



TOWNSHIP COUNCIL  
MOUNT LAUREL MUNICIPAL CENTER

Distribution \_\_\_\_\_

Resolution No. 23-R-129

REGULAR MEETING

June 13, 2023

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

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

This resolution was adopted at a meeting of the Township Council held on June 13, 2023 and shall take effect immediately.

A CERTIFIED COPY

Mereditjh Riculfy, Municipal Clerk

	MOTION	AYE	NAY	ABSTAINED	ABSENT	TRANSMITTED
Cohen		✓				
Janjua	2	✓				
Moustakas	1	✓				
Pritchett		✓				
Steglik		✓				

# MOU

## ARTICLE 9

### Hours of Work

The Parties understand and agree that the standard weekly work schedule for members requires the service of members continually through the seven (7) day week. The standard work schedule for all members is included in this article.

- A. The workweek for Lieutenants is recognized as being flexible based on necessity. Therefore the following is subject to adjustment with the approval of the Police Chief.
  - a. Lieutenants assigned to other than the Patrol Bureau shall work a five (5) day on two (2) day off schedule throughout the year. The work days will consist of five (5) eight (8) hour days not to exceed forty (40) hours per week with the hours being 0800-1600.
  - b. Lieutenants assigned to the Patrol Bureau shall work a twelve (12) hour shift. The shifts will either be 0600-1800 or 1800-0600 as determined by the Police Chief. The work schedule is based on a two (2) week schedule and shall consist of eighty-four (84) hours of work time.
    - i. Lieutenants assigned to work 1800-0600 will receive a yearly prorated stipend of \$10,000 while assigned to the 1800-0600 shift. The stipend will be paid in accordance with payroll and paid during bi-weekly pays.
    - ii. If four (4) Lieutenant are assigned to the patrol bureau each will receive a yearly prorated stipend of \$5,000 while assigned to the patrol bureau. The stipend will be paid in accordance with payroll and paid during bi-weekly pays.
- B. Sergeants assigned to other than the Patrol Bureau shall work a five (5) day on two (2) day off schedule throughout the year. The work days will consist of five (5) eight (8) hour days not to exceed forty (40) hours per week with the hours being 0800-1600.
  - a. The workweek for the Detective Sergeant is recognized as being flexible based on necessity. The Detective Sergeant will follow the same schedule as the Detectives.
- C. Sergeants assigned to the Patrol Bureau shall work a twelve (12) hour shift. The twelve (12) hours shift will either be 0600-1800 or 1800-0600 as determined by the Police Chief. The work schedule is based on a two (2) week schedule and shall consist of eighty-four (84) hours of work time.
- D. Lieutenants and Sergeants assigned to a platoon will follow the same schedule rotations as Patrol Officers and Corporals assigned to the patrol bureau.
  - Watch I (0600-1800) shall work Monday, Tuesday, Friday, Saturday, Sunday, Wednesday Thursday.

- Watch II (1800-0600) shall work Monday, Tuesday, Friday, Saturday, Sunday, Wednesday Thursday).
- Watch III (0600-1800) shall work Wednesday, Thursday, Monday, Tuesday, Friday, Saturday, Sunday.
- Watch IV (1800-0600) shall work Wednesday, Thursday, Monday, Tuesday, Friday, Saturday, Sunday.

Shifts shall rotate every two calendar months.

E. Power Shift

- a. Sergeants assigned to the Patrol Bureau "Power Shift" shall work a twelve (12) hour shift. The twelve-hour shift shall commence between the hours of 0700 and 1100, as determined by the Police Chief. The workweek schedule is based on the two (2) week schedule and shall consist of eighty-four (84) hours of work time. Sergeants assigned "Power Shift" will be assigned to the established platoon rotations.
- b. The MLSOA agrees to meet with the Police Chief to mutually develop the commencement time of the "Power Shift". Once the commencement time has been selected, changed to the commencement time shall be rare and mutually agreed upon by the MLSOA and the Police Chief.

- F. In cases of the planned restructuring of assignments involving five (5) or more members of the Police Department, management will provide at least fifteen (15) consecutive days notice of the schedule change. Nothing herein shall preclude management from making immediate reassignments in cases of national, state or local emergencies.

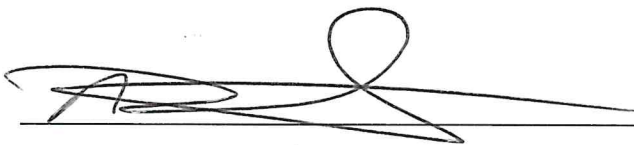
G. Training Days

- a. All officers will be subject to participation in up to three (3) training days per year. Training days shall be defined as an eight-hour day. Each training day shall be established by the Police Chief at least forty-five (45) days in advance of the training and there shall be at least two (2) days set for each training session so as to permit officers on duty or on leave to attend the training session. Officers scheduled to attend the training on their normal day off will receive one (1) compensatory work day for each training day completed for the training. The compensatory day shall be scheduled and handled as vacation leave. This compensatory time will be afforded to the officer after the completion of the training day. As under the vacation leave procedure, the use of compensatory time cannot cause overtime upon selection.

H. Exchange of Tours

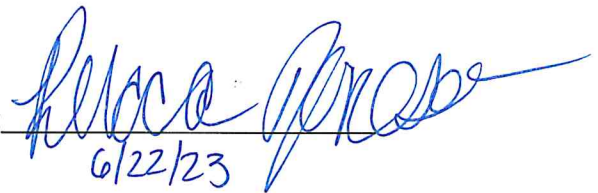
- a. Discretionary Grant. The Police Chief or his/her designee, at their sole discretion, shall grant reasonable requests of employees to exchange tours of duty with other members. Trades by officers may be done with any other sworn member, provided the request is with the mutual consent of both employees involved.

- b. Department Effectiveness. Under no circumstance will employees be permitted to exchange tours of duty if such exchange would diminish the effectiveness of the Police Department or the efficiency of the operations?
- c. Overtime. Under no circumstances will employees be permitted to exchange tours of duty if such exchange would entitle the either employee to receive patrol overtime paid by the Police Department.
- d. Effect of Sick Call. In the event that any officer exchanges a tour of duty with another officer who fails to report to duty or calls in that he/she is sick, the officer scheduled for the replacement will be considered on sick leave for the amount of time absent. Any abuse may be subject to disciplinary action.

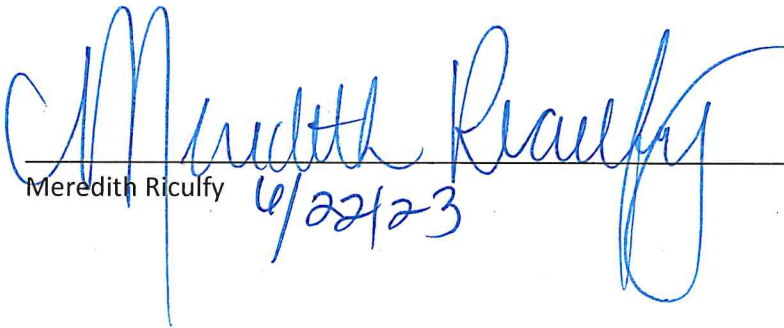


Nick DiGirolamo 6/22/23

Attest



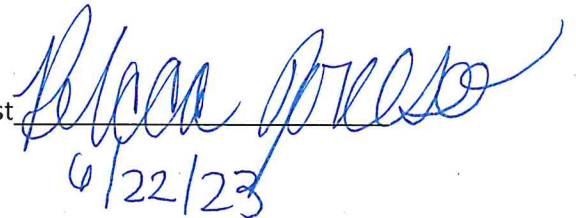
6/22/23



Meredith Riculfy

6/22/23

Attest



6/22/23