

MEMORANDUM OF AGREEMENT
BOROUGH OF SOMERVILLE
AND
SUPERIOR OFFICERS ASSOCIATION, LOCAL 147

WHEREAS, the Borough of Somerville (hereinafter the "Borough") and Superior Officers Association, PBA Local 147, Somerville Police Benevolent Association (hereinafter the "Local 147") are parties to a Collective Negotiations Agreement which expired on December 31, 2022; and,

WHEREAS, the Borough and the Local 147 have conducted negotiations for a successor agreement; and,

NOW, THEREFORE IT IS AGREED, by and between the Borough and the Local 147 as follows:

1. **Term:**

- This Agreement shall be effective as of the first day of January 2023 and shall remain in full force and effect until the 31st day of December 2026.

2. **Article I – Recognition**

- Modified positions covered under this agreement to include Sergeants.

3. **Salary Adjustment:**

- Salary Guide modifications:
 - 1. Rank Differentials are hereby eliminated and replaced with the following salary Guides:

i. Salary Adjustment - Captain

January 1, 2023	\$1,000 +3.00%
January 1, 2024	2.75%
January 1, 2025	2.50%
January 1, 2026	2.25%

ii. Salary Adjustment - Lieutenant

January 1, 2023	\$1,000 +3.00%
January 1, 2024	2.75%
January 1, 2025	2.50%
January 1, 2026	2.25%

iii. Salary Adjustment - Sergeant

January 1, 2023	\$2,000 +3.25%
January 1, 2024	3.25%
January 1, 2025	3.25%
January 1, 2026	2.50%

3. **Holidays:**

- Section 1 – Modified Language: Captains and Lieutenant's will have fourteen (14) holidays as prescribed by the Borough. They shall receive eleven (11) paid holidays annually. Such holidays shall be paid at the regular pay rate. Sergeants shall receive 14 paid holidays, at a payrate of 1 ½ times the regular payrate.

4. **Healthcare Coverage:**

- Add Language – The Borough may, at its option, change any medical provider under this Agreement, provided that such plan will be equal to or better than the current plan.
- Beginning August 1, 2023 employees covered under this agreement shall make health care contributions as established by the New Jersey Department of Pensions & Benefits, pursuant to P.L. 2011, c. 78.

5. **Vacation Schedule**

<u>Years of Service</u>	<u>Hours</u>
<u>1</u>	<u>48</u>
<u>2</u>	<u>96</u>
<u>3</u>	<u>108</u>
<u>4-5</u>	<u>132</u>
<u>6-8</u>	<u>156</u>
<u>9-10</u>	<u>168</u>
<u>11-13</u>	<u>180</u>
<u>14-15</u>	<u>192</u>
<u>16-18</u>	<u>216</u>
<u>19-21</u>	<u>240</u>
<u>22</u>	<u>252</u>
<u>23</u>	<u>264</u>
<u>24</u>	<u>276</u>
<u>25+</u>	<u>288</u>

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

MANUEL GARCIA
PRINT NAME

Superior Officer's Association, Local 147 Representative


SIGNATURE

KEVIN COLLISON
PRINT NAME

Superior Officer's Association, Local 147 Representative


SIGNATURE

DARRIN DiPalma
PRINT NAME

Superior Officer's Association, Local 147 Representative


SIGNATURE

DATED: 7/24/23

DENNIS SULLIVAN
PRINT NAME

Borough of Somerville


SIGNATURE

KEVIN SLUKA
PRINT NAME

Borough of Somerville


SIGNATURE

DATED: 7/27/23