

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT ("Agreement") is entered into by the County of Salem ("County") and Salem County Prosecutor Detectives and Investigators' Association, an affiliate of FOP Lodge No. 6 ("FOP"), on the dates inscribed below.

WHEREAS, the FOP is the exclusive representative for the County's detectives and investigators for the purpose of collective negotiations regarding the terms and conditions of their employment; and

WHEREAS, the County and the FOP were parties to a collective negotiations agreement effective January 1, 2017 through January 1, 2018 ("2017 Agreement"); and

WHEREAS, upon the expiration of the 2017 Agreement, the County and the FOP entered into negotiations for a successor collective negotiations agreement; and

WHEREAS, as a result of those negotiations, the County and the FOP have agreed upon the terms and conditions of a successor collective negotiations agreement and desire to memorialize those terms and conditions in this Memorandum of Agreement.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the County and the FOP agree to the following modifications to the expired agreement:

- Article Seven:** Under subsection "F," the amount of compensatory time that can be sold back shall increase from 40 hours to 80 hours. Sell-back requests must be submitted by September 1 of each calendar year.
- Article Eight:** Effective January 1, 2018, all bargaining-unit members shall receive an annual 1.95% increase for the duration of this agreement, resulting in the following salary guide:¹

Step	Base Hourly Rate 1/1/17	Annual Rate (2017)	Base Hourly Rate 1/1/18	Annual Rate (2018)	Base Hourly Rate 1/1/19	Annual Rate (2019)	Base Hourly Rate 1/1/20	Annual Rate (2020)
#1 (Starting)	\$25.02	\$52,041.00	\$25.51	\$53,055.80	\$26.01	\$54,090.39	\$26.51	\$55,145.15
#2 (Grad)	\$30.03	\$62,462.00	\$30.62	\$63,680.01	\$31.21	\$64,921.77	\$31.82	\$66,187.74
#3	\$31.96	\$66,476.00	\$32.58	\$67,772.28	\$33.22	\$69,093.84	\$33.87	\$70,441.17
#4	\$32.94	\$68,515.00	\$33.58	\$69,851.04	\$34.24	\$71,213.14	\$34.90	\$72,601.79
#5	\$33.95	\$70,616.00	\$34.61	\$71,993.01	\$35.29	\$73,396.88	\$35.98	\$74,828.11
#6	\$35.99	\$74,859.00	\$36.69	\$76,318.75	\$37.41	\$77,806.97	\$38.14	\$79,324.20
#7 (Max)	\$44.66	\$92,900.92	\$45.53	\$94,712.49	\$46.42	\$96,559.38	\$47.32	\$98,442.29

¹ Based on a 2,080-hour annual work year.

3. **Article Ten:** Within thirty days of ratification of this Memorandum of Agreement by the parties, Chapter 78 premium-sharing contribution rates shall be prospectively reduced to the midpoint between Tier 2 rates and the present Tier 3 rates. Effective January 1, 2019, Chapter 78 premium-sharing contributions shall be reduced to reflect Tier 2 contribution rates.
4. **Term and Renewal:** The term of this Agreement shall span from January 1, 2018 through December 31, 2020, *nunc pro tunc*.
5. All date changes shall be made where necessary to conform to the terms of this Memorandum of Agreement.
6. All other proposals made by either party that are not expressly contained within this Memorandum of Agreement and all memoranda that precede this Memorandum of Agreement are hereby withdrawn.
7. All portions of the present collective negotiations agreement not specifically referenced herein shall remain unchanged.
8. The foregoing terms are subject to ratification by the membership of the FOP and the Salem County Board of Chosen Freeholders; however, the undersigned representatives executing this Memorandum of Agreement on behalf of both the FOP and the County and all members of the parties' respective bargaining teams hereby represent and warrant that they have negotiated the foregoing terms in good faith, that they will urge their respective constituencies to ratify this Agreement, and that they themselves will vote to ratify this Agreement when called upon to do so.

FOR THE FOP:

By: James Gillespie #317
James Gillespie, Pres.

Date: 06/25/18

By: Amy K Hill #318
Quenton Mulford, V. Pres.
Amy K. Hill

Date: 6-25-18

FOR THE COUNTY:

By: Melissa L. DeCastro
Melissa L. DeCastro, Freeholder Dir.

Date: 6.22.18

By: Jeffrey T. Ridgway, Sr
County Administrator

Date: 6/27/18

2019

SUPERIOR DETECTIVES & INVESTIGATORS RETRO

Job Title	Name	Annual Salary	Hourly Rate	New Hourly	New Annual Salary	Salary Difference	Medical Plan	Medical Coverage	Old Hlth Ins Rate	New Hlth Ins Rate	Difference
Sergeant	Clarke, Matthew	\$ 106,007.76	\$ 50.77	\$ 53.80	\$ 112,334.40	\$ 6,326.64	HMO	EE	\$ 56.10	\$ 37.40	\$ 448.80
Lieutenant	Dick, Steve	\$ 125,092.08	\$ 59.91	\$ 64.85	\$ 135,406.80	\$ 10,314.72	PPO 15	M/S	\$ 110.38	\$ 73.59	\$ 882.96
Sergeant	Donelson, Ryan	\$ 106,007.76	\$ 50.77	\$ 53.80	\$ 112,334.40	\$ 6,326.64	PPO 10	FAM	\$ 144.51	\$ 96.34	\$ 1,156.08
Lieutenant	Hernandez, Elliot	\$ 125,092.08	\$ 59.91	\$ 64.85	\$ 135,406.80	\$ 10,314.72	PPO 10	FAM	\$ 144.51	\$ 96.34	\$ 1,156.08
Lieutenant	Legatie, Stacy	\$ 125,092.08	\$ 59.91	\$ 64.85	\$ 135,406.80	\$ 10,314.72	OPT-OUT	FAM	-	-	-
Sergeant	Ray-DiGregorio, Amanda	\$ 106,007.76	\$ 50.77	\$ 53.80	\$ 112,334.40	\$ 6,326.64	OPT-OUT	FAM	-	-	-
Sergeant	Saunders, Darryl	\$ 108,074.88	\$ 51.76	\$ 53.80	\$ 112,334.40	\$ 4,259.52	OPT-OUT	FAM	-	-	-

Difference: \$ 3,643.92

Total Increase in Salary: \$ 54,183.60

Total Decrease in Health Contributions: \$ 3,643.92

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Job Title	Name	Annual Salary	Hourly Rate	New Hourly	New Annual Salary	Salary Difference	Medical Plan	Level of Coverage	Old Hlth Ins Rate	New Hlth Ins Rate	Difference
County Investigator	Efelis, Nicholas John	\$ 95,066.64	\$ 45.53	\$46.42	\$ 96,924.96	\$ 1,858.32	PPO 10	FAM	\$ 119.73	\$ 79.82	\$ 957.84
Senior County Investigator	Gillespie, James H	\$ 99,096.48	\$ 47.46	\$48.34	\$ 100,933.92	\$ 1,837.44	PPO 10	FAM	\$ 119.73	\$ 88.08	\$ 759.60
County Investigator	Harris, Julia	\$ 53,264.88	\$ 25.51	\$33.22	\$ 69,363.36	\$ 16,098.48	HMO	EE	\$ 32.06	\$ 30.99	\$ 25.68
Senior County Investigator	Hill, Amy K	\$ 99,096.48	\$ 47.46	\$48.34	\$ 100,933.92	\$ 1,837.44	PPO 10	EE	\$ 57.88	\$ 38.58	\$ 463.20
County Investigator	Malden, Wayne	\$ 70,115.04	\$ 33.58	\$35.29	\$ 73,685.52	\$ 3,570.48	HMO	P/C	\$ 62.67	\$ 41.78	\$ 501.36
County Investigator	McIntosh, Fritz Michael	\$ 76,608.72	\$ 36.69	\$46.42	\$ 96,924.96	\$ 20,316.24	PPO 15	EE	\$ 52.34	\$ 37.01	\$ 367.92
County Investigator	Mulford, Quenton L	\$ 95,066.64	\$ 45.53	\$46.42	\$ 96,924.96	\$ 1,858.32	PPO 15	M/S	\$ 94.61	\$ 63.07	\$ 756.96
Senior County Investigator	Penven, Jeffrey S	\$ 99,096.48	\$ 47.46	\$48.34	\$ 100,933.92	\$ 1,837.44	HMO	FAM	\$ 116.20	\$ 85.48	\$ 737.28
County Investigator	Simmermon, Nicholas	\$ 53,264.88	\$ 25.51	\$33.22	\$ 69,363.36	\$ 16,098.48	OPT-OUT	EE	-	-	-
Senior County Investigator	Venello, Jessica L	\$ 99,096.48	\$ 47.46	\$48.34	\$ 100,933.92	\$ 1,837.44	OPT-OUT	FAM	-	-	-
Senior County Investigator	Vengonock, Patrick D	\$ 99,096.48	\$ 47.46	\$48.34	\$ 100,933.92	\$ 1,837.44	OPT-OUT	FAM	-	-	-
County Investigator	Ware, Richard P	\$ 95,066.64	\$ 45.53	\$46.42	\$ 96,924.96	\$ 1,858.32	PPO 10	FAM	\$ 119.73	\$ 79.82	\$ 957.84
County Investigator	Williams, Timothy	\$ 70,115.04	\$ 33.58	\$35.29	\$ 73,685.52	\$ 3,570.48	HMO	EE	\$ 51.30	\$ 34.20	\$ 410.40

Difference: \$ 5,938.08

Total Increase in Salary: \$ 74,416.32

Total Decrease in Health Contributions: \$ 5,938.08