

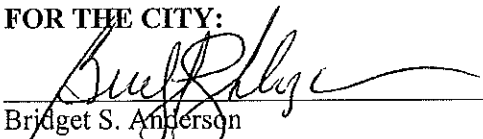
MEMORANDUM OF AGREEMENT

The City of Elizabeth (hereinafter "City") and Elizabeth Superior Officer's Association (hereinafter "SOA"), 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 SOA member's current rate as of July 1, 2018.. This contribution will change only if the member's status changes.
4. Amend Article VII "Holidays" to include Juneteenth which will be observed on the 3rd Friday in June.
5. Amend Article VII "Holidays" to amend 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 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 VI Paragraph 4 to increase the call back guarantee 3 hours of overtime at time and a half. All remaining language remains
7. Amend SOA Differential to reflect Police Sergeant first year (1st) of employment 8%, second year (2nd) of employment 8% and third year (3rd) of employment 8%. Police Lieutenant first year (1st) of employment 5%, second year (2nd) of employment 5%. Police Captain first year (1st) 5%, second year (2nd) 5%.
8. Amend Article XXVI Paragraph 2 to increase stipend for Night Differential by \$400 to \$3750.00
9. Amend Article XXVI Paragraph 2 to increase stipend for Power Shift by \$550.00 to \$2300.00
10. Amend Article XXVI Paragraph 2 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.
11. Amend Article XXVI Paragraph 8 to increase the First Responder stipend from \$800.00 to \$1200.00

12. Amend Article XX Education Paragraph 2 to include Forensic Science as a degree to qualify for the Stipend.
13. Amend the current compensation for those members assigned to Internal Affairs changing from 3 Comp Days to \$3,000.00 in additional compensation, as well as all On-Call supervisors; Detective Bureau, Juvenile, Narcotics and Traffic.
14. Amend Article X language to contract regarding health care in retirement.
15. This Memorandum of Agreement is subject to ratification of the bargaining unit members of SOA, 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.
16. The undersigned parties agree to recommend the terms and conditions contained in this Memorandum of Agreement to their respective constituencies for approval and ratification.
17. 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.
18. 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.
19. 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.

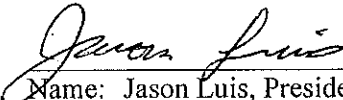
FOR THE CITY:


Bridget S. Anderson

Date: 1/19/2003


Name:
Date: 1/19/2023

FOR SOA:


Name: Jason Luis, President SOA

Date: 1/19/23


Name:
Date: 1/19/23