

**TOWNSHIP OF DEPTFORD
And
N.J.S.P.B.A. LOCAL 122
RANK AND FILE OFFICERS**

The Township of Deptford ("Township") and the N.J.S.P.B.A. Local 122 ("Union") on this 14 day of Sept, 2021 hereby agree to the following changes to their collectively negotiated agreement which expired on December 31, 2020, all other provisions of said agreement not expressly referred to herein remain unchanged.

**ARTICLE II
CONTRACT PERIOD**

This Agreement shall be effective as of January 1, 2021 for a period of **four (4)** years, expiring December 31, 2024. It is further understood by and between the parties that negotiations as to the rate of compensation and all other terms and conditions herein for the next issuing contract shall be commenced no sooner than July 1st but no later than November 1, 2024.

**ARTICLE VI
CLEANING AND MAINTENANCE**

1. **Effective January 1, 2022**, the Township shall pay each patrol officer covered by this Agreement a **one-time \$1,000.00 payment rolled into the employee's base pay, prior to implementation of annual percentage increase annually** for the purposes of cleaning and maintenance of uniforms. ~~The payment shall be in two equal installments, with the first payment of \$500 on January 2nd, and the second payment of \$500 on July 1st of each calendar year during the term of this Agreement. No other cleaning and maintenance payments shall be made during the term of this Agreement.~~

2. A Patrolman leaving employment from the Township for any reason, including retirement for non-work connected disability and terminal leave shall be entitled to receive cleaning and maintenance reimbursement prorated to the last day the employee is on duty or in service. A patrolman on a work connected disability will be reviewed on a monthly basis for his/her ability to return to work.

3. The total cleaning and maintenance allowances in this Article shall be paid to the employee without the necessity of presentation to the Township of any bills or receipts for cleaning, tailoring or alteration.

4. The Detective's cleaning and maintenance allowance shall be a **one-time payment of one thousand dollars (\$1,000) to be rolled into base pay as of January 1, 2022, annually, paid in accordance with paragraph #1 above. No other cleaning and maintenance payments shall be made during the term of this Agreement.**

5. K-9 Unit Payment: Members of Department K-9 Unit shall receive a monthly

additional maintenance allotment in the amount of one hundred \$100.00 dollars, in the form of a stipend. The Township will continue during the working life of the dog to provide food, hospitalization and other veterinarian coverage for the dog for injuries or disabilities related to the dog's work.

At the time the K-9 dog is retired from active police service, during the dog's life, the employee maintaining that dog shall receive from the Township fifty percent (50%) of the food supply now being given by the Township and reimbursement for medical expenses not to exceed one thousand dollars (\$1,000.00) annually upon production of appropriately documented medical bills for services rendered.

ARTICLE IX
PENSION, ACCUMULATED SICK DAYS AND VACATION

All paragraphs in this Article shall remain unchanged, with the exception of the below:

3. *All language shall remain the same with the exception of the following sentence:* "Paragraphs two and three of this Article are inapplicable to those four employees working as of the **Agreement in effect as of June 8, 2015** ~~signing of this Agreement~~, who have accrued in excess of 2,000 hours sick time."

8. **To be added at the end of present language in paragraph 8:* **The aforesaid sick time buy back program noted in Paragraph 8 of this Article shall cease upon the expiration of this current contractual period. The parties agree to meet for purposes of negotiating a subsequent program during the successor contract negotiations.**

ARTICLE XII
BEREAVEMENT LEAVE

1. If leave is requested because of a death of any employee's spouse, domestic partner, children or step-children, mother, or father or current step-parents, the first five (5) days of that leave shall not be deducted from any employee's accumulated sick leave; and likewise, if leave is required because of any death of any employee's brother, or sister, or grandparents, the first three (3) days of that leave shall not be deducted from an employee's accumulated sick leave. For all other relatives, two (2) days from accumulated sick leave.

2. Commencement of First Day of Leave: The first day of bereavement leave as set forth in Paragraph 1 of this Article shall commence ~~on the day~~ **no later than ten (10) days** following the date of death and terminate on the third or fifth day thereafter (whichever is applicable) whether or not the time period of leave granted occurred during that period of time in which the employee is off from work.

ARTICLE XIX
COMPENSATION

The rate of compensation to be paid to all patrol officers shall be in accordance with the

Salary Guide below, with all officers moving up one step annually. As reflected in this Salary Guide, officers on steps 12 through 20 shall be paid a 2.25% annual salary increase effective January 1, 2021, and then a 2.5% annual salary increase, effective on January 1st of each subsequent year of the contract. Academy Step 1 through Step 11 shall be paid a 2% annual salary increase effective on January 1, 2021 and for each subsequent year of the contract.

Steps	2021	2022	2023	2024
Academy	43,200.35	45,084.35	45,986.04	46,905.76
Step 2 (Grad)	46,593.04	48,544.90	49,515.80	50,506.11
Step 3	49,985.74	52,005.46	53,045.57	54,106.48
Step 4	54,526.29	56,636.82	57,769.56	58,924.95
Step 5	58,934.01	61,132.69	62,355.34	63,602.45
Step 6	63,342.79	65,629.64	66,942.23	68,281.08
Step 7	66,403.02	68,751.08	70,126.10	71,528.62
Step 8	69,894.08	72,311.96	73,758.20	75,233.37
Step 9	73,898.47	76,396.44	77,924.37	79,482.86
Step 10	77,903.11	80,481.17	82,090.80	83,732.61
Step 11	80,981.13	83,620.75	85,293.16	86,999.03
Step 12	83,845.00	86,966.13	89,140.28	91,368.79
Step 13	88,957.50	92,206.44	94,511.60	96,874.39
Step 14	94,663.33	98,054.91	100,506.29	103,018.94
Step 15	95,591.54	99,006.33	101,481.49	104,018.52
Step 16	96,519.75	99,957.74	102,456.69	105,018.11
Step 17	97,447.97	100,909.17	103,431.90	106,017.70
Step 18	98,376.18	101,860.59	104,407.10	107,017.28
Step 19	99,304.39	102,812.00	105,382.30	108,016.86
Step 20	100,232.60	103,763.42	106,357.50	109,016.44

Any other payments made to any employee for vacation or other entitlement shall be in addition to the salary enumerated.

Unless otherwise stated in the salary guide, officers shall move up one step annually on their anniversary dates, except for Step 19, when an officer will not move up until having reached at least the 10th year of service, and Step 20, which may not be reached until the officer has reached at least the 15th year of service. "Year of Service" shall be defined as set forth in Article VIII. All negotiated increases shall be based upon this guide. Your anniversary "date of hire" is the date in which your step increase becomes effective.

ARTICLE XXIV
OTHER PROVISIONS

- A. Medical and Prescription benefits provided through the State Health Benefits Plan

and other benefits presently received shall be continued in full and effect during the course of this Agreement and shall be paid for by the Township, in accordance with presently existing policy and the terms set forth herein. When an employee retires after twenty-five (25) years of service in PFRS, or on disability, the Township will continue to provide for his/her health insurance and prescription benefits, including spouses, domestic or civil union partners, and eligible family members, at no cost to the employee, including reimbursement by the Township of any Medicare premium payments, subject to the terms set forth herein. Any modification or additions of hospitalization and other related benefits generally extended to other employees shall be extended to the employees of the Police Department. **For employees hired after January 1, 2022, after obtaining twenty-five (25) years of service in the PFRS and twenty-five (25) years of service with the Township (new hires twenty-five (25) years of service and employees transferring from another department subject to service credits equal to prior years of experience up to a maximum credit amount of five (5) years), the employee shall be entitled to employer-sponsored health insurance and prescription benefits for the employee including reimbursement by the Township for any Medicare premium payments. For employees hired after January 1, 2022 retiring under accidental disability as a result of a work-related injury, regardless of years of service with the Township, shall be entitled to employer-sponsored health insurance and prescription benefits for the employee including reimbursement by the Township for any Medicare premium payments. For employees hired after January 1, 2022 retiring under ordinary disability and having at least fifteen (15) years of service with the Township, shall be entitled to employer-sponsored health insurance and prescription benefits for the employee including reimbursement by the Township for any Medicare premium payments. In addition, spouses, domestic or civil union partners and eligible family members shall also be entitled to benefits for a maximum period of six (6) years from the employee's effective date of retirement.**

Remainder of Article XXIV is unchanged.

ARTICLE XXXI
EXTRA DUTY PAY

A. Members of the Department shall be eligible to engage in any outside employment as a Township of Deptford Police Officer, for traffic detail, road and highway work and any other available work that is consistent with their employment as a Township of Deptford Police Officer, and any Department SOP. **Any and all road, traffic or highway work that requires extra duty assignments through the Deptford Township Police Department must be accompanied by a traffic safety plan. Such work may not be performed in Deptford Township by a third-party contractor absent the filing of a traffic safety plan with the Deptford Township Manager and/or Public Safety Director, and Chief of Police or designee, no less than five (5) business days prior to the third-party contractor commencing work. The plan shall outline the specific work to be performed. The plan should specifically request and delineate the need for police and non-police personnel. Upon review and approval by the Township Manager to ensure all noted components of the traffic safety plans are met, the Department shall then be responsible to organize and run all such outside employment. Effective with the signing of this contract, officers shall be paid \$70 per hour for such work, unless a different rate is negotiated by the Department, exclusive of any payment to the Township for administrative fees and use of patrol**

cars, with any increase in those rates to be negotiated by the parties. Payments shall be made by the Township to the eligible officer within 30 days of the work assignment. This work shall be done on a voluntary basis. It is understood that all full time police officers will consider their position with the Township as their primary employment. Any outside employment or activity must not interfere with the police officer's efficiency and his position with the Township and must not constitute any conflict of interest.

TOWNSHIP OF DEPTFORD

N.J.S.P.B.A. LOCAL 122

Paul Melany

William J. Treash

William J. Treash

ATTEST: Steve J. [Signature]

Imp. Clerk Rose [Signature]

9.14.2021
