

MEMORANDUM OF UNDERSTANDING

THIS EXTENSION OF MEMORANDUM OF UNDERSTANDING made on December 6, 2021 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" The Mount Laurel Police Officers' Association, F.O.P. Lodge No. 191

WHEREAS, the Township and The Mount Laurel Police Officers' Association, F.O.P. Lodge No. 191 entered contract on January 1, 2017 when the Township promoted Chief to his current position; and

WHEREAS, the Township and The Mount Laurel Police Officers' Association, F.O.P. Lodge No. 191 have agreed to following changes to contract.

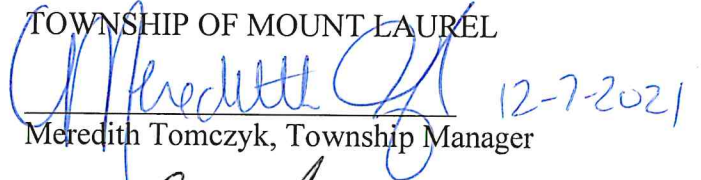
1. The salary structure shall be consistent with Exhibit A, attached hereto and incorporated herein.
2. The Memorandum of Understanding is supplemented to include the military leave policy attached hereto as Exhibit B and incorporated herein.
3. Contract is extended for one (1) additional year expiring in 2025.
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



12-7-2021

Meredith Tomczyk, Township Manager

WITNESS:
Lodge No. 191



The Mount Laurel Police Officers' Association F.O.P.



Aaron Harty, President

Step	
Academy	50,000.00
FTO	54,450.00
1	58,900.00
2	63,350.00
3	67,800.00
4	72,250.00
5	76,700.00
6	81,150.00
7	85,600.00
8	90,050.00
9	94,500.00
10	98,950.00
11	103,400.00
12	107,850.00
13	112,300.00
14	116,750.00

**In December of 2021 all current officers under contract will advance one salary effective the December 16, 2021 pay
Officers at cap will receive 1.9% increase effective the December 16, 2021 pay.

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 deserve 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

1. 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.
2. 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 (720 hours) in the aggregate in any one calendar year for any period of active duty. There are no provisions to carry over unused paid military leave to subsequent years.
3. 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 in excess of 30 work days (240 hours) in the aggregate in a calendar year when he or she shall be engaged in any period of active duty in accordance with N.J.S.A. 38:23-1 and N.J.A.C. 4A:6-1-11. There are no provisions to carry over unused paid military leave to subsequent years.
 - a. "Active duty" **does not** include "Inactive Duty Training" (IDT) periods

known commonly as “Drill”, “Battle Assemblies”, and “Unit Training Assemblies”.

- b. “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.
 - c. 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.
4. Military leave in excess of 30 calendar days will be considered long term military leave. An officer on long term military leave will be placed on a five (5) days on, two (2) days off work schedule of eight (8) hours per day by reason of which a bank of hours will be established in the base amount of;
1. Two hundred forty (240) hours (8 hours x 30 days) for reservists and members of the National Guard outside the control of the Adjunct General of New Jersey to be used for paid Military leave.
 2. Seven hundred twenty (720) hours (8 hours x 90 days) for New Jersey National Guard members, to be used for paid military leave.