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 Collectivie 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

WILL

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

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 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:

____Dated: 5-5-2021

Dated: 5.5.2021

For the Township:

Dated: 5-11-21

Dated: 5-13-2021

2021 - 2023 Waterford Township Police Pay Scale for ALL Officers

	2021	<u>2022</u>	2023
	1.50%	1.50%	1.50%
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.

\$ 1,500.00
\$ 250.00
\$ 1,500.00
\$ 1,500.00
\$

Yearly Totals	3550 3549 3542 3537 3531	Officer 3575 3574 3571 3570 3565 3565 3563 3557 3556 3557 3540 3535
		Year 3 Year 3 Year 4 Year 4 Year 4 Year 5 Year 6 Year 6 Year 7 Year 11 Year 16 Year 16
1,476,784.59	109,071.90 109,071.90 109,071.90 109,071.90 109,071.90	2020 Salary 56,390.82 56,390.82 56,390.82 59,582.75 59,582.75 63,306.68 63,306.68 68,094.58 68,094.58 73,946.45 100,003.60 103,167.28 103,167.28
		1.5% increases
1,540,851.43	110,667.48 110,667.48 110,667.48 110,667.48 110,667.48	2021 Salary 60,476.49 60,476.49 60,476.28 64,256.28 64,256.28 69,116.00 69,116.00 75,055.65 75,055.65 78,295.47 101,503.65 104,714.79 104,714.79
1,609,251.36	112,286.99 112,286.99 112,286.99 112,286.99 112,286.99	2022 Salary 65,220.12 65,220.12 65,220.12 70,152.74 70,152.74 76,181.48 76,181.48 79,469.90 79,469.90 84,950.58 103,026.21 106,285.51 106,285.51
1,678,247.09	113,930.80 113,930.80 113,930.80 113,930.80 113,930.80	71,205.03 71,205.03 71,205.03 71,205.03 77,324.20 77,324.20 80,661.95 80,661.95 86,224.84 86,224.84 86,224.84 104,571.60 107,879.79
		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

Current Payscale

	Yearly Totals	3531	3537	3542	3549	3550	Sgt.	3535	3540	3547	3555	3556	3557	3563	3565	3569	3570	3571	3574	3575	Officer
								Year 16	Year 16	Year 11	Year 7	Year 6	Year 6	Year 5	Year 5	Year 4	Year 4	Year 3	Year 3	Year 3	
	1,476,784.59	109,071.90	109,071.90	109,071.90	109,071.90	109,071.90		103,167.28	103,167.28	100,003.60	73,946.45	68,094.58	68,094.58	63,306.68	63,306.68	59,582.75	59,582.75	56,390.82	56,390.82	56,390.82	2020 Salary
Difference per yea																					1.5% increases
0.00	1,540,851.43	110,667.48	110,667.48	110,667.48	110,667.48	110,667.48		104,714.79	104,714.79	101,503.65	78,295.47	75,055.65	75,055.65	69,116.00	69,116.00	64,256.28	64,256.28	60,476.49	60,476.49	60,476.49	2021
0.00	1,609,251.36	112,286.99	112,286.99	112,286.99	112,286.99	112,286.99		106,285.51	106,285.51	103,026.21	84,950.58	79,469.90	79,469.90	76,181.48	76,181.48	70,152.74	70,152.74	65,220.12	65,220.12	65,220.12	2022
0.00	1,678,247.09	113,930.80	113,930.80	113,930.80	113,930.80	113,930.80		107,879.79	107,879.79	104,571.60	86,224.84	86,224.84	86,224.84	80,661.95	80,661.95	77,324.20	77,324.20	71,205.03	71,205.03	71,205.03	2023
								3535 entered 16th year in 2020, % increases until 2024	3540 entered 16th year in 2020, % increases until 2024	3547 entered 11th year in 2020, % increases until 2024	3555 enters 10th year in 2023, only takes % increase										

MEMORANDUM OF AGREEMENT BETWEEN PBA LOCAL 362 AND TOWNSHIP OF WATERFORD

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For the Local:

Dated: 5-5-2021

A Dated: 5.5.202

For the Township:

Dated: 5 1 21

Dated: 5-13-2021

2021 - 2023 Waterford Township Police Pay Scale for ALL Officers

	<u>2021</u>	<u>2022</u>	2023
	1.50%	1.50%	1.50%
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

	1,678,247.09	1,609,251.36	1,540,851.43		1,476,784.59		Yearly Totals
	113,930.80	112,286.99	110,667.48		10,601		3531
	113,930.80	112,286.99	110,667.48		109,071.90		3537
	113,930.80	112,286.99	110,667.48		109,071.90		3542
	113,930.80	112,286.99	110,667.48		109,071.90		3549
	113,930.80	112,286.99	110,667.48		109,071.90		3550
3535 reaches top step in 2021, only receives % increases							Sgt.
3540 reaches top step in 2021, only receives % increases	107,879.79	106,285.51	104,714.79		103,167.28	Year 16	3535
3547 enters "12th" year in 2021, only takes % increase	107,879.79	106,285.51	104,714.79		103,167.28	Year 16	3540
3555 enters 10th year in 2023, only takes % increase	104,571.60	103,026.21	101,503.65		100,003.60	Year 11	3547
	86,224.84	84,950.58	78,295.47		73,946.45	Year 7	3555
	86,224.84	79,469.90	75,055.65		68,094.58	Year 6	3556
	86,224.84	79,469.90	75,055.65		68,094.58	Year 6	3557
	80,661.95	76,181.48	69,116.00		63,306.68	Year 5	3563
	80,661.95	76,181.48	69,116.00		63,306.68	Year 5	3565
	77,324.20	70,152.74	64,256.28		59,582.75	Year 4	3569
	77,324.20	70,152.74	64,256.28		59,582.75	Year 4	3570
	71,205.03	65,220.12	60,476.49		56,390.82	Year 3	3571
	71,205.03	65,220.12	60,476.49		56,390.82	Year 3	3574
	71,205.03	65,220.12	60,476.49		56,390.82	Year 3	3575
	2023 Salary	2022 Salary	2021 Salary	1.5% increases	2020 Salary		Officer

Current Payscale

	0.00	0.00	0.00	Difference per yea			
	1,678,247.09	1,609,251.36	1,540,851.43		1,476,784.59		Yearly Totals
	113,930.80	112,286.99	110,667.48		109,071.90		3531
	113,930.80	112,286.99	110,667.48		109,071.90		3537
	113,930.80	112,286.99	110,667.48		109,071.90		3542
	113,930.80	112,286.99	110,667.48		109,071.90		3549
	113,930.80	112,286.99	110,667.48		109,071.90		3550
							Sgt.
3535 entered 16th year in 2020, % increases until 2024	107,879.79	106,285.51	104,714.79		103,167.28	Year 16	3535
3540 entered 16th year in 2020, % increases until 2024	107,879.79	106,285.51	104,714.79		103,167.28	Year 16	3540
3547 entered 11th year in 2020, % increases until 2024	104,571.60	103,026.21	101,503.65		100,003.60	Year 11	3547
3555 enters 10th year in 2023, only takes % increase	86,224.84	84,950.58	78,295.47		73,946.45	Year 7	3555
	86,224.84	79,469.90	75,055.65		68,094.58	Year 6	3556
	86,224.84	79,469.90	75,055.65		68,094.58	Year 6	3557
	80,661.95	76,181.48	69,116.00		63,306.68	Year 5	3563
	80,661.95	76,181.48	69,116.00		63,306.68	Year 5	3565
	77,324.20	70,152.74	64,256.28		59,582.75	Year 4	3569
	77,324.20	70,152.74	64,256.28		59,582.75	Year 4	3570
	71,205.03	65,220.12	60,476.49		56,390.82	Year 3	3571
	71,205.03	65,220.12	60,476.49		56,390.82	Year 3	3574
	71,205.03	65,220.12	60,476.49		56,390.82	Year 3	3575
	2023	2022	2021	1.5% increases	2020 Salary		Officer