

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the **Borough of Roselle Park** (herein "**Borough**") and **Patrolmen's Benevolent Association Local No. 27** (herein "**PBA**").

WHEREAS, the Borough and PBA are parties to a collective negotiations agreement ("Contract") that is effective from January 1, 2015 through December 31, 2019; and

WHEREAS, the Borough and the PBA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor Contract; and

WHEREAS, the Borough and PBA have reached agreement on new terms and conditions for a successor Contract, subject to ratification by the membership of the PBA and approval by the Mayor and Borough Council; and

WHEREAS, the negotiating committees for the Borough and PBA unanimously agree to recommend this agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

1. Except as herein modified, the terms and conditions set forth in the Contract between the Borough and PBA that expires on December 31, 2019 shall remain in full force and effect.

A. **GENERAL**

1. Change dates throughout contract to correspond to the proposed duration.
2. The "Preamble" uses the term "PBA" or "employee" and "Borough" to identify the union and Roselle Park, respectively. This should be consistent throughout the contract.

B. **ARTICLE 3, EMPLOYER AND PBA ACTIVITIES**

1. Paragraph D, add: "or any other legally protected classification."

2. Paragraph I (new): The PBA President and Vice President shall each be granted 2 days off per calendar year without loss of pay to attend to PBA business. The use of such time by the PBA President and Vice President shall not cause overtime unless approved by the Chief. In addition, the PBA President shall be allowed to designate two PBA members to attend the annual State PBA Collective Bargaining Seminar without loss of pay.

C. **ARTICLE 4, GRIEVANCE PROCEDURE**

1. Step 1, add after "An officer" in the first sentence: "or the PBA."
2. Step 3: Replace "the New Jersey Public Employment Relations Commission" with "Article 5."

D. **ARTICLE 5, ARBITRATION PROCEDURE**

1. Paragraph G: Add, "or any agreed upon extensions" after the word "hearing."
2. Paragraph I: Replace "PBA employee" with "PBA unit member."

E. **ARTICLE 6, HOURS OF WORK AND OVERTIME**

Paragraph A: Replace "Arbitrator Joel Weisblatt" with "Arbitrator Perry Lehrer."

F. **ARTICLE 8, SALARIES**

1. Replace Paragraphs A through E with:
 - a. Effective 1/1/20 2.0% ATB
 - b. Effective 1/1/21 2.0% ATB
 - c. Effective 1/1/22 2.0% ATB
 - d. Effective 1/1/23 2.0% ATB
 - e. Effective 1/1/24 2.0% ATB

2. Paragraph G: Adjust dates.

3. Paragraph I: Incorporate the Corporal side bar into this paragraph.

11

Agmt No. 1 of 2015-2019
Contract Inter
per
Article

G. **ARTICLE 9, MERIT INCENTIVE PROGRAM**

1. Paragraph A:

a. Adjust dates.

b. Effective January 1, 2020, the merit incentive guide shall be replaced with the attached.

c. Remove Associates Degree requirement for this additional compensation.

d. Paragraph B, replace with: The merit incentive shall be reviewed for each unit member by the Chief *for his signature* on the unit member's anniversary date. The Chief *for his signature* shall decide if the unit member has met the requirements through the continuation of their training, education and experience to advance to the next level of merit and if so, shall approve same.

H. **ARTICLE 11, HOSPITAL, MEDICAL, DENTAL, AND DRUG PRESCRIPTION INSURANCE**

1. Paragraph A, Hospital and Medical Insurance:

a. Change "PBA employees" to PBA unit members."

b. Add: Effective January 1, 2020, all members of the negotiations unit hired prior to January 1, 2020, will move no longer be able to select Direct 10 or Direct 15 as their primary health insurance through the State Health Benefits plan. Unit members can select Direct 1525 or any other available plan, *not otherwise provided for PBA unit members pursuant to the A.*

c. Add: Effective January 1, 2020, all members of the negotiations unit hired on or after January 1, 2020, will no longer be able to select direct 1525 as their primary insurance through the State Health Benefits plan. Such unit members can select Direct 2030 or any other available plan.

2. Paragraph B, Retirement Coverage:

a. Subparagraph 1:

- i. Change "reaches age sixty-five (65)" to "becomes Medicare eligible."
- ii. Also add: If the Medicare system becomes insolvent or ceases to exist and is not replaced, upon receipt of a written request by the Borough, the PBA agrees to re-open the collective negotiation agreement as to health insurance and wages only, to negotiate the impact of the insolvency or elimination of Medicare.
- iii. Eliminate the ability to buy up to a more expensive plan.
- iv. Add "or as required by law" after "the age of twenty-six (26)."
- v. Remove the coverage shall be at the rate of the least expensive premium for any family plans offered by the Borough.
- vi. Delete "aged eighteen (18) to twenty-six (26)" and replace with: "until they attain the age of 26, or as required by law."
- vii. Remove if applicable retirees shall pay all healthcare contributions pursuant to State Law with.
- viii. Add: Except for retirees who are exempt from paying premium contributions into retirement, retirees shall contribute to the premium as follows:

Family Plan	10 % of premium
Employee + 1	10 % of premium
Parent/Child(ren)	10 % of premium
Single	10 % of premium

b. Subparagraph 2, replace with: "Upon becoming Medicare eligible, the Borough's plan shall be secondary to Medicare, if allowable by the SHBP."

b. Subparagraph 3: Delete.

I. **ARTICLE 12, HOLIDAYS**

Paragraph B, change to three (3) priority holidays per year.

J. **ARTICLE 16, SICK LEAVE**

Paragraph H (new): Employees shall receive 2 compensatory days for one full calendar year of not using ^{any time} a sick day. The compensatory days shall be credited to the employee in the first pay period at the beginning of the new calendar year. A "used" sick day shall be equal to the ~~number of hours in the employee's regular shift.~~

K. **ARTICLE 18, SENIORITY**

Add: If a PBA unit member voluntarily resigns from the Borough within 3 years of his date of hire in the Police Department, he shall be required to reimburse the Borough for the cost of his Police Academy training (including uniforms and equipment purchased), if applicable. This provision shall not apply if an employee resigns for medical or disciplinary reasons.

L. **ARTICLE 21, BEREAVEMENT LEAVE**

Paragraph A, add: "Domestic or Civil Union Partner."

M. **ARTICLE 28, DURATION OF AGREEMENT**

January 1, 2020 through December 31, 2024.

N. **SCHEDULES A & B**

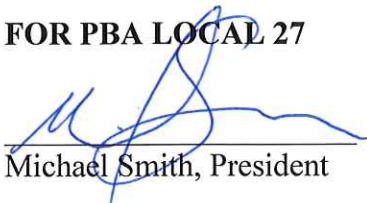
1. Schedule A: See attached.

2. Schedule B: Delete.

O. All other proposals of the parties not addressed herein are withdrawn.

P. This Agreement is subject to ratification by the members of the PBA and approval of the governing body of the Borough.

FOR PBA LOCAL 27

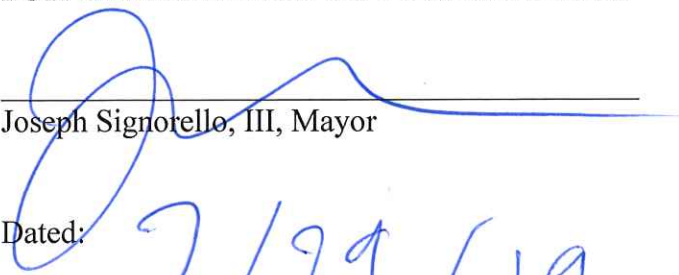


Michael Smith, President

Dated:

7/29/2019

FOR THE BOROUGH OF ROSELLE PARK



Joseph Signorello, III, Mayor

Dated:

7/29/19

BOROUGH OF ROSELLE PARK
PBA SALARIES
SCHEDULE A
2020-2024

<u>STEP</u>	<u>2.00%</u> <u>2020</u>	<u>2.00%</u> <u>2021</u>	<u>2.00%</u> <u>2022</u>	<u>2.00%</u> <u>2023</u>	<u>2.00%</u> <u>2024</u>
0-6 MONTHS	\$ 47,763.00	\$ 48,718.00	\$ 49,692.00	\$ 50,686.00	\$ 51,700.00
7-12 MONTHS	\$ 58,500.00	\$ 59,670.00	\$ 60,863.00	\$ 62,080.00	\$ 63,322.00
I	\$ 65,532.00	\$ 66,843.00	\$ 68,180.00	\$ 69,544.00	\$ 70,935.00
II	\$ 72,563.00	\$ 74,014.00	\$ 75,494.00	\$ 77,004.00	\$ 78,544.00
III	\$ 79,595.00	\$ 81,187.00	\$ 82,811.00	\$ 84,467.00	\$ 86,156.00
IV	\$ 86,626.00	\$ 88,359.00	\$ 90,126.00	\$ 91,929.00	\$ 93,768.00
V	\$ 93,658.00	\$ 95,531.00	\$ 97,442.00	\$ 99,391.00	\$ 101,379.00
VI	\$ 100,690.00	\$ 102,704.00	\$ 104,758.00	\$ 106,853.00	\$ 108,990.00

BOROUGH OF ROSELLE PARK
MERIT PAY
SCHEDULE B
2020-2024

<u>STEP</u>		<u>2020</u>		<u>2021</u>		<u>2022</u>		<u>2023</u>		<u>2024</u>
0-6 MONTHS	\$	-	\$	-	\$	-	\$	-	\$	-
7-12 MONTHS	\$	-	\$	-	\$	-	\$	-	\$	-
I	\$	1,000.00	\$	1,500.00	\$	3,500.00	\$	5,500.00	\$	7,500.00
II	\$	1,500.00	\$	2,000.00	\$	4,000.00	\$	6,000.00	\$	8,000.00
III	\$	2,000.00	\$	2,500.00	\$	4,500.00	\$	6,500.00	\$	8,500.00
IV	\$	2,500.00	\$	3,000.00	\$	5,000.00	\$	7,000.00	\$	9,000.00
V	\$	3,000.00	\$	3,500.00	\$	5,500.00	\$	7,500.00	\$	9,500.00
VI	\$	3,500.00	\$	4,000.00	\$	6,000.00	\$	8,000.00	\$	10,000.00