


Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2025 thru 12/31/2025.

Employer: North Hanover Township
County: Burlington
Date: 2-10-25
Name: Mary Picariello
Print Name
Title: Township Clerk

Signature

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 North Hanover County: Burlington
2 Employee Organization: FOP Local 140 Number of Employees in Unit:
3 Base Year Contract Term: 2024
4 New Contract Term: 2025

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 \$414154
11 Longevity Costs in base year \$
12 Other base year salary costs
 \$
 \$
 \$
 \$
Sum of "Other" Costs Listed in Line 12. \$0.00
13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$414154

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

14 Total Base Salary Cost from Line 13: \$ 414154

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>01/01/2025</u>					
16 Cost of Salary Increments (\$)	<u>36105</u>					
17 Salary Increase Above Increments (\$)	<u>0.00</u>					
18 Longevity Increase (\$)	<u>0.00</u>					
19 Total Increased Cost for "Other" Items (\$)	<u>0.00</u>					
20 Total Increase (\$) (sum of lines 16-19)	<u>36105</u>					

SECTION V: Average Increase Over Term of New CNA

21 Dollar Increase Over Life of Contract \$ 36105 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 5.00 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 5.00 % [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
25	Totals (\$):							

SECTION VII: Medical Costs

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$ 202272	\$ 207093
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$ 4896	\$ 4896
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$ 207168	\$ 211989

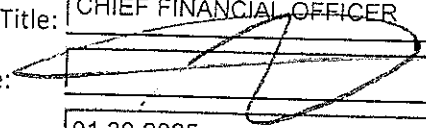
SECTION VII: Medical Costs (continued)

31	Employee Insurance Contributions	\$ <u>43227</u>	\$ <u>45973</u>
32	Contributions as % of Total Insurance Cost	<u>20.86</u> %	<u>21.68</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: JOHN A. BRUNO, JR.
Position/Title: CHIEF FINANCIAL OFFICER
Signature: 
Date: 01.30.2025

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

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

Revised 8/2016



Sean C. Lavin
Executive Director

Nevin J Mattessich
Chair of the Board

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is entered into on this 19TH Day of December 2024, between the Township of North Hanover ("Township") and the North Hanover Police Officers Association - Fraternal Order of Police Lodge 140, affiliated with the Fraternal Order of Police-New Jersey Labor Council (collectively "FOP"):

WHEREAS, the FOP is the exclusive representative for the Township's Police Officers for the purpose of collective negotiations with the Township regarding the terms and conditions of their employment;

WHEREAS, the Township and the FOP are parties to a Memorandum of Agreement effective January 1, 2020, through December 31, 2024 ("2020 Agreement"), revising the terms and conditions of a Collective Bargaining Agreement by and between the parties that was effective January 1, 2017, to December 31, 2019 (the "CBA"), as revised by Memorandum of Agreement executed by the parties on December 6, 2018 and April 12, 2019 (the "2018-2019 Agreement");

WHEREAS, the Township and the FOP have agreed upon the terms of an extension of the collectively bargained agreement for the term of January 1, 2025, through December 31, 2025 ("Term") and wish to memorialize same;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Township and the FOP agree that the terms of the 2020 Agreement shall be continued for the until the above determined Term, except as modified below:

1. ARTICLE VIII – SALARY

The adjusted salary guide shall be:

Steps	2025
1	\$48,596.95
2	\$50,939.84
3	\$51,308.60
4	\$52,757.84
5	\$56,422.13
6	\$58,542.52
7	\$60,661.68
8	\$64,318.60
9	\$67,975.51
10	\$74,989.39

Corporal	\$90,702.99
Sergeant I	\$97,648.55
Sergeant II	\$98,612.00

Off Guide

Forker	\$78,738.90
Santiago	\$87,138.45

Members in step shall move to the next step in the salary guide effective January 1, 2025.

The parties agree that the 5% percentage wage increase utilized and reflected in the salary guide shall not be used to either bind or otherwise restrict the proposals or positions of either the Township or FOP in future successor negotiations. In that regard, neither party is waiving any rights under applicable law with respect to this MOU, or future negotiations.

2. ARTICLE XXV - DURATION

The Term of the Agreement shall be extended from January 1, 2025, through December 31, 2025;

3. The Township agrees to begin successor negotiations in September 2025 upon the request of the FOP.


4. NEW PROVISION – Promotion to Corporal

- Police Officers employed with the North Hanover Police Department shall become eligible for promotion to Corporal with one (1) year of employment with the North Hanover Police Department AND at least one (1) year of full time employment and full PTC certification with another law enforcement agency in New Jersey.

5. All other terms of the CBA, 2018-2019 Agreement and 2020 Agreement not amended hereby shall remain in full force and effect until a successor agreement is negotiated and executed by the parties.


 Michael Liming
 FOP Lodge 140

Date: 12.23.24


 Mayor R. DeBaecke
 North Hanover Township

Date: 12.23.24