

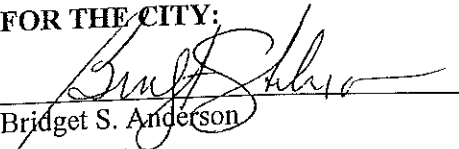
MEMORANDUM OF AGREEMENT

The City of Elizabeth (hereinafter "City") and Elizabeth Police Benevolent Association - Branch No.4 (hereinafter "PBA"), having engaged in good faith collective negotiations for a successor collective negotiations agreement, hereby agree to modify their current collective negotiations agreement, which expired on June 30, 2022, as follows:

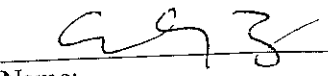
1. Four-year term July 1, 2022, to June 30, 2026.
2. Wages – All regular, full time employees covered by the Agreement shall receive an across-the-board increase in their respective ranges as follows:
 - 2.25% effective July 1, 2022;
 - 2.25% effective July 1, 2023;
 - 2.25% effective July 1, 2024; and
 - 2.75% effective July 1, 2025.
3. The City of Elizabeth will freeze the health care contribution rate at the PBA member's current rate as of July 1, 2018, for members hired before 12/31/2014. This contribution will change only if the member's status changes. PBA members hired after 1/1/2015 contributions will increase by .05%.
4. Amend Article XXIII "Holidays" to include Juneteenth which will be observed on the 3rd Friday in June.
5. Amend Article XXIII "Holidays" to add Paragraph 4 to include language that states; Upon retirement a member will be able to receive a payment for accumulated unused holiday and comp time for a total of 65 days paid in two annual payments each equal to half of the total dollar value. The member will go out on terminal leave for any time accumulated over the amount of 65 days and will notify to Police Director of their intent to retire as early as possible to allow for staffing adjustments should they be necessary.
6. Amend Article XXXVI paragraph A to increase detective stipend by \$500.00 to \$4,250.00
7. Amend Article XXXVI paragraph A to add detective 2nd Grade with a stipend of \$3,000.00
8. Amend Article XXXVII paragraph A to increase stipend for Range Master by \$500.00 to \$4250.00
9. Amend Article XXXVII paragraph B to increase stipend for Night Differential by \$400 to \$3300.00
10. Amend Article XXXVII paragraph B to increase stipend for Power Shift by \$400.00 to \$2150.00
11. Amend Article XXXVII paragraph B for the last sentence to read "Stipends for the aforementioned shifts shall be paid in the first pay in December, provided that the employee has worked a minimum of five (5) months in the calendar year on that shift to be eligible for the stipend, in order to coincide with the "Bid Process" If a member is on vacation, using a holiday or injured on duty, their absence from work will not affect their eligibility for this stipend.
12. Amend Article XXXVII paragraph B to reflect that PBA members working the Night Shift and the Power Shift with five (5) years of experience will be eligible to receive the stipend mention in Item #9 and #10.

13. Amend Article XXXVII paragraph G to increase the First Responder stipend for all members by \$400.00 to twelve hundred \$1200.00 to be included in salary.
14. Amend Article XXXVII to add paragraph H to create Field Training Officers who will receive \$200 per month while acting in this capacity and receive up to 4 comp days per year (2 for each 6-month period as an active Field Training Officer).
15. Amend Article XXXII Education Paragraph 2 to include Forensic Science as a degree to qualify for the Stipend.
16. Amend Article XXII Overtime Paragraph 4 increasing the guaranteed minimum overtime for "Call Backs" to 3 (three) hours.
17. Increase top step for a PBA member by a quarter percent .0025
18. Amend existing salary guide and institute new salary guide for the next class as of 1/1/2023.
19. This Memorandum of Agreement is subject to ratification of the bargaining unit members of PBA, and by the City, respectively, in accordance with their respective rules and procedures related thereto and in accordance with any relevant laws. This Memorandum of Agreement shall not be legally effective absent ratification.
20. The undersigned parties agree to recommend the terms and conditions contained in this Memorandum of Agreement to their respective constituencies for approval and ratification.
21. The City shall be responsible for preparing the successor collective bargaining agreement containing the modifications and amendments contained herein, subject to the review and approval of the parties' respective legal counsel or representatives.
22. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective constituencies subject to the terms and conditions herein.
23. The undersigned parties agree that neither shall disclose to the media the terms and conditions contained in this Memorandum of Agreement and shall only disclose the fact that a tentative agreement has been reached between the parties, prior to their respective ratification of same.

FOR THE CITY:

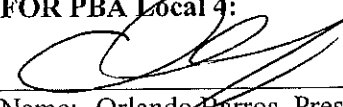

Bridget S. Anderson

Date: 1/19/2023

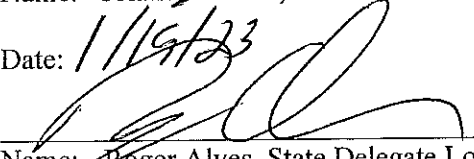

Name:

Date: 1/19/2023

FOR PBA Local 4:


Name: Orlando Barros, President Local 4

Date: 1/19/23


Name: Roger Alves, State Delegate Local 4

Date: 1/19/23