

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE SHERIFF OF THE COUNTY OF BURLINGTON, THE  
COMMISSIONERS OF THE COUNTY OF BURLINGTON AND FOP, LOCAL 166**

The Burlington County Sheriff ("Sheriff"), the Board of Commissioners of the County of Burlington ("Commissioners") and the Fraternal Order of Police, Local 166 ("FOP") (collectively referred to as "the parties"), have reached agreement in resolution of certain issues relating to the earning, accrual, use and pay out of compensatory time as set forth below.

1. The parties acknowledge the following facts:
  - a. The Parties had previously reached agreement as a result of negotiations that the provisions of Article 8, OVERTIME, subparagraph L (1) of the 2012-2017 Collective Negotiations Agreement between the Parties would be modified to increase the maximum amount of accrued compensatory time permitted to be carried over from year to year from one-hundred thirty (130) hours to one hundred eighty (180) hours.
  - b. Thereafter, certain issues arose relating to past practice and the application of the increased compensatory time carry over, with the FOP ultimately filing a Grievance.
  - c. The Parties have engaged in collective negotiations that have resulted in the mutual agreement set forth below.
2. Article 8, OVERTIME, subparagraph L (1) of the 2012-2017 Collective Negotiations Agreement will be amended to read:

Any Officer who works "overtime" as defined in this Article shall be compensated at the Officer's election either in cash or in the form of compensatory time off under the following conditions:

  - A. An officer may accrue up to a maximum of one hundred eighty (180) hours of compensatory time at any time, which may be paid to the officer upon request and approval by the Sheriff. Officers will be paid a rate of one and one-half (1 ½) time the regular rate for any compensatory time earned over and above the 180-hour limit. At no time can a member's compensatory time exceed the 180-hour hard cap limit. For example, if a member's comp time exceeds the 180-hour hard cap limit, any time over the 180-hours will be paid at the one and one-half times the regular hourly rate.
  - B. Members who earn compensatory time may use or sell back the time, in whole or in part, at their discretion. Members who utilize or sell back any portion of the compensatory time are still eligible to earn more time in the same calendar year, so long as they do not exceed the 180-hour hard cap limit. For example, a member has 180-hours of compensatory

time and utilizes 40-hours, thus having 140 hours of time in their bank. That member may earn more compensatory time in the same calendar year, so long as they do not exceed the 180-hour hard cap limit.

3. The Grievance shall be withdrawn by the FOP.
4. The Parties are in the process of finalizing the 2018-2025 Collective Negotiation Agreement. The Sheriff, the Commissioners and the FOP agree that so long as this Memorandum of Understanding is approved by both the FOP's Membership, the Sheriff and the Burlington County Commissioners, the pending draft 2018-2025 Collective Negotiations Agreement will include the language set forth above in Paragraph 2 of this Memorandum of Agreement in Article 8, OVERTIME.
5. This Agreement cannot be modified except by a writing signed by the Parties.

**FOP, LOCAL 166**



By:

Date: 09/25/24

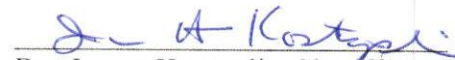
**BURLINGTON COUNTY BOARD  
OF COMMISSIONERS**



By: Felicia Hopson, Commissioner Director

Date: 09/25/24

**BURLINGTON COUNTY SHERIFF**



By: James Kostoplis, Sheriff

Date: 9/26/24