

AGREEMENT**between the TOWNSHIP OF WEST ORANGE****and****DEPUTY CHIEF OF POLICE KEVIN DALGAUER****December 1, 2025 through DECEMBER 31, 2028****RECITALS**

This AGREEMENT made effective as of the 1st day of December, 2025, between the TOWNSHIP OF WEST ORANGE, a municipality in the County of Essex, State of New Jersey, hereinafter referred to as the "TOWNSHIP," and Kevin Dalgauer, hereinafter referred to as the "Deputy Chief of Police Dalgauer."

WHEREAS, Kevin Dalgauer has been appointed Deputy Chief of Police since December 1, 2025;

WHEREAS, the Township and the Employee wish to continue this relationship for the foreseeable future upon terms deemed acceptable to both parties;

WHEREAS, the parties further seek to memorialize the terms of this employment relationship in writing; and

NOW THEREFORE, the parties agree as follows:

ARTICLE I- EMPLOYMENT

The Township agrees to employ Kevin Dalgauer as Deputy Chief of Police of the Township during good behavior and in accordance with Title 40A and 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, subject to the terms and conditions of employment set forth in this agreement.

ARTICLE II - MANAGEMENT RIGHTS

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.

ARTICLE III - 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 **Deputy Chief of Police Dalgauer** 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.

ARTICLE IV - WORK WEEK

The Employee's position is a salaried position compensated pursuant to Article VI of this Agreement and is exempt from overtime.

This shall mean that the Employee shall dedicate himself to performing his duties without respect to a specific minimum or maximum number of hours worked per day each week.

However, the Employee shall work on average a minimum of forty (40) hours per week. Time requirements for optimal job performance vary based on specific assignments, seasonal demands, and other factors. All parties endorse a policy of flexibility which allows the Employee to adjust normal working hours as conditions require to include all hours which enable the Employee to complete routine duties and to perform special duties as assigned, attend meetings as assigned, to work hours as required in order to complete critical work tasks, or to handle emergency conditions as they arise.

ARTICLE V - COMPENSATION

Base Salary for the **Deputy Chief of Police Dalgauer** shall be the same base salary established by the current salary ordinance adopted on November 12, 2025 by the municipal council, which is \$199,906.00 (Tier J-1) 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").

Longevity of ten percent (10%) for each year of this agreement. For January 1, 2026, the longevity amount shall be \$19,990.06, which shall be added to the base salary listed below. For each additional year of this agreement **Deputy Chief of Police Dalgauer** shall receive a longevity payment of ten percent (10%) the base salary for that year. Further, the employee shall be paid consistently with the Township's Policy in effect as of the signing of this agreement.

Holiday Pay percentage of seven percent (7%) for the **Deputy Chief of Police Dalgauer** shall be the same as the Holiday Pay percentage earned by a Police Captain. Effective January 1, 2026, the holiday amount shall be \$13,993.42, which shall be paid in addition to the longevity amount and base salary listed below.

Police Officer Annual Stipend shall be \$5,000 added to base salary and included in pensionable compensation. Clothing Allowance for 2026, 2027 and 2028 shall be \$1050 per year. Education payment for associate's degree of \$500 or bachelor's degree of \$1000, prorated in each pay period and added to base salary, if applicable.

Total compensation for **Deputy Chief of Police Dalgauer** for year one is as follows:

Base Salary:	\$	199,906.00	
Longevity:	\$	19,990.06	
Holiday Pay:	\$	13,993.42	
Police Officer Annual Stipend:	\$	5,000.00	
Clothing Allowance:	\$	1,050.00	
Total:	\$	239,939.48	

ARTICLE VI-HEALTH BENEFITS

Upon retirement with 25 or more years of creditable PFRS pension service, the **Deputy Chief of Police Dalgauer** 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 **Deputy Chief of Police Dalgauer** 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 remain equal to or better than the benefits received by **Deputy Chief of**

Police Dalgauer and his family as of the last date of service to the Township. When **Deputy Chief of Police Dalgauer** qualifies for Medicare, benefits will become secondary to Medicare while his Spouse and dependents will continue to receive full coverage until children reach the age of 26.

When his spouse becomes eligible for Medicare, she will become secondary to Medicare.

ARTICLE VIII - RETIREMENT

The Employee shall retain all pension rights under New Jersey law and ordinances of the Township of West Orange.

ARTICLE IX - DURATION OF AGREEMENT

This Agreement shall become effective on December 1, 2025 and shall terminate on December 31, 2028 or such earlier date if mandatory retirement applies. All provisions contained herein shall be retroactive to the effective date of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures as of this
__ day of _____, _____.

ATTEST:

THE TOWNSHIP OF WEST ORANGE, a
Municipal Corporation in the County of
Essex, State of New Jersey

SUSAN McCARTNEY, MAYOR

ATTEST:

Deputy Chief of Police Kevin Dalgauer

