

Memorandum of Understanding
CITY OF HAMMONTON
and
NEW JERSEY STATE POLICEMEN'S
BENEVOLENT ASSOCIATION, INC.
MAINLAND LOCAL NO. 77

WHEREFORE the parties have agreed that in the Police Department changes shall be made to the Superior Officers Association (SOA) collective bargaining agreement; The following revisions shall be incorporated into collective bargaining agreement.

It is on this 22nd day of December, 2022, mutually agreed that effective January 1, 2023 the following changes shall be incorporated into the collective bargaining agreement:

- a. A clothing allowance is hereby established January 1, 2023 at \$750 per calendar year. Payment processing for clothing purchases will be made upon receipt of purchase receipt by the city. The paragraph in ARTICLE XXX CLOTHING & EQUIPMENT ALLOWANCE that reads; "For historical purposes, effective 1/1/11 SOA members no longer received a clothing allowance but instead received a one-time salary increase of \$800 to their base salary as reflected in Article XXV" SHALL BE DELETED and replaced with; "A clothing allowance is hereby established January 1, 2023 at \$750 per calendar year. Payment processing for clothing purchases will be made upon receipt of purchase receipt by the city."

b. ARTICLE XXXVI HEALTH BENEFITS

Section 1, Paragraph "A" shall read:

- A. The Town agrees that it shall establish a section 125 Plan to allow employee any contributions on a pre-tax basis. At the earliest date permitted by the New Jersey State Health Benefits Program, the Town shall provide as the base plan, the State Health benefits Program New Jersey Horizon Direct 20/30 or Aetna Freedom 20/30 Plan. In the event the employee chooses a plan with a higher premium, the employee shall pay the difference in the premium between the NJ Direct 20/30 or Freedom 20/30 plan and the plan selected. No reimbursements will be paid.

All employees shall pay a cost contribution for Health Insurance Plan coverage in accordance with Tier Four of P.L. 2011, Chapter

78, Pension and Health Benefits Reform Law adopted June 28, 2011. Payment shall be made by way of withholdings from each employee's payroll checks.

Should an employee hired prior to January 1, 2018 die while actively employed by the town, the Town shall continue Health Benefits to that employees surviving spouse and dependent children for the life of the surviving spouse or until they re-marry. For employees hired after January 1, 2018, these survivor benefits shall only last for three years from the date of the members death.

The First paragraph of Section "G" entitled Retirement shall be replaced with the following paragraph:

"Employees retiring from the Town with twenty (25) years of pensionable service shall receive all benefits described above with the exception of E and F at a total cost of two (2%) of the retiree's yearly pension allotment for the life of the retiree, spouse and dependent children to be paid in twelve (12) equal payments yearly per PFRS regulations. Employees who were hired by the town as a police officer prior to January 1, 2018, upon retirement, shall be permitted to enroll in the Direct 15 plan, or the next closest plan other than Direct 10 if the Direct 15 plan is no longer available. Prescription coverage shall also be provided however limited to the levels of coverage provided by the NJSHBP or its equivalent, which may differ from levels of coverage provided to active employees."

- c. ARTICLE XXV SALARY SCHEDULE shall be amended to read as follows effective January 1, 2023;

Lieutenant salary

YEARS OF SERVICE WITH HAMMONTON	Percentage above Top Sgt base pay
1-10 yrs	3% above top Sgt. base pay
11-15 yrs	6% above top Sgt. base pay
16-19 yrs	9% above top Sgt. base pay
20+ yrs	12% above top Sgt. base pay

Captain Salary

YEARS OF SERVICE WITH HAMMONTON	Percentage above Top Lt. base pay
1-15 yrs	4% above top Lt. base pay
16-19 yrs	7% above top Lt. base pay
20+ yrs	10% above top Lt. base pay

d. ARTICLE XXVI LONGEVITY Paragraph "B" shall be amended to read:

Members belonging to/attaining the following units/ranks shall receive a stipend equal to three (3%) of their annual salary:

1. Detective
2. Bilingual NJ Certified Officer
3. Range Instructor
4. Arson Investigator
5. Traffic Safety Level 1 certification
6. Administrative On-Call

Any member of this contract belonging to/attaining two (2) or more of the units and/or ranks enumerated in 1 through 6 above shall be entitled to a stipend equal to five percent (5%) of that member's annual salary. Whether a 3% stipend or a 5% stipend, such stipend shall be paid and made part of that member's contractual base salary. Such stipend shall be pro-rated if member does not qualify for the stipend for the full year

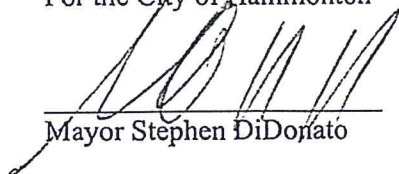
e. ARTICLE XXXIX shall be titled VACATION TIME and add the following vacation allotment for all SOA members;

Years of service	Vacation hours received
1 Years 1-5	100 hours
2 Years 6-15	140 hours
3 Years 16-19	160 hours
4 Years 20 +	200 hours

f. ARTICLE XXXX shall be titled TOWN VEHICLES and shall read:
Administration is authorized to utilize unmarked town vehicles for any non-commercial use in addition to work duties.

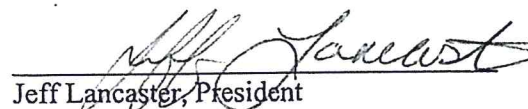
This agreement is subject to ratification by PBA Local 77 and the City of Hammonton Committee.

For the City of Hammonton

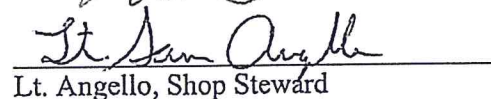


Mayor Stephen DiDorato

For Mainland PBA 77



Jeff Lancaster, President



Lt. Angelo, Shop Steward