

**MEMORANDUM OF AGREEMENT  
WASHINGTON TOWNSHIP  
and  
POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL 318**

WHEREAS, WASHINGTON TOWNSHIP (Town/Township/Employer) and PBA LOCAL 318 (Union/PBA), herein collectively referenced as "the Parties", have negotiated terms to modify the current collective bargaining agreement (CBA) with a term of January 1, 2020 through December 31, 2023; and

WHEREAS, as a result of negotiations, the Union and Township have reached an agreement on changes to terms and conditions of the CBA to be included in a successor contract that shall span from January 1, 2024 to December 31, 2027.

WHEREAS, the Union and the Township desire to reduce these terms and conditions to a written Memorandum of Agreement (MOA), the terms of which shall be included in a successor collective bargaining agreement.

WHEREAS, the Parties understand that the terms of a successor agreement in this MOA need to be approved and ratified by the Township's governing body and the Union; and the respective bargaining agents of the Parties will recommend ratification and approval of this MOA to the Parties.

NOW THEREFORE, the Parties agree the 2020 – 2023 contract shall be modified consistent with the following:

1. PREAMBLE. The preamble section above is hereby incorporated by reference as if fully set forth herein.
2. DURATION. To amend the duration of the agreement **paragraphs A, B and D of Article 30 on page 45** of the current contract shall be deleted in their entirety and replaced respectively as follows:

"A. This contract shall cover the period of January 1, 2024 through midnight December 31, 2027."

"B. Negotiations for the renewal of this contract, or the execution of a new contract, shall begin no later than August 1, 2027."

- This change shall apply retroactively except that the stipend for 2024 shall be issued as soon as reasonably possible after mutual ratification and signature of this MOA by the parties.

5. **HEALTH INSURANCE.** To address changes in health insurance to coverage provided by the Southern New Jersey Regional Health Insurance Fund, **Article 19, pages 34 to 37**, of the current agreement shall be amended as follows:

i. **Paragraph B on page 34** shall be deleted in its entirety and replaced as follows:

“B. The Employees and the Township acknowledge that the Township shall provide health insurance in accordance with the Southern New Jersey Regional Health Insurance Fund (SNJRHIF) that is now currently in effect and as set forth in the plan documents exchanged between the Township and PBA 318 to facilitate the change to SNJRHIF effective January 1, 2024, and the same shall be maintained throughout the contract period without any changes in the level or platform of coverage that now currently exists.”

ii. **Paragraph D on pages 34 to 35** shall be deleted in its entirety and replaced as follows:

“D. The Township agrees to provide the employee and his/her dependents with a co-pay prescription plan. The prescription plan shall be as provided for under the Southern New Jersey Regional Health Insurance Fund (SNJRHIF) that is now currently in effect and as set forth in the plan documents exchanged between the Township and PBA 318 to facilitate the change to SNJRHIF effective January 1, 2024, or a substantially equivalent plan.”

iii. **Paragraph L on page 36** shall be amended to delete the paragraph and replace it as follows:

“L. The Township agrees to maintain full health care insurance coverage for the employee, spouse and family when the employee retires in good standing on a “years of service retirement” consistent with the service requirements in Article 4, and when an employee retires as a result of medical disability approved by the Police and Fireman’s Retirement System of New Jersey (PFRSNJ).

In the event the Parties return to health insurance plans provided via the New Jersey State Health Care Program/New Jersey State Health Benefits Program, the Township acknowledges that the State Health Care Program/New Jersey State Health Benefits Program requires retired employees, when eligible, to apply for and obtain health care coverage under Medicare Part B. Consistent with paragraph M of this agreement the

**“Officers Hired Prior to May 21, 2010.** Effective upon the execution of this agreement, officers hired prior to May 21, 2010 shall be permitted to sell up to one-hundred (100) working days of sick time during the five year period noted above or upon retirement as set forth in Article 4 of this agreement. The total number of working sick days sold back pursuant the above paragraph in combination with the sick days sold back upon retirement pursuant to Article 4 cannot exceed 100 working days. This means that selling back sick days pursuant to the above paragraph offsets the number of working days of sick time that can be sold back upon retirement, with a combined total cap of 100. The provisions in this section shall not be interpreted, construed or applied as a limitation on the application of terminal leave provisions in Section K of this article for officers hired prior to May 21, 2010.

**Officers Hired On or after May 21, 2010.** Officers hired on or after May 21, 2010 shall be limited to a total sell back of sick time not to exceed \$15,000.00. These officers shall be permitted to sell up to \$15,000.00 worth of working days of sick time during the five year period noted above, in conjunction with working days of sick time that can be sold upon retirement as set forth in Article 4 of this agreement, and in conjunction with the use of working sick days for terminal leave under Section K of this article. The total number of working sick days sold back pursuant the 5 year period noted above, in combination with selling back working sick days upon retirement pursuant to Article 4, and in combination with the use of working sick days for terminal leave under Section K of this article, cannot exceed a total value of \$15,000. For officers hired on or after May 21, 2010, this means that selling back sick days pursuant to this section offsets the value of working sick days that can be used for terminal leave and the value of working days of sick time that can be sold back upon retirement. The total value of these three (3) options shall not exceed \$15,000 for officers hired on or after May 21, 2010.”

iii. Terminal Sick Leave. To ensure compliance and consistency with other changes to sick leave provisions, **Article 7, Section K on pages 11-12** shall be amended to delete the paragraph in its entirety and replace it as follows (underlined language to note certain substantive changes):

“K. Terminal Sick Leave.

i. **Officers Hired Prior to May 21, 2010.** For officers hired prior to May 21, 2010, each employee shall be afforded the opportunity to exercise an option to utilize any unused sick time as "terminal sick leave" for the employee's last one hundred (100) working days prior to retirement. This terminal sick leave option shall be applied in addition to, and independent of, an officer selling back sick time pursuant to other provisions in this

ii. **Officers Hired On or after May 21, 2010.** Officers hired on or after May 21, 2010 shall be limited to a total sell back of sick time not to exceed \$15,000.00. These officers shall be permitted to sell up to \$15,000.00 worth of working days of sick time upon retirement, in conjunction with working days of sick time that can be sold in the five (5) years prior to retirement pursuant to Section J in Article 7, and in conjunction with the value of using working sick days for terminal leave under Section K in Article 7. The total value of working sick days sold back upon retirement, working sick days sold back pursuant to Section J of Article 7, and use of working sick days for terminal leave under Section K in Article 7, cannot exceed \$15,000. For officers hired on or after May 21, 2010, this means that selling back sick days pursuant to Section J in Article 7 and/or using sick days for terminal leave pursuant to Section K in Article 7 offsets the value of working sick days that can be sold back upon retirement. The total value of these three (3) options cannot exceed \$15,000 for officers hired on or after May 21, 2010.”

7. **COMP TIME.** To clarify limitations on compensatory time and assure officers are fully compensated for earned time and hours worked, **Article 9, pages 13 to 16** of the current agreement shall be amended as follows:

i. **Section B(1) on page 15** shall be amended to confirm that compensatory time compensation is available. The section shall be deleted in its entirety and replaced with the language below, noting the only modification is the underlined language:

“B 1. For the purpose of computing overtime for all employees, all hours worked in excess of eight (8) hours in one day shall be compensated at the rate of one and one-half (1-1/2) times the officer's base hourly rate of pay when an officer elects to receive cash compensation, or one and one-half (1-1/2) times the hours worked when an officer elects to receive compensatory time compensation. Overtime shall not be claimed until at least fifteen (15) minutes have passed beyond the eight (8) hours of work. Minimum overtime to be claimed will be one-half (1/2) hour.”

ii. A **new section “G”** shall be added to the end of the Article on page 16:

“G. **Compensatory Time (Comp Time).**

1. **Comp Time Generally.** Officers shall have the option to choose to receive cash or compensatory time as compensation for overtime worked and as may otherwise be available for certain police department extra duties, non-mandatory assignments and/or details. However, when an officer has 480 hours in their comp-time bank they shall be required to receive cash compensation for all overtime work and for any other work that may otherwise entitle them to receive compensatory time. Officers shall not receive any additional compensatory time unless and until they are under the 480 hour limit and then only to the extent the additional comp time requested does not cause them to exceed 480 hours. Upon retirement/termination of employment, officers shall receive the value of their comp time at their then current rate of pay up to 480 hours, and subject to the

8. COURT DOCKET REVIEW TIME. **Article 27 – “COURT DOCKET REVIEW TIME”**, on page 43, shall be amended to eliminate the issuance of 27 comp hours by deleting the current paragraph in its entirety and replacing it as follows:

“Effective January 1, 2024, all members shall receive three (3) additional Professional Development Days (PDDs) for court docket review. These days shall be credited January 1<sup>st</sup> of each year and they shall be issued in addition to the three (3) PDDs set forth in Article 20, for a total of six (6) PDDs annually.”

This change shall apply retroactively except that the additional PDDs for 2024 shall be issued as soon as reasonably possible after mutual ratification and signature of this MOA by the parties.

9. TRAFFIC AND DETECTIVE BUREAU STANDBY. To memorialize current practices between the parties a new **section “ F ”** shall be added to the end of **Article 9 on page 16** of the current agreement to memorialize the current practice between the Parties to compensate officers placed on standby restrictions to serve the Detective Bureau and the Traffic Unit in an on-call capacity. The new paragraph F shall read as follows:

“F. On Call Status. Officers that are on standby restrictions to serve the Detective Bureau and the Traffic Unit in an on-call capacity shall receive compensation in the form of 8 hours of pay at the overtime rate of one and one-half (1-1/2) times the officer's base hourly rate of pay, or 8 hours of comp-time multiplied by one and one-half (1-1/2) times, for each seven (7) day period that they serve in an on-call capacity. This compensation is for the officers being limited in movement, location, family availability, and lifestyle while on call during off-duty hours. Compensation for working overtime, call-in work, and recalls to work shall be made in addition to this provision.”

10. COLLEGE TUITION REIMBURSEMENT AND COLLEGE STIPEND. **Article 11, Sections “C” and “D” on pages 22 to 23** shall be amended to end tuition reimbursement for employees hired after the execution date of the CBA by adding the following language:

- i. **Section C on pages 22-23** of the current agreement shall have the following sentence added to the end of the section:



“The tuition reimbursement set forth in this Section C shall not apply to employees hired after the full execution date of the Collective Bargaining Agreement spanning from 2024-2027.”

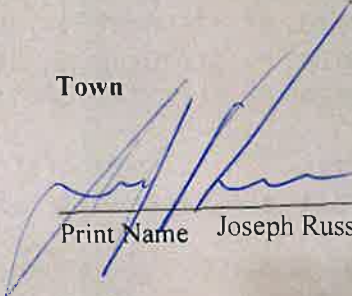
17. RATIFICATION. The union and the Township acknowledge the terms of this MOA are conditioned upon ratification by the Union and approval by the Township's governing body. Upon ratification and approval, the Parties shall promptly communicate ratification and approval in writing to the other respective party to confirm performance of this condition.


Subject to the ratification provisions set forth above, the Union and the Township signify and acknowledge their agreement to the terms listed above, by the signatures of their duly authorized representatives.

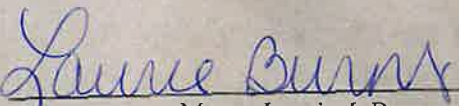
**PBA 318**

**Town**

  
\_\_\_\_\_  
Print Name  
  
Date: 4/23/24

  
\_\_\_\_\_  
Print Name Joseph Russo, Business Administrator  
Date:

Chris Bell  
\_\_\_\_\_  
Print Name  
  
Date: 4/23/24

  
\_\_\_\_\_  
Print Name Mayor Laurie J. Burns  
Date:

## Officer Specific Salaries For Current Roster

		2024	2025	2026	2027
AQUILINO	ANTHONY	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
DEVITO	ANDREW	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
EGIZI	GARY	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
FRANCHI	MATTHEW	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
FREITAG	JOHN	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
JACKSON	SEAN	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
KALBER	JEFFREY	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
MCGOVERN	ROBERT	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
MYERS	TOMMY	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
SCHMIDT	NICHOLAS	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
SIMS	JASON	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
TARASEVICH	KEVIN	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
VOLPE	FREDERICK	\$ 119,211.84	\$ 123,384.25	\$ 127,702.70	\$ 132,172.30
FRANCHI	ALLEN	\$ 96,709.00	\$ 106,088.97	\$ 116,167.49	\$ 122,930.69
RAMOS	JOSE	\$ 96,709.00	\$ 106,088.97	\$ 116,167.49	\$ 122,930.69
TARASEVICH	CHRISTOPHER	\$ 96,709.00	\$ 106,088.97	\$ 116,167.49	\$ 122,930.69
CROZIER	AYEFUMI	\$ 91,619.00	\$ 99,393.97	\$ 109,271.64	\$ 119,652.51
PINNELLI	STEVEN	\$ 91,619.00	\$ 99,393.97	\$ 109,271.64	\$ 119,652.51
WALTON	JESSICA	\$ 91,619.00	\$ 99,393.97	\$ 109,271.64	\$ 119,652.51
BELL	CHRISTOPHER	\$ 86,529.00	\$ 92,698.97	\$ 102,375.79	\$ 112,549.79
DIAMBROSIO	LOUIS	\$ 86,529.00	\$ 92,698.97	\$ 102,375.79	\$ 112,549.79
TANNER	ROBERT	\$ 86,529.00	\$ 92,698.97	\$ 102,375.79	\$ 112,549.79
ARNOLD	ALYSSA	\$ 76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
BARNETT	MATTHEW	\$ 76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
BAUMAN	DEVIN	\$ 76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
EVANKO	CODY	\$ 76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
LAUDENSLAGER	MATTHEW	\$ 76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
LICK	EVAN	\$ 76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
NICHOLS	ANDREW	\$ 76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
ROJS	NICHOLAS	\$ 76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
SWAN	BENJAMIN	\$ 76,999.00	\$ 86,003.97	\$ 95,479.94	\$ 105,447.06
BENTSEN	JACOB	\$ 70,499.00	\$ 79,308.97	\$ 88,584.09	\$ 98,344.34
CICALESE	FRANK	\$ 70,499.00	\$ 79,308.97	\$ 88,584.09	\$ 98,344.34
LOIODICE	MORGAN	\$ 70,499.00	\$ 79,308.97	\$ 88,584.09	\$ 98,344.34
MANGINO	MICHAEL	\$ 70,499.00	\$ 79,308.97	\$ 88,584.09	\$ 98,344.34
WELSH	KYLE	\$ 70,499.00	\$ 79,308.97	\$ 88,584.09	\$ 98,344.34
CICATIELLO	VINCENT	\$ 66,999.00	\$ 72,613.97	\$ 81,688.24	\$ 91,241.61
PSILLAKIS	ANDREW	\$ 66,999.00	\$ 72,613.97	\$ 81,688.24	\$ 91,241.61
RUSSO	JOSEPH	\$ 66,999.00	\$ 72,613.97	\$ 81,688.24	\$ 91,241.61
APPEL	EDWARD	\$ 63,499.00	\$ 69,008.97	\$ 74,792.39	\$ 84,138.89
MATOS	WILFREDO	\$ 63,499.00	\$ 69,008.97	\$ 74,792.39	\$ 84,138.89
DOHERTY	KEVIN	\$ 59,999.00	\$ 65,403.97	\$ 71,079.24	\$ 77,036.16
FISLER	KYLE	\$ 59,999.00	\$ 65,403.97	\$ 71,079.24	\$ 77,036.16
INMAN	JUSTIN	\$ 59,999.00	\$ 65,403.97	\$ 71,079.24	\$ 77,036.16
PAGLIARINI	JONAS	\$ 59,999.00	\$ 65,403.97	\$ 71,079.24	\$ 77,036.16
ROSSI	VICTOR	\$ 59,999.00	\$ 65,403.97	\$ 71,079.24	\$ 77,036.16
HALL	SCOTT	\$ 56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
HENDRICKSON	MATTHEW	\$ 56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
KELLY	TYLER	\$ 56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
SADOWSKI	JEREMY	\$ 56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
WOLFE	MARC	\$ 56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
ZEHNER	KEVIN	\$ 56,648.97	\$ 59,223.97	\$ 63,652.94	\$ 69,387.07
RAUDENBUSH	DARREN	\$ 49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
GORSKI	PHILIP	\$ 49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
DESTEFANO	LOUIS	\$ 49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
TUTU	GEMEL	\$ 49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
TUCKER	MATTHEW	\$ 49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
CASERTA	NICHOLAS	\$ 49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53
ROSSI	GREGORY	\$ 49,999.00	\$ 58,348.44	\$ 61,000.69	\$ 65,562.53

\*Note: Crozier, Pinnelli, Walton, Bell, Diambrosio, C. Tarasevich, Ramos, A. Franchi, and Tanner salaries are outliers from the salary guide in 2024 only to transition them to the new guide without making less money as a result of implementing the new guide.