

RESOLUTION

WHEREAS, the Matthew Feula (“Feula” or the “Employee”) was appointed Chief of Police since December 1, 2025; and

WHEREAS, the Employee recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All rights, power, and authority possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement; and

WHEREAS, the Township agrees to employ Matthew Feula as Chief of Police of the Township of West Orange in accordance with the New Jersey Civil Service laws in Title 11A of the New Jersey Statutes Annotated and Title 4A of the New Jersey Administrative Code, as well as any other applicable federal, state, or local law;

WHEREAS, the Township exercises its authority pursuant to Title 40A of the New Jersey Statutes Annotated to appoint said Chief of Police and to execute a contract of employment in connection therewith; and

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Township be authorized to execute the contract annexed hereto as Exhibit “A;” and be it further resolved that the term sheet, attached hereto as Exhibit A is approved by the Township Council

BE IT FURTHER RESOLVED that the Mayor be and is hereby authorized to execute any document to finalize the contract;

BE IT FURTHER RESOLVED that notice of this resolution shall be available in the Clerk's office in accordance with any applicable law.

Karen J. Carnevale, R.M.C.
Township Clerk

Susan Scarpa
Council President

Adopted: April 14, 2026

[add term sheet]

108-26
EXHIBIT A
CHIEF OF POLICE MATTHEW FEULA
TERM SHEET FOR EMPLOYMENT CONTRACT

TERM

The term of this agreement shall be from December 1, 2025 through December 31, 2028.

RETENTION OF BENEFITS

Except as otherwise provided herein, all rights, privileges, economic and non-economic benefits including but not limited to the provision of Health Benefits, Prescription Plan, Dental Insurance, Paid Time Off (PTO), PFRS Pension and Accumulated Sick Time Payout at retirement which the **Chief of Police Feula** has heretofore enjoyed and is presently enjoying, shall be maintained and continued by the Township during the term of this Agreement at not less than the highest standards in effect at the commencement of these negotiations resulting in this Agreement.

The provisions of all municipal 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 said Agreement as if set forth herein at length.

MONETARY COMPENSATION

- a. Base salary for the **Chief of Police Feula** shall be the same as the salary established by the salary ordinance. Employee's 2026 annual salary as **Chief of Police** is \$248,517.00 (Tier L), payable in weekly or bi-weekly increments as determined by the Township in its sole discretion and subject to annual increases in the approved salary ordinance guide ("Salary").
- b. Longevity of 10 percent for the **Chief of Police Feula** shall be paid consistent with the Township's Policy in effect as of the signing of this agreement.
- c. Holiday Pay percentage of 7 percent for the **Chief of Police Feula** shall be the same Holiday Pay percentage earned by a Deputy Chief of Police.
- d. Police Officer Annual Stipend, Clothing Allowance, and College Credits for the **Chief of Police Feula** shall be the same as earned by a Deputy Chief of Police

RETIREMENT HEALTH BENEFITS

Upon retirement with 25 or more years of creditable PFRS pension service, the **Chief of Police Feula** shall be provided with full health and prescription benefits at no premium cost to him or his spouse & eligible dependents from the date of his retirement until his death or until his current or future spouse's death, whichever occurs last.

Additionally, the Township will reimburse the **Chief of Police Feula** any Medicare premiums for Medicare Part A, Part B or Part D, including any Income Related Monthly Adjustment Amount (IRMAA) assessment made by the Social Security Administration or its successor.

These benefits shall remain equal to or better than the benefits received by the **Chief of Police Feula** and his family as of the last date of service to the Township. When **Chief of Police Feula** qualifies for Medicare, benefits will become secondary to Medicare while his Souse and dependents will continue to receive full coverage until children reach the age of 26.

When his spouse or disabled children become eligible for Medicare, they will become secondary to Medicare. Child Dependents who are disabled before aging out will retain coverages until the death of the **Chief of Police Feula** and his Guardian spouse, whichever occurs last.

OTHER CONSIDERATIONS

All future rights privileges, economic and non-economic benefits bestowed upon the rank of Chief of Police and/or any subordinate rank will automatically be made available to the **Chief of Police Feula** without further negotiations for the life of this contract once approved by the Mayor.