

AGREEMENT

Between




**Woolwich Township, New Jersey
and**

Policemen's Benevolent Association Local 122



Representing the Woolwich Township Police Department

JANUARY 1, 2026 THROUGH DECEMBER 31, 2030

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Mayor: 
Dep. May: 
Admin: 

PBA 122: 
PBA 122: 

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AGREEMENT

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

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

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PREAMBLE

THIS AGREEMENT made and entered into in Woolwich Township, New Jersey, this ____ day of ____, 2025, between the TOWNSHIP OF WOOLWICH, in the County of Gloucester and State of New Jersey (hereinafter referred to as "Township" or "Employer") and THE POLICEMAN'S BENEVOLENT ASSOCIATION LOCAL #122 as sole and exclusive bargaining unit consisting of all regular police officers of the Woolwich Township Police Department (hereinafter referred to as "Department"), excluding the Chief of Police, Deputy Chief, Captain, and rank of Lieutenant (hereinafter referred to as "Association").

WITNESSETH

WHEREAS, the Township and the Association recognize and declare that providing quality police protection for the Township is their mutual aim; and

WHEREAS, the Township has an obligation to negotiate with the Association as the sole representative of the employees hereinafter designated with respect to the terms and conditions of employment; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement;

NOW, THEREFORE, in consideration of the following mutual covenants, **IT IS HEREBY AGREED** as follows:

Mayor: *M*
Dep. May: *MR*
Admin: *APW*

PBA 122: *[Signature]*
PBA 122: *[Signature]*

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

ARTICLE II
MAINTENANCE OF STANDARDS



SECTION 1. The Township shall not discriminate in any way against any employee's Association activities or discharge any employee because of his/her Association activities.

SECTION 2. The rights of both the Township and the employees shall be respected and the provisions of this Agreement for the orderly settlement of all questions regarding such rights shall be observed.

SECTION 3. Employees shall retain all civil rights under the New Jersey State and Federal Laws.

SECTION 4. This Agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties hereto.

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


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ARTICLE I
RECOGNITION

SECTION 1. The Township hereby recognizes the Policeman's Benevolent Association Local # 122 as the sole and exclusive representative of all regular police officers of the Department, excluding the Chief of Police, Deputy Chief, Captain and rank of Lieutenant, for the purpose of collective negotiations with respect to terms and conditions of employment.

SECTION 2. Unless otherwise indicated, the term "Police Officer", "employee", or "employees", when used in this Agreement refers to all persons represented by the Association in the above defined bargaining unit.

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


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
ARTICLE III
MANAGEMENT RIGHTS

SECTION 1. The Employer, on its own behalf and on behalf of the taxpayers of the Township of Woolwich, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including but without limiting the generality of the foregoing, the right:

- a. To exercise executive management and administrative control of the Department and its properties and facilities and the activities of its employees while such employees are on duty
- b. To hire all employees, and subject to the provision of law, to determine their qualifications and the conditions for their continued employment of their fines, suspensions dismissals or demotions for good cause; and to promote and transfer all such employees within the Department.

SECTION 2. The exercise of the foregoing powers, rights, authority and duties and responsibilities by the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof, are in conformance with the Constitution and laws of the State of New Jersey and the Constitution and laws of the United States.

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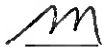
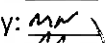

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SECTION 3. Nothing contained herein shall be considered to deny or restrict the employer of its rights, responsibilities and authority under the New Jersey laws or any other national, state, county or local laws or regulations.

SECTION 4. Nothing in this agreement which changes pre-existing Employer policy, rules or regulations shall operate retroactively unless expressly so stated. The parties agree that employees shall continue to serve under the directions of the Chief of Police and Director of Public Safety, if applicable, and in accordance with Employer and administrative policies, rules, and regulations provided that the provisions of the Agreement shall supersede and prevail over any conflicting provisions.

SECTION 5. It is understood that under the rulings of the courts of New Jersey, the Employer is forbidden to waive any rights or powers granted by law. Anything to the contrary notwithstanding, anything contained in this section, paragraph or sub-section of this Agreement shall be interpreted in any manner or be so construed as to indicate that the Employer has waived rights that are expressly required by the courts to be retained by the Employer.

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ARTICLE IV
GRIEVANCE PROCEDURE




SECTION 1. For the purposes of this Agreement, a grievance is defined as a dispute between the Employer and any employee covered hereby with respect to working conditions, safety conditions or the alleged violation of a specific provision of this Agreement, provided that the term grievance shall not apply to:



- a. Any matter for which a method of review is prescribed by law, or;
- b. Any matter which according to law is either beyond the scope of authority of the Township of Woolwich or limited to unilateral action by the Township of Woolwich alone, or;
- c. A complaint of any employee which arises by reason of his or her not being re-employed.

Any grievance must be presented in writing within ten (10) calendar workdays after the aggrieved person knows of the event or events upon which the claim is based or else such grievance is deemed waived. The written grievance shall specify:

- a. The specific nature of the grievance and, if a contract violation is claimed, the contract clause violated;
- b. The results of previous discussions;
- c. The date and time grievance is submitted;
- d. The relief sought.

All employees covered under this Agreement shall have the right to present a grievance. Unless otherwise provided in the Agreement, the grievance shall be processed

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



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in the following manner:

Step 1. The aggrieved party(s) and the Chief of Police or his designee shall within five (5) calendar days of said filing, informally meet and discuss the grievance. The Chief of Police shall render his decision, in writing, within ten (10) calendar days after the discussion of the grievance with the aggrieved party. Failure to render a written decision within said ten (10) calendar days shall permit the aggrieved party(s) to automatically move to Step Two.

Step 2. In the event the grievance shall not have been resolved at Step One, the aggrieved party(s) shall, in writing and signed, file the grievance with all previous documents with the Township Committee within thirty (30) calendar days following the conclusion of Step One. The Township Committee and aggrieved party(s) shall meet to discuss the grievance within thirty (30) calendar days of the filing of said grievance. The Township Committee shall, in writing, render a decision within fifteen (15) calendar days after said meeting with the aggrieved party(s). The decision of the Township Committee shall be final and binding upon the parties involved in the grievance except for the alleged violation of a specific provision of this Agreement which may be taken to Step Three.

Step 3. If the grievance charges a violation of a specific provision of this Agreement and has not been resolved at Step Two, the aggrieved party(s) may request the appointment of an arbitrator for arbitration limited to the issue of the alleged violation of a specific provision of this Agreement. A request for the appointment of an Arbitrator shall be filed by the aggrieved party(s) in writing and sent to the Township Committee within

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


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fifteen (15) days after the last day the Township Committee could have rendered a decision.

The following procedure will be used to secure the services of an arbitrator:

- a. The aggrieved party(s) shall within forty-five (45) days of the decision of the Township Committee or, if no decision is rendered by the Township Committee within forty-five (45) days after the last day the Committee could have rendered a decision, request the Public Employment Relations Commission (PERC) to submit a list of persons qualified to function as an arbitrator in the dispute in question.
- b. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list within fifteen (15) calendar days from receipt by both of them, the aggrieved party(s) shall request that PERC submit a second list of names.
- c. If the parties are unable to determine a mutually satisfactory arbitrator from the second submitted list within fifteen (15) days of receipt of it by both of them, PERC may be requested by either party to designate the arbitrator.
- d. The arbitrator shall have no power to add to or subtract from the terms of this Agreement. The arbitrator's decision shall be rendered within forty-five (45) days from the close of the record of the case. Briefs, if any, shall be submitted within thirty (30) days from the

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


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close of the hearing unless otherwise agreed to by the parties with the consent of the arbitrator. The decision of the arbitrator shall be final and binding. The cost of the arbitrator's services shall be borne equally by both parties.

The time limits set forth above may be extended by the mutual consent of both parties, in writing.

The aggrieved party(s) shall have the right to be represented by legal counsel, the Association, the PBA, or a fellow Police Officer of his choosing at any stage of these grievance procedures. Any expenses incurred by either the aggrieved party(s) or the Township Committee shall be paid by the party incurring the expense.

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


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ARTICLE V
COMPENSATION

SECTION 1. It is hereby agreed and understood that the annual salaries for the Police Officers within the Township of Woolwich, excluding the Chief of Police, Deputy Chief, Captain and Lieutenant shall be as follows:

Hired before 1/1/2026	2026	2027	2028	2029	2030
Academy Recruit	\$42,016.01	\$43,276.49	\$44,574.79	\$45,912.03	\$47,289.39
9 th Class	\$48,332.89	\$49,782.87	\$51,276.36	\$52,814.65	\$54,399.09
8 th Class	\$55,797.66	\$57,471.59	\$59,195.73	\$60,971.61	\$62,800.75
7 th Class	\$63,263.66	\$65,161.57	\$67,116.42	\$69,129.91	\$71,203.81
6 th Class	\$70,729.04	\$72,850.91	\$75,036.44	\$77,287.54	\$79,606.16
5 th Class	\$78,194.43	\$80,540.26	\$82,956.47	\$85,445.16	\$88,008.52
4 th Class	\$85,659.82	\$88,229.61	\$90,876.50	\$93,602.80	\$96,410.88
3 rd Class	\$93,125.21	\$95,918.97	\$98,796.54	\$101,760.43	\$104,813.25
2 nd Class	\$100,590.59	\$103,608.31	\$106,716.56	\$109,918.06	\$113,215.60
1 st Class	\$114,506.97	\$117,942.18	\$121,480.44	\$125,124.85	\$128,878.60
Senior Patrolman	\$114,506.97	\$119,087.24	\$124,148.45	\$129,735.13	\$135,573.21
Corporal/Detective	\$120,464.88	\$125,283.48	\$130,608.02	\$136,485.39	\$142,627.23
Sergeant/Det. Sgt.	\$127,925.98	\$133,043.02	\$138,697.35	\$144,938.73	\$151,460.97

Hired 1/1/2026 and after	2026	2027	2028	2029	2030
Academy Recruit	\$42,016.01	\$43,276.49	\$44,574.79	\$45,912.03	\$47,289.39
9 th Class	\$52,000.00	\$53,560.00	\$55,166.80	\$56,821.80	\$58,526.46
8 th Class	\$58,000.00	\$59,740.00	\$61,532.20	\$63,378.17	\$65,279.51
7 th Class	\$64,000.00	\$65,920.00	\$67,897.60	\$69,934.53	\$72,032.56
6 th Class	\$70,000.00	\$72,100.00	\$74,263.00	\$76,490.89	\$78,785.62
5 th Class	\$77,500.00	\$79,825.00	\$82,219.75	\$84,686.34	\$87,226.93
4 th Class	\$85,500.00	\$88,065.00	\$90,706.95	\$93,428.16	\$96,231.00
3 rd Class	\$94,000.00	\$96,820.00	\$99,724.60	\$102,716.34	\$105,797.83
2 nd Class	\$103,000.00	\$106,090.00	\$109,272.70	\$112,550.88	\$115,927.41
1 st Class	\$112,500.00	\$115,875.00	\$119,351.25	\$122,931.79	\$126,619.74
Senior Patrolman	\$114,506.97	\$119,087.24	\$124,148.45	\$129,735.13	\$135,573.21
Corporal/Detective	\$120,464.88	\$125,283.48	\$130,608.02	\$136,485.39	\$142,627.23
Sergeant/Det. Sgt.	\$127,925.98	\$133,043.02	\$138,697.35	\$144,938.73	\$151,460.97

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


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(Note: The above salaries are calculated on the basis of Police Officers working 2,080 hours per year work schedule. A decrease in hours per year based upon a shift change shall require a downward adjustment to the above-referenced salaries).

SECTION 2. The above are minimum pay scales for the above categories. The Township Committee shall retain the right to hire any patrolman at a starting salary at any level based on its discretion, but in no event will it exceed the highest salary of a patrolman third (3rd) class.

SECTION 3. The appropriate increment, based upon the above salary guide, shall automatically be given to the employee on the date when the employee is elevated to the next class based on the following: Any Police Officer required to attend the Police Academy shall be paid at the Academy/Recruit rate until successful completion of initial training at the Academy, at which time the patrolman shall be elevated to 9th class. A probationary patrolman who fails to successfully complete the initial training at the Police Academy within one year after his/her first date of hire may be terminated. All Police Officers shall serve a one (1) year probationary period commencing from their date of hire. After a 9th class patrolman, placed in that step either after successful completion of initial training at the Police Academy or upon hire has held that position for twelve (12) months, he/she shall be elevated to 8th class patrolman. After an 8th class patrolman has held that position for twelve (12) months, he/she shall be elevated to 7th class patrolman. After an 7th class patrolman has held that position for twelve (12) months, he/she shall be elevated to 6th class patrolman. After a 6th class patrolman has held that position for twelve (12)




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months, he/she shall be elevated to 5th class patrolman. After a 5th class patrolman has held that position for twelve (12) months, he/she shall be elevated to 4th class patrolman. After a 4th class patrolman has held that position for twelve (12) months, she/she shall be elevated to 3th class patrolman. After a 3th class patrolman has held that position for twelve (12) months, he/she shall be elevated to 2nd class patrolman. After a 2nd class patrolman has held that position for twelve (12) months, he/she shall be elevated to 1st class patrolman. After a 1st class patrolman has held that position for twelve (12) months, he/she shall be elevated to Senior Patrolman.




SECTION 4. The Township agrees to establish a Detective Bureau consisting of the positions of Investigator, Detective and Detective Sergeant. An Investigator is an assigned position. An officer holding the rank of Investigator will be eligible to be promoted to a Detective after one (1) year of service as an Investigator. Investigator shall be paid an additional annual stipend of \$1,500.00 to be paid bi-weekly in addition to their patrolman salary. Detective shall be paid and recognized rank equivalent to that of Corporal and shall include an additional annual stipend of \$2,500.00 to be paid bi-weekly. Detective Sergeant shall be paid and recognized rank equivalent to that of Sergeant and shall include an additional annual stipend of \$3,500.00 to be paid bi-weekly. Each member of the Detective Bureau shall accrue four (4) hours of compensatory time for seven (7) accumulative days required to work on-call, except when members of the Detective Bureau are permanently assigned to shift duty and not deemed on-call, as determined by the Chief of Police, at which time the accrual of compensatory time shall not apply. (Example: 2



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Detectives split being on-call evenly for the year. Each Detective would be on call for 182 accumulative days, which divided by 7, is 26. Each Detective would be entitled to 104 hours of compensatory time.)

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ARTICLE VI
KELLY TIME




SECTION 1. Officers covered under this agreement assigned to patrol shall work 84 hours in a two-week period, with each officer credited annually, as of January 1, with an additional 104 hours of compensatory time as compensation for the additional hours scheduled over 2080 hours per year (referred to as Kelly Time per Fair Labor Standards Act). There shall be an understanding by all officers covered under this agreement that the granting of and utilizing Kelly hours are in effect an FLSA waiver to paid overtime for those hours. This compensatory time may be taken at the officer's discretion throughout the year as long as it does not result in overtime. Requests for use of this time shall not be unreasonably denied. Kelly Time will be kept in a separate bank and is not to be carried over. Exceptions to the carry-over are at the discretion of the Chief of Police or his designee. Kelly Time is applicable to all members of this Agreement who are scheduled over the FLSA 2080 hours.



Kelly Time shall not be earned by officers on any unpaid leave. This does not include the use of sick time, vacation time, or compensatory time or other paid leaves.

Employees who resign from the Department will be fiscally responsible for reimbursement of any Kelly Time used that was not earned. The amount of Kelly Time earned for resigning employees will be computed on a bi-weekly basis by dividing their allotted yearly Kelly Time by twenty six per bi-weekly period worked.

ARTICLE VII

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


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OVERTIME

SECTION 1. If an employee covered under this Agreement is required to work in addition to his regular scheduled shift, he will be compensated at the time and one-half rate of pay for every hour worked to include shift coverage, special assignments and or extra duties, carryover time to complete reports, etc. as per approval by the Chief of Police; or he will be compensated in accordance with existing State and Federal Laws. Overtime pay does not include traffic control work for contractors, and/or school resource assignments. Sworn full time employees, including the Chief of Police, Deputy Chief Captain and rank of Lieutenant, of the Department shall be called first for any traffic control work for contractors or school resource assignments before that work is offered to part-time employees and then outside agencies. Employees covered under this Agreement shall be called first for any overtime worked before that work is offered to employees not covered by this Agreement.

SECTION 2. Compensatory time shall be earned and used only with the written approval of the Chief of Police. The use of compensatory time shall not be unreasonably denied, but shall not be permitted if it will result in the Township paying overtime to any employee. Compensatory time will be paid and used in accordance with the provisions of the Fair Labor Standards Act. Compensatory time may be accumulated from year-to-year but at separation from employment, a final payout shall be capped at one-hundred and twenty (120) hours.




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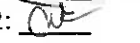
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ARTICLE VIII
CALL BACK

SECTION 1. Any employee called into work on a scheduled time off shall be paid a minimum of four (4) hours at time and one-half pay, unless otherwise covered by State and Federal Law. If such employees are required to spend in excess of four (4) hours, then they shall be paid on an overtime wage basis thereafter or in accordance with existing State and Federal Laws.




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ARTICLE IX
COURT TIME

SECTION 1. The Township agrees that time spent in Court as a result of cases which arise out of police functions while in the line of duty shall be considered as working time and employees shall be paid \$125.00 per Municipal court appearance and three (3) hours minimum overtime for any other appearance to include Civil Court, Superior Court, County Court, Juvenile Conferences, Juvenile Court, Grand Jury, Federal and Out-of-state courts, and any other courts within the Judicial System. Court time will be paid only if the Police Officer is required to appear when not otherwise on duty.

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



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ARTICLE X
EDUCATION

SECTION 1. Police Academy and Technical Schools. Any employee attending a Police Academy and any other police training school or seminar, with the prior written permission of the Chief of Police, shall be compensated at his regular rate of pay while attending the course. An employee will be reimbursed for travel expenses and meals while attending such schools. If said training is more than 150 straight-line miles from the Township of Woolwich the employee will be reimbursed for the cost of lodging. The Township shall make a reasonable effort to secure in-service training for all employees.

SECTION 2. If an employee covered under this agreement attends college, the Township agrees to reimburse tuition and books for courses successfully completed, with the achievement of a grade of C or better, and giving credit towards an Associates, Bachelors or Masters degree in a field related to law enforcement and/or management as determined by the Chief of Police up to the total reimbursement not to exceed \$5,000.00 per calendar year. This benefit is non-cumulative and any unused benefit in one calendar year cannot be carried over to another year.

SECTION 3. In addition to the tuition reimbursement payments in Section 2, if an employee covered by this Agreement attends a recognized course, pre-approved by the Chief of Police, in a field related to law enforcement, or professional advancement of his/her career as a law enforcement officer, he/she is entitled to be reimbursed in an amount not to exceed \$500.00 per calendar year for such training courses.

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


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SECTION 4. Employees covered under this Agreement who have acquired a college degree will receive an annual incentive in accordance with the following schedule for the highest degree achieved only:

Associates Degree:	\$800.00
Bachelors Degree	\$1,200.00
Masters:	\$1,500.00

Incentive payments will be paid on the 24th pay annually.

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


ARTICLE XI
CLOTHING AND EQUIPMENT



SECTION 1. The Township shall make an initial issue of uniforms to each new employee consisting of three (3) short sleeve shirts, three (3) long sleeve shirts, three (3) pairs of pants, and a pair of boots. These uniforms shall be provided at no cost to the employee and will be replaced when presented by the employee with the approval of the Chief of Police.

SECTION 2. The Township shall purchase sufficient ammunition every six (6) months or as required by the Chief of Police for each employee. This ammunition is to be used in the line of duty and for mandatory semi-yearly firearms qualification.

SECTION 3. Hardware items, such as handguns, holsters, belts and straps, handcuffs, expendable baton, etc. shall be supplied and owned by the Township. These items will be replaced when and if presented by the employee for replacement and approved by the Chief of Police.

SECTION 4 ABOVE TO BE PUT INTO A SEPARATE ADDENDUM

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


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ARTICLE XII
VACATION

SECTION 1. Earned Vacations. All full-time employees covered by this Agreement shall be entitled to vacation as listed below.

- a. Police Academy Recruit through one (1) year will receive no vacation hours.
- b. New hires up to the completion of one (1) year of service, an employee shall receive eighty-four (84) hours of vacation per year.
- c. Starting the second (2nd) year of service, until the completion of five (5) years of service shall receive one-hundred and twenty (120) hours of vacation per year.
- d. Starting the sixth (6th) year of service, until completion of ten (10) years of service, shall receive two-hundred and four (204) hours of vacation per year.
- e. Starting the eleventh (11th) year of service, until the completion of seventeen (17) years of service shall receive two hundred and forty (240) hours of vacation per year.
- f. Starting the eighteenth (18) year of service, employees shall receive two hundred and sixty-four (264) hours of vacation per year.

Service time for computing vacation time shall be computed from date of hiring as full-time Police Officer and shall not include part-time service. Employees will be granted their yearly vacation time effective January 1st of each year. Employees who resign from




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the Department will be fiscally responsible for reimbursement of any vacation time used that was not earned. The amount of vacation time earned for resigning employees will be computed on a bi-weekly basis by dividing their allotted yearly vacation time by twenty six per bi-weekly period worked.

SECTION 2. Employees' may "carry over" sixty (60) unused vacation hours into the next calendar year with the approval of the Chief of Police and may not accumulate more than sixty (60) hours in any given year. If the hours are not used in the subsequent year then they may not carry over to the next year. Vacation selection shall be by seniority. This means a senior member of a shift may select any and all vacation hours they are entitled to under this agreement prior to any member with less seniority on that shift. Seniority is first determined by rank and then time in rank. The Chief of Police must approve all vacations and the Chief of Police shall determine the number of employees' who may be on vacation at one time. Police Officers suspended without pay are not eligible for this benefit.

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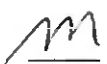
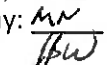

ARTICLE XIII
HEALTH BENEFITS



SECTION 1. The Township agrees to provide and pay for the existing AmeriHealth Medical Plan or any other medical plan that is equal to or better than said program for both the employee and his/her family. Effective January 1, 2018, all active unit employees who have not withdrawn from the Township's health insurance program, are required to contribute towards the cost of health insurance based on the below Healthcare Contribution Chart in accordance with the provisions of P.L. 2011, Chapter 78. These payments shall be made on a pre-tax basis, pursuant to an IRS Section 125, salary reduction premium-only plan, in accordance with the Township's regular payroll practices. These contributions shall cease upon the Police Officer's retirement.

Healthcare Contribution Chart

Hired before 1/1/2026					
SALARY RANGE	2026	2027	2028	2029	2030
Under 50,000	10%	10%	10%	10%	10%
50,000-64,999	13%	13%	13%	13%	13%
65,000 +	16%	16%	16%	16%	16%

Hired 1/1/2026 and after					
SALARY RANGE	2026	2027	2028	2029	2030
Under 50,000	12%	12%	12%	12%	12%
50,000-64,999	16%	16%	16%	16%	16%
65,000 +	20%	20%	20%	20%	20%

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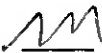
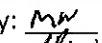






SECTION 2. The Township shall provide and pay for the existing dental plan or any other dental plan that is equal or better for the employee and his/her family.

SECTION 3. The Township agrees to provide and pay for the existing vision plan or any other vision plan that is equal to or better than said program for both the employee and his/her family.

SECTION 4. Pursuant to P.L. 2011, Chapter 78, effective January 1, 2018, the Township shall establish a flexible spending account (FSA) to permit employees to voluntarily set aside, on a pre-tax basis, a portion of their earnings to pay for qualified medical and dental expenses not otherwise covered by their health benefits plan, pursuant to Section 125 of the Internal Revenue Code, 26 U.S.C. 125.

SECTION 5. Eligible employees covered by this Agreement may choose to waive health insurance coverage. Participation is voluntary and intended for those eligible employees who are covered by health insurance through another source. The Township shall pay any employee who elects to waive coverage \$3,500.00 annually to be paid bi-weekly. The waiver of coverage shall be available to all new benefit eligible employees on their benefit effective date and to all current employees. In the event an eligible employee chooses to waive coverage and then alternate benefits are no longer available, the employee and his/her spouse and dependents may re-enroll immediately into the Township's health insurance program.

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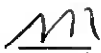
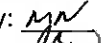

ARTICLE XIV
LEAVES OF DUTY



SECTION 1. Leaves of Absence. The Township may in its complete discretion grant or deny requests for leaves of absence without pay.

SECTION 2. Leaves Because of Death. In the event of the death of the employees' spouse, son or daughter, mother or father, brother or sister or step children residing within the household, the employee shall be granted five (5) consecutive working days at the discretion of the Chief of Police for travel, funeral arrangements or other personal matters. One (1) of these five (5) days shall include the funeral day itself. The aforementioned bereavement leave shall not be deducted from the employee's annual sick leave.

In the event of the death of the employees' stepbrother, stepsister, mother-in-law of father-in law, grandparents or stepchildren who do not reside in the employee's household, the employee shall be granted three (3) consecutive working days at the discretion of the Chief of Police for travel, arraignments or other personal matters. One (1) of these three (3) days shall include the funeral day itself. The aforementioned bereavement leave shall not be deducted from the employee's annual sick leave. In the event of the death of the employee's aunt, uncle, niece or nephew, the employee shall be granted one (1) day at the discretion of the Chief of Police. This day shall include the funeral day itself. The aforementioned bereavement leave shall not be deducted from the employee's annual sick leave.

SECTION 3. Personal Time. Employees shall be granted thirty-six (36)

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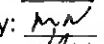


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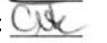
Emergency personal hours which do not require prior approval and shall not be denied. In order to use Emergency personal hours, the employee must make notification at least two (2) hours prior to his/her scheduled shift. Personal time is computed based on Patrol working 2,080 hours annually. A decrease in hours worked will result in a proportionate decrease in personal time. Emergency Personal hours shall not be used on New Year's Day, Memorial Day, Independence Day, Thanksgiving, Christmas Eve, Christmas, or New Year's Eve without approval of the Chief of Police. Personal time shall not be used in increments of less than 4 hours without approval of the Chief of Police.

Employees who resign from the Department will be fiscally responsible for reimbursement of any personal time used that was not earned. The amount of personal time earned for resigning employees will be computed on a bi-weekly basis by dividing their allotted yearly personal time by twenty-six per bi-weekly period worked.

SECTION 4. Sick Leave. Effective January 1st of each year, employees shall be granted one-hundred and forty four (144) hours of sick leave, with pay, per year, when unable to work scheduled hours due to personal illness or injury, illness or injury of an immediate family member residing in the employee's household, or in connection with the birth or adoption of a child. Any amount of sick leave not used in any calendar year shall be accumulated from year to year but all unused sick leave shall automatically expire upon termination of employment for any reason, including but not limited to death, resignation, retirement, or discharge.

Employees who resign from the Department will be fiscally responsible for

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



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reimbursement of any sick time used that was not earned. The amount of sick time earned for resigning employees will be computed on a bi-weekly basis by dividing their allotted yearly sick time by twenty-six per bi-weekly period worked after they exhaust all sick time carried over from previous years.

SECTION 5. A physician's certificate of employee's inability to work due to illness or injury shall be provided by employee at his expense in the event that the employee's illness or injury causes his absence for more than three (3) consecutive shifts. The physician's certificate must be filed with the Chief of Police. The Township retains the right to require additional examination of an employee at any time to further verify entitlement to sick leave. The additional examination will be at the expense of the Township and by a Doctor of the Townships choosing.

SECTION 6. Leave of Absence as a result of Injury in the Line of Duty. When an employee is injured in the line of duty, the employer shall in accordance with N.J.S.A. 40A:9-7, pass a resolution providing the employee up to one (1) year leave of absence with pay. In the event an employee receives a leave of absence with pay due to injury arising while in the line of duty, said employee shall assign the proceeds of workers compensation benefits for temporary total disability to the Employer for the period salary was received during the leave of absence.

SECTION 7. In the event any Police Officer in this Department is laid off and terminated for reasons of economy and efficiency, this lay off and termination shall be in the inverse order of their date of hire with the Department, with the Police Officer hired

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most recently laid off first. Any member or Police Officer whose service is terminated as a result of this layoff, shall be placed on a special employment list, and in the case of a new appointment, prior consideration shall be given first to the Police Officers on that special employment list.

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


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ARTICLE XV
PATROL AND VACATION SCHEDULING

SECTION 1. Schedules for Patrol Platoons and Shifts to take effect in January of the subsequent calendar year must be posted by December 31st.

SECTION 2. .The process for selecting and approving vacation leave shall begin no later than January 15th of each year. All approved vacation leave must be entered into the official schedule and finalized by February 15st.




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ARTICLE XVI
MILEAGE EXPENSE

SECTION 1. Whenever an employee is required to use his/her personal vehicle for official police business he/she shall be reimbursed at the IRS rate per mile for distance traveled to and from. Said employee shall provide the Chief of Police with before and after odometer reading for payment with nature of business to be provided.

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ARTICLE XVII
EMPLOYEE ASSISTANCE PROGRAM

SECTION 1. The Township shall enroll each employee into an Employee Assistance Program with the Township bearing costs not to exceed \$60.00 per employee per year.

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ARTICLE XVIII
LEGAL DEFENSE AND INDEMNIFICATION

SECTION 1. Legal defense and Police Officers' indemnification for damage award shall be provided or paid as required by law.




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ARTICLE XIX
ACTING SUPERVISOR COMPENSATION

SECTION 1 Any Patrol Officer covered under this Agreement who acts as a shift supervisor shall be compensated at the Corporals rate of pay for hours worked in that capacity, provided the Department adequately maintains the rank of Corporal. An adequate maintenance of the rank of Corporal shall be defined as a minimum of four (4) Corporals. If at any time the staffing of the rank of Corporal falls below the minimum, a Patrol Officer acting as a shift supervisor shall be paid at the Sergeants rate.

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ARTICLE XX
PHYSICAL FITNESS INCENTIVE

SECTION 1 PHYSICAL FITNESS INCENTIVE

- a. Participation in the Physical Fitness Incentive Program is voluntary.
- b. An incentive for physical fitness will be awarded annually based on results from a test administered by certified Physical Fitness instructors of the Department covered under this agreement.
- c. The test will be administered in October of each year, weather permitting.

Physical Fitness Incentive




The annual Physical Fitness Incentive Program will consist of five events. Each successful passing score will result in a \$100 payment to be paid to the participant with a total of \$500 possible. All events are strictly voluntary. There is no payment for simply participating in an event.



Bench Press: 1x body weight

The participant will bench press their current body weight once. For a successful repetition, the bar must either touch the chest or the participants arms must bend to a 90 degree angle. Using the chest to assist or "bouncing" the bar qualifies as a no rep. A spotter is mandatory during the exercise. The spotter is responsible for the lift off and racking of the bar (if needed), along with the safety of the participant during the attempt.

1.5 mile run: 15 minute/less

The participant will have 15 minutes to complete the course in order to obtain a passing score. The course will either be a 1/4 mile track or road course depending on the weather conditions and chosen at the discretion of the certified instructor.

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300 meter sprint: 70.1 seconds/less

The participant will have 70.1 seconds to sprint 300 meters.




Push-Ups: 1 minute for 24



The participant will have 1 minute to complete 24 push-ups. Approved repetitions will be explained and demonstrated prior to the start of the event.

Sit-Ups: 1 minute for 28

The participant will have 1 minute to complete 28 sit-ups. Approved repetitions will be explained and demonstrated prior to the start of the event.

Payment for the above shall be paid in one lump sum no later than two (2) weeks from the completion of testing.




Mayor: 
Dep. May: 
Admin: 



PBA 122: 
PBA 122: 


B.H.

ARTICLE XXI
K-9 UNIT

SECTION 1 Should the Township agree to establish and maintain a K9 Unit, upon approval of the Chief of Police, Police Officers assigned as K9 handler shall receive a \$1,500.00 stipend per year to be paid bi-weekly for care and maintenance of the dog. Care and maintenance shall include feeding, grooming, exercising, and transporting their K9 partner. In any instance where less than one year of service time is accrued, the stipend shall be pro-rated daily. This stipend does not apply to law enforcement functions, such as call-outs or training.

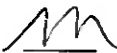
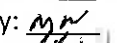

Mayor: 
Dep. May: 
Admin: 



PBA 122: 
PBA 122: 


BH

ARTICLE XXII
EMBODIMENT OF AGREEMENT

SECTION 1. This Agreement incorporates the entire understanding of the parties on all matters, which were or could have been the subject of negotiations. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both parties at the time they executed this Agreement. The parties may, however, agree in writing to such negotiations.

Mayor: 
Dep. May: 
Admin: 

PBA 122: 
PBA 122: 


BH

ARTICLE XXIII
DURATION

SECTION 1. This Agreement shall be effective on January 1, 2026 and shall remain in full force and effect until December 31, 2030. No later than one hundred twenty (120) days before the termination of this Agreement the parties shall commence negotiations for a new Agreement for the year 2031. The parties will make every effort, after notice is served, to promptly commence negotiations. In the event negotiations may continue after December 31, 2030, the terms and conditions of this Agreement will be in full force and effect until a new Agreement is executed.

ATTEST:

TOWNSHIP OF WOOLWICH

P.B.A. LOCAL 122

BY: *Natalie Matthias*
Natalie Matthias Mayor

BY: *[Signature]*
Matthew O'Loughlin

BY: *Michael Nocentino*
Michael Nocentino, Dep. Mayor

BY: *[Signature]*
Sean Sturgis

BY: *Jim Watson*
Jim Watson, Administrator

BY: *[Signature]*
Curtis Rucker

[Signature]
Jessica Mignogna, Municipal Clerk

BY: *Brandon Hamer*
Brandon Hamer

On Behalf of PBA Local 122

Mayor: _____
Dep. May: _____
Admin: *ABW*

PBA 122: *[Signature]*
PBA 122: *[Signature]*

AB
BH

