

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the **Borough of Roselle Park** (herein "**Borough**") and **Roselle Park Supervisors' Group** (herein "**SOA**").

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

WHEREAS, the negotiating committees for the Borough and SOA 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 SOA 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 "Police Supervisors Group" or "Employee."

Change the former to "SOA." The Preamble uses "Borough" or "Employer" to identify Roselle Park, respectively. This should be consistent throughout the contract.

B. **ARTICLE 3, EMPLOYER AND SUPERVISORS' GROUP ACTIVITIES**

1. Section 4, add: "or any other legally protected classification."
2. Section 5 (new): The SOA President and Vice President shall each be granted 2 days off per calendar year without loss of pay, respectively, to attend to SOA business. The use of such time by the SOA President and Vice President shall not cause overtime unless approved by the Chief.

C. **ARTICLE 4, GRIEVANCE PROCEDURE**

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

D. **ARTICLE 5, ARBITRATION PROCEDURE**

Section 3:

1. Add, "or any agreed upon extensions" after the word "hearing" in the last paragraph on page 8.
2. Replace "Police Supervisors' Group employee" with "SOA unit member."

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

Section 1: Replace "Arbitrator Joel Weisblatt" with "Arbitrator Perry Lehrer."

F. **ARTICLE 8, SALARIES**

Replace Section s 1 through 5 with:

1. Effective 1/1/20 2.0% ATB
2. Effective 1/1/21 2.0% ATB
3. Effective 1/1/22 2.0% ATB
4. Effective 1/1/23 2.0% ATB

5. Effective 1/1/24 2.0% ATB

6. Adjust dates in the last paragraph.

7. Fully incorporated to Comp Side Bar Agent No. 1 of the 2015-2019

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

Combined into Article
This Article

1. Section 1:

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.

2. Section 2, replace with: The merit incentive shall be reviewed for each unit member by the Chief ^{or his designee} on the unit member's anniversary date. The Chief ^{or his designee} 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. Section 1, Hospital and Medical Insurance:

a. Change "members of the Police Supervisors' Group" to "SOA unit members."

b. Add: Effective January 1, 2020, all members of the negotiations unit hired prior to January 1, 2020, will 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.

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. Section 2, Retirement Coverage:

- a. Change "reaches age sixty-five (65)" to "becomes Medicare eligible."
- b. 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 SOA 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."
- c. Add "or as required by law" after "the age of twenty-six (26)."
- d. Remove the coverage shall be at the rate of the least expensive premium for any family plans offered by the Borough.
- e. Delete "aged eighteen (18) to twenty-six (26)" and replace with: "until they attain the age of 26, or as required by law."
- f. Remove if applicable retirees shall pay all healthcare contributions pursuant to State Law.
- g. Eliminate the ability to buy up to a more expensive plan.
- h. 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

i. Replace the 2nd paragraph on page 18 with: "Upon becoming Medicare eligible, the Borough's plan shall be secondary to Medicare, if allowable by the SHBP."

j. Delete the last paragraph on page 18.

I. **ARTICLE 12, HOLIDAYS**

Section 2, 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. ^{7/29/19} The compensatory days shall be credited to the employee in the first pay period at the beginning of the new calendar year. ^{7/29/19} ~~A "used" sick day shall be equal to the~~
~~number of hours in the employee's regular shift.~~

K. **ARTICLE 21, BEREAVEMENT LEAVE**

Add: "Domestic or Civil Union Partner."

L. **ARTICLE 27, DURATION OF AGREEMENT**

January 1, 2020 through December 31, 2024.

M. **SCHEDULE A**

See attached.

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

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

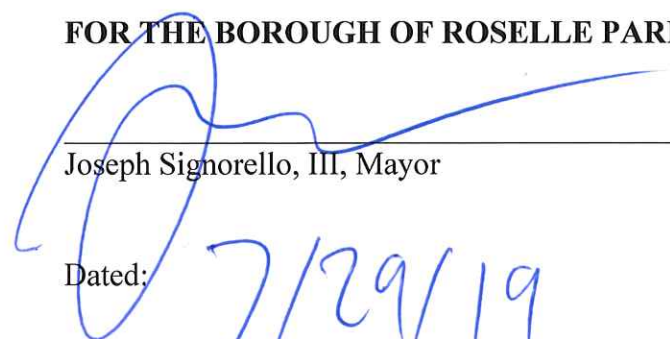
FOR THE SOA


Michael Wilgus, President
^{Wilgus} ^{7/29/19}

Dated:

SOA 27 MOA 072919

FOR THE BOROUGH OF ROSELLE PARK


Joseph Signorello, III, Mayor

Dated:

^{7/29/19}

BOROUGH OF ROSELLE PARK
SOA SALARIES
SCHEDULE A
2020-2024

<u>STEP</u>		2.00% <u>2020</u>		2.00% <u>2021</u>		2.00% <u>2022</u>		2.00% <u>2023</u>		2.00% <u>2024</u>
SERGEANT	\$	115,281.00	\$	117,587.00	\$	119,939.00	\$	122,338.00	\$	124,785.00
LIEUTENANT	\$	121,629.00	\$	124,062.00	\$	126,543.00	\$	129,074.00	\$	131,655.00

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