

**TOWNSHIP OF WATERFORD
COUNTY OF CAMDEN
STATE OF NEW JERSEY**

RESOLUTION #2021-151

**RESOLUTION OF THE TOWNSHIP OF WATERFORD APPROVING
MEMORANDUM OF AGREEMENT BETWEEN THE TOWNSHIP OF WATERFORD
AND PBA LOCAL 362**

WHEREAS, the Township of Waterford has been in negotiations with PBA Local 362 with respect to Township Police Department employees represented and covered by a Collective Bargained Agreement between the parties; and

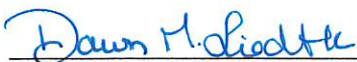
WHEREAS, as a result of those negotiations a Memorandum of Agreement has been executed between the parties to modify and amend the existing Collective Bargained Agreement effective January 1, 2021 through December 31, 2023; and

WHEREAS, the Governing body for the Township of Waterford has reviewed said Memorandum of Agreement and has found same acceptable for approval.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Township Committee of the Township of Waterford, County of Camden, State of New Jersey that the Memorandum of Agreement attached to this Resolution is hereby approved to amend the Collective Bargained Agreement with PBA Local #362, retroactive to January 1, 2021 through December 31, 2023.

BE IT FURTHER RESOLVED that the appropriate Township Officials are hereby authorized to execute said Memorandum of Agreement.

Adopted: May 12, 2021



Dawn Liedtka, RMC / CMR Clerk



Andrew Wade, Mayor

	GIANGIULIO	ROMOLINI	WILSON	YEATMAN	WADE
YES	x	x		x	x
ABSTAIN					
NO					
ABSENT			x		

CERTIFICATION

I, Dawn Liedtka, Clerk of the Township of Waterford, do hereby certify that the above is a true and correct copy of a resolution duly adopted by the Mayor and Township Committee at its Meeting held on May 12, 2021.

Dawn M. Liedtka

Dawn Liedtka, Township Clerk

MEMORANDUM OF AGREEMENT BETWEEN PBA LOCAL 362 AND TOWNSHIP OF WATERFORD

It is hereby agreed by and between PBA Local 362 and the Township of Waterford that the following is the full and complete agreement between the parties for the renewal of their Collective Bargaining Agreement. The terms of the prior Collective Bargaining Agreement covering the period of January 1, 2016 through December 31, 2020 remain in full force and effect except as specifically modified herein:

The term of the agreement is January 1, 2021 through December 31, 2023.

Wages shall be adjusted as set forth in Appendix A entitled 2021 – 2023 Waterford Township Police Pay Scale for ALL Officers. The adjusted pay for each officer presently covered under the Collective Bargaining Agreement for the term of the Agreement is set forth in Appendix B. All payments will be retroactive to January 1, 2021.

The clothing allowance for each officer shall be increased to \$1,000 per year. If the Township should at any time declare a budget freeze, it shall not apply to the clothing allowance.

The present language of the Agreement caps compensatory time at 350 hours. Any time in excess of the allowed cap will be paid out.

It is understood between the parties that this agreement is subject to formal ratification by both the membership of PBA Local 362 and the members of Township Committee.

For the Local:

Sgt. Richard Shann #3550 Dated: 5-5-2021

Pt. D. #3563 Dated: 5-5-2021

For the Township:

[Signature] Dated: 5-11-21

Thomas Longobardi Jr. Dated: 5-13-2021

2021 - 2023 Waterford Township Police Pay Scale for ALL Officers

	<u>2021</u>	<u>2022</u>	<u>2023</u>
	<u>1.50%</u>	<u>1.50%</u>	<u>1.50%</u>
Completion of Academy	\$ 49,016.92	\$ 49,016.92	\$ 49,016.92
Beginning of 2nd year	\$ 51,467.77	\$ 51,467.77	\$ 51,467.77
Beginning of 3rd year	\$ 56,390.82	\$ 56,390.82	\$ 56,390.82
Beginning of 4th year	\$ 60,476.49	\$ 61,383.64	\$ 62,304.39
Beginning of 5th year	\$ 64,256.28	\$ 65,220.12	\$ 66,198.43
Beginning of 6th year	\$ 69,116.00	\$ 70,152.74	\$ 71,205.03
Beginning of 7th year	\$ 75,055.65	\$ 76,181.48	\$ 77,324.20
Beginning of 8th year	\$ 78,295.47	\$ 79,469.90	\$ 80,661.95
Beginning of 9th year	\$ 83,695.15	\$ 84,950.58	\$ 86,224.84
Beginning of 11th year	\$ 88,014.90	\$ 89,335.13	\$ 90,675.15
Beginning of 12th year	\$ 92,334.65	\$ 93,719.67	\$ 95,125.47
Beginning of 15th year *	\$ 101,503.65	\$ 103,026.20	\$ 104,571.60
Beginning of 17th year	\$ 104,715.78	\$ 106,286.52	\$ 107,880.81
Sergeants	\$ 110,667.48	\$ 112,286.99	\$ 113,930.80

* Patrolman Nicholas Fabrizio (Hire Date 8/30/2010) will start at the 15th step on January 1, 2021.

K-9 (additional Salary)	\$ 1,500.00
Investigators (additional Salary)	\$ 250.00
Detective (additional Salary)	\$ 1,500.00
Corporals of Police (additional Salary)	\$ 1,500.00

Proposed Payscale

Officer		2020 Salary	1.5% Increases	2021 Salary	2022 Salary	2023 Salary
3575	Year 3	56,390.82		60,476.49	65,220.12	71,205.03
3574	Year 3	56,390.82		60,476.49	65,220.12	71,205.03
3571	Year 3	56,390.82		60,476.49	65,220.12	71,205.03
3570	Year 4	59,582.75		64,256.28	70,152.74	77,324.20
3569	Year 4	59,582.75		64,256.28	70,152.74	77,324.20
3565	Year 5	63,306.68		69,116.00	76,181.48	80,661.95
3563	Year 5	63,306.68		69,116.00	76,181.48	80,661.95
3557	Year 6	68,094.58		75,055.65	79,469.90	86,224.84
3556	Year 6	68,094.58		75,055.65	79,469.90	86,224.84
3555	Year 7	73,946.45		78,295.47	84,950.58	86,224.84
3547	Year 11	100,003.60		101,503.65	103,026.21	104,571.60
3540	Year 16	103,167.28		104,714.79	106,285.51	107,879.79
3535	Year 16	103,167.28		104,714.79	106,285.51	107,879.79
Sgt.						
3550		109,071.90		110,667.48	112,286.99	113,930.80
3549		109,071.90		110,667.48	112,286.99	113,930.80
3542		109,071.90		110,667.48	112,286.99	113,930.80
3537		109,071.90		110,667.48	112,286.99	113,930.80
3531		109,071.90		110,667.48	112,286.99	113,930.80

3555 enters 10th year in 2023, only takes % increase
3547 enters "12th" year in 2021, only takes % increase
3540 reaches top step in 2021, only receives % increases
3535 reaches top step in 2021, only receives % increases

Yearly Totals

1,476,784.59

1,540,851.43

1,609,251.36

1,678,247.09

Current Payscale

Officer		2020 Salary	1.5% Increases	2021	2022	2023
3575	Year 3	56,390.82		60,476.49	65,220.12	71,205.03
3574	Year 3	56,390.82		60,476.49	65,220.12	71,205.03
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Yearly Totals		1,476,784.59		1,540,851.43	1,609,251.36	1,678,247.09
	Difference per year		0.00	0.00	0.00	0.00

3555 enters 10th year in 2023, only takes % increase
 3547 entered 11th year in 2020, % increases until 2024
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