

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered on this 11th day of February 2021, between the collective negotiations teams for the Woodbridge Township Police Department Supervising Officers Association ("Union") and the Township of Woodbridge (the "Township") (collectively the "parties").

WHEREAS, the parties, having bargained in good faith, mutually agree to amend the terms of their current collective negotiations agreement which is effective through December 31, 2020 (the "Agreement"); and

WHEREAS, the Township and Union have negotiated the terms of a new Collective Negotiations Agreement for the term January 1, 2021 through December 31, 2023; and

WHEREAS, the parties hereto wish to set forth the negotiated terms of such new Collective Negotiations Agreement in this MOA for submission and approval of the Township Council and the Union membership, pending the execution of a new Collective Negotiations Agreement incorporating the terms contained herein; and

NOW, THEREFORE, for and in consideration of the terms and conditions set forth herein, the parties agree to the following amendments to the Collective Negotiations Agreement between the parties for incorporation into a new Collective Negotiations Agreement:

A. Unless specifically addressed in this Agreement, the terms of the parties' current collective negotiations agreement which expired on December 31, 2020 shall remain in full force and effect.

B. **AGREEMENT**

1. Conform all dates to new term.

2. Counsel for the parties shall review the successor draft contract for any grammatical errors and shall be authorized to make agreed upon necessary non-substantive changes.

3. The Township will provide copies of the Agreement at no cost to the Union.

C. ARTICLE V – SALARIES

1. Paragraph A:

1/1/21	1.9% to Sergeant 2 and Sergeant 1 salary shall be \$130,216.
1/1/22	1.9% to Sergeant 2 and 1.9% to Sergeant 1.
1/1/23	1.9% to Sergeant 2 and 1.9% to Sergeant 1.

For all others, maintain the contractual 11% differential and Senior Pay calculation.

See attached Appendix A.

2. Paragraph G.

Revise Subsection 4 to reflect the following:

If the CLEO is removed, he/she shall maintain his/her salary at the time of removal, including the \$19,000 increase until his/her pensionable base salary equals or exceeds his/her pensionable base salary as the CLEO. If the CLEO is removed for sustained disciplinary charges (after exhausting all appeals) and receives a penalty of major discipline as defined by NJSA 11A and NJAC 4A or voluntarily relinquishes the position, however, the CLEO shall not maintain his/her salary.

3. Add new Section: Traffic Investigator Pay:

a. Traffic Investigators shall receive One Thousand Seven Hundred Fifty Dollars (\$1,750.00) additional base pay.

b. No Officer shall receive Traffic Investigator pay until he/she is officially appointed as a Traffic Investigator and maintains assignment in the Traffic Unit for a minimum

of three (3) years. Prior to appointment as a Traffic Investigator, he/she must successfully complete Basic Crash Investigation, Advanced Crash Investigation course or an equivalent course as determined by the Police Director. He/she must further complete Traffic Crash Reconstruction course, or an equivalent course as determined by the Police Director. He/she must maintain assignment in the Traffic Unit for a minimum of three (3) years.

c. For an Officer to receive Traffic Investigator pay, he/she must continue to function as a Traffic Investigator and be assigned to the Traffic Enforcement Unit.

D. **ARTICLE VII – OVERTIME AND PER DIEM**

Add new Section:

1. In lieu of monetary overtime compensation, an employee may elect to receive compensatory time off at a rate of not less than one and one-half hours for each hour of employment for which overtime compensation is required by this agreement. The request for compensatory time off shall be made in writing to the Police Director before the performance of the work.

2. Effective January 1, 2021, an employee may not accrue more than 480 hours of compensatory time off. Any employee who had accrued more than 480 hours of compensatory time off shall have their bank paid down to 480 hours on or before December 31, 2023 at their current rate of pay. The Township may elect to split the payment into 2 equal payments (50% in 2022 and 50% in 2023).

E. **ARTICLE VIII, HOLIDAYS**

Effective 1/1/21, change the holiday divisor to 208 instead of “Two Hundred and Forty-Three.”

F. ARTICLE XI, INSURANCE BENEFITS

1. Paragraph B.2: Maintain the contributions at the 2018 premium levels. (See attached rates.)
2. Paragraph C.
 - a. Subsection C.1: Change 15 years to 10 years.
 - b. Subsection C.2: Change 15 years to 10 years.
3. Paragraph D. Amend the Dental Plan to treat coverage for a dental implant the same as crown (to include plan limits on Crowns and medical necessity).
4. Paragraph L: Change the Rx 80/20 co-pays for retirees to the active employee co-pays.
5. Increase Rx co-pays for active and future retirees to the following effective as soon as practicable after ratification of the Agreement by the SOA:

	Generic	Preferred Brand	Non-Preferred Brand
Retail	\$5.00	\$15.00	\$30.00
Mail	\$10.00	\$20.00	\$40.00

6. Implement the voluntary Save On Program.
7. Implement voluntary Omnia Plan Option.

G. ARTICLE XXXVII – DURATION

January 1, 2021 through December 31, 2023.

- H. All other proposals submitted on behalf of either party, unless specifically included in this Agreement, are hereby withdrawn.
- I. There is no agreement unless ratified by the Union membership and the Woodbridge Township Council. Both the Union's and the Township's negotiation teams agree to recommend ratification of this Agreement to their respective membership.

J. Upon ratification and approval of this Agreement by the Union membership and the Woodbridge Township Council, the terms of this Agreement shall be incorporated into a new Collective Negotiations Agreement which will be prepared by the Township.

FOR THE TOWNSHIP:

[Signature] B.A.

FOR SUPERVISING OFFICERS

ASSOCIATION:

Robert Bradley SQA President

Michael [Signature] SQA VP
