

Memorandum of Understanding
CITY OF HAMMONTON
and
NEW JERSEY STATE POLICEMEN'S
BENEVOLENT ASSOCIATION, INC.
MAINLAND LOCAL NO. 77

WHEREFORE the parties have agreed that in the Police Department changes from 10.5-hour shifts to 12-hour shifts; The following revisions shall be incorporated into collective bargaining agreement.

It is on this 22nd day of December, 2022, mutually agreed that:

Effective January 1, 2023 or soon thereafter the department shall change to a 12-hour shift for patrol. The shift shall not rotate day to night and vice versa.

The schedule will be a non-rotating Pittman schedule resulting in every other weekend off for the member.

- a. The scheduled work year shall be 2080 hours. Officers assigned to the 12-hour schedule will be given approximately 104 to 116 hours of additional leave to make up for the additional scheduled work, also known as Kelly Time, which would otherwise require officers to work approximately 42 hours per week. Each officer's schedule will be determined prior to the start of the year and a determination will be made on how many hours each individual is owed based on the officer's yearly schedule.

An officer's annual allotment shall be credited to his/her account and available for immediate use as of January 1 of each calendar year. Kelly Time will be prorated should the individual leave before the end of a year. Kelly time must be used by the year's end and will not be carried over unless approved by the Chief due to manpower issues.

- b. Kelly time shall not accrue unless 12-hour shifts are worked for the city for example: someone out on workers comp or on military orders will not receive Kelly time but Kelly time shall accrue when using vacation, Kelly time, sick leave or personal time. All members receiving Kelly time MUST use a minimum of 50% of their yearly accrued Kelly time and can sell the remaining Kelly time back to the city at straight time rate for that member for the year it was accrued. Payment will be made in the first pay period of January. Kelly time cannot be carried from year to year, it must be used or sold back. Kelly time shall be prorated if a member moves into or out of a 12-hour assignment during the year.
- c. A minimum overtime rate shall be established as \$45 per hour. Those with an overtime rate above \$45 shall not be affected.
- d. A clothing allowance is hereby established January 1, 2023 at \$750 per calendar year. Payment processing for clothing purchases will be made upon receipt of purchase receipt by the city.

e. TRAINING DAYS – Training days on a member’s day off will be paid at straight time. There is a 4-hour minimum payment for training days. Any training time between 5 to 8 hours in length will be paid as 8 hours of time. Training time include travel time to and from headquarters. If a training day is a scheduled work day, it is considered a full day if it is 7 hours or more including travel time. In that instance, when the member is done training for the day, they DO NOT need to report back to work. If the training day is less than 7 hours, the member needs to contact the shift supervisor upon completion of training for work assignment.

f. VACATION TIME A new vacation time allotment is as follows for all members working more than an 8-hour schedule. 10-12

Years of service	Vacation hours received
Years 1-5	120 hours
Years 6-15	168 hours
Years 15-24	192 hours
Years 25 +	240 hours

VACATION TIME A new vacation time allotment is as follows for all members working an 8-hour schedule.

Years of service	Vacation hours received
Years 1-5	100 hours
Years 6-15	140 hours
Years 16-24	160 hours
Years 25 +	200 hours

g. A new Patrol Officer Salary guide will be in effect starting 1/1/2023

STEP	2023	2024	2025
1	\$45,807	\$46,952	\$48,126
2	\$48,539	\$49,752	\$50,996
3	\$54,002	\$55,352	\$56,736
4	\$56,734	\$58,152	\$59,606
5	\$59,465	\$60,952	\$62,476
6	\$63,038	\$64,613	\$66,229
7	\$66,610	\$68,275	\$69,982
8	\$70,812	\$72,582	74,397
9	\$75,015	\$76,890	\$78,812
10	\$79,217	\$81,198	\$83,227
11	\$83,945	\$86,044	\$88,195
12	\$88,673	\$90,890	\$93,162
13	\$93,401	\$95,736	\$98,129
14	\$98,757	\$101,226	\$103,756
15	\$102,756	\$105,225	\$107,756

Sergeant Pay Schedule.

2023	2024	2025
\$113,410	\$116,146	\$118,949

h. Article XIII section 2 shall be revised as follows:

For the duration of this Agreement only, Step movement for employees shall be as follows; Effective April 1, 2020, step 1 shall be the academy step. Officers shall move to step 2 upon graduation of the academy, or step 2 at a minimum on the officers start date if already PTC (Police Training Commission) certified. Officers shall move to step 3 on January 1 of the year following their entry into step 2 and shall move up one step each January 1 thereafter.

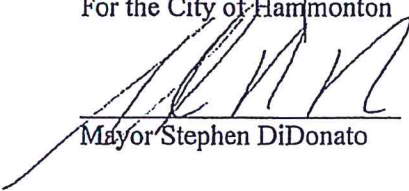
i. Overtime language in the contract shall be modified to provide that overtime compensation shall be required for all work in excess of the officers regularly scheduled shifts.

j. Each officer shall receive 3 personal days regardless of work schedule.

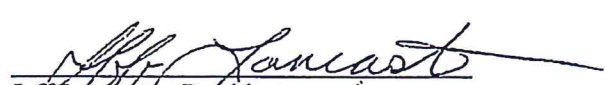
k. Minimum Mandatory staffing for shifts – Effective January 1, 2023 the Chief of Police shall have a minimum mandatory of 4 officers per shift per day for 12 hours. How the Chief implements the time frame during a day that the 4-officer minimum is in effect is at his sole discretion. Each month moving forward from January, the 12 hours with a 4-man minimum shall be increased by 1 hour with the intent of having 4 officer minimums for the entire 24-hour period by the end of 2023.


2. This agreement is subject to ratification by PBA Local 77 and the City of Hammonton Committee.

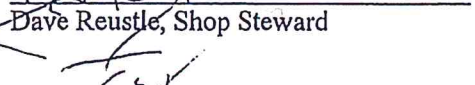
For the City of Hammonton


Mayor Stephen DiDonato

For Mainland PBA 77


Jeff Lancaster, President


Dave Reustle, Shop Steward


Sgt. Thomas Percodani, Shop Steward