

**AGREEMENT**

**BY AND BETWEEN**

**THE TOWNSHIP OF HANOVER**

**A Municipal Corporation  
With offices located at  
1000 Route No. 10  
Whippany, New Jersey 07981  
Located in the County of Morris  
And State of New Jersey**

**AND**

**THE POLICEMAN'S BENEVOLENT ASSOCIATION  
LOCAL NO. 128,  
NEW JERSEY POLICEMEN'S BENEVOLENT ASSOCIATION**

**January 1, 2022 through December 31, 2025**

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**WITNESSETH**

**WHEREAS**, pursuant to the New Jersey Employer-Employee Relations Act, Chapter 303. Laws of 1968, as amended, of the State of New Jersey (hereinafter referred to as the Act), the PBA Local 128 ("Association") has been elected as Representative by and for the Detectives, Sergeants, and Patrol Officers for the purpose of collective negotiations. The Township of Hanover ("Employer" or "Township") recognizes the Association and agrees as follows:

**ARTICLE 1**

**RECOGNITION**

The Association shall be the sole and exclusive representative of the negotiations unit as determined under the procedures of the Act and certified by the State of New Jersey Public Employment Relations Commission on March 29, 1972. The negotiated Agreement shall apply only under conditions when members of the negotiations unit are engaged in the pursuit of their statutory duties, rules, regulations, policies, and procedures of the Police Department in the service of the Employer.

It is further agreed that, implicit in the relationship between the Employer and the Association, no employee or applicant shall be discriminated against regardless of such individual's race, color, religion, sex, age or national origin in conformance with existing laws.

**ARTICLE 2**

**HOURS OF WORK**

The normal work week shall commence at 12:01 A.M. on Monday and end at 12:00 Midnight the following Sunday.

Regular hours of work shall consist of forty (40) hours within this work week the specific work schedule for each officer to be determined by the Chief of Police, or his designated representative.

The schedule shall be posted for the information of all officers at least two (2) weeks in advance. This posted schedule, however, shall not prevent the Chief of Police or his appointed representative from making revisions in the schedule for reasons such as illness, accident, or other unexpected events which might require a modification of the schedule after posting.

Officers who are assigned to work the twelve (12) hour schedule shall receive nine (9) 12-hour days off annually earned on a pro rata basis. These days shall be defined as "circle days." The Chief of Police, or his designees, shall have the discretion to grant a "circle day" to an officer, based upon that officer's request, provided that the request be in writing and made at least seven calendar days prior to the requested day off and provided that the request does not violate the Department's minimum staffing levels nor cause the Department to replace the absent officer by the use of an assignment that compels overtime. A written response to a request to take a "circle day" shall be provided by the Chief or his designee, no later than four days prior to the "circle day" being requested.

### **ARTICLE 3**

### **OVERTIME**

#### **Section 1**

The nature of police work is such that incidental overtime is required to close out reports or complete job assignments that are considered an integral part of police work.

## **Section 2**

On certain occasions officers may be required to work overtime. The following rules will apply:

A. Incidental overtime required to close out a scheduled tour of duty; compensation will be at time and one-half for all hours worked in excess of scheduled tour of duty.

B. Scheduled overtime will be compensated at the time and one-half rate for all hours assigned to be worked and worked. Scheduled overtime is extra work scheduled in advance.

C. Municipal Court Appearances: No extra compensation shall be paid to an officer performing municipal court duty while on a schedule tour of duty.

## **Section 3**

It is the intent of the Employer that community relations, teaching or assignments of a similar nature shall be handled, whenever possible, by superior officers of the Department provided, however, that if this is not practical at any given time, an officer covered by this Agreement may be assigned to such duty. If such assignment is performed during the officer's scheduled tour of duty, not additional compensation shall be paid nor compensatory time off granted. If such assignment is performed outside the officer's scheduled tour of duty, he shall be compensated in the same manner and at the same rates that apply to other scheduled overtime as specified in this Article.

## **Section 4 – EMERGENCY RESPONSE CALL-OUT PROVISION**

In the event of a natural, civil, or technological emergency or disaster occurring within the Township and requiring the presence of additional personnel, or in the event of a mutual aid call from a neighboring municipality requiring the response of additional Township police officers,

the Chief of Police or his designee is empowered to call in such police officers who are available for non-scheduled emergency duty.

Those officers reporting for emergency service shall be paid at the regular overtime rate for all such hours worked but not less than three (3) hours.

For purposes of the provision, emergencies or disasters are defined as unforeseeable and unexpected conditions which affect the health, safety, and welfare of the residents of the Township and the public at large. Examples of emergencies or disasters requiring the call-out of additional police officers shall include but are not limited to the following: severe thunderstorms, hurricanes, snow and ice storms, floods, tornados, earthquakes, hazardous material incidents, power failures, radiological incidents, civil disturbances, water supply failures, gas leaks and nuclear attack.

#### **Section 5 – PRE-TOUR OF DUTY CALL-OUT**

Upon reporting for a scheduled tour of duty, but prior to the actual start of the tour, if a patrol officer is directed by a Squad Sergeant and/or another superior officer to respond to an assignment, the responding officer shall be entitled to received compensation.

The compensation shall be in the form of one-half hour increment payments and calculated at the overtime rate. If such assignments continue within the police officer's scheduled tour of duty, no additional compensation shall be paid, or compensatory time off granted.

For purposes of this provision, an assignment is defined as a call received either in person or by telephone at Police Headquarters requiring the assistance of the Township Police Department. Examples of assignments included but are not limited to the following incidents: domestic disputes, vehicular accidents, assaults, fires, car thefts, burglaries, shoplifting.

**Section 6**

Compensation for all overtime shall be authorized by the Chief of Police or his designated representative.

**ARTICLE 4**

**GRIEVANCE PROCEDURE**

**Section 1**

It is the intention of the parties to resolve all controversies amicably and peacefully without need for the strife which attends controversies between employers and employees. Towards that end, the Association agrees not to engage in any strike or job action. In consideration thereof, the parties to this Agreement further agree that, in order to preserve harmony and insure the peaceful and rational resolution of differences, they will utilize the following grievance and arbitration procedure.

**Section 2**

All time periods in the grievance procedure of ten days or less are to be measured in "working days" defined as Monday through Friday (excluding Township holidays). All time periods in excess of ten days will be measured as calendar days.

**Section 3**

A grievance shall be defined as a difference of opinion, controversy or dispute arising between the Associate or any of its members and the Employer relating to any matter concerning wages, hours or working conditions which involves the interpretation or application of any provision under this Agreement.

**Section 4**

The grievance shall be processed as follows:



### **STEP 1**

The officer and/or Association shall be entitled to make a verbal complaint under this procedure within five (5) working days of the alleged complaint or infraction of the Agreement, or within five (5) working days in which such incident or infraction became known to the grievance. The grievance shall be presented verbally to a Lieutenant or Captain, who will discuss the matter with the officer and/or the Association representative at the earliest possible time. Every attempt shall be made by both parties to resolve the complaint or dispute at this level. If the dispute cannot be resolved satisfactorily at this level within ten (10) calendar days, then the Association and/or officer shall have the right to move it to Step 2.

### **STEP 2**

The officer and/or the Association representative shall present the grievance, in writing, stating in detail the nature of the complaint and the section of the Agreement allegedly violated and the relief sought. Such written grievance shall be presented to the Chief of Police only during normal office hours, that is, those hours when the Chief's office is usually open and then no later than five (5) working days after the discussion has been concluded at Step 1.

If a grievance is not filed in writing within twenty (20) days after the grievance knew or should have known of its occurrence, then in that event, the grievance shall be determined to be abandoned by the grievant and he is precluded from processing the grievance through the grievance procedure under the collective negotiations agreement.

The Chief of Police shall review the grievance with the officer and/or the Association representative within two (2) working days of the receipt of the written grievance. If a mutually satisfactory settlement is not reached, he shall then reply to the written grievance within three (3) working days after the conclusion of the discussion at this step. If the grievance is denied at this

step, the officer and/or the Association representative may request the Chief of Police to forward the written grievance and his reply to the Township Committee.

### **STEP 3**

If such request is made, the Chief of Police shall forward the written grievance to the Township Committee. The Township Committee shall review such grievance with the officer and/or Association representative. If a mutually satisfactory settlement is not reached, the Township Committee shall reply in writing within thirty (30) days of the receipt of the grievance.

### **STEP 4**

If the Association is dissatisfied with the decision of the Township Committee, the grievance in dispute shall be submitted to arbitration. It is understood that the right to arbitrate a grievance shall not infringe on any statutory or regulatory obligations of individual officers or place an unreasonable burden on the operation of the Police Department. Only the Employer or the Association shall have the right to submit a grievance to arbitration.

The request for arbitration shall be submitted in writing not more than thirty (30) days after the receipt of the Township Committee's reply.

In the following the foregoing procedure, if extenuating circumstances arise for either party, the prescribed time limits specified above may be extended by mutual agreement of the parties.

The selection of an arbitrator shall be made from a list of names of qualified arbitrators obtained from the New Jersey Public Employment Relations Commission.

The power of the arbitrator shall be strictly limited to rendering a decision as to the interpretation and/or application of any provision of this Agreement concerning wages, hours, or working conditions within the context of a grievance as defined in Section 3 of Article 4 herein.

The arbitrator shall be limited to his review of the issue or issues submitted for arbitration by the parties to this Agreement and shall be without power or authority to make any decision:

A. Contrary to, inconsistent with, or modifying, varying, changing, altering, deleting, or adding to in any way, the terms of this Agreement or of applicable law or rules and regulations that have the force and effect of law, including (but not by way of limitation), the Act;

B. Involving Employer discretion or Employer policy under the provisions of this Agreement, under Employer by-laws, or under applicable law;

C. Limited or interfering in any way with the powers, duties, and responsibilities of the Employer under its by-laws, applicable law, and rules and regulations having the force and effect of law;

D. Involving a question of negotiability or any questions of unfair practice.

The Association is permitted to have a representative meet with the grievant and management at each step of the grievance procedure. Representative as defined herein includes counsel for the parties.

The decision rendered by the arbitrator in accordance with this procedure shall be final and binding on both parties.

The cost of the neutral arbitrator shall be borne equally by each of the contracting parties. All other expenses shall be borne by the parties themselves.

## **ARTICLE 5**

### **VACATIONS**

For the purpose of this Article, a year shall be considered as the calendar year commencing January 1 and ending December 31. The vacation schedule and the number of vacations granted at any given time shall be made up by and be the responsibility of the Chief of Police subject to

the provisions of Section "J" of this Article. All full time officers will be granted vacation periods subject to the following service factors:

A. Officers engaged or re-engaged on or subsequent to July 1 of the current year – No Vacation

B. Officers engaged or re-engaged after October 1 of the preceding year and prior to July 1 of the current year – five (5) days.

C. Officers engaged or re-engaged prior to October 1 of the preceding year – ten (10) days.

D. Officers who have completed 1 through 5 years of credited service – ten (10) days per year.

E. Officers beginning with the 6<sup>th</sup> year through completion of the 9<sup>th</sup> year of credited service – fifteen (15) days per year.

F. Officers beginning with the 10<sup>th</sup> year through completion of the 14<sup>th</sup> year of credited service – twenty (20) days per year.

G. Officers beginning with the 15<sup>th</sup> year of credited service shall receive twenty (20) days per year plus one day for each year of credited service over fourteen (14) years to a maximum of twenty-five (25) days per year.

H. Officers shall not begin the first week of vacation prior to the completion of at least six (6) months of continuous service from the date of engagement or re-engagement nor begin the second week of vacation prior to the completion of at least twelve (12) months of continuous service from the date of engagement or re-engagement.

I. Vacations shall be taken during the calendar year and will not be considered cumulative. If for valid reasons as determined by the Chief of Police this cannot be done, an officer

can carryover his unused vacation time, but it must be used by June 30<sup>th</sup> of the calendar year. Approval to carryover unused vacation shall not be unreasonably denied. Unused carried over vacation may not be cashed out.

J. In the event the Employer requests the officer to postpone his vacation from one calendar year to the next, vacation pay, when granted, shall be at the rate in effect at the time the officer's vacation is taken.

K. The selection of the vacation period for individual officers shall be in accordance with the Police Department Policy and Procedures on Vacation Scheduling, HPD Policy and Procedures Vol. VIX, Ch. 9, effective date January 2017.

L. For the purpose of vacations, credited service is counted from the date of engagement. Officers who are re-engaged by the Employer will have all prior service accumulated credited to them after they have been employed continuously for a period of five (5) years. The Chief of Police will then determine and establish a new engagement date in order to determine the net credited service for vacation eligibility.

M. Officers whose period of vacation is increased in the course of a calendar year upon completion of a specified period of service listed above shall receive upon the completion of the required period of service the additional vacation to which they shall be entitled. The period when this additional vacation is taken shall depend on the conditions specified under the terms of this Article.

N. **Termination of Service; Proration.**

I. Whenever during the calendar year an employee shall resign, retire, or be dismissed from the service of the Township, any vacation time shall be prorated and taken prior to severance from the service of the Township.

2. If during the calendar year an employee should resign, retire, or be dismissed from the service of the Township and based upon certification of the appropriate department head all of his/her vacation time has been taken, it shall be the responsibility of that individual to reimburse the Township for vacation time taken out but not year earned or accrued. The Treasurer shall then be empowered to garnish the final paycheck of any employee in order to compensate the Township and take whatever other appropriate action may be necessary to recover any monies due to the Township.

O. Notwithstanding the provisions of Section M herein, as an incentive to those Township police officers retiring pursuant to a regular service retirement under the terms prescribed by the Police and Firemen's Retirement System with twenty-five (25) or more years of service, the Township will not prorate the vacation days in the last year of service in recognition of that officer's meritorious service. Rather the eligible employee will receive his entire vacation allowance regardless of this retirement date. Any full time employee who may qualify under the terms of this provision shall make application to the Township Committee at least sixty (60) days prior to the date of retirement.

## ARTICLE 6

### PAYMENTS IN LIEU OF HOLIDAYS

#### Section 1: Elimination of Holidays

There shall no longer be any holidays for employees covered under this Agreement.

#### Section 2

Effective January 1, 2002, all holiday pay for all employees covered by this Agreement was folded into the base pay on the basis of 13 holidays at the rate of an eight (8) hour day and

paid along with the regular payroll and be used for all calculation purposes. If the Township recognizes Juneteenth as a holiday, it shall be included in base pay as a 14<sup>th</sup> holiday.

## ARTICLE 7

### WAGES

#### Section 1

A. The annual salaries and rates of compensation set forth below under Schedule "A" entitled Salary Guides for the positions of patrol officer, sergeant, and detective reflect an adjustment of the base salary for each position category.

Wage increases for this agreement are set forth on "Schedule A" attached.

The "Schedule A" wage increases are calculated based on the rates as follows for all officers on the guide:

1. 1.00% increase effective to December 1, 2022.
2. 1.25% increase effective January 1, 2023.
3. 1.25% increase effective January 1, 2024.
4. 1.25% increase effective January 1, 2025.

The patrol officer salary guide will increase by one step effective January 1, 2023. The step will be added between 6 and 7 and will be divided in half. This new step will be increased by 1.25% effective January 1, 2024 and 1.25% effective January 1, 2025.

Salary increases to top step of salary guide, Detectives and all Sergeants:

1. 2.25% increase effective December 1, 2022.
2. 2.5% increase effective January 1, 2023, plus \$750.
3. 2.5% increase effective January 1, 2024, plus \$750.
4. 2.5% increase effective January 1, 2025, plus \$750.

B. The starting salary for any employee requiring training at a Police Training Academy shall be as set forth in the Academy step in "Schedule A" while the employee is attending the Academy. Thereafter, upon graduation from the Academy and receipt of Police Training Commission Certification the employee shall advance to Step 1 on the salary guide for the balance of the one (1) year probationary period.

Upon initial appointment to the Police Department, after completing Academy training, a patrol officer shall be advanced to Step 1 for the balance of the one (1) year probationary period. For the purpose of calculating the employee's anniversary date, the anniversary date shall be the first day of the month following the completion of the one (1) year probationary period. The probationary period and formula for the calculation of anniversary dates shall apply under the terms of this Agreement and during the first year of employment. Thereafter, step advances shall occur on the anniversary date of employment of a patrol officer as is the normal practice under the Police Department's Salary ordinance.

C. All salaries and rates of compensation as herein stated shall be retroactive to the dates set forth above in each contract year. All increases shall be at each step of the salary schedule and shall, except for those who have voluntarily resigned or have been separated from employment without good standing, apply to all unit employees and those who have retired on normal or disability pension.

### **Section 2: Longevity**

A. In addition to the salaries listed herein, all eligible police officers shall receive longevity payments which shall be paid and included in the employee's base rate of salary based upon years of service in accordance with the following schedule:

1. Beginning with the 5<sup>th</sup> year of employment: \$300/year



2. Beginning with the 10<sup>th</sup> year of employment: \$400/year
3. Beginning with the 15<sup>th</sup> year of employment: \$500/year
4. Beginning with the 20<sup>th</sup> year of employment: \$600/year

B. Officers hired on or after January 1, 2014, shall not be eligible for longevity payments under Section A, above.

### **Section 3: Out of Title Pay**

A patrol officer serving as a Patrol Shift Supervisor in the absence of a Sergeant shall receive compensation at the level of a first step Sergeant in the event that the patrol officer's service in this capacity exceeds ten (10) consecutive tours of duty. In the event that this occurs, the patrol officer shall receive such acting pay retroactive to the first tour of duty served in the acting capacity. Any patrol officer who has achieved acting pay status and is designated to serve in the acting supervisory capacity again during the calendar year shall receive acting pay for each additional tour of duty that is worked in that capacity.

### **Section 4: Pay Period**

All Employees shall be issues paychecks twice per month as is uniform among all full-time Township employees.

## **ARTICLE 8**

### **LEAVE OF ABSENCE – PAID AND UNPAID**

Leaves of absence with or without pay for reasons other than sickness or accident shall be in accordance with the following:

#### **A. Service on Election Boards and Campaign Activities**

Any officer who works on a Board of Election or as a candidate or campaign worker shall not be paid for absence from his scheduled duties during the time he is engaged in such activities.

Time off for such activities may be taken from scheduled duties only upon approval of the Chief of Police, provided, however, scheduled time off shall not be granted if an officer is a candidate or campaign worker.

B. **Military or Naval Duty**

Leaves of absence will be granted to regular officers who are members of the National Guard, Naval Militia, or one of the reserve components of the Armed Forces, for field training duty and emergency service authorized and conducted by the various branches of the Military or Naval Services.

The leaves of absence will be granted with credit for time, with eligibility to all benefits, and with eligibility to sickness benefits if, at the termination of the leave the officer is unable, on account of disability, to return to duty.

The officer shall make formal written request through the Chief of Police to the Township Committee immediately upon receipt of orders.

The officer shall submit a copy of the Military Order to the Chief of Police unless such order is of classified nature. The officer, upon return from duty, shall submit a certificate showing the dates of participating in the training program.

C. **Payment for Training**

Payment for training duty shall be in accordance with the appropriate state statutes applying to the various types of military training duties.

D. **Personal Leave**

For police officers, sergeants and detective, a maximum of twelve (12) hours of the annual compliment of ninety-six (96) hours of sick leave may be taken annually as personal leave.

Personal leave shall not accumulate from year to year. Such personal leave may only be taken with the prior approval of the chief of Police.

Police officers, sergeants and detectives shall receive twelve (12) hours personal leave annually not charged to sick leave accruals. The scheduling of such personal leave may only be done with the prior approval of the Chief of Police. Personal leave shall not accumulate from the year to year. The Chief of Police has the sole discretion to grant or deny personal leave requests for the conduct of essential personal business. All requests for personal leave must be made in advance of the requested day, except in an emergency.

E. **Sick Leave**

Eligible employees shall accumulate sickness disability at the rate of eight (8) hours per month commencing with the first full calendar month of employment to a maximum of ninety-six (96) work hours per year.

F. **Funeral Leave**

Officers shall be entitled to three (3) working days off with pay upon the death of a spouse, civil union/domestic relations partner, child, mother, father, mother-in-law, father-in-law, sister, brother, and the maternal and/or paternal grandparent of the officer and his or her spouse. The absence will be permitted for funeral and funeral arrangement and shall be taken within one (1) week. However, should it be necessary to extend the funeral leave into a second week, the officer shall be required to obtain the prior approval of the Chief or his designee.

G. **Terminal Leave**

The policy of terminal leave shall apply only to regular full-time employees retiring on service or disability pensions.

In case of discharge, dismissal, or voluntary leaving of the Township's employ, no terminal leave will be granted.

Terminal leave with full pay computed at the employees' basic daily wage rate at the time of retirement shall be paid in accordance with the following schedule, for those employees hired before January 1, 2004, who have accrued sick leave:

| <u>Accrued Sick Leave at Time of Retirement</u> | <u>Termination Allowance</u>               |
|---|--|
| 408 to 600 hours                                | 12 hours pay for each full year of service |
| 208 to 407 hours                                | 8 hours pay for each full year of service  |
| 8 to 207 hours                                  | 4 hours pay for each full year of service  |

In no event shall the termination allowance in the table above exceed six hundred (600) hours pay.

The following terminal leave allowance shall be applicable to all employees hired on or after January 1, 2004 and to all incumbent employees hired before January 1, 2004, with no accrued sick leave days as of December 31, 2003

| <u>Accrued Sick Leave at Time of Retirement</u> | <u>Termination Allowance</u>               |
|---|--|
| 1608 hours and above                            | 16 hours pay for each full year of service |
| 1208 to 1607 hours                              | 12 hours pay for each full year of service |
| 808 to 1207 hours                               | 8 hours pay for each full year of service  |
| 408 to 807 hours                                | 8 hours pay for each full year of service  |
| 0 to 407 hours                                  | No termination allowance                   |

In no event shall the termination allowance in the table above exceed one thousand six hundred and eight (1,608) hours pay.

For Township Patrol Officers hired on or after May 21, 2010, terminal leave payouts will be capped at a maximum of \$15,000.00.

## ARTICLE 9

### UNIFORMS AND UNIFORM ALLOWANCE

#### Section 1

The Employer shall pay all negotiations unit members an annual clothing allowance of \$750.00. The allowance may also be utilized to purchase police-related equipment upon the approval of the Chief. Payments shall be made against this allowance only upon submission of approved vouchers describing the clothing or equipment to be purchased, which must be appropriate for the duties performed pursuant to specifications established by the Chief of Police. Upon actual purchase of clothing or equipment, itemized receipts must be presented promptly to the Township Administrator.

#### Section 2

With the exception of the shirts, trousers, uniform cap, and ties which cost to the Township shall not exceed the amount specified Section 1 above per negotiations unit member, the employer shall also provide to patrol officers, sergeants and detectives, all other necessary materials for them to perform the duties required of them as a result of normal wear and tear or damage in the line of duty.

With regard to the uniform allowance, it shall be the responsibility of the Chief of the Police Department to establish appropriate specifications for the uniform and equipment which must be conformed to and met by the items of clothing and equipment purchased by each patrol officer, sergeant and detective. Upon actual purchase of clothing or equipment, an itemized receipt must be presented promptly to the Chief of Police.

**Section 3**

Each officer shall receive a Uniform Maintenance Allowance of \$400.00 for each calendar year which allowance shall be paid in two (2) equal installments on June 1 and December 1. Said allowance shall be prorated for new hires.

Employees must be employed from January 1<sup>st</sup> through June 30<sup>th</sup> to receive a full payment on June 1<sup>st</sup>, and must be employed from July 1<sup>st</sup> through December 31<sup>st</sup>, to receive a full payment on December 1<sup>st</sup>. However, employees who resign from employment prior to June 30<sup>th</sup> or December 31<sup>st</sup> shall receive payments prorated, on a monthly basis from the date of hire to June 30<sup>th</sup> or December 31<sup>st</sup>, as the case may be. Proration as described above shall be calculated from the first day of the month, following the date of employment to the last day of the month, prior to the date of termination. Thus, proration can be done on the basis of full months of employment in either the case of termination or hire.

**ARTICLE 10**

**INSURANCE AND RETIREMENT**

**Section 1**

A. Subject to Section 2, below, the Employer shall continue to pay the premiums for the members of the bargaining unit covered under the North Jersey Municipal Employees Benefits Fund and the Police and Firemen's Retirement System.

B. Effective October 1, 2013, the Employer will make available to all current and future members of the bargaining unit the Patriot 5 and Township Open Access health insurance/medical benefits plan. Health benefits coverage under those plans shall be detailed in the Township's

updated Plain Document entitled, "Plan Document and Summary Plan Description for North Jersey Municipal Employees Benefits Fund."

C. The Township reserves the right to change carriers or self-insure provided that coverage remains equal to or better than current plans, inclusive of co-pays and out of pocket expenses.

### **Section 2**

Health care contributions for unit employees shall be consistent with that required by P.L. 2010, Chapter 2 and P.L. 2011, Chapter 78, except that effective January 1, 2022, Chapter 78 health insurance contributions for unit employees shall be capped at 25% of applicable premiums for the employee's chosen plan. Dental insurance coverage shall be provided as set forth in the contract of insurance.

It is further understood and agreed that the dental insurance coverage provided under the North Jersey Municipal Employee Benefits Fund will duplicate and equal all of the benefits made available under the dental insurance coverage formerly provided through the Township as it existed on December 31, 1994. Dental benefits coverage through the New Jersey Municipal Employee Benefits Fund is attached to this Agreement as Schedule "B."

### **Section 3**

To be eligible to receive health insurance benefits upon retirement, any employee hired on or after January 1, 2001, and retiring in accordance with the provisions of the Police and Firemen's Retirement System, following twenty-five (25) years of continuous service, must complete at least twenty (20) of the twenty-five (25) years of continuous service with the Township. Periods of suspension, approved leaves of absence or periods of disability/medical leave shall not be deemed to break "continuous service". Only time for which pension payments have been made shall be

credited toward the continuous service requirement. Healthcare contributions for retirees shall be as set forth below.

With respect to employees hired on or before December 31, 2018, those who retire with twenty-five (25) years of continuous service and at least twenty (20) of those years of continuous service with the Township shall receive health insurance benefits upon retirement with the full premium cost paid by the Township. Those current retirees who meet these requirements but have been contributing to the premium cost of coverage shall begin to receive health insurance benefits with the full premium cost paid by the Township on a prospective basis only.

With respect to employees hired on or after January 1, 2019, those who retire with twenty-five (25) years of continuous service and at least twenty (20) of those years of continuous service with the Township shall receive health insurance benefits upon retirement, but only up until age 65/Medicare eligibility. The Township shall pay 50% of the premium costs for such retirees, and the retirees shall bear the remaining 50% of the premium costs, until such coverage terminates when the retiree reaches age 65/Medicare eligibility.

Retiree health insurance coverage under this Section shall be provided to the retired employee and his/her qualified spouse/civil union partner and eligible dependents.

#### **Section 4**

Effective January 1, 2005, retiree health benefits will extend to employees retiring pursuant to an accidental disability retirement as determined by the Police and Firemen's Retirement System Board until enrollment into Medicare at which time the Township's coverage shall be secondary.

#### **Section 5**

The Township agrees to pay \$4,000.00 annually or the maximum allowed by law, whichever is lower, to each officer who waives medical insurance coverage.



## **ARTICLE 11**

### **EDUCATION**

All employees covered by this Agreement are eligible to participate in the Township's college Tuition Aid Reimbursement Plan and Policy.

Any police officer satisfactorily completing a job related undergraduate or graduate college course, in accordance with the requirements of Section 61-27 of the Code of the Township, will be eligible to receive tuition aid reimbursement up to a maximum of \$900.00 per semester and not to exceed \$1,800.00 in any one calendar year.

## **ARTICLE 12**

### **COMPENSATION PROMOTION**

Any officer appointed, designated, or promoted to Detective or Sergeant shall receive compensation in accordance with the pay schedule for the higher rank from the date of appointment.

## **ARTICLE 13**

### **ASSOCIATION ACTIVITIES**

#### **Section 1**

It is agreed that one (1) Association State PBA delegate shall be entitled to attend one (1) monthly meeting of the State PBA for one (1) day without loss of pay, provided such meetings are related to promoting public safety.

#### **Section 2**

Three (3) delegates shall be permitted to attend the annual State PBA Conventions for a maximum of five (5) days without loss of pay and (1) delegate shall be permitted to attend the annual State PBA collective bargaining seminar without loss of pay for a maximum of three (3)

days provided the Conventions and Seminar are related to promoting public safety. If the convention site is beyond a radius of one thousand (1000) miles from the Township, up to two (2) additional days with pay shall be permitted for travel time, if required.

**Section 3**

In order to maintain harmony and minimize friction between the parties, the President of the Association or his designee shall be permitted to service officers on matters covered by this Agreement provided such efforts do not unreasonably interfere with the President's own duties as an officer or the operation of the Department.

**Section 4**

No member of the negotiations unit or officer of the Association shall be discriminated against because of his membership in, or lawful activity on behalf of the Association.

**ARTICLE 14**

**MAINTENANCE OF STANDARDS**

**Section 1**

It is agreed that those rights, privileges, and benefits that were regularly exercised which the officers covered by this Agreement enjoyed prior to the date of this Agreement are retained by the officers except as those rights, privileges and benefits are specifically modified by this Agreement.

**Section 2**

It is agreed that this Article shall not infringe upon the regulatory or legal obligations of individual officers, shall not be construed to impose criminal or civil liability upon the Township, and shall not impose an unreasonable burden upon the operation of the Police Department.

**ARTICLE 15**

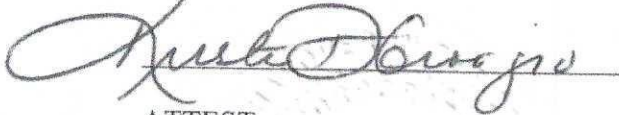
**DURATION**

This contract shall become effect at 12:01 a.m., January 1, 2022, and shall continue in full force and effect until Midnight, December 31, 2025.

The parties shall begin negotiations for a new Agreement not prior to October 1 of the year in which this Agreement expires, upon written notice by either party to the other.

Signed and sealed this 13<sup>th</sup> day of OCTOBER 2023.

ATTEST

  
\_\_\_\_\_

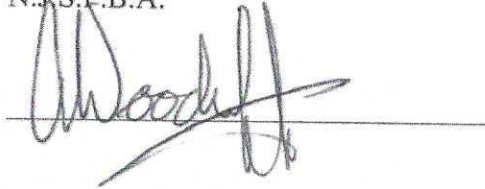
ATTEST

  
\_\_\_\_\_

~~TOWNSHIP OF HANOVER~~

  
\_\_\_\_\_

POLICEMEN'S BENEVOLENT  
ASSOCIATION, LOCAL NO. 128,  
N.I.S.P.B.A.

  
\_\_\_\_\_

**SCHEDULE "A"**

**PBA SALARY GUIDE**

**PATROLOFFICER, DETECTIVES AND SERGEANTS**

The following annual wage schedule by job classification in the Police Department for current police officers shall be as hereinafter specified. Effective January 1, 2022, all employees shall be issued paychecks twice per month as is uniform among all full-time Township employees.

|            |            | 1.0%       |        | 1.25%        | 1.25%        | 1.25%        |
|------------|------------|------------|--------|--------------|--------------|--------------|
| Steps      | 2021       | 1/1/22     | Steps  | 1/1/23       | 1/1/24       | 1/1/25       |
| Academy    | \$ 34,693  | \$ 35,040  |        | \$ 35,478    | \$ 35,921    | \$ 36,370    |
| Step 1     | \$ 59,855  | \$ 60,454  | Step 1 | \$ 61,209    | \$ 61,974    | \$ 62,749    |
| Step 2     | \$ 67,079  | \$ 67,750  | Step 2 | \$ 68,597    | \$ 69,454    | \$ 70,322    |
| Step 3     | \$ 74,303  | \$ 75,046  | Step 3 | \$ 75,984    | \$ 76,934    | \$ 77,896    |
| Step 4     | \$ 81,529  | \$ 82,344  | Step 4 | \$ 83,374    | \$ 84,416    | \$ 85,471    |
| Step 5     | \$ 88,753  | \$ 89,641  | Step 5 | \$ 90,761    | \$ 91,896    | \$ 93,044    |
| Step 6     | \$ 95,979  | \$ 96,939  | Step 6 | \$ 98,151    | \$ 99,377    | \$ 100,620   |
|            |            |            | Step 7 | \$ 107,574   | \$ 108,918   | \$ 110,280   |
|            |            | 2.25%      |        | 2.5% + \$750 | 2.5% + \$750 | 2.5% + \$750 |
| Step 7     | \$ 110,916 | \$ 113,412 | Step 8 | \$ 116,997   | \$ 120,672   | \$ 124,439   |
| Detective  | \$ 118,569 | \$ 121,237 |        | \$ 125,018   | \$ 128,893   | \$ 132,865   |
| Sergeant 1 | \$ 121,508 | \$ 124,242 |        | \$ 128,098   | \$ 132,050   | \$ 136,102   |
| Sergeant 2 | \$ 124,448 | \$ 127,248 |        | \$ 131,179   | \$ 135,209   | \$ 139,339   |
| Sergeant 3 | \$ 127,389 | \$ 130,255 |        | \$ 134,262   | \$ 138,368   | \$ 142,577   |

**SCHEDULE "B"**  
**DENTAL PLAN**

Co-Payment – Preventative and Diagnostic: 100%

Remaining Basic Services: 70/30

Prosthodontic Benefits: 50/50

The maximum amount payable by the dental carrier for the above dental services provided to an eligible patient in any calendar year is \$1,000.00.

There will be a \$25.00 deductible per patient per calendar year which is not applicable to Preventative and Diagnostic Services. There is a \$75.00 Family Maximum aggregate deductible which is not applicable to Preventive and Diagnostic Services.