

A G R E E M E N T

Between the

**NEW JERSEY STATE POLICEMEN'S
BENEVOLENT ASSOCIATION, INC.**

**MAINLAND LOCAL NO. 77
(MULLICA SUPERIOR OFFICERS ASSOCIATION)**

AND

**TOWNSHIP OF MULLICA
ATLANTIC COUNTY, NEW JERSEY**

JANUARY 1, 2025 THROUGH DECEMBER 31, 2029

CRIVELLI, BARBATI & DEROSE, LLC

**Frank M. Crivelli, Esq.
2653 Nottingham Way, Suite 2
Hamilton, NJ 08619
609-981-7500**

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
ARTICLE I	RECOGNITION	1
ARTICLE II	NEGOTIATIONS PROCEDURES	1
ARTICLE III	GRIEVANCE PROCEDURE	2
ARTICLE IV	NON-DISCRIMINATION	4
ARTICLE V	MANAGEMENT RIGHTS	4
ARTICLE VI	SCHEDULING	5
ARTICLE VII	SALARIES AND COMPENSATION	8
ARTICLE VIII	OVERTIME	10
ARTICLE XIX	HOLIDAYS	12
ARTICLE X	VACATIONS	12
ARTICLE XI	SICK LEAVE	13
ARTICLE XII	LEAVES OF ABSENCE	15
ARTICLE XIII	HEALTH INSURANCE AND MEDICAL BENEFITS	16
ARTICLE XIV	COMMUNICABLE DISEASES	18
ARTICLE XV	CLOTHING ALLOWANCE	19
ARTICLE XVI	ADDITIONAL EXPENSES AND REIMBURSEMENT	20
ARTICLE XVII	OTHER EMPLOYMENT	20
ARTICLE XVIII	SENIORITY AND REDUCTION IN FORCE	20
ARTICLE XIX	RETENTION OF BENEFITS	22
ARTICLE XX	NO-STRIKE CLAUSE	22
ARTICLE XXI	FIELD TRAINING OFFICER	23
ARTICLE XXII	EXTRA DUTY	23
ARTICLE XXIII	SAVINGS CLAUSE	23
ARTICLE XXIV	DURATION OF AGREEMENT	24
Exhibit A		25

AGREEMENT

THIS AGREEMENT made on the _____ day of July, 2025, between the Township of Mullica herein after referred to as the "Township" or "Employer" and the New Jersey State Policemen's Benevolent Association, Local #77, herein after referred to as "Employee," "Police Department" or "PBA."

WHEREAS, the parties named have engaged in collective bargaining for the purpose of developing a contract covering salaries, working conditions, benefits and other items and conditions concerning employment; **THEREFORE**, in consideration of the promises and mutual agreements herein contained, the parties hereto agree with each other in respect to the Employees of the Employer as being represented by the New Jersey State Policemen's Benevolent Association, Local #77 as follows:

ARTICLE I **RECOGNITION**

The Employer recognizes the aforementioned New Jersey State Policemen's Benevolent Association, Local #77 as the exclusive Bargaining Agent representing the members of the Mullica Township Police Department as follows: Sergeants, Detective Sergeants, and Lieutenants, being full time regular police officers who have obtained a certificate from the New Jersey Police Training Commission, or are in the process of doing same, excluding the Chief of Police, Dispatchers, Matron, Records Clerks and any other employee of the Township of Mullica.

ARTICLE II **NEGOTIATIONS PROCEDURES**

A. The parties agree to enter into collective negotiations over a successor agreement in accordance with the New Jersey Employer-Employee Relations Act, in good faith, to reach an agreement concerning the terms and conditions of employment of the employees mentioned in Article I. Such negotiations shall commence in accordance with the timelines established by PERC in the calendar year in which the Agreement expires. Any Agreement so negotiated shall apply to all employees mentioned in Article I, will be reduced in writing, ratified by both parties and signed by the authorized representatives of the Township of Mullica and Policemen's Benevolent Association, Local #77.

B. Both parties agree there will be no changes in the terms and conditions of employment during the lifetime of this Agreement, except through negotiations between the parties.

C. Whenever a representative of the PBA or any employee is mutually scheduled by the parties to participate during the employee's scheduled working hours in negotiations, grievances, conferences or meetings, he shall suffer no loss of time, pay or any other fringe benefits and shall be relieved from duty subject to manpower needs of the department.

D. Upon the expiration of this agreement, officers in the step guide shall continue to advance in step until a successor agreement is reached.

ARTICLE III **GRIEVANCE PROCEDURE**

A. **Definition**

A grievance is any dispute between the parties concerning the application of/ or interpretation of this Agreement, policy, administrative decision or any complaint by any employee as to any action or non-action which violates any right arising from his or their employment.

B. **Grievance Steps**

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any Step is waived or extended by mutual consent:

Step One – Submission to Chief

A grievance shall be formally submitted in writing to the Chief of Police or his designee within thirty (30) calendar days of its occurrence who shall render a decision, in writing, within fifteen (15) calendar days, after the written grievance is first presented to him. Nothing herein is to preclude informal discussions with the Chief within this period in an attempt to resolve the grievance.

Step Two – Director of Public Safety (Council Designee)

If the grievance is not resolved within fifteen (15) calendar days after presentation of the written grievance to the Chief or his designee, the grievance shall be submitted to the Director of Public Safety (Council Designee) in writing within ten (10) calendar days of the Chief's written decision or twenty (20) calendar days following the Chief's or his Designee's receipt of the grievance in the event the Chief or his designee does not issue a written decision. The Director of Public Safety (Council Designee) shall issue his written determination within fifteen (15) business days of receipt of the written grievance. If the Director of Public Safety (Council Designee) does not issue a written decision, the grievance shall be considered denied at this STEP.

Step Three – Arbitration

In the event the grievance is not resolved at the second step, the PBA, after finding the matter meritorious, may refer the matter for impartial binding arbitration. If the PBA wishes to move a grievance to arbitration, it shall file with the Public Employment Relations Commission within ten (10) calendar days of receipt of the decision, or within ten (10) calendar days of the expiration of time for the Director of Public Safety (Council Designee) to issue his decision in Step Two if no decision is rendered, and request that a list of arbitrators be furnished to the Township and the PBA.

Nothing herein is to preclude any meeting or hearing at any step if requested by either party.

C. Arbitration Procedures

1. Unless the parties agree otherwise, no more than one (1) issue shall be presented to an arbitrator in any single case.

2. The fees and expenses of the arbitrator shall be borne equally by the parties.

Any other expenses incurred by the parties shall be borne by the party incurring same.

3. The arbitrator shall be bound by the terms and conditions of this Agreement and shall not have any power to add to, subtract from, or in any way modify any of the terms of this Agreement.

4. The decision of the arbitrator shall be in writing with the reasons therefore and shall be binding upon the parties; subject, however, to N.J.S.A. 2A:24-1, et seq.

D. Presence of Individuals at Arbitration Hearing

The Steward or his alternate, whose presence is required in the arbitration hearing, shall be released from his regular work shift without loss of regular straight time rate pay for such purpose. Any individuals employed by the Township reasonably required as a witness in arbitration proceedings under this agreement shall be made available.

E. Time Limits

The time limits set forth herein shall be strictly adhered to. If any grievance has not been initiated within the time limit specified, the grievance shall be deemed to have

been waived. If any grievance is not processed to the succeeding step in the grievance procedure within the time limits prescribed, the disposition of the grievance at the prior step shall be deemed to be conclusive. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits provided for processing the grievance at any step in the grievance procedure. All such extensions shall be in writing and signed by a representative of the Township and a representative of the PBA.

ARTICLE IV **NON-DISCRIMINATION**

A. There shall be no discrimination by the Employer or any of its agents against the Employees represented by the PBA because of membership or non-membership or activity or non-activity in the Association. The PBA or any of its agents shall not discriminate or coerce any employee into membership.

B. Neither the Employer nor the PBA shall discriminate against any employee because of race, color, creed, national origin, nationality, ancestry, age, sex (including pregnancy),_familial status, affectional or sexual orientation, marital status, domestic partnership or civil union status, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for military service, and mental or physical disability, perceived disability, and AIDS and HIV status, political affiliation or Association membership.

ARTICLE V **MANAGEMENT RIGHTS**

A. The Township hereby retains and reserves unto itself: without limitation, all powers, rights, authorities, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and constitution of the State of New Jersey and of the United States, including but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the Township government, its properties and facilities and the activities of its employees.
2. To hire all employees subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees.
3. To take disciplinary action for just cause according to law. Appeals shall be subject to the grievance procedure.
4. To maintain efficiency of its operations.

5. To determine the methods, means and personnel by which its operations are to be conducted.
6. To determine the content of job classifications.
7. To schedule hours of work and shifts.
8. To take all necessary actions to carry out its mission in emergencies.
9. To exercise complete control and discretion over its organization and the technology of performing its work, and to make and modify rules of procedure and conduct.
10. The Township reserves the right with regard to all other conditions of employment nor reserved to make such changes as it deems desirable and necessary for the efficient and effective operation of the Police Department.

B. The reasonable exercise of the foregoing powers, rights, authorities and responsibilities of the Township, the adoption of policies, rules, regulations and practices in the implementation thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express written terms of this Agreement and applicable law.

ARTICLE VI **SCHEDULING**

A. Scheduling

1. There shall be a minimum of forty-eight (48) hours on all schedule changes, meeting or any other activity notices except in the event of a police emergency, e.g., floods, civil disturbances, severe accidents, clear incapacitation of an officer exceeding 3 shifts of work and unexpected resignation of an officer etc. Work schedules must be posted at least fifteen (15) days in advance. Schedules shall not be change to avoid overtime, or to cover an officer's use of sick time unless for a police emergency as described in this provision.

2. Employees may switch with one another however, written approval by the Chief of Police for all switches must be obtained before switch is permitted and proper notification must be made. This notice must remain on file. At no time will employees switching with each other result in overtime or compensatory time payouts being made to either involved individual.

B. 12 Hour Shifts

1. The Chief may elect a 12 or 8 hour schedule. If a 12 hour schedule is

elected, then the following provisions apply.

- a. The Chief is allowed to determine start and stop times of the shift and provide for overlap of police coverage.
- b. Time off requests (comp,) must be submitted 72 hours prior to the date that the officer is requesting off. Requests for personal days may occur less than 72 hours before a shift. Requests for Kelly Time shall be made prior to the 15th of the prior month. Said requests shall be approved if timely submitted. Requests after the 15th of the prior month shall be approved at the discretion of the chief of police. Requests shall not be denied if they do not result in the creation of overtime. Members shall be able to request to use Kelly time up to the start of their scheduled shift provided it does not cause overtime.
- c. A minimum of two (2) officers from the department will be scheduled to work at all times.
- d. 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 shall be prorated for any leave of absence in excess of 30 calendar days whether FMLA or Workers Compensation. 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. Officers shall schedule their use of the Kelly time. Officers shall schedule a minimum of 96 hours of Kelly time each year. Supervisors will ensure that 24 hours of Kelly time are used per quarter of the calendar year. Any unused Kelly time in excess of the 96 hours will be cashed out at the end of the year.

- e. The overtime list will be maintained as per the current contract terms, however in the event of a shift shortage where no officer volunteers to work the short shift, an officer will be ordered to work utilizing reverse seniority. No officer shall exceed a 18 hour work day unless emergency requires otherwise.

The overtime opportunity shall be as follows:

1. If the overtime opportunity is outside 24 hours from the start of the vacant shift:
 - a. It shall first be offered to officers who are not scheduled for a shift on the day the overtime opportunity exists;
 - b. If no officer is available to volunteer for the shift, an officer may be subject to fill the overtime opportunity on his/her day off. In this instance, an officer will be ordered to work involuntary overtime utilizing reverse seniority.
2. If the overtime opportunity is within 24 hours from the start of the vacant shift:
 - a. It shall first be offered to officers who are not scheduled for a shift on the day the overtime opportunity exists;
 - b. If officers refuse or cannot be contacted, then offer to officers who are regularly assigned to that shift who are not scheduled to work;
 - c. If no officer is available to volunteer for the shift, the shift will be split between the on-duty officer and the oncoming officer resulting in the officers working 18-hour shifts.
 - d. If no officers volunteer to work the 18-hour shifts, the junior officer will be required to stay.
 - f. All current time banks will be converted into hours based on an 8 hour conversion. Contractual vacation leave and sick leave shall be converted based on 8 hours a day. Personal leave shall be (3)12 hour days or (4) 8 hour days. Bereavement shall be maintained in days for either 8 or 12 hour days. The parties intend to convert all existing time off to hours for officers working that schedule. Thus, all paid leave "days" will be converted to eight (8) hours. For example, 10 sick days equals 80 hours; 15 vacation days equals 120 hours, etc. Officers shall be permitted to carry over current amount of vacation time within the parameters as stated in the present agreement, as converted into hours. All current contractual time off for vacation, comp and sick time shall be placed in a "bank" in the same manner as it is now, as converted to hours. This also applies to any "sell back" hours (comp time) as well.

- g. If an officer is assigned to a training program, a special unit training, or instructing, the officer shall have the option of reporting to work at the officer's regularly scheduled start time, work and then attend training/instructing and once completed return to work to satisfy the 12 hour shift. Alternatively, the officer can attend training or provide instruction and subtract the remaining hours from the officer's accrued time off or Kelly time bank. Any 8 hour training block or day that occurs out of Atlantic County will be calculated as a full 12 hour day. All training taking place in Atlantic County shall require the officer to report back to work or utilize time off for the remainder of the day.
- h. All holiday time afforded by the current collective bargaining agreement shall be suspended if 12 hour shifts are utilized. Officers who work Christmas, Thanksgiving, New Years, and Fourth of July shall receive hour for hour compensatory time for each holiday.
- i. Sick time is defined as 12 hours if 12 hour shifts are utilized.
- j. Overtime shall be any work in excess of the scheduled tour of duty.
- k. Bereavement leave shall be day for day and not converted to hours.
- l. The annual salaries in the salary be divided by 2080 to determine the hourly rate. That base rate is used to calculate overtime at 1 ½ times the base rate.

ARTICLE VII

SALARIES AND COMPENSATION

A. Base Salary

Base annual wages for the Sergeants and Lieutenants shall be paid in accordance with the salary schedule set forth in Exhibit A:

- 1. There shall continue to be three (3) steps on the Sergeants salary guide. The rank of Lieutenant shall be maintained in the contract.
- 2. The following cost of living adjustments shall be provided as follows:
 - a. Effective and retroactive January 1, 2025, a 3.5% increase shall be applied to all ranks and steps on the salary guide.

- b. Effective January 1, 2026, a 3.75% increase shall be applied to all ranks and steps on the salary guide.
 - c. Effective January 1, 2027, a 4.0% increase shall be applied to all ranks and steps on the salary guide.
 - d. Effective January 1, 2028, a 4.0% increase shall be applied to all ranks and steps on the salary guide.
 - e. Effective January 1, 2029, a 4.0% increase shall be applied to all ranks and steps on the salary guide.
- All amounts shall be prorated at a monthly rate for periods of less than one (1) year.
 - Sergeants shall progress to the next higher step on his or her anniversary date of promotion to the rank.
 - DETECTIVE - \$1,000 per year above officer's rate for the duration of the assignment to the Detective Bureau and pro-rated at a monthly rate for periods of less than one (1) year.

B. Court Time

1. All employees mentioned in Article I attending any court hearing or conference stemming from a criminal or quasi-criminal matter arising out of the course of or in connection with an employee's performance of duties as an officer of the Township, shall be compensated at a minimum of three (3) hours call in pay at the employee's overtime rate for each attendance when the officer is not scheduled for duty.

C. Stand-By Time

1. Stand-by time for all officers shall be compensated for fit a rate of one (1) hour compensatory time for each hour of stand-by time or part thereof when the officer is housebound due to importance of stand-by and must remain by phone.

2. All other standby time for all officers shall be compensated for a rate of one(1) hour compensatory time for each three (3) hours of stand-by time or part thereof.

D. Recall to Duty

When an officer is recalled to duty, he/she shall be compensated from the time scheduled to report at a rate of one and one half (1 ½) pay or compensatory time at the officer's discretion for a minimum of three (3) hours.

E. Paychecks

1. All items on the paycheck shall be listed separately, such as overtime, dues, pension, etc. All additional pay, excluding overtime, shall be paid in a separate check.
2. All paychecks shall indicate the number of hours worked at straight time as well as those worked overtime.
3. All overtime and/or detail pay shall be paid in the next possible paycheck or not later than the following paycheck provided documentation is submitted in a timely manner.

F. Detective On-Call Time

Any officer requested/required by the Chief to be on-call to perform the duties of a detective shall be compensated by receiving four (4) hours of compensatory time for each month he shall be on-call.

ARTICLE VIII
OVERTIME

A. Overtime

1. All time worked in excess of a regularly scheduled shift in one day shall be compensated at a rate of one and one half (1½) time the regular base salary. Compensation for overtime shall be in either pay or compensatory time at the officer's discretion at a rate on one and one half-hour for one hour worked. All time worked in excess of the regularly scheduled work period shall be compensated at a rate of one and one half (1½) the time worked and is to be computed as above and is to be compensated in pay or compensatory time, at an officer's discretion.
2. The hourly rate for overtime shall be computed by dividing the base salary by 2080 and multiplying by 1.5.
3. The straight time rate of pay shall be computed by taking the base pay and dividing by 2080.

B. Compensatory Time

1. When the officer works overtime, the choice of compensation, whether it be in compensatory time at 1½ times or in pay at 1½ times, shall be his discretion.
2. Officers employed prior to January 1, 2003, who have in excess of 240 hours of compensatory time accrued, shall be allowed to carry forward such time and utilize it at their discretion. They shall receive overtime pay and not be entitled to receive additional compensatory time until their accrued compensatory time falls below 240 hours a maximum of 240 hours at which time they may elect to receive compensatory time in lieu of overtime pay up to a maximum of 240 hours.
3. Officers employed after January 1, 2003, shall not accrue more than 240 hours of compensatory time.
4. Officers shall be allowed to sell back up to forty (40) hours of accumulated compensatory time (earned at time and one-half) at the end of each calendar year at the employee's straight rate of pay as of December 31 of that calendar year. Such payment shall be made to the officer no later than the first pay period following final adoption of the Township's budget.
5. The PBA agrees that no more than two (2) overtime shifts per calendar day can be created by the use of comp time or vacation time. This does not include overtime caused by sick time situations. The Chief shall have the discretion to approve additional overtime shifts in excess of the two (2) per calendar day.

C. Overtime Scheduling

1. Distribution of overtime shall begin by seniority and rotate henceforth. If an officer refuses overtime, his name shall be skipped and proceed to the next senior man.
2. If an emergent situation arises and a shift is required to be filled (less than 24 hours notice), the officer on duty shall remain on duty to fill the vacancy for the first half of the shift and shall be compensated at a rate of 1½ times per Article IX, Paragraph A. If the oncoming officer refuses or cannot be contacted, the officer on duty shall remain on duty. Under no circumstances will the shift remain uncovered. If there is more than twenty-four (24) hour notice that the shift will be vacant, Section C.1 shall be followed.

3. All time worked in excess of the normally scheduled workday shall be compensated at 1½ times the employee's salary in accordance with Article IX, Paragraph A.

ARTICLE XIX **HOLIDAYS**

A. Holiday pay has been eliminated through negotiations.

B. Any employee who actually works on New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day or Easter Sunday shall receive compensatory time at one hour for one hour for all hours actually worked during that day.

ARTICLE X **VACATIONS**

A. 1. An employee shall be entitled to paid vacation in accordance with the following schedule:

Completion of 1 year	1 scheduled work week
Completion of 2 years	2 scheduled work weeks
Completion of 3 years to 5 years	3 scheduled work weeks
Completion of 5 years to 10 years	4 scheduled work weeks
Completion of 10 years to 15 years	5 scheduled work weeks
Completion of 15 years	6 scheduled work weeks

2. For employees hired on or after January 1, 2016, an employee shall be entitled to paid vacation in accordance with the following schedule:

Completion of 1 year	1 scheduled work week
Completion of 2 years	2 scheduled work weeks
Completion of 3 years to 5 years	3 scheduled work weeks
Completion of five years to 10 years	4 scheduled work weeks
Completion of 10 years +	5 scheduled work weeks

B. Vacations shall be based upon the completion of years if completed within the calendar year. All vacations are to be taken during the calendar year when possible. Each officer will be permitted to carry forward a maximum of the current year's vacation and the total vacation allocated for the immediate past year. On December 31st of the current year, all remaining unused vacation time from the prior year will be lost. No compensation will be received for this lost time. Upon termination, vacation time for the

current year will be prorated from January 1st of the departure year until the last scheduled payroll date.

ARTICLE XI
SICK LEAVE

A. Employees Hired Prior to January 1, 2000

1. The Township recognizes that unlimited accumulation of Sick Leave and Vacation time was a condition of employment for the Employees listed in Article I. The Township further agrees to grant the Employees listed in Article I, unlimited sick leave that will not be accumulated.

2. The Employees listed in Article I agree to waive that condition of employment with regard to Sick Leave and Vacation time and agree to freeze all accumulated Sick Leave and Vacation Time up to and including the effective date of this Agreement.

3. Should the Employee retire, the Employer agrees to continue the Employee's bi-weekly pay as a terminal leave for the equivalent amount of time owed to the Employee. An employee on terminal leave shall be carried on the Township's payroll as an inactive employee for such period of terminal leave. He/she may only be allowed to return to active duty with the Township at the sole discretion of the Township with written approval of the Township. Except upon the express written approval and consent of the Township, an employee on terminal leave may not return to active service with the Township if the Township has hired a permanent replacement for the employee on leave.

4. Should the Employee leave employment or be terminated, the Employer agrees to compensate the Employee, for all days frozen at the Employee's straight time rate of pay.

5. Should the Employee become deceased while in direct employment or while on terminal leave the Employer agrees to pay the Employee's next of kin or Estate one lump sum following the Employee's death within the next thirty (30) days.

6. From date of hire to the completion of five (5) years, the employee shall be assessed no more than three (3) days per year for days off due to illness or injury. Upon completion of five (5) years, there shall be no loss of time or pay to the Employee for days off duty due to illness or injury.

7. Any employee absent due to illness for more than three (3) consecutive days shall provide the Township with a note from a certified physician identifying

the reason for the absence and a certification that the employee is able to return to work.

B. Employees Hired Between January 1, 2000 and December 31, 2015

Employees hired on or after January 1, 2000 in addition to his paid vacation, will be granted sick leave with pay of one (1) working day for every month of service during the first calendar year of employment and fifteen (15) working days in every calendar year thereafter, credited on January 1 of each calendar year. If any such employee requires none or only a portion of such allowable sick leave for any calendar year, the amount of such leave not taken shall accumulate to his or her credit from year to year and such employee shall be entitled to utilize such accumulated sick leave with pay as required. Sick days will not be accumulated for the purposes of terminal leave and an employee shall not receive compensation for unused sick leave at the time of termination of employment.

C. Employees Hired On and After January 1, 2016

Employees hired on or after January 1, 2016 in addition to his paid vacation, will be granted sick leave with pay of one (1) working day for every month of service during the first calendar year of employment and twelve (12) working days in every calendar year thereafter, credited on January 1 of each calendar year. If any such employee requires none or only a portion of such allowable sick leave for any calendar year, the amount of such leave not taken shall accumulate to his or her credit from year to year and such employee shall be entitled to utilize such accumulated sick leave with pay as required. Sick days will not be accumulated for the purposes of terminal leave and an employee shall not receive compensation for unused sick leave at the time of termination of employment.

D. Sick Leave Verification/Procedures

1. Sick leave is a benefit, and not a right. It is intended to be used for employee illness, and not for vacation or for personal business and should be used only in cases where the employee is ill and unable to work, or in cases of the serious illness of a family member as specified in paragraph 2 below.

2. Attending Medical Appointments During Work Hours.

An employee working may also use sick leave to attend to a doctor's appointment for personal medical needs or for the medical needs or care of the employee's spouse, civil union partner, child, parent or other person residing in the officer's home. In this event, a doctor's note must be presented to the Chief upon return to work verifying the date and time of appointment and the officer's attendance at the appointment. To the extent possible, an employee shall schedule a doctor's appointment for the employee's day off. If the employee intends to utilize sick leave time to attend to a physician's appointment, the

employee shall notify the Chief as soon as possible of the date and time of the appointment. To the extent possible, an employee shall supply the Chief with notice of pre-scheduled doctor's appointment by the 15th of the month so it may be noted for scheduling purposes. An employee must use sick time when attending a physician's appointment for personal and/or family medical needs and is not permitted to attend an appointment while on duty without utilizing sick leave time. Employees shall be charged amount of sick leave necessary to cover employee's absence.

3. Any employee absent due to illness or injury for three (3) or more consecutive working days shall provide the Township with a note from a certified physician verifying that the employee's absence is due to illness or injury and that the employee is able to return to work. The Township may require proof of illness or injury of an employee on sick leave, notwithstanding the limitation in the preceding sentence. Abuse of sick leave shall be cause for disciplinary action. Any absence due to illness or injury without a physician's note shall be deemed to be an "unexcused absence." Any employee with more than five (5) unexcused absences in any one calendar year shall provide a physician's note for each absence due to illness or injury for the remainder of that calendar year. In the event the sick leave is being taken to help care for a seriously ill family member, as specified in paragraph 2 above, a doctor's verification for that individual may be required. All physician's notes shall be supplied to the Personnel Coordinator with a copy to the Chief of Police.

4. In the event of any question concerning the above entitlement, or the ability of the employee to return to duty, the Township may require the employee to be examined at the expense of the Township by a physician designated by the Township. If the employee has been cleared to return to duty by his personal physician but is still required to attend an appointment with the Township physician, the employee shall not be charged any leave time and shall be compensated for any time he would have been regularly scheduled to work. Compensation shall be paid only if the Township physician also clears the employee to return to duty. Otherwise, he shall be charged sick leave time.

ARTICLE XII **LEAVES OF ABSENCE**

A. Personal Leave

1. Each member of the Police Department mentioned in Article I shall be given four (4) personal days for the calendar year to be taken at their discretion at any time during the course of the calendar year. A minimum of four (4) hours notice is required except in the case of emergency.

2. These four (4) days are assumed to be pro-rated each year with one day issued per quarter. Should an employee leave the employment of the Township before the end of the calendar year, he/she will only be compensated for personal days earned, but not used. Should the employee have days not earned, is final compensation will reflect this.

B. Bereavement Leave

1. Members as mentioned in Article I shall be allowed five (5) work days time off, to be used within fifteen (15) days of the date of death in case of death of the following: mother, father, step-parent, grandmother, grandfather, spouse, civil union or domestic partner, child, step-child, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, bother-in-law, sister-in-law, grandchild, grandparent-in-law or any other person permanently residing in the member's home.

2. For aunt, uncle, nephew, niece, and cousin of the first degree, date of burial only.

3. Exception to the above may be made when the deceased is buried in another city and the member is unable to return to duty in the amount of time granted.

ARTICLE XIII
HEALTH INSURANCE AND MEDICAL BENEFITS

A. Health Insurance

The Township shall provide comprehensive medical and health insurance for all members of the bargaining unit through the New Jersey State Health Benefits Plan, under the terms of the plan as it exists or as modified by the New Jersey State Health Benefits Plan (or any other substantially equivalent health benefit plan), including any changes in co-pays or deductibles that may be implemented by the New Jersey State Health Benefits Plan, for all employees and eligible dependents covered by this Agreement. Employees shall only be permitted to enroll in the type of coverage for which the employee is eligible. An employee desiring to have coverage other than single coverage for all health insurance benefits must produce evidence that he/she is the primary insurance provider for his/her dependents. If this proof is not presented, the responsibility for health benefits for the individual by the Township will be restricted to single coverage only. As soon as practicable after the signing of this Agreement, the base plan to be offered to employees by the Township shall be the Direct 15 Plan. The Township shall continue to offer the Direct 10 Plan as well as others available through the SHBP. If an employee selects a plan with a higher premium cost than the Direct 15 Plan, the difference in such premium shall be borne by the employee in equal payments

through payroll deductions so that the amount deducted is the difference in the policy divided by the number of pay periods in a year.

B. Prescription Plan

The Township presently provides a Co-Pay Prescription Plan for employees and dependents through New Jersey State Health Benefits Plan, and shall continue to provide such plan as the terms of that plan exist or as may be modified by the New Jersey State Health Benefits Program including any changes in co-pays or deductibles.

C. Dental Care

The Township presently provides a Dental Care Plan for employees and dependents through New Jersey State Health Benefits Plan, and shall continue to provide such plan as the terms of that plan exist or as may be modified by the New Jersey State Health Benefits Program including any changes in co-pays or deductibles.

D. Vision Care

The Township will continue to provide the Vision Care Plan for employees and dependents through United Health Care.

E. Change in Plans and Providers

The Township may, at its option, change any of the existing insurance plans or carriers providing the benefits so long as substantially equivalent benefits are provided to the employees and their dependents. The Township further reserves the right, at its option, to self-insure any of the plans or coverages so long as substantially equivalent benefits are provided to the employees and their dependents. Prior notice must be made to the Union of any change.

F. Cost Contribution

All employees shall pay a cost contribution for Health Insurance Plan coverages according to the provisions of P.L. 2011, Chapter 78, Pension and Health Benefit Reform Law adopted June 2011. Payment shall be made by the way of withholdings from each employee's payroll checks. The Township shall maintain a Section 125 Plan and Flexible Spending Account in accordance with the law.

G. Health Insurance Upon Retirement

1. Any employee recognized in Article I and hired prior to January 1, 2000, who retires after twenty-five (25) years of service in the Police and Firemen Retirement System and twenty (20) years of service with the Township of Mullica or who is granted a Disability Retirement Pension from the Police and Firemen

Retirement System shall retain and enjoy all medical, optical, dental, health and prescription benefits.

2. Any employee recognized in Article I and hired on or after January 1, 2000, who retires after twenty-five (25) years of service in the Police and Firemen Retirement System and twenty-five (25) years of service with the Township of Mullica or who is granted a Disability Retirement Pension from the Police and Firemen Retirement System shall retain and enjoy all medical, optical, dental, health and prescriptions benefits.

3. Any employee recognized in Article I hired subsequent to January 1, 2007, who retires after twenty-five (25) years of service in the Police and Firemen Retirement System and twenty-five (25) years of service with the Township of Mullica or who is granted a Disability Retirement Pension from the Police and Firemen Retirement System shall retain and enjoy all medical, health and prescription benefits. Such benefits shall be continually paid by the Township, subject to any contribution required by Chapter 78 or any other state or federal law.

4. For employees who retire on or after January 1, 2016, all benefits received in retirement shall be the benefits provided to current employees and not the benefits in effect at the time of retirement. An employee shall not be permitted to add dependents after the time of retirement unless the employee/retiree bears the full cost of the additional premium cost at the group rate for the additional eligible dependent(s).

5. Any employee who retires effective January 1, 2016 or later shall not be entitled to any reimbursement for Medicare premiums.

6. Any employee hired on or after January 1, 2016, shall not be entitled to retiree health benefits provided and paid for by the Township upon their retirement as long as they are eligible to enroll for and receive health insurance upon retirement under Chapter 330 provisions. Should enrollment or eligibility under Chapter 330 provisions either be not available or such enrollment or eligibility is prohibited by law or regulation, then the Township shall provide employee with retiree health care as provided for herein.

ARTICLE XIV **COMMUNICABLE DISEASES**

Any officer who shall suffer from any communicable disease, e.g.: Hepatitis A, Hepatitis B, AIDS, etc., shall be treated with the assumption that the disease was contacted in and during the performance of duty. Incident reports may be required to validate the claim. This assumption may be challenged and rebutted if the Employer provides evidence to the contrary.

ARTICLE XV
CLOTHING ALLOWANCE

A. Each member shall receive one thousand five hundred dollars (\$1,500.00) per year for the purpose of maintaining their police uniforms and for the purchase of new, police clothing. Two payments shall be made for police clothing, and uniform maintenance. The first payment of seven hundred fifty dollars (\$750.00) will be made the first pay period of April. The second payment of seven hundred fifty dollars (\$750.00) will be made the first pay period of September.

B. Clothing destroyed or damaged in the line of duty shall be replaced or repaired at the Employer's expense. The replacement of personal effects such as watches, jewelry, etc. shall be covered up to \$100.00 per incident. Personal items such as glasses will be fully reimbursable. The reimbursable amount shall not exceed the original purchase price of the item being replaced. A report of such damage or loss must be submitted at the time of the occurrence, signed by the shift commander.

C. The Township agrees to provide each newly hired employee with an initial issue of uniforms complete with required patches and insignia, leather and web gear, body armor, and necessary equipment listed below, which shall be developed between the parties. The uniform issue includes a summer uniform, including short-sleeved shirts, without a tie, which will be worn during the summer months or at any other time deemed appropriate at the discretion of the Chief of Police. Each employee is responsible to maintain in serviceable condition the number and type of uniforms listed below. Items listed below that are damaged beyond repair shall be replaced by the Township.

Each newly hired employee shall be provided with an initial issue of the following:

- 1 Class A Hat and badge
- 1 Class A Pant
- 1 Class A long sleeve shirt
- 1 Class A duty belt, complete
- 1 Tie & Tack
- 1 Pair of Class A shoes
- 1 Sam Brown Belt
- 1 Badge
- 1 Name Plate
- 1 Class B Baseball Cap
- 2 Class B Long Sleeve Shirts
- 2 Class B Short Sleeve Shirts
- 1 Class B Duty Belt, complete
- 2 Pairs of Class B Pants
- 1 Pair of Class B Boots
- 1 Rain Jacket
- 1 Winter Jacket (same jacket for Class A and B)
- 2 Class C Polo Shirts short sleeve

- 1 Traffic Safety Vest
- 1 Wool Knit Cap

It is understood that the department supplies a bullet proof vest, firearm, appropriate amount of magazines, OC spray, expandable baton, radio, handcuffs and any other equipment that is or becomes necessary to carry on the uniform in order to perform normal operations.

ARTICLE XVI **ADDITIONAL EXPENSES AND REIMBURSEMENT**

- A. The Employer agrees to pay reasonable costs of meals and lodging when incurred while on office business outside of the Township.
- B. The Employer agrees to pay the maximum per mile amount allowed by the IRS and tolls when the officer's personal vehicle is used for official police business providing permission is granted, in advance, by the Chief of Police.
- C. Payment for the above expenses will be made upon presentation of receipts for all incurred allowable expenses.
- D. If the Township requires/requests its officers to take a physical fitness test, any officer who passes such test shall receive a payment of \$200.00.

ARTICLE XVII **OTHER EMPLOYMENT**

- A. Employees shall be entitled to engage in any lawful activity and obtain any lawful work while off-duty, providing same does not interfere or conflict with his responsibilities and duties as a police officer. All outside employment will require a letter being kept on file in the Police Department identifying the nature of the outside employment, the employer's name and the time period(s) that will be worked.
- B. All such outside employment will require the advanced approval of the Chief who shall solely make the determination of whether such other employment interferes or conflicts with his/her responsibilities and duties as a police officer.

ARTICLE XVIII **SENIORITY AND REDUCTION IN FORCE**

- A. In the event of a Reduction in Force/Layoff, the Township shall implement and abide by the following procedures:

1. Seniority for purposes of a reduction in force/layoff is defined as total service by appointed officers in the Township in any position (s) covered by this Agreement. An appointed officer shall lose all accumulated seniority only if he/she resigns or is discharged for cause.

2. In the event of a reduction in force/layoff, officers shall be laid off in the reverse order of total seniority of all officers in the Police Department. Any employee laid off shall remain on a recall roster for a period of five (5) years from the date of layoff. Recalls shall be based on a total seniority in the Police Department.

3. In the event that, within five (5) years of an officer's layoff, a vacancy/opening occurs in the Police Department and is covered by this Agreement, a laid-off employee shall be entitled to a one time recall thereto in order of total seniority and shall be reinstated and credited with all prior seniority.

4. The Township shall formally notify the PBA of its intention to possibly reduce force or institute layoffs at least ninety (90) days prior to submission of the annual budget.

5. **Demotions**

In the event of a demotion in rank, the Township shall implement and abide by the following procedures:

- a. Seniority for purposes of a demotion in rank is defined as total service in rank by appointed police officers in the Township in any position(s) covered by this Agreement. An appointed officer shall lose all accumulated seniority only if he/she resigns or is discharged for cause.
- b. In the event of a demotion in rank, officers shall be demoted in the reverse order of total seniority of all officers within a specific rank in the Police Department. Any employee demoted shall be placed on a recall roster in the event an opening in the officer's prior rank occurs. Recalls shall be based on total seniority by rank in the Police Department.
- c. In the event that, a vacancy/opening occurs in the rank held by the demoted officer and is covered by this Agreement, a demoted officer shall be entitled to be re-assigned to that rank and position based on total seniority in that rank and shall be reinstated to that rank and credited with all prior seniority.
- d. The Township shall formally notify the PBA of its intention to possibly demote any officers at least ninety (90) days prior to the submission of the annual budget.

6. The Township agrees that upon notification as per Section 4 above, it shall discuss that matter fully with the PBA and its representatives. Such discussions shall commence no later than two (2) weeks following such notification.

ARTICLE XIX **RETENTION OF BENEFITS**

A. Except as otherwise provided herein, all rights privileges and benefits which the member of the PBA as mentioned in Article I of this Agreement have heretofore enjoyed in the past and are presently enjoying, shall be maintained and continued by the Employer at not less than the highest standards in effect during the life of this Agreement.

B. The provision of all Township Ordinances and Resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this Agreement, and shall be incorporated in this Agreement as if set forth herein at length.

ARTICLE XX **NO-STRIKE CLAUSE**

A. The PBA covenants and agrees that during the term of this Agreement neither the PBA nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or concerted willful absence of a police officer from his duties of employment), work stoppage, slowdown, walk-out or any other method which would interfere with police service to the public. The PBA agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walk-out or job action as defined in Section A, it is covenanted and agreed that participation in any such activity by any PBA member shall be deemed grounds for disciplinary action which may include possible termination of employment of such employee or employees.

C. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by the PBA or its members.

ARTICLE XXI
FIELD TRAINING OFFICER

Each Officer assigned as a Field Training Officer (FTO) shall receive one and one-half hours (1.5) hours of compensatory time for each shift engaged as a Field Training Officer.

ARTICLE XXII
EXTRA DUTY

A. In all cases where an outside party seeks to have police work performed through the Division of Police then such service shall be considered as covered by this Article. For all purposes a Police Officer so employed shall be considered for all purposes to be on duty and under the control and employ of Mullica Township and shall be subject to all of the rights, duties and limitations of office.

B. The rate of pay to police officers for contracted Police service shall be eighty-five dollars (\$85.00) per hour.

C. The officer shall be guaranteed a minimum of four (4) hours of pay per assignment, no matter how long the assignment lasts. If the assignment is over four (4) hours, then the officer will be guaranteed a minimum of eight (8) hours of pay per assignment.

D. In the event a third-party vendor fails to appear to the job location or leaves earlier than scheduled the employee assigned the extra-duty shall receive full compensation for the scheduled assignment. If an extra duty assignment is cancelled by a third-party vendor two (2) hours prior to the scheduled start time, the employee assigned shall receive payment for a minimum of four (4) hours of work.

E. In the event emergency extra-duty assignment is required, the employee assigned said duty shall receive compensation in the amount of ninety-five dollars (\$95.00) per hour and shall be guaranteed a minimum of three (3) hours of pay per emergency assignment. An emergency shall be defined as any assignment made with less than four (4) hours' notice. All work over eight (8) hours shall be paid at the time and one half (1-1/2) hourly wage.

ARTICLE XXIII
SAVINGS CLAUSE

In the event any Federal or State legislation, Governmental Regulation or Court Decision causes any Article of the Agreement or part thereof to become invalid, illegal or unlawful, all other Articles and Sections not affected shall remain in full force and effect, and the parties shall re-negotiate any Articles affected.

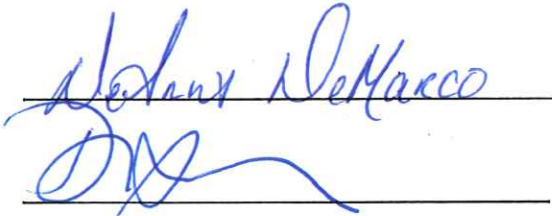
ARTICLE XXIV
DURATION OF AGREEMENT

A. This Agreement shall be in full force and effect from January 1, 2025, until midnight, December 31, 2029.

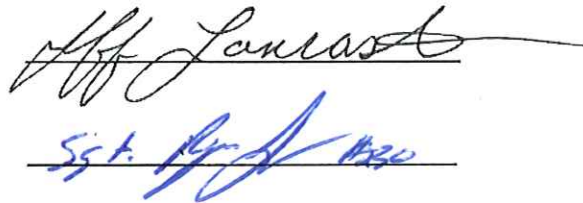
B. The parties agree that negotiations for a successor agreement modifying or amending, the terms and provisions of this Agreement shall commence no later than one hundred twenty (120) days prior to the date on which this collective bargaining Agreement is to expire. At least three (3) negotiation sessions must take place before either party can file for Interest Arbitration with the Public Employment Relations Commission (PERC). The terms of this Agreement and all practices shall remain in full force and effect until said successor agreement is reached.

IN WITNESS WHEREOF, the undersigned have hereto affixed their signatures on this 30th day of October, 2025.

FOR THE TOWNSHIP OF MULLICA



FOR MAINLAND PBA #77
(Mullica Twp.)



Sgt.  _____

Exhibit A

			PBA #77 Mullica Township (Superior Officers)			
Step	2024	2025	2026	2027	2028	2029
		3.5% ATB	3.75% ATB	4% ATB	4% ATB	4% ATB
Sergeant 1st Year	\$109,616	\$113,453	\$117,707	\$122,416	\$127,312	\$132,405
Sergeant 2nd Year	\$113,153	\$117,113	\$121,505	\$126,365	\$131,420	\$136,676
Sergeant 3rd Year	\$116,689	\$120,773	\$125,302	\$130,314	\$135,527	\$140,948
Lieutenant	\$126,724	\$131,159	\$136,078	\$141,521	\$147,182	\$153,069