

MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWNSHIP AND PBA L.38
1/5/22

MEMORANDUM OF AGREEMENT

Between

THE TOWNSHIP OF WOODBRIDGE

And

POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL NO. 38

This constitutes the Memorandum of Agreement ("MOA") made and entered into this 5th day of January 2022, by and between the Township of Woodbridge ("Township") and Policemen's Benevolent Association Local No. 38 ("PBA" or "Union") (collectively "the Parties").

Whereas, the Collective Bargaining Agreement between the Township and Union expired on December 31, 2021; and

Whereas, the parties desire to enter into a successor Collective Bargaining Agreement to govern the terms and conditions of employment from January 1, 2022 through December 31, 2025;

Whereas, the parties, having bargained in good faith, mutually agree to amend the terms of their current Collective Bargaining Agreement; and

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

Now therefore, Township and Union enter into the following MOA:

- I. Unless specifically addressed herein, the terms of the Parties' current Collective Bargaining Agreement, which expired on December 31, 2021, shall remain in full force and effect.
- II. The new terms of the Collective Bargaining Agreement are as follows:
 1. **PREAMBLE**
 - Change Year from 2020 to 2022.
 2. **ARTICLE V, SALARIES**

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- 2% wage increase to the 1st and Senior Officer steps per each year of the CBA.
- An additional \$600.00 to the 1st and Senior Officer steps in January of each year of the CBA
- An additional \$400.00 to the 1st and Senior Officer steps in June of each year of the CBA.
- Add new Section for Traffic Investigator Pay:
 - Traffic Investigators shall receive One Thousand Seven Hundred Fifty Dollars (\$1,750.00) additional pay.
 - No Police 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 3 years. Prior to appointment as a Traffic Investigator, he/she must successfully complete a Basic Crash Investigation, Advanced Crash Investigation course that is approved by the Police Director. He/she must further complete Traffic Crash Reconstruction course approved by the Police Director. He/she must maintain assignment in the Traffic Unit for a minimum of three years.
 - In order for a Police Officer to receive Traffic Investigator pay, he/she must continue to function as a Traffic Investigator and be assigned to the Traffic Enforcement Unit.

3. **ARTICLE IX, HOLIDAYS**

- The Township will add Juneteenth as the 14th holiday that is included in the base salary of the officers.
- The Township will change the holiday divisor from 243 to 208.

4. **ARTICLE XII, INURANCE BENEFITS**

- The Parties agree to freeze employee contributions in accordance with percentage premiums required under the 2018 Tier 4 levels of Chapter 78 for the life of the agreement.
- The Parties also agree that children hearings aids will be covered by the insurance plan.
- Incorporate the language from Township of Woodbridge's Executive Order No. 03-2021.

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5. **ARTICLE XV, MILEAGE ALLOWANCE**

- Increase mileage reimbursement to “\$.60 per mile or the IRS rate, whichever is higher”

6. **ARTICLE XVII, SICK LEAVE**

- Add chemotherapy or radiation treatment as a result of cancer under definitions.

7. **ARTICLE XXXII – TUITION REIMBURSEMENT**

- *The Township proposes replacing this provision with the following:*

B. Effective 2022 and each calendar year thereafter, Officers shall be eligible to receive the following education incentive stipends for having or obtaining the following degrees:

- | | |
|--------------------------------|------------|
| • Associate Degree | \$750.00 |
| • Bachelor’s Degree | \$1,500.00 |
| • Master’s or Doctorate Degree | \$2,000.00 |

Officers are eligible to receive the education incentive stipends pursuant to the following terms:

1. The Officer must provide a copy of the degree to the Township’s Police Administration Office within ten (10) days of hiring or receiving the degree, whichever date is later.
2. The Township will issue one education incentive stipend to each eligible Officer in January of each year.
3. Any Officer who is hired or obtains a degree after the January disbursement date will not be eligible for any education incentive stipend for that calendar year.
4. The Township will not pay an education incentive stipend for previous years retroactively. In order to receive the education incentive stipend for any year, the Officer must be deemed eligible at the time of that year’s disbursement.
5. Officers holding multiple degrees are only eligible to receive one education incentive stipend for each year of the contract.

Officers holding different degrees shall be paid the education incentive stipend with the highest economic value.

8. **ARTICLE XXXIII, DETECTIVE PAY**

- A. Change \$1750 to \$2,250
- B. Change \$850 to \$1,250

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- C. Change \$600 to \$900
- D. Change \$200 to \$300

9. **ARTICLE XXVII, HEALTH AND WELFARE COMMITTEE**

- Add clause that states: “The Township agrees to provide the Union with notice of any change that impacts benefits.”

10. **APPENDIX A, SALARY SCHEDULE**

- ~~Remove first sentence: New hires must complete one year of service (including training) in order to reach 7th Class.~~
- Delete subsections D and E.

11. **APPENDIX B, AGREEMENT ON EXTRA DUTY**

1. Make New Chart:

(a) Protective Services	2022 - \$51.00; 2023 - \$55.00; 2024 - \$58.00; 2025 - \$61.00
(b) Day Traffic	2022 - \$69.00; 2023 - \$73.00; 2024 - \$77.00; 2025 - \$81.00
(c) Night Traffic	2022 - \$79.00; 2023 - \$83.00; 2024 - \$87.00; 2025 - \$91.00

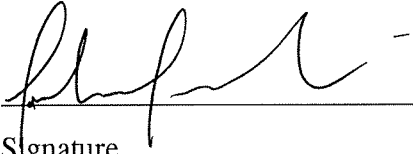
2 Subsection A: Increases to reflect increases in pay rates in section 3 (c) to reflect the following:

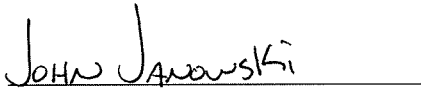
ASSIGNMENT	2022	2023	2024	2025
<i>Protective Service</i>	\$2.25	\$2.50	\$2.50	\$2.50
<i>Day Traffic</i>	\$3.25	\$3.50	\$3.50	\$3.50
<i>Night Traffic</i>	\$4.25	\$4.50	\$4.50	\$4.50

- 2. Rate increase of the two coordinators to \$1800 per month. Increase the bookkeeper to \$675 per month. Increase billing person to \$1800 per month.
- 3. Add new section: Field Training officer (FTO) will receive 2 hours of compensation time for each day they are utilized as an FTO.

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For the Union

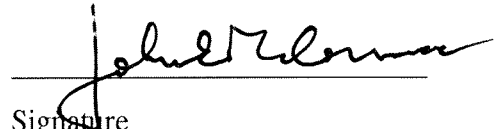

Signature


Printed Name

Signature

Printed Name

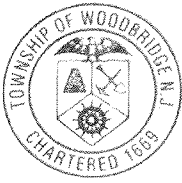
For the Township


Signature

Printed Name


Signature


Printed Name



Township of Woodbridge

John E. McCormac, Mayor

Office of the Mayor

John E. McCormac, Mayor

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Woodbridge - Ten Towns - One Community

TOWNSHIP OF WOODBRIDGE

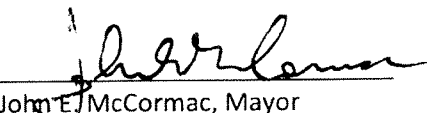
Executive Order No. 03-2021

Date: SEPTEMBER 17, 2021

BE IT ORDERED ON THIS 17TH DAY OF SEPTEMBER, 2021 BY THE MAYOR OF THE TOWNSHIP OF WOODBRIDGE, NEW JERSEY AS FOLLOWS:

1. All persons currently employed by the Township of Woodbridge who (a) have PERS and/or PFRS credited service on or before June 28, 2011 and who retire with at least twenty-five consecutive years of PERS and/or PFRS credited full-time service, or (b) retire on an eligible disability retirement pension, shall be eligible for medical and hospital benefits in retirement, at no cost to the employee. To be eligible for such benefits at no cost, employees must continue to meet all other contractual and statutory requirements for retirement benefits eligibility.
2. This Executive Order shall take effect immediately.

Approved:


John E. McCormac, Mayor