

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOROUGH OF SOMERVILLE
AND
THE SOMERVILLE POLICE BENEVOLENT ASSOCIATION, LOCAL 147**

WHEREAS, the Borough of Somerville (hereinafter the “Borough”) and Police Benevolent Association, Local 147 (hereinafter the “Union” or “Local 147”) are parties to a Collective Negotiations Agreement which expired on December 31, 2022; and,

WHEREAS, the Borough and the Union have conducted negotiations for a successor agreement; and,

NOW, THEREFORE IT IS AGREED, by and between the Borough and the Union as follows:

1. Article VI – Base Salary and Wages

- a.** Base salaries for employees covered by this Agreement shall be as set forth in the Salary Guide annexed hereto. The salary increases by year shall be as follows:

i. Year 1: 2023

- 1.** 0% across the board increase for Steps 1-9
- 2.** 3.75% per year for Step 10 (currently designated as Senior Step) effective and retroactive to January 1, 2023, as shown on the attached Guide. There shall be an annual step movement in 2023, which has already occurred.

ii. Year 2: 2024:

- 1.** The guide shall reflect a new step above Step 10, which shall be thereafter designated as the Senior Step. Employees who are at the Senior Step in any part of 2023 or who are or will be at Step 10 in 2024 shall be placed at the new Senior Step effective and retroactive to 1/1/2024 or the date they start at Step 10 in 2024, whichever is applicable.
- 2. Effective and retroactive to 1/1/24:** Across the board increases plus annual step increases for all steps.

Steps 1-3	0%
Steps 4-5	1.00%
Steps 6	1.50%

Step 7	2.00%
Step 8	2.50%
Step 9	2.75%
Step 10	3.50%
Senior Step	4.00% above Step 10. Longevity eliminated thereafter

iii. Year 3: Effective 1/1/25:

1. Across the board increases plus annual step increases for all steps.

Steps 1-3	0%
Steps 4-5	1.00%
Steps 6	1.50%
Step 7	2.00%
Step 8	2.50%
Step 9	2.75%
Step 10	3.50%
Senior Step	3.75%

iv. Year 4: Effective 1/1/26:

1. Across the board increases plus annual step increases for all steps.

Steps 1-3	0%
Steps 4-5	1.00%
Steps 6	1.50%
Step 7	2.00%
Step 8	2.50%
Step 9	2.75%
Step 10	3.50%
Senior Step	3.50%

v. Add the following to Salary Article: (consistent with law and practice)

1. Step increases continue following “expiration” of contract and during negotiations for a successor contract.

2. Article VIII – Hours of Work and Overtime

- a. Subparts C and D: Increase Court Time and Call-in time from 2 to 4 hour minimum.
- b. Subpart F -Off Duty Detail: Effective upon ratification the rates shall be as follows:

- i. Standard Contract Details: \$95 per hour or overtime rate, whichever is higher paid to each unit employee.
- ii. Borough jobs are \$80 per hour. (list of identified jobs this applies to will be exceptions for Borough jobs, DSA Events, DOT grant funded projects and School Board Projects: (See Appendix B to the contract).
- iii. Add: There will be four (4) hours minimum applied to jobs cancelled within 2 hours of the start time.
- iv. Add: PBA agrees that the new off duty detail rate increases will start upon ratification/approval, not before. It is further understood that this agreement by the PBA has no application to any existing dispute with the SOA and the PBA will not seek to claim such retroactivity for any prior detail work before ratification/approval, nor shall this agreement be used by Borough in any such SOA proceeding.

3. Article IX – Holidays

- a. In recognition of the addition of Juneteenth as holiday, there will now be 14 paid holidays recognized by the Borough for a full shift to be paid consistent with current at 1.5x rate as part of biweekly pay. Such increase to base to be effective upon ratification/approval of agreement.

4. Article XIV – Insurance Plans

- a. Add language – The Borough may, at its option change any medical insurance provider under this Agreement, provided that offered plans will be equal to or better than the current plan options offered through the Skylands HIF (copy attached as Appendix C to the contract) as well as the current Delta Dental and VSP Vision plan offerings.
 - i. Beginning upon implementation of terms of this agreement including negotiated increase in pay, employees covered under this agreement shall make Tier 4 health care contributions as established by the New Jersey Department of Pensions and Benefits, pursuant to P.L. 2011, c. 78 for the attached Skylands HIF plan selected.
 - 1. To clarify, no back health benefit contributions shall be assessed from any retro payments issued.
 - ii. This also confirms contributions by unit employees will remain unchanged relating to Delta Dental coverage provided.

The MOA is subject to approval by the Borough Council and ratification by the membership of Local 147. Any terms from the prior agreement not addressed in this MOA are deemed incorporated into this agreement.

DATED: 04/24/2024

BOROUGH OF SOMERVILLE

PBA LOCAL 147

 Ryan P.
PRESIDENT

APPENDIX B

The events below are events that are administered by the Downtown Somerville Alliance. There are other events conducted downtown which the DSA sponsors but do not pay for security, hence those events are not included. Some of the events below are indoors and may not require policing.

Downtown Somerville Black Arts & Ideas Festival
Downtown Restaurant Week
Girls Night Out
AAPI Heritage Month Celebration
Summer Concert Series
Vendor Market Day #1 – June
Summer Movie Nights
Downtown Somerville Pride Night
Flag Day Celebration
Vendor Market Day#2 – August
Central Jersey Jazz Festival
Hispanic Heritage Month celebration
Small Business Saturday event
Holiday Jubilee

The State of New Jersey Department of Transportation does not provide grant funding for Police Services. All grants received by the Borough of Somerville through the Department of Transportation must be paid by the local taxpayer. DOT funding is provided through three major grants, which require application annually.

The DOT Grant Programs that the Borough of Somerville applies for have been as follows. Historically the Borough is awarded 1 – 2 projects annually.

Transit Village
Bikeways
Safe Street to Transit
Municipal State Aid (Road resurfacing)
Local Freight Impact
Local Aid Infrastructure Fund

The School Board events remained unchanged from prior practices.

RESOLUTION 24-0318-109

**APPROVING MEMORANDUM OF AGREEMENT BETWEEN THE BOROUGH OF
SOMERVILLE AND SOMERVILLE PBA LOCAL 147**

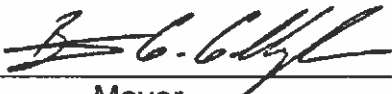
WHEREAS, the Borough of Somerville and the Somerville PBA Local #147 has conducted collective negotiations; and

WHEREAS, the Governing Body of the Borough of Somerville has agreed to a 4-year contract from January 1, 2023 to December 31, 2026 contingent upon final review of the Borough's labor counsel; and

WHEREAS, the Borough Administrator and/or the Mayor are authorize to execute a Memorandum of Agreement.

BE IT RESOLVED, by the Borough Council of the Borough of Somerville, in the County of Somerset, State of New Jersey hereby approves a Memorandum of Agreement between the Borough of Somerville and Somerville PBA Local 147 for contract years January 1, 2023 through December 31, 2026 upon final review of the Borough's Labor Counsel.

Adopted by Borough Council on March 18, 2024



Mayor



Clerk/Administrator

I, Kevin Sluka, Borough Clerk of the Borough of Somerville, County of Somerset, State of New Jersey, hereby certify this to be a true copy of a resolution adopted by the Borough Council on March 18, 2024.



Kevin Sluka, Clerk/Administrator