

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2022 thru 12/31/2024.

Employer: Mansfield Township

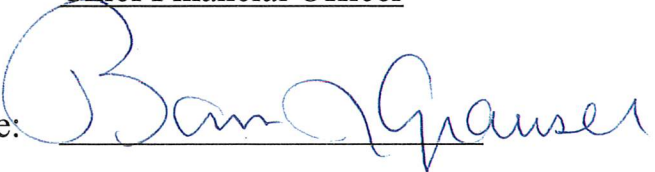
County: Burlington

Date: 11/4/2022

Name: Bonnie J Grouser

Title: Chief Financial Officer

Signature:



New Jersey Public Employment Relations Commission
POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: County:

2 Employee Organization: Number of Employees in Unit:

3 Base Year Contract Term:

4 New Contract Term:

SECTION II: Type of Contract Settlement (please check only one)

5 Contract settled without neutral assistance

6 Contract settled with assistance of mediator

7 Contract settled with assistance of fact-finder

8 Contract settled in Interest Arbitration

9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes No

SECTION III: Base Salary Calculation

The "base year" refers to the final year of the expiring or expired agreement.

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "Base salary" means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10 Salary Costs in base year

11 Longevity Costs in base year

12 Other base year salary costs

<input type="text"/>	\$ <input type="text"/>
<input type="text"/>	\$ <input type="text"/>
<input type="text"/>	\$ <input type="text"/>
<input type="text"/>	\$ <input type="text"/>

Sum of "Other" Costs Listed in Line 12.

13 Total Base Salary Cost: (sum of lines 10, 11, 12):

SECTION IV: Increase in Base Salary Cost (for each year of New CNA)

14 Total Base Salary Cost from Line 13: \$ 1,137,993.00

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>1/1/2022</u>	<u>1/1/2023</u>	<u>1/1/2024</u>			
16 Cost of Salary Increments (\$)	<u>28,237.33</u>	<u>28,943.26</u>	<u>29,666.84</u>			
17 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>			
18 Longevity Increase (\$)	<u>2,500.00</u>	<u>2,500.00</u>	<u>2,500.00</u>			
19 Total Increased Cost for "Other" Items (\$)						
20 Total Increase (\$) (sum of lines 16-19)	<u>30,737.33</u>	<u>31,443.26</u>	<u>32,166.84</u>			

SECTION V: Average Increase Over Term of New CNA

21 Dollar Increase Over Life of Contract \$ 94,347.43 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 8.29% % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 2.76% % [Divide percentage on Line 22 by number of years of the contract]

SECTION VI: Other Economic Items Outside Base Salary and Increases

←Increases→

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Detective Uniform Allowance	1,000.00	1,000.00	1,000.00	1,000.00			
	Health Benefits Waiver	1,500.00	1,500.00	1,500.00	1,500.00			
25	Totals (\$):	2,500.00	2,500.00	2,500.00	2,500.00			

SECTION VII: Medical Costs

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$ 240,469.54	\$ 170,327.43
27	Prescription Plan Cost	\$ 4,470.62	\$ 3,770.01
28	Dental Plan Cost	\$ 258.56	\$ 250.37
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$ 245,198.72	\$ 174,347.81

SECTION VII: Medical Costs (continued)

31	Employee Insurance Contributions	\$ <u>67,111.14</u>	\$ <u>42,478.17</u>
32	Contributions as % of Total Insurance Cost	<u>27%</u> %	<u>24%</u> %

33 Identify any insurance changes that were included in this CNA.
N/A

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name: Bonnie J Grouser
Position/Title: CFO
Signature: Bonnie J Grouser, CFO
Date: 11/4/2022

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016

**RMANSFIELD TOWNSHIP
COUNTY OF BURLINGTON**

RESOLUTION 2021-11-18

**RESOLUTION AUTHORIZING EXECUTION OF MEMORANDUM OF AGREEMENT AND
COLLECTIVE NEGOTIATIONS AGREEMENT BETWEEN TOWNSHIP OF MANSFIELD
AND TOWNSHIP OF MANSFIELD PBA LOCAL 370**

WHEREAS, representatives of the Township Committee of Mansfield Township and representatives of the Mansfield Township PBA Local 370 on behalf the Police Officers have been conducting negotiations to reach a successor Agreement to the 2018-2021 collective negotiations Agreement; and

WHEREAS, the Parties have completed those negotiations and reduced the resultant agreements to writing as set forth in the attached Memorandum of Agreement (MOA) and formal Collective Negotiations Agreement for the Years 2022 through 2024 (Agreement); and

WHEREAS, the Township Committee has reviewed the attached MOU and Agreement between the Township of Mansfield and Township Of Mansfield PBA Local 370, covering the time frame January 1, 2022 through December 31, 2024; and

WHEREAS, said MOA and Agreement set forth the various terms and conditions, rights, privileges, benefits and emoluments that the Parties have agreed to relating to the employment relationship; and

WHEREAS, the salaries and wages to be paid under said Agreement were generally authorized under Ordinance 2021-14, which established ranges for the wages to be paid, and the wages and salaries set forth in the Agreement fall within the parameters of the ranges established under Ordinance 2021-14.

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of Mansfield, County of Burlington, State of New Jersey that Mayor Magee and Municipal Clerk Linda Semus be and are hereby authorized and directed to execute the attached Collective Negotiations Agreement for the Years 2022-2024 between the Township of Mansfield and the Township of Mansfield PBA, Local 370.

MOTION: HIGGINS SECOND: OCELLO

ROLL CALL VOTE:

AYES: HIGGINS, OCELLO, GOLEND, TALLON, MAGEE

NAYS: NONE ABSTAIN: NONE ABSENT: NONE

CERTIFICATION

I, LINDA SEMUS, RMC, CMR, Municipal Clerk of the Township of Mansfield, County of Burlington, State of New Jersey, do hereby certify this to be a true and accurate copy of the Resolution adopted by the Mansfield Township Committee at their Regular Meeting held on November 23, 2021 at 7:00pm.



LINDA SEMUS, RMC, CMR Municipal Clerk

**TOWNSHIP OF MANSFIELD AND PBA LOCAL 370
2022-2024 MEMORANDUM OF AGREEMENT**

The Township of Mansfield (Township) and PBA Local 370 (PBA), the collective negotiations representatives for all Patrolmen, Detectives and Sergeant, tentatively agree to the following terms to be incorporated in the parties' successor collective negotiations agreement (CNA), effective January 1, 2022. Unless otherwise stipulated below, all terms set forth in the 2018 - 2021 CNA shall be retained, unchanged, in the parties' successor agreement.

1. **DURATION.** Three (3) years: 2022 - 2024.

2. **ARTICLE VI -- HOURS OF WORK.**

Paragraph A. The second paragraph shall be revised so as break same into two separate sentences: "Employees engaged in off-site training (scheduled eight (8) hour class) will be credited with working a full day. If such training occurs during a non-scheduled work day, the employee will only put in for time actually spent in training."

3. **ARTICLE X -- HOLIDAYS.**

Paragraph B. Juneteenth and Columbus Day shall be added to the list of designated holidays.

4. **ARTICLE XIII - SALARIES.**

The salary guide for 2022-2024 is attached hereto as Appendix 1 and shall reflect the elimination of Step 5 (\$65,895 in 2021).

5. **ARTICLE XIV -- LONGEVITY.**

Paragraph A. The longevity schedule shall be revised as follows:

Commencement of year 5 through year 7	\$1,500
Commencement of year 8 through year 10	\$2,000
Commencement of year 11 +	\$2,500

6. **ARTICLE XXI -- HOSPITAL, MEDICAL AND DENTAL BENEFITS.**

Dental Benefits. The verbiage re dental coverage in the parties' 2018-2021 CNA (pg. 26-27) shall be replaced with the text set forth in the attached Appendix 2 so as to reflect the actual level of benefits provided by the Borough.

7. **ARTICLE XXII -- RETIREMENT.**

Paragraph B. This clause shall be revised to state as follows: "The Township agrees to provide Hospital and Medical Insurance, as well as Dental ^{Plans, at the levels set forth in Article XXI,} to an employee and only the employee (no spousal or dependent coverage) upon retirement, according to Article XXI of this contract."

8. **POI RATES.**

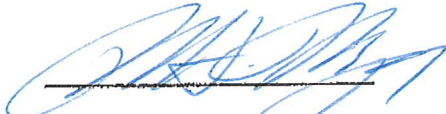
The POI rates shall be revised so as to reflect the following:

Manheim and No. Burlington School District: \$90/hr. (Officers: \$60/hr.; Township: \$30/hr.)
Municipalities; Utilities and Contractors: \$115/hr. (Officers: \$80/hr. Township: \$35/hr.)

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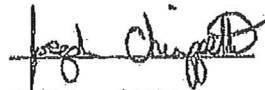
There shall be a two (2) hour minimum for Manheim and No. Burlington School Districts and a four (4) hour minimum for other municipalities, contractors and utilities.

The terms set forth above are tentative and subject to ratification by the Township's Governing Body as well as the membership of the PBA.



Township of Mansfield

Date:



PBA Local 370

Date: 10/21/2021

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		2021		2022	2023	2024
				2.25%	2.25%	2.25%
Probation Step		\$ 46,923		\$ 47,979	\$ 49,058	\$ 50,162
Step 1		\$ 52,912		\$ 54,103	\$ 55,320	\$ 56,565
Step 2		\$ 56,103		\$ 57,365	\$ 58,656	\$ 59,976
Step 3		\$ 59,295		\$ 60,629	\$ 61,993	\$ 63,388
Step 4		\$ 63,152		\$ 64,573	\$ 66,026	\$ 67,511
Step 5		\$ 68,679		\$ 70,224	\$ 71,804	\$ 73,420
Step 6		\$ 71,446		\$ 73,054	\$ 74,697	\$ 76,378
Step 7		\$ 75,001		\$ 76,689	\$ 78,414	\$ 80,178
Step 8		\$ 77,880		\$ 79,632	\$ 81,424	\$ 83,256
Step 9		\$ 80,760		\$ 82,577	\$ 84,435	\$ 86,335
Step 10		\$ 84,340		\$ 86,238	\$ 88,178	\$ 90,162
Step 11		\$ 88,578		\$94,238	\$96,178	\$98,162
Sgt 1 (First Year)		\$ 92,026		\$96,026	\$98,026	\$102,026
Sgt (after First Year)		\$ 97,435		\$100,435		\$108,435
					\$104,335	

Appendix I

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[Signature]

"The current dental coverage for the dental expense plan Aetna DEP/PPO IN-Network is 100% diagnostic and preventative; 80% Basic restorative; 65% Major restorative; 50% Periodontics and Prosthodontics.

Deductible is \$50 per person pre calendar year / \$100 per family; None for diagnostic, preventative, or orthodontic services.

The current dental coverage for the Dental Expense Plan Aetna DEP/PPO Out-Of-Network is 90% Diagnostic and Preventative; 70% Basic Restorative; 55% Major Restorative; 40% Periodontics and Prosthodontics.

Deductible is \$75 per person per calendar year / \$150 per family; None for diagnostic, preventative, or orthodontic services.

The current dental coverage for the Dental Plan Organization (DPO/DMO) is 100% (less copayment); 100% Diagnostic and Preventative with no Deductible.

The Township Committee of the Township of Mansfield hereby understands that the employer is responsible for at least 50% of the dental premium."

Approved

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COLLECTIVE NEGOTIATIONS AGREEMENT

between

MANSFIELD TOWNSHIP P.B.A. LOCAL 370

and the

TOWNSHIP OF MANSFIELD

JANUARY 1, 2022 THROUGH DECEMBER 31, 2024

Prepared by:
David J. DeFillippo, Esq.
Detzky, Hunter & DeFillippo
45 Court Street Freehold, NJ 07728
Attorney for P.B.A. Local 370

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ARTICLE I
AGREEMENT

This Agreement is entered into by and between the Township of Mansfield, in the County of Burlington, State of New Jersey, a municipal corporation of the State of New Jersey (hereinafter referred to as the (“Township”)), and the Mansfield Township P.B.A. Local 370 (hereinafter referred to as the “P.B.A.”).

In consideration of the mutual promises herein, it is hereby agreed as follows:

ARTICLE II
DURATION OF CONTRACT

A. This Agreement shall have a term from January 1, 2022 through December 31, 2024. If the Parties have not executed a successor agreement by December 31, 2024, then this Agreement shall continue in full force and effect until a successor agreement is negotiated. Negotiations for a successor agreement shall be in accordance with the rules of the Public Employment Relations Commission.

B. It is agreed upon and understood by both parties that negotiations for a new contract shall begin no later than September 1, 2024, or 90 days prior to the expiration of this contract.

ARTICLE II
RECOGNITION

A. The Township herein recognizes P.B.A., as the exclusive representative for the purposes of collective bargaining negotiations regarding terms and conditions of employment for the Patrolman/Detectives/Sergeants employed by the Township, hereinafter referred to as “employees.”

B. Pursuant to New Jersey Employer-Employee Relations Act, the parties hereby agree that the employees covered by this Agreement shall have the right to freely organize, join

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and support the P.B.A. for the purpose of engaging in collective negotiations or to refrain from any of the foregoing. Neither the Township nor the P.B.A. shall discourage or coerce any of the employees in the unit with respect to their rights under the aforementioned statute.

ARTICLE IV
EQUAL TREATMENT

No discrimination or favoritism for reasons of sex, age, nationality, race, religion, marital status, political affiliation, union membership or legal union activities shall exist and the P.B.A. has the right without fear of penalty or reprisal to form, join and assist any employee organization, or to refrain from any such activity. The employees shall not represent that his or her participation in the above-mentioned activities represents the position of the Township.

Any employee who is elected to the position of State Delegate of Mansfield Township PBA Local No. 370 shall be entitled to leave of absence with pay for the PBA state conventions and monthly meetings. Proof of attendance to said conventions shall be provided to the Chief of Police (herein "Chief) whichever is applicable upon his request.

The paid leave of absence for the P.B.A. conventions and monthly meetings will only include the days that the employee was scheduled to work (i.e., if the P.B.A. convention is five days, and the employee was only scheduled to work three days, the employee will only be paid for three days). The employee will only be paid for monthly meetings if the employee was scheduled to work the day of the monthly meeting. The Township will only pay for the leave of absence and not the costs associated with the conventions or the monthly meetings.

ARTICLE V
GRIEVANCE PROCEDURE

A grievance is a claim based upon an alleged breach, misinterpretation or misapplication of the terms of this Agreement, or policies and administrative decisions affecting the terms and conditions of the employees covered by this Agreement. However, only claims based upon an alleged breach, misinterpretation or misapplication of the terms of this agreement, including discipline in the excess of a one (1) day fine or suspension, may proceed to arbitration. All other grievances may be grieved only through Step Three. An employee or the P.B.A., at the request of and on behalf of an employee or group of employees, may raise a grievance.

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the grievances, which may arise affecting employees in the bargaining unit. These proceedings will be kept as informal as may be appropriate at any level of the procedure.

The number of days indicated at each level is the maximum. The time limits may, however, be extended by mutual agreement. The aggrieved member must file grievances within thirty (30) calendar days of the alleged occurrence and failure to act within the aforementioned thirty (30) calendar days shall be deemed to be an abandonment of the grievance.

Step One

An employee with a grievance shall present the grievance in writing to the Chief or his/her duly designated representative within thirty (30) calendar days of its occurrence. The Chief or his/her designee shall respond to the grievance in writing within twenty (20) calendar days of the receipt of the grievance.

Step Two

If the grievance is not resolved at Step One, or in the event no decision has been received within the time set forth in Step One, the aggrieved may, within ten (10) calendar days thereafter

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submit the grievance to the Police Commissioner. The Police Commissioner shall review the matter and issue a decision within twenty-one (21) calendar days after the receipt of the grievance.

Step Three

If the grievance has not been resolved at Step Two or if no decision has been received within the time set forth in Step Two, the aggrieved may within ten (10) calendar days submit the grievance to the Township Committee for a decision. The Township Committee shall issue a decision in writing within twenty-one (21) calendar days after receipt of the grievance.

Step Four

If the grievance has not been resolved at Step Three or if no answer has been received by the P.B.A. within the time set forth in Step Three, the P.B.A. within ten (10) calendar days may file for arbitration with the Public Employment Relations Commission. An arbitrator shall be selected in accordance with the procedures of the Public Employment Relations Commission.

The arbitration proceedings shall be conducted in accordance with the following:

1. The arbitrator shall conduct a hearing and render a decision in writing with findings of fact and conclusion.
2. The arbitrator shall not have the power to add to, subtract from or modify the provisions of this Agreement.
3. The arbitrator shall confine his/her decisions solely to the interpretation and application of the Agreement and shall confine his/her decision to the issue submitted to arbitration.
4. The decision of the arbitrator shall be final and binding on the parties subject to the rights of the parties with respect to case law and statutes.

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5. The fees and expenses of the arbitrator shall be borne equally by the parties.
6. Any other costs of the arbitration, including the presentation of witnesses, shall be borne by the party incurring the same.

Miscellaneous

An aggrieved employee may be represented at all stages of the grievance procedure by a representative of the P.B.A. When an employee is not represented by the P.B.A., the P.B.A. shall have the right to state its views at all stages of the grievance procedure.

If the grievance is not appealed by the aggrieved and/or the P.B.A. from one step to the next step or submitted for arbitration within the time limits specified for each step, or a mutually extended time, the grievance shall be considered to be decided on the basis of the last decision of the Township and shall not be eligible for further appeal.

If the Township claims that the P.B.A. has violated any of the provisions of the Agreement, the Township may present such a claim to the P.B.A. in writing within thirty (30) days of its occurrence. If the parties fail to settle the Township grievance within thirty (30) days, the Township may file for arbitration in accordance with the provisions of this Agreement.

ARTICLE VI HOURS OF WORK

A. All employees will work two thousand one hundred eighty-four (2,184) hours per year. Every employee will work eighty-four (84) hours in each pay period. The commanding officer has the authorization to change the hours of the workday in order to pursue the best interests of the residents of the Township. The present workday consists of twelve (12) consecutive hours with the exception of the School Resource Officer (SRO) and Detective. The SRO will work forty-two hours per week during the school year and in the summer he/she will return to the twelve (12) hour shifts. The Detective will work forty-two (42) hours per week with

the shift assignment in accordance with present practice subject to modification based upon the operational needs of the Department. Sick days and personal days for all members, regardless of the date of hire, shall be based on twelve (12) consecutive hours.

Employees engaged in off-site training (scheduled eight (8) hour class) will be credited with working a full day. If such training occurs during a non-scheduled day, the employee will only be put in for time actually spent in training.

A. The workday shall not consist of more than twelve (12) hours consecutively, except as agreed to in Article VII - Overtime section. This shall not preclude employees being required to work additional hours should the appropriate police authority deem an emergency to exist and where the assignment would be essential for the safety and wellbeing of the Township. Any employee required to work extra duty shall be entitled to time and one-half compensation per Article VII - Overtime section. In any event, no employee shall be required to work more than sixteen (16) hours consecutive, unless necessary in the performance of his/her duties.

B. An employee serving in the SRO Unit shall work a minimum of eighty-four (84) hours on a bi-weekly basis. Shifts worked by employees in the SRO Unit shall be flexible at the discretion of the Unit Head to permit proper follow up with school-related investigations and to address school-related issues.

C. An employee assigned to the Detective Bureau shall work a minimum of eighty-four (84) hours on a bi-weekly basis. The shifts worked by employees in the Detective Bureau shall remain flexible for the purpose of conducting investigations. In any event, no employee shall be required to work more than sixteen (16) hours consecutively unless necessary in the performance of his/her duties.

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ARTICLE VII
OVERTIME

A. All overtime shall be paid at the rate of time and one-half to all full-time employees when performing their respective duties in excess of eighty-four (84) hours per pay period, as outlined in Article VI. For the purpose of calculating overtime, sick time will be counted as hours worked.

B. Employees shall not be paid for overtime hours unless such overtime is authorized by the Chief of Police or his designee.

C. Any and all need for extra patrol for special events within the Township or regular duty patrols shall be offered by a rotation to the full-time employees, in order of seniority, prior to offering any Special Law Enforcement Officer overtime, when such needs arise.

D. In the event an employee's scheduled shift becomes vacant for any reason, including sick out, vacation, personal, bereavement or work related training, the shift shall be offered to another employee, payable at the compensation rate of time and one-half of the rate of the day, and not offered to any Class I or Class II Special Law Enforcement Officer until said shift is offered to each and every employee, in order of seniority. This is to be kept in force by the Chief of Police, or his designee, in accordance with the Call-In Policy prepared by the P.B.A. The Call-In Policy shall be implemented and modified after being approved by the Chief of Police.

The Chief or his designee may reschedule employees upon notice of one (1) week or more to fill a vacant shift or part thereof, but such shift change shall not be ordered more than three (3) times per year per employee and two (2) of those shift changes must be related to training whereas one (1) such shift change may be in the Chief's discretion.

E. The following provision shall govern Call-In: All full-time employees shall be guaranteed a minimum of two (2) hours pay at time and one-half when called in for duty.

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A Call- In for duty is defined as the summoning by notification of an off-duty employee to report for duty at a time other than his regular schedule shift, this includes, but is not limited to, departmental meetings.

F. A full-time employee pending disciplinary action or hearing during his/her off-duty hours shall be compensated time and one-half in presenting his/her defense with a guarantee of not less than two (2) hours of overtime pay when it falls outside the normal scheduled hours of such employee. Every effort shall be made to dispose of such matters during the employee's regularly scheduled hours.

G. If any employee makes a lawful arrest while he/she is off duty, he/she shall be compensated at a rate of time and one-half. Any and all court time, interviews with witnesses and attorney consultations shall be paid at the rate of time and one-half when it falls outside the normal scheduled hours of such employee. Every effort shall be made to dispose of such matters during the employee's regularly scheduled hours.

H. Comp time is defined as time off from work granted to an employee in lieu of overtime pay. It shall be earned based upon the time earned over the bi-weekly, eighty-four (84) hour work period. Any member of the SRO Unit may request comp time in lieu of overtime pay for hours worked beyond the eighty-four (84) hour bi-weekly time period. The comp time shall be requested only for school-related hours worked. Comp time in lieu of overtime pay shall be computed at a rate equal to time and one half for each hour with time rounded forward to the nearest $\frac{1}{4}$ hour. Comp time accumulated must be used by the end of the academic year it was accrued.

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ARTICLE VIII
SICK LEAVE

A. Sick leave herein is defined to mean absence from duty of an employee because of personal illness by reason of which said employee is unable to perform the usual duties of his/her position, exposure to contagious disease, or a short period of emergency attendance upon a member of his/her immediate family who is ill or required medical treatment. All full-time employees shall be entitled to sick leave as follows:

<u>Time of Employment</u>	<u>Number of Sick Leave Days</u>
First six (6) months	One-half (1/2) day per month
After six (6) months	Ten (10) days per year

B. If an employee is absent for three (3) consecutive working days for any reason set forth in the above Section A, the Chief may require acceptable medical evidence, such as a doctor's certificate. The nature of the illness shall be stated on the doctor's certificate, unless it is confidential between the doctor and the patient. In this event, the doctor must give a certificate to return to work. The Township reserves the right at all times to verify any alleged illness.

C. Sick leave claimed by reasons of quarantine or exposure to contagious disease may be approved on the certificate of the County Department of Health.

D. Additional Sick Leave for employees after five (5) years of full-time service on the Mansfield Township Police Department: If the employee is off for an extended period of at least fourteen (14) days of illness or injury which is not job related, and upon using all of his/her sick leave, personal time and vacation, he/she will receive compensation according to the Township's short term disability policy as follows:

- When disability is received by the employee, the employee will sign and turn over the check to the Township Finance Department.

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- The Township will in return continue to pay the employee his/her full salary for the duration of the disability period as defined by the Township disability coverage.

ARTICLE IX
VACATIONS

A. For the first six (6) months of employment: no vacation. After completion of six (6) months of employment the following schedule will apply:

<u>Time of Employment</u>	<u>Number of Vacation Days</u>
After 6 Months	5 days
2 nd year through 6 th year	10 days
7 th year through 12 th year	13 days
13 th year through 18 th year	17 days
18 th year through 23 rd year	21 days
Beginning 24 th year	25 days

The number of hours of vacation for members will be calculated as one (1) day = twelve (12) hours.

- B. An employee's length of service on his/her anniversary date determines the number of vacation days they will be awarded for that year.
- C. Vacation time is posted to an employee's account in the anticipation of continued employment. Should the employee's employment terminate prior to the end of the calendar year, an adjustment will be made in the employee's final paycheck and/or the member may be liable for the compensation received for any compensation time used which was not earned.

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D. Notice of approval or disapproval of the requested vacation shall be given within seven (7) days from the time request is submitted to the Chief or his designee. Approval will be given in writing within the required time frame. Scheduling of three (3) consecutive weeks must be brought to the attention of the Chief for approval. If after the seventh (7) working day the employee has not received approval or disapproval of the requested vacation, it shall be considered approved. This provision applies to seven (7) days or less. These requests must be made at least seven (7) days before the first (1st) day of the vacation sought by the employee. One (1) vacation day may be requested at any time.

E. If the employee is ordered into work on scheduled days off in conjunction with a vacation day or days, he/she will receive the overtime specified in this Agreement.

F. Upon request of vacation time, should a conflict with another employee arise, seniority shall prevail. Seniority shall be based upon the employee's member's appointment date. Approval shall be based on request date.

G. At the end of each calendar year, any unused vacation days will carry over and be added to the balance of the following year. Any days carried over from the previous year must be taken within the current year.

ARTICLE X HOLIDAYS

A. All full-time employees covered under this Agreement shall receive fifteen (15) paid holidays per year. Holiday pay shall be included in base pay.

B. Employees who work on any holiday shall be paid at time and one-half for all work performed on such holiday. This will be added to the employee's next paycheck.

The presently designated holidays are as follows:

1. New Year's Day
2. Martin Luther King Day

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3. Presidents' Day
4. Good Friday
5. Easter Sunday
6. Memorial Day
7. Juneteenth
8. Independence Day
9. Labor Day
10. Columbus Day
11. Veterans Day
12. Thanksgiving Day
13. Day after Thanksgiving Day
14. Day before Christmas Day
15. Christmas Day

Upon mutual agreement between the Township and the P.B.A., the holidays specified above may be changed to alternative days, but the number of holidays shall remain 15 days.

ARTICLE XI
COURT APPEARANCES

Appearances in any court by off-duty employees will be paid a minimum of two (2) hours at time and one-half of the employee's hourly rate. Should transportation be required to make the appearance at a court outside of the Township, the Chief of Police at his/her option may designate a Township motor vehicle.

ARTICLE XII
BEREAVEMENT LEAVE

A. In the event of death of the employee's spouse or child, the employee shall be granted ten (10) days off, at his/her regular rate of pay. This leave shall not be deducted from any other leave and shall be granted without prejudice as many times as may be necessary during any given calendar year. Bereavement leave is allocated on a day for day basis in accordance with the regular work schedule of the officer.

B. In the event of the death of the employee's father, mother, brother or sister (including in-laws), the employee shall be granted five (5) days off, at his/her regular rate of pay. This leave

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shall not be deducted from any other leave and shall be granted without prejudice as many times as may be necessary during the calendar year.

C. In the event of death of the employee's grandparents, grandchildren, uncle or aunt (including in-laws) the employee shall be granted two (2) days off, at his/her regular rate of pay. This leave shall not be deducted from any other leave and shall be granted without prejudice as many times as may be necessary during the calendar year.

D. The above family member need not be residing with the employee to receive such leave.

E. Additional time off (without pay) may be granted at the sole discretion of the Chief where he/she deems it appropriate and/or necessary.

ARTICLE XIII
SALARIES

All employees are recognized as hourly employees. The hourly rate is calculated by adding the employee's respective step amount and longevity, then dividing that sum by 2,184 hours. The base compensation amount for each of the classifications shown below is reflected as an annual base pay and does not include longevity.

	2022	2023	2024
	2.25%	2.25%	2.25%
Probation Step	\$ 47,979	\$ 49,058	\$ 50,162
Step 1	\$ 54,103	\$ 55,320	\$ 56,565
Step 2	\$ 57,365	\$ 58,656	\$ 59,976
Step 3	\$ 60,629	\$ 61,993	\$ 63,388
Step 4	\$ 64,573	\$ 66,026	\$ 67,511
Step 5	\$ 70,224	\$ 71,804	\$ 73,420
Step 6	\$ 73,054	\$ 74,697	\$ 76,378
Step 7	\$ 76,689	\$ 78,414	\$ 80,178
Step 8	\$ 79,632	\$ 81,424	\$ 83,256
Step 9	\$ 82,577	\$ 84,435	\$ 86,335
Step 10	\$ 86,238	\$ 88,178	\$ 90,162
Step 11	\$ 94,238	\$ 96,178	\$ 98,162

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Sgt 1 (First Year)	\$ 96,026	\$ 98,026	\$ 102,026
Sgt (after First Year)	\$ 100,435	\$ 104,335	\$ 108,435

- An employee hired with at least three (3) years full time experience will start STEP 2.
 - A Detective will receive a clothing allowance upon appointment in the amount of \$1,000.00. Detectives shall be eligible for reimbursement of cleaning expenses upon voucher presentation.
 - In addition to the above, a Detective shall also receive an additional \$1,000.00 stipend annually.
- A. Employees will receive salary increases based upon the number of steps dictated by the above salary guidelines of the calendar year.
- B. All increases for employees shall be effective on their respective anniversary dates.
- C. Due to the policies that govern municipal government, the employee shall give the employer ample time to adjust for budget changes to coincide with each year(s) salary increases. Said increases shall be paid no later than August 15th of each year with the salary increase(s) being retroactive to January 1 of that year.
- D. Should an employee be terminated or resign prior to approval of the new contract, no pay increases shall be paid to said employee for any increases resulting in the new contract.
- E. College Credits - The Township agrees to pay up to a maximum of \$1000.00 per year for college credits earned by the employee for a college course related to law enforcement. The employees will only be reimbursed for college tuition upon successful completion (a "B" average or higher) for credits in furtherance of degrees related to law enforcement.
- F. The Township agrees to pay permanent employees who obtain and maintain their EMT certification an additional five hundred dollars (\$500) which shall be included in the employee's base salary. The Township also agrees to pay for the employee to maintain the EMT certification. If the employee does not maintain the EMT certification, the \$500 will be removed from the employee's base salary.

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ARTICLE XIV
LONGEVITY

A. In addition to salary, employees shall receive longevity pay to be computed in the following manner:

Commencement of Year 5 through Year 7	\$1,500.00
Commencement of Year 8 through Year 10	\$2,000.00
Commencement of Year 11+	\$2,500.00

B. Employee shall have his/her longevity included in his/her regular pay.

C. Longevity pay shall be computed from the original date of employment as an employee in the Township.

ARTICLE XV
UNIFORM AND EQUIPMENT ITEMS

A. The Township agrees to continue with the existing uniform maintenance policy.

Uniforms will be dry cleaned and repaired at no cost to the employee. Uniforms and equipment will be replaced at the direction of the Chief or designee in charge.

B. All employees, in order to safely and fully perform their duties as police officers, will be supplied with the following:

1. 3 Summer Class "A" Uniform Sets
2. 3 Summer Class "B" Uniform Sets
3. 3 Winter Class "A" Uniform Sets
4. 3 Winter Class "B" Uniform Sets
5. 5 Mock Turtleneck Shirts embroidered on collar "MTPD"
6. 1 Class "A" Hat with Chin Straps
7. 1 Class "B" Baseball Cap
8. 1 Class "A" Nameplate
9. 1 Pair "Jump" Boots
10. 1 Pair Dress shoes
11. 2 Breast Badges
12. 1 Hat Badge
13. 1 Police ID (2 part)
14. 1 Wallet ID-Badge Holder with Badge and ID

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15. 1 Duty Weapon (Current issue is Sig-Sauer P220 .45 caliber)
16. 3 Magazines for Off-Duty Weapon
17. 1 Off-Duty Weapon (Current issue is Sig-Sauer P239 .40 caliber)
18. 3 Magazines for Off-Duty Weapon
19. 1 Retention Holster for Duty Weapon
20. 1 Pancake Holster for Off-Duty Weapon
21. 1 handcuff Case
22. 1 ASP Holder
23. 1 OC Spray Holder
24. 1 Duty Belt with Buckle
25. 1 Sam Brown Belt
26. 2 Sam Brown Belt holders
27. 2 Pairs of Handcuffs
28. 1 Handcuff Key
29. 2 Canisters of OC Spray
30. 1 ASP Expandable Baton
31. 1 Level III Ballistic Vest
32. 1 Rain Coat, full length
34. 1 Class "A" Hat raincover
35. 1 Winter Jacket

C. An Officer Request Form will be provided to each employee to fill out to request replacement clothing and/or equipment. (See Appendix "A")

ARTICLE XVI
LAGAL AID

The Township recognizes its obligations under N.J.S.A. 40A:14-155. As provided below, whenever an employee shall become a defendant in any legal proceeding arising out of or directly related to the lawful exercise of police powers in the performance of his/her official duties, the Township shall provide the employee with the necessary means for the defense of such action or proceeding.

1. In order to provide for situations where the employee seeks to have the cost of defense paid by the Township, the P.B.A. and the Township shall establish a panel of six (6) attorneys and that the employee may select one from among those attorneys for his/her representation.

(See Appendix B) Nothing herein shall prohibit an employee from selecting an attorney not on

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the agreed upon panel, but the Township shall have no obligation to pay the fees of any attorney not on the panel. In the event the full attorney panel is not available due to conflicts of interest or for any reason, the employee may, with the approval of the Township Attorney, choose another to represent him.

2. If the complaint is on behalf of the Township and the employee is acquitted or the charge is dismissed in a matter heard in the Municipal Court and the employee has selected an attorney from the panel, the Township will pay the usual customary and reasonable fees, as confirmed by the Township Attorney.

3. If the complaint is not on behalf of the Township and the matter is in the Municipal Court and the employee has selected an attorney from the panel, the Township will pay the usual, customary and reasonable fees, as confirmed by the Township Attorney.

4. If it is a disciplinary hearing and the employee is acquitted or the charges are dismissed and the employee has selected an attorney from the panel, the Township will pay the usual customary and reasonable fees as confirmed by the Township Attorney.

5. If an employee charged with an indictable offense who has selected an attorney from the panel and the employee is acquitted or the complaint is dismissed, the Township shall pay the usual customary and reasonable fees as confirmed by the Township Attorney.

6. All fees must bear reasonable relationship to the nature of the offense. Once an employee has selected an attorney from the panel, the employee shall advise the Township Attorney of the name and address of the selected attorney immediately after consulting with the attorney.

7. All counsel fees to be paid by the Township shall first be submitted to the Township Attorney for review as to reasonableness, and only those charges which are reasonable in amount

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shall be payable. There may be instances where by reason of the complexity of the case, a higher counsel fee would be appropriate, or, because of its simplicity, a lower fee would be called for.

8. After review and approval of a voucher for counsel fees by the Township Attorney, the voucher shall be submitted to the Finance Office for approval and inclusion on the next regular bill list.

9. In any case where the Township has provided insurance coverage for civil liability and that insurance coverage extends to the employee and the insurance carrier will provide a defense, it is recognized that the insurance carrier has the right to designate defense counsel. The provisions for legal counsel for the defense of the employee by the insurance carrier shall satisfy the obligation of the Township under this contract to provide defense of the employee. The term "insurance carrier" shall include any joint insurance fund which provides coverage to the Township.

10. The Township shall also maintain in effect an ordinance to empower the indemnification of employees pursuant to N.J.S.A. 59:10-4. The indemnification and defense provisions shall include all circumstances whether on duty or off duty.

ARTICLE XVII
PERSONNEL FILE

A. A personnel file shall be maintained for each employee covered by this Agreement. The personnel file is a confidential record and shall be maintained in the offices of the Township as designated by the Township Committee. The personnel file may be used for evaluation purposes and as a record of the services of the employee with the Township. In the event access to the employee's personnel file is necessary, the employee will be notified of the individual requiring access and the nature of the inquiry.

B. Upon advance notice and at reasonable times, the employee may review his/her personnel file on a quarterly basis and at any time at which a personnel action involving that employee is taken or proposed to be taken. An appointment for the review must be made through the Chief or the Township Clerk/Administrator.

C. Whenever a written complaint or disciplinary action concerning an employee is to be placed in the personnel file, a copy of the complaint or disciplinary action shall be made available to the employee and the employee shall have the opportunity to place his/her written comments on the complaint or disciplinary action in the file. When the employee is given a copy of the complaint, the identification of the complainant shall be excised. If, however, disciplinary action is taken on any complaint, the employee shall be furnished with all details of the complaint, including the identity of the complainant.

D. All personnel files shall be carefully maintained and safeguarded permanently, and nothing placed in the file shall be removed from the file. Removal of any material from a personnel file by any employee of the Police Department shall subject that employee to appropriate disciplinary action.

E. Police Information Files are separate files from personnel files and shall be maintained in the office of the Chief, and all of the above apply for review of such files.

ARTICLE XVIII
DISCHARGE AND SUSPENSION

A. No employee shall be disciplined or discharged without just cause. An employee who has been disciplined or discharged may grieve such action in accordance with the provisions set forth in Article V, Grievance Procedure, or in accordance with the applicable State Statutes. In addition, the provisions of N.J.S.A. 40A:14-147 shall apply to such discharge or disciplinary action.

B. In the event an employee is found guilty of any violation of the Township's rules and regulations and fine or suspension is given to such employee, there shall be no enforcement of said fine or suspension until the employee has exhausted all means of Township's appeal process.

C. If an employee is suspended, he/she shall not lose, during such period of suspension, any medical benefits to which he/she would be entitled to on active duty except as may be provided under applicable eligibility regulations of NJSHBP. Such benefits shall include, but not be limited to health insurance and dental insurance.

D. If an employee is suspended, he/she shall not lose any holiday benefits if the suspension occurs during such time a holiday is recognized in this Agreement. In accordance with Article V, however, if the suspension is for thirty (30) days or more, then said member shall lose that benefit for the period of such suspension.

E. When an employee is found guilty of any violation of the Township Police Department rules and regulations, the said employee, upon notification of said findings will have ten (10) calendar days from the day he/she is found guilty to appeal said findings to the proper authority.

F. When an employee is charged with any disciplinary action for violation of the Township Police Departmental rules and regulations and said employee is represented by the P.B.A., the P.B.A. shall have the right to file a motion for discovery on behalf of the employee charged. Upon such notice, any and all documents and evidence that are going to be presented on behalf of the charging party or parties will be sent to the P.B.A. President or his/her designee within ten (10) calendar days of said request.

1. No hearing will be held within less than ten (10) calendar days from the date the P.B.A. President or his/her designee receives said documents and evidence.

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2. No hearing will be scheduled or heard unless said documents or evidence is received by the P.B.A. President or his/her designee in accordance with the above section.

3. No new evidence will be presented at any hearing or appeal unless the employee and the P.B.A. President or his/her designee, first have time to review same, in accordance with this Article.

ARTICLE XIX
BILL OF RIGHTS

A. In an effort to insure that departmental investigations are conducted in a manner which is conducive to good order, discipline, and fundamental fairness, the employee is entitled to all of the rights conferred by N.J.S.A. 40A:14 et seq. and include the following rights:

1. The interrogation of an employee shall be at a reasonable hour, preferably when the employee is on duty, unless the exigencies of the investigation dictate otherwise.
2. The interrogations shall take place at a location designated by the Chief. Usually it will be at Police Headquarters or the location where the incident allegedly occurred.
3. The employee shall be informed of the nature of the investigation before any interrogation commences. Sufficient information to reasonably apprise the employee of the allegations should be provided. If it is known that the employee is being interrogated as a witness only, he/she should be so informed at the initial contact.

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4. The questioning shall be reasonable in length. Time shall be provided for personal necessities, meals, telephone calls and rest periods at the end of every two (2) hours.
 5. The employee shall not be subject to any offensive language, nor shall he/she be threatened with transfer, dismissal or other disciplinary punishment. No promise of reward shall be made as an inducement to answering questions.
 6. At every stage of the proceedings, the Department shall afford an opportunity for the employee, if he/she so requests, to consult with counsel and/or his/her P.B.A. representatives before being questioned concerning a violation of the Rules and Regulations. This provision shall not delay the interrogation beyond one (1) hour for consultation with his/her P.B.A. representative, nor more than two (2) hours for consultation with his/her attorney. However, this paragraph shall not apply to routine day-to-day investigations.
 7. In cases other than departmental investigations, if an employee is under arrest or if he/she is a suspect or the target of a criminal investigation, he/she shall be given his/her rights pursuant to the current decisions of the United States Supreme Court.
- B. Nothing herein shall be construed to deprive the Department or its employees of the ability to conduct the routine and daily operations of the Department.
- C. Special Class II officers shall not be utilized in any capacity that is not consistent with the provisions set forth in N.J.S.A. 40A:14-146.14.

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ARTICLE XX
OUTSIDE EMPLOYMENT

- A. An employee may accept and be employed in an occupation off-duty, provided same is not in violation of any Federal, State and County law, or present Rules and Regulations.
- B. The employee shall furnish to the Chief a telephone number where the employee can be reached in the event of an emergency. The employee shall also furnish the employer's name and address and the hours the employee expects to be working.
- C. The Township agrees to pay the employee performing outside work a minimum of Sixty dollars (\$60.00) per hour for the Northern Burlington School District and the Mannheim Auto Auction (Two (2) hour minimum) and Eighty dollars (\$80.00) per hour for all other outside employment such as Municipalities, Utilities and Contractors (Four hour minimum). Said payment will be made by separate check and will not be included in the employee's payroll check.
- D. "Outside Employment" as used in this Article refers to duties or actions resembling police work (e.g. directing traffic, providing security, crowd control).
- E. Outside employment is to be offered to employees based on seniority.

ARTICLE XXI
HOSPITAL, MEDICAL AND DENTAL BENEFITS

The Township agrees to provide the present medical, hospitalization and dental coverage to each employee and his/her immediate family. Any change in the medical, hospitalization or dental plan shall be equal to or better than the level of benefits provided by the current plan. Currently the insurance for the Township is the State Health Benefits Plan with coverage to be provided under the Direct 15 option of that Plan, including any modifications therefor during the

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term of this Agreement. This plan shall include medical, hospitalization and prescription coverage for the employee and eligible dependents.

In accordance with Chapter 78 concerning health insurance, the charts below reflect contribution levels for employees. The percentages set forth below are of the premium charged for the benefits being provided. All employees shall contribute at the maximum Phase/Tier IV level of contribution under Chapter 78, Laws of 2011 for the duration of this Agreement, and thereafter until a successor agreement is negotiated. These contribution levels are set forth below:

**HEALTH BENEFITS FOR SINGLE COVERAGE
(PERCENTAGE OF PREMIUM)**

Salary Range	Year 1	Year 2	Year 3	Year 4
Less than \$20,000	1.13%	2.25%	3.38%	4.50%
\$20,000-24,999	1.38%	2.75%	4.13%	5.50%
\$25,000-29,999	1.88%	3.75%	5.63%	7.50%
\$30,000-34,999	2.5%	5.00%	7.50%	10.00%
\$35,000-39,999	2.75%	5.50%	8.25%	11.00%
\$40,000-44,999	3.00%	6.00%	9.00%	12.00%
\$45,000-49,999	3.50%	7.00%	10.50%	14.00%
\$50,000-54,999	5.00%	10.00%	15.00%	20.00%
\$55,000-59,999	5.75%	11.50%	17.25%	23.00%
\$60,000-64,999	6.75%	13.50%	20.25%	27.00%
\$65,000-69,999	7.25%	14.50%	21.75%	29.00%
\$70,000-74,999	8.00%	16.00%	24.00%	32.00%
\$75,000-79,999	8.25%	16.50%	24.75%	33.00%
\$80,000-94,999	8.50%	17.00%	25.50%	34.00%
\$95,000 and over	8.75%	17.50%	26.25%	35.00%


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**HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE
(PERCENTAGE OF PREMIUM)**

Salary Range	Year 1	Year 2	Year 3	Year 4
Less than \$25,000	0.75%	1.50%	2.25%	3.00%
\$25,000-29,999	1.00%	2.00%	3.00%	4.00%
\$30,000-34,999	1.25%	2.50%	3.75%	5.00%
\$35,000-39,999	1.50%	3.00%	4.50%	6.00%
\$40,000-44,999	1.75%	3.50%	5.25%	7.00%
\$45,000-49,999	2.25%	4.50%	7.75%	9.00%
\$50,000-54,999	3.00%	6.00%	9.00%	12.00%
\$55,000-59,999	3.50%	7.00%	10.50%	14.00%
\$60,000-64,999	4.25%	8.50%	12.75%	17.00%
\$65,000-69,999	4.75%	9.50%	14.25%	19.00%
\$70,000-74,999	5.50%	11.00%	16.50%	22.00%
\$75,000-79,999	5.75%	11.50%	17.25%	23.00%
\$80,000-84,999	6.00%	12.00%	18.00%	24.00%
\$85,000-89,000	6.50%	13.00%	19.50%	26.00%
\$90,000-94,000	7.00%	14.00%	21.00%	28.00%
\$95,000-99,999	7.25%	14.50%	21.75%	29.00%
\$100,000-109,999	8.00%	16.00%	24.00%	32.00%
\$110,000 and over	8.75%	17.50%	26.25%	35.00%

**HEALTH BENEFITS FOR MEMBER/SPOUSE/PARTNER;
PARENT/CHILD COVERAGE
(PERCENTAGE OF PREMIUM)**

Salary Range	Year 1	Year 2	Year 3	Year 4
Less than \$25,000	0.88%	1.75%	2.63%	3.50%
\$25,000-29,999	1.13%	2.25%	3.38%	4.50%
\$30,000-34,999	1.50%	3.00%	4.50%	6.00%
\$35,000-39,999	1.75%	3.50%	5.25%	7.00%
\$40,000-44,999	2.00%	4.00%	6.00%	8.00%
\$45,000-49,999	2.50%	5.00%	7.50%	10.00%
\$50,000-54,999	3.75%	7.50%	11.25%	15.00%
\$55,000-59,999	4.25%	8.50%	12.75%	17.00%
\$60,000-64,999	5.25%	10.50%	15.75%	21.00%
\$65,000-69,999	5.75%	11.50%	17.25%	23.00%
\$70,000-74,999	6.50%	13.00%	19.50%	26.00%
\$75,000-79,999	6.75%	13.50%	20.25%	27.00%
\$80,000-84,999	7.00%	14.00%	21.00%	28.00%
\$85,000-99,000	7.50%	15.00%	22.50%	30.00%
\$100,000 and over	8.75%	17.50%	26.25%	35.00%

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In January of each year, employees may elect to opt out of medical coverage, subject to the following provisions:

Employees will be permitted to waive Employee medical coverage only upon furnishing proof of other medical coverage through a spouse's employer or other source. Employees who waive medical coverage will receive \$1,500.00 yearly stipend in the first pay period in December. Waivers of coverage shall remain in effect unless the employee elects to re-enroll during subsequent open enrollment period or unless the employee loses his/her alternative coverage, (i.e. termination of a spouse's coverage). An employee who re-enrolls because of loss of alternative coverage shall resume coverage under the Township's plan within sixty (60) days after giving notice, or as soon thereafter as is permitted under the insurance then in effect.

DENTAL:

The current dental coverage for the dental expense plan Aetna DEP/PPO IN-Network is 100% diagnostic and preventative; 80% Basic restorative; 65% Major restorative; 50% Periodontics and Prosthodontics. Deductible is \$50 per person pre calendar year / \$100 per family; None for diagnostic, preventative, or orthodontic services.

The current dental coverage for the Dental Expense Plan Aetna DEP/PPO Out-Of-Network is 90% Diagnostic and Preventative; 70% Basic Restorative; 55% Major Restorative; 40% Periodontics and Prosthodontics. Deductible is \$75 per person per calendar year / \$150 per family; None for diagnostic, preventative, or orthodontic services.

The current dental coverage for the Dental Plan Organization (DPO/DMO) is 100% (less copayment); 100% Diagnostic and Preventative with no Deductible.

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The Township Committee of the Township of Mansfield hereby understands that the employer is responsible for at least 50% of the dental premium.

ARTICLE XXII
RETIREMENT

- A. The Township agrees to pay each employee upon retirement all sick and vacation hours accumulated at one-half the employee's hourly rate, not to exceed fifteen thousand (\$15,000.00) dollars.
- B. The Township agrees to provide Hospital and Medical Insurance Plans, as well as Dental Plan, at the levels set forth in Article XXI, to an employee and only the employee (no spousal or dependent coverage), upon retirement.

ARTICLE XXIII
PERSONAL DAYS

- A. Each employee shall be granted three (3) twelve (12) hour personal days per year with pay. Request for personal days must be in writing to the Chief or designee. Personal days shall be awarded to each employee on January 1st of each year and cannot be accumulate.

ARTICLE XXIV
INJURY LEAVE

- A. Injury leave shall be granted with full pay to employees disabled through an injury or illness as a result of or arising from, and in the course of their respective duties, including but not limited to skin poisoning or infections or contagious diseases.
- B. When a workman's compensation check is received by the employee, the employee will sign and turn over the check to the Township Finance Department.
- C. The Township in turn shall continue to pay the employee his/her full salary for the duration of said leave.

ARTICLE XXV
FUNERAL EXPENSES

In the event that an active employee should die in the line of duty, the Township will pay to the beneficiary an amount not to exceed \$6,500.00.

ARTICLE XXVI
SAVINGS CLAUSE

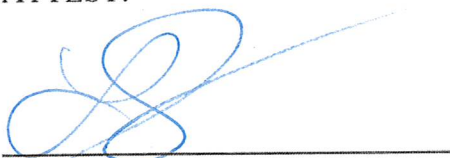
If any provision of this Agreement is held to be invalid or contrary to law by Federal or State legislation, government regulation or court decision, then such provision shall be removed from the Agreement and all other provisions shall remain in full force and effect.

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ARTICLE XXVII
COMPLETION OF AGREEMENT

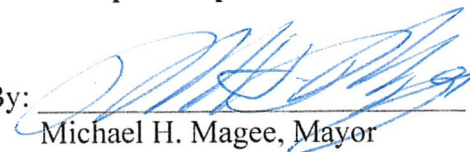
This Agreement is entered into this _____ day of _____, 2021 between the Township of Mansfield, County of Burlington, State of New Jersey, and the Mansfield Township P. B.A. Local 370, is hereby signed and shall be enacted upon the effective date(s) contained within.

ATTEST:

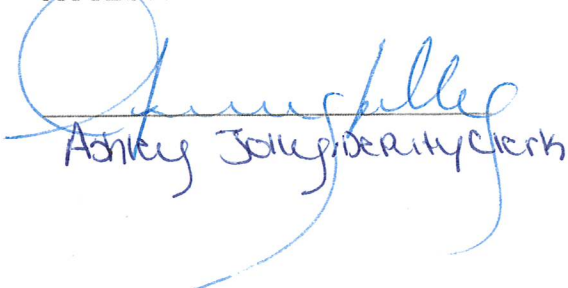


Linda Semus, Township Clerk

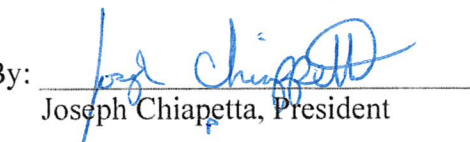
Township of Mansfield
A Municipal Corporation


By: 
Michael H. Magee, Mayor

ATTEST:


Ashley Jolley, PBA Local 370 Clerk

Mansfield Township PBA Local 370

By: 
Joseph Chiapetta, President

12-20-21
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MANSFIELD TOWNSHIP POLICE DEPARTMENT
EQUIPMENT REQUISITION FORM

Officer: _____ Date of Request: _____

Equipment Requested:

Reason for Request:

Officer's Signature: _____

Chief of Police use below this line

APPROVED

DENIED

DELAYED

Reason for Request Being Denied:

Reason for Expected Delay:

Barring any delay, equipment will be replaced within 10 days of the Chief of Police approving the request.

Chief of Police Date

Vendor Date of Fitting (if any) Date Order Placed (if any)

Notes Date Received Cost

Appendix A

12-20-21
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Appendix "A"
Legal Aid -- Article XVI - Subsection 1

G. Robert Wills
10 Nassau Street
Princeton, New Jersey 08542
609-924-0700
609-924-4622 (fax)

John H. Rittley
87 Park Avenue
Flemington, New Jersey 08822
908-806-0055
908-806-7984 (fax)

David DeFillippo
320 Broad Street
Red Bank, New Jersey 07701
732-741-3200
732-758-0799 (fax)

Michael H. Magee
247 Whitehorse Avenue
Trenton, New Jersey 08610
609-585-2443
609-585-9508 (fax)

Kenneth W. Lozier
4065 Quakerbridge Road
Princeton Jct., New Jersey 08550
609-799-5700

Timothy J. P. Quinlan
16 N. Centre Street
Merchantville, New Jersey 08109
856-665-4141

Appendix B

12-20-21
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