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MEMORANDUM OF AGREEMENT

This Agreement is made by and between the **Township of Ewing** (hereinafter the “**Township**”) and the **Ewing Township Police Benevolent Association Local No. 111** (hereinafter the “**PBA**”).

WHEREAS the Township and the PBA are parties to a collective negotiations agreement (“**Contract**”) covering the period July 1, 2019 through December 31, 2023; and

WHEREAS the Township and the PBA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor contract; and

WHEREAS the Township and the PBA have reached agreement on new terms and conditions for a successor contract which are subject to ratification by the membership of the PBA and approval by the Mayor and Council of the Township; and

WHEREAS the negotiating committees for the Township and the PBA unanimously agree to recommend their agreement for ratification and approval.

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

A. **MISCELLANEOUS**

1. Except as herein modified, the terms and conditions set forth in the January 1, 2019 through December 31, 2023 Contract between the Township and the PBA shall remain in full force and effect.

2. Counsel for the parties are authorized to review the current Contract and make any non-substantive changes and corrections in the successor agreement.

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B. ARTICLE V, SICK LEAVE

Section 5.01

- 1. Subsection 2. Effective 1/1/24, change 12 sick days to 15 sick days (180 hours).
- 2. Subsection 4. Effective 1/1/24, change 12 sick days to 15 sick days (180 hours).

C. ARTICLE IX, WAGES

Section 9.01

- 1. Subsection A.
 - a. Those in the Academy will see a beginning salary raise to \$48,500.00; Those beginning or undergoing training by an FTO will have a starting salary of \$50,000.00; all other steps will see an automatic \$4,000.00 increase from the 2023 salary to the 2024 salary throughout all steps and all classifications for those who are part of the bargaining unit.
 - b. Effective 1/1/25 3.50%
 - c. Effective 1/1/26 3.50%
 - d. Effective 1/1/27 3.50%
 - e. Effective 1/1/28 3.00%
- 2. Subsection B, add: The members of this negotiations unit are paid bi-weekly. The amount of pay due each pay period is, in 10 of 11 calendar years, determined by dividing the annual salary, as negotiated by the Township and the Association, into 26 separate, equal units. The term "salary" does not mean that the negotiations unit members are not eligible for overtime pay, when the circumstances

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warrant, in accordance with Article VII of this Agreement. For that purpose, as set forth in Article VII, Sections 7.01 and 7.03, the applicable overtime rate is determined by first establishing the “base rate,” which is to divide the annual salary (excluding Holiday pay as set forth in Article X, Section 10.02) by 2080 hours, then multiplying that base rate by one and one-half.

3. Subsection C (New). Officers who are assigned to CIB, CRU, and/or Professional Standards Bureaus as of the date of ratification shall continue to receive any relevant salary increase (currently \$400.00) even if they vacate the assignment. Officers assigned to CIB, CRU, and/or Professional Standards Bureaus after the date of ratification shall only receive the salary adjustment when assigned to one of the designated bureaus.

4. If this Agreement is ratified by the PBA membership on or prior to September 1, 2023, base salaries shall be increased by .50% effective in the first pay period after September 1, 2023.

D. **ARTICLE X, HOLIDAYS**

Section 10.01. Add Juneteenth at 11.5 hours to base pay effective 1/1/24.

E. **ARTICLE XXXI, MATERNITY LEAVE**

Section 31.01, Subsection C. Replace with the following: “In addition to any other benefits allowed under this Article, all Officers with one (1) year or more of service shall be granted leave without pay for up to six (6) months duration for the birth, placement, or adoption of a child, and shall be returned to work without loss of prior seniority, or prior benefits. The Officer shall provide thirty (30) days written notice of the need for the leave to the Chief or his designee prior to the date that the

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leave is to commence. Leave under this Subsection shall run concurrent with FMLA and NJ FLA.”

F. **ARTICLE XIV, HOSPITAL AND MEDICAL INSURANCE**

Section 14.01. Add the following: If any other negotiations unit of Township employees receives a reduction or modification of the Chapter 78 contributions towards medical premiums, at the written request of the PBA, the parties agree to meet and negotiate regarding the sole issue of employee contribution. If the parties reach an impasse the issue can be submitted to an arbitrator pursuant to Article XV.

G. **ARTICLE XVI, TERM AND RENEWAL**

January 1, 2024 through 11:59 pm on December 31, 2028.

H. **ARTICLE XX, VEHICLE ALLOWANCE AND TRAINING**

Section 20.03 (New). If the police licensing requirement for incumbent officers has a fee, the parties agree to meet and negotiate how the fee will be paid. If the parties reach an impasse the issue can be submitted to an arbitrator pursuant to Article XV.

I. **ARTICLE XXVIII, RETROACTIVE BENEFITS**

Change January 1, 2019 to January 1, 2024.

J. All proposals of the parties not set forth herein or in the attachment to this agreement, are withdrawn.

K. This agreement is subject to ratification by the PBA membership and approval by the Township before it becomes effective.

**EWING TOWNSHIP POLICE
PBA Local 111**



EDWARD LESTER,
PRESIDENT

Dated:

THE TOWNSHIP OF EWING



BERT H. STEINMANN,
MAYOR

Dated: