dental and prescription insurance coverage for all employees and eligible dependents covered by the agreement.
3. In Article VI Dues Deduction and Agency Shop
  - a. Delete sections F. G. H. I. J. K. L.M.
  - b. Incorporate Workplace Democracy Enhancement Act language
4. Article XIII Vacations
  - a. Adjust vacation accruals for years 16-20 to 207 hours (9 hours +) and 184 hours (8 hours schedule)
  - b. Section H. Modify to provide. The department has established minimum staffing for each shift. (Directive 14-108). Supervisors have authority to grant time off requests –regardless of accumulated time used- to ensure that minimum staffing are sustained. Time off requests can be denied if it will result in staffing going below minimum manning. The department may select up to 4 days to black out for time usage.
5. Article XIV Sick Leave: Add to J, K, and L and add to XV Terminal Leave
  - a. Notwithstanding any other provision of the agreement to the contrary, and in accordance with N.J.S.A. 40A:9-10.4 any Police officer who was hired after May 21, 2010 shall not receive any compensation for unused accumulated sick leave, whether in the form of payment or paid time off, in excess of \$15,000. Such compensation not to exceed \$15,000 shall be paid to any Police Officer who is subject to the provisions of N.J.S.A. 40:9-10.4 only at the time of retirement from a state administered retirement system.
6. Article XIV Sick Leave Delete Section M
7. Article XVII Injury Leave
  - a. ADD to section A- The Township's obligation to provide 100% compensation to workers compensation recipients of temporary benefits ceases after an aggregate

year of receiving the benefit.

8. **Article XIX- Limitations on Leave**

- a. Modify automatic termination language and replace with "Officers on a medical leave of absence for more than six (6) months, whether work related or not, shall have a meeting with a member of management, in the presence of a union official (member can affirmatively request that union not participate), at approximately six (6) months and, if still out, again at ten (10) months to discuss their return to work progress, and potential necessary accommodations, and retirement options / procedures.

9. **Article XX Salaries**

Salary shall be adjusted in accordance with the following step guide. Step Movement shall continue on anniversary dates as current practice. Effective 1/1/2024 the January 1, 2018 and later hires will merge into the ST guide as indicated below. They will still advance a step on their anniversary date in 2024. In 2026 the salaries for ST13, SGT and LT shall become effective 7/1/2026.

		2022	2023	2024	2025	2026
<b>ST Contract</b>	LT1	\$131,566	\$135,513	\$138,465	\$143,362	\$153,186
	SGT1	\$119,606	\$123,194	\$125,877	\$130,329	\$139,260
	ST13			\$114,434	\$118,481	\$126,600
	ST12		\$111,994	\$111,994	\$117,302	\$120,449
	ST11	\$108,732	\$108,732	\$108,732	\$108,732	\$108,732
	ST10	\$102,417	\$102,417	\$102,417	\$102,417	\$102,417
	ST9	\$96,207	\$96,207	\$96,207	\$96,207	\$96,207
	ST8	\$89,458	\$89,458	\$89,458	\$89,458	\$89,458
	ST7	\$83,027	\$83,027	\$83,027	\$83,027	\$83,027
	ST6	\$76,252	\$76,252	\$76,252	\$76,252	\$76,252
	ST5	\$69,477	\$69,477	\$71,000	\$71,000	\$71,000
	ST4	\$62,703	\$62,703	\$66,000	\$66,000	\$66,000
	ST3	\$55,927	\$55,927	\$60,000	\$60,000	\$60,000
	ST2	\$49,152	\$49,152	\$55,000	\$55,000	\$55,000
	ST1	\$44,551	\$44,551	\$50,000	\$50,000	\$50,000
<b>January 1, 2018 or later hires Will transition from this guide to the ST guide 1/1/2024</b>	GD1	\$44,380	\$44,380	ST1		
	GD2	\$48,977	\$48,977	ST1		
	GD3	\$53,574	\$53,574	ST2		
	GD4	\$58,171	\$58,171	ST3		
	GD5	\$62,768	\$62,768	ST4		
	GD6	\$67,365	\$67,365	ST5		
	GD7	\$71,963	\$71,963			
	GD8	\$76,560	\$76,560			
	GD9	\$81,157	\$81,157			
	GD10	\$85,753	\$85,753			
	GD11	\$90,350	\$90,350			
	GD12	\$94,947	\$94,947			
	GD13	\$99,544	\$99,544			
	GD14	\$104,142	\$104,142			
	GD15	\$108,732	\$108,732			

10. Article XXI Section F- Delete

11. ARTICLE XXI

- G. 1. Detectives who are required to be on call and available for duty for a period of time from Monday, 8 a.m. to the next Monday at 8 a.m. and who are not called in, shall receive as compensation one (10hr) compensatory day per 7 day on-call cycle.
2. Detectives who are required to be on call and available for duty for a period of time from Monday, 8 a.m. to the next Monday at 8 a.m. who are called in during their on-call status,



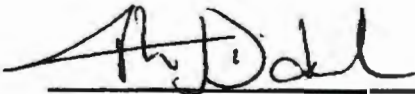
shall be guaranteed five (5) hours of overtime compensation.


Retain paragraph 3, 4.

12. Article XXI Section H-
  - a. Increase hourly rate to \$80 Effective upon ratification of this contract and the adoption of the companion ordinance. The detail rate shall increase to \$85 January 1, 2024 through December 31, 2025
  - b. Minimum call in time for outside details is 4 hours.
13. Article XXVIII- Clothing Allowance
  - a. Increase clothing allowance to \$800
  - b. Increase K-9 allowance to \$850
14. Article XXIX Physical Health: Police Officers are to submit the expenses generated by the physical examination and testing to their medical insurance providers. The Township will pay for all costs directly related to these services including any co-payments required by the insurance provider. All costs over and above the initial co-pay must be pre-approved.
15. Article XXXIII Field Training Officer- In the event an officer is assigned as a Field Training Officer to supervise an Officer in Training during phase two, three or four, said officer shall be entitled to one (1) hour of compensatory time for each 12 hour shift worked with the trainee. Field training liaisons shall be entitled to twelve (12) hours compensatory time per assigned Officer in training during phase one.
16. Article XVI Funeral Leave- Section a shall be changed from five consecutive calendar days to 5 consecutive working days
17. Article X Policemen's Rights Section B- will include additional wording. Unless the investigation is confidential and ongoing..
18. Article XXI Overtime section C  
There must be a 30 minute separation from duty before they can receive the 2 hour call out (30 minutes before or 30 minutes after their shift)
19. Article XXXVI Section F A designated cut off of November 15<sup>th</sup> should be established to sell back Kelly Time
20. PBA shall receive 8 hours comp time for Juneteenth each year.
21. Article XXIII College there shall be a \$75,000 per year cap on the college course reimbursement.
22. This agreement is subject to approval of the Township Committee and PBA Local 77.
23. Both negotiating committees have agreed to recommend the approval of this agreement.
24. This agreement was reached through the Mediation provided by Felice Busto. The Mediator recommends each party approve this agreement.

Township of Egg Harbor

Mainland PBA Local No. 77

  
Thomas D'Intino, Acting Administrator 7/26/23

  
Jeffrey Lancaster, EHT PD 7/26/23  
President, PBA Local No. 77