



TOWNSHIP COUNCIL
MOUNT LAUREL MUNICIPAL CENTER

Distribution _____

Resolution No. 22-R-80

REGULAR MEETING

FEBRUARY 28, 2022

RESOLUTION AUTHORIZING THE SIGNING OF A MEMORANDUM OF AGREEMENT BETWEEN THE TOWNSHIP OF MOUNT LAUREL AND THE MOUNT LAUREL SUPERIOR OFFICERS' ASSOCIATION

BE IT RESOLVED, by the Township Council of the Township of Mount Laurel, County of Burlington, State of New Jersey that the Mayor and Township Manager are authorized to sign the memorandum of agreement between the Township of Mount Laurel and the Mount Laurel Superior Officers' Association.

This resolution was adopted at a meeting of the Township Council held on February 28, 2022 and shall take effect immediately.

A CERTIFIED COPY

Meredith Tomczyk, Municipal Clerk

	MOTION	AYE	NAY	ABSTAINED	ABSENT	TRANSMITTED
Cohen						POLICE - JEP Contract Books Tara Beth Taylor
Janjua						
Moustakas						
Pritchett						
Steglik						

MEMORANDUM OF UNDERSTANDING

THIS EXTENSION OF MEMORANDUM OF UNDERSTANDING made on February 28, 2022 by and between the Township of Mount Laurel, a municipal corporation of the State of New Jersey, having principal offices located at 100 Mount Laurel Road, Mount Laurel, New Jersey, hereinafter referred to as "Township" and The Mount Laurel Superior Officers' Association.

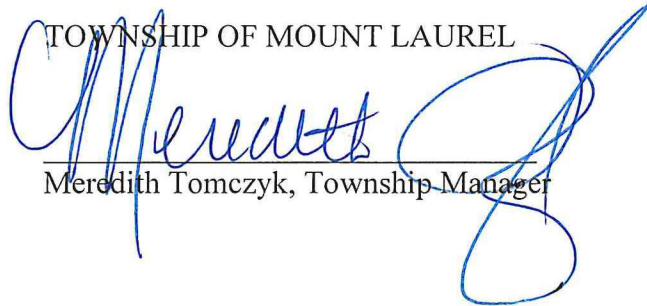
WHEREAS, the Township and The Mount Laurel Superior Officers' Association have agreed to the following changes to contract:

1. The salary structure shall be consistent with Exhibit A, attached hereto and incorporated herein.
2. The Memorandum of Understanding is supplemented to include the military leave policy attached hereto as Exhibit B and incorporated herein.
3. Contract is extended for two (2) additional years expiring in 2026.
4. The remainder of the contracted shall remain in full force.

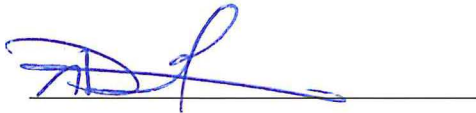
NOW, THEREFORE, the parties hereto authorize this Extension of Memorandum.

ATTEST:



TOWNSHIP OF MOUNT LAUREL

Meredith Tomczyk, Township Manager

WITNESS:



THE MOUNT LAUREL SOA


Jeffrey Palladino, President

Step	Salary
Lt. C	156,000.00
Lt. B	151,000.00
Lt. A	146,000.00
Sgt. E	140,000.00
Sgt. D	135,000.00
Sgt. C	130,000.00
Sgt. B	125,000.00
Sgt. A	120,000.00

1.9% annually in January after top step is reached.

Last Name, Suffix	First Name, Middle Initial	Current Step	New Step
BASKAY	WILLIAM J	LD	LC
HUDNALL	TIMOTHY P	LC	LB
ORANGE	RYAN N	LC	LB
CRESONG	MICHAEL E	LB	LA
ANTHONY	DWAYNE P	SF	SE
PALLADINO	JEFFREY	SF	SE
RUTKOWSKI	DEAN M	SF	SE
DEPINTO JR.	DAMIANO	SE - D	SD - D
CHRISTIAN	DENNIS J	SE	SD
BRISTOW	SEAN A	SD	SC
COLLIGAN	MARK	SD	SC
DI GIROLAMO	NICHOLAS	SD	SC
DILL	MATTHEW T	SD	SC
WEIL	ERIC M	SD	SC
RICIGLIANO	MARK	SC	SB

*The above will be effective first pay in March 2022.

**There will be a one-time payment of \$1,000 to all current members as a bonus that will not be added to base salary.

I. **Purpose**

The Mount Laurel Township Police Department supports the Armed Forces of the United States and its members. The Department is also a proud supporter of the U.S. Department of Defense “Employer Support of the Guard and Reserve” (ESGR) program and the New Jersey Committee of the ESGR. Department employees who serve in the National Guard or Reserves will receive the full support of the Department. It is the policy of the Mount Laurel Police Department to conform to the law relating to military service.

II. **Definitions:**

- A. **Military Leave:** Military leave is defined as an excused leave of absence(s) from employment by department personnel who are members of the U.S. Armed Forces Reserves or New Jersey National Guard and who are performing military duty applicable to Federal and State law.
- B. **Active Duty:** is defined as a period of full-time duty in the active state military service other than Active Duty for Training (ADT) pursuant to N.J.S.A. 38A: 1-1i.
- C. **Annual Training (AT):** A type of active duty for training which a reservist must perform for a minimum of 15 days per federal fiscal year, usually two consecutive weeks performed each federal fiscal year for the purpose of gaining or sustaining unit skills.
- D. **Active Duty for training (ADT):** is defined as a period of full time duty in active state military service for training purposes other than Active Duty (AD), pursuant to N.J.S.A. 38A:1-1j.
- E. **State Active Duty (SAD):** For National Guard only, response to an event or threat in the State. This is different from Federal Active Duty. Only New Jersey National Guard members are entitled to a paid leave for State Active Duty.
- F. **Inactive Duty Training (IDT)** is defined by Army, Air Force, and National Guard Regulation and includes, but is not limited to:
 - 1. **Unit Training Assemblies (UTA):** This training is commonly known as weekend drill;
 - 2. **Rescheduled Unit Training Assemblies (RUTA):** This training is a makeup period for a UTA;
 - 3. **Split Unit Training Assemblies (SUTA):** This training is a makeup period for a UTA;
 - 4. **Additional Flight Training Period (AFTP):** Additional time authorized for

flight training/validation;

5. Readiness Management Assemblies (RMA): Used to plan/prepare training;
6. Additional Training Assemblies (ATA): Used to accomplish administrative actions in support of training;
7. M-COFT AUTA: Authorized additional training time authorized for instruction of operation of M-COFT training device;
8. Proficiency Training (PT); and
9. Training Period Preparation Assembly (TPPA).

III. Military Leave Eligibility

- A. For the purposes of Military Leave, a permanent employee shall mean:
 - a) In the career service, an employee who has achieved permanent status in accordance with N.J.A.C. 4A:4-1.1; is serving a working test period and has permanent status in another title; or is serving a provisional appointment and has permanent status in another title.
 - b) In the unclassified service, at will, or senior executive service, an employee appointed for an indefinite term.
- B. A permanent employee or full time, temporary employee who has served for one year or more, and is a member of New Jersey's Organized Militia, shall be entitled to a leave of absence with pay not to exceed 90 work days or 720 work hours (8 x 90 = 720 hours) in a calendar year when he or she shall be engaged in any period of active duty. A time bank of seven hundred twenty (720) hours will be established in the electronic scheduling system to be used for eligible paid military leave. There are no provisions to carry over unused paid military leave to subsequent years.
- C. A permanent employee or full time, temporary employee who has served for one year or more, and is a member of the US Army Reserve, US Marine Corps Reserve, US Navy Reserve, US Air Force Reserve, US Coast Guard Reserve, or the National Guard of other states other than New Jersey shall be entitled to a leave of absence with pay not to exceed 30 work days or 240 work hours (8 x 30 = 240) in a calendar year when he or she shall be engaged in any period of active duty. A time bank of two hundred forty (240) hours will be established in the electronic scheduling system to be used for eligible paid military leave. There are no provisions to carry over unused paid military leave to subsequent years.

- D. "Active duty" **does not** include "Inactive Duty Training" (**IDT**) periods known commonly as "Drill", "Battle Assemblies", and "Unit Training Assemblies".
- E. "Active duty" **does** include "annual training" (**AT**), "active duty for training" (**ADT**), "active duty for special work" (**ADSW**), "active Guard and Reserve" (**AGR**), "active duty for operational support" (**ADOS**), "temporary tour of active duty" (**TTAD**), and certain other periods of service not labeled, including mobilizations for wars or other contingencies.
- F. An employee is entitled to a leave of absence without pay for other such military duty that is not eligible for paid military leave covered above.
- 1) At the discretion of the employee, vacation, compensatory or personal leave may be used for such absences. The employer must permit, but may not require, consumption of already accrued benefit time.
 - 2) An employee may opt to work on their regular days off in lieu of taking unpaid military leave, but scheduling of said time shall be Managements decision.