

PLEASE BE ADVISED THAT ANY PROPOSALS, ADJUSTMENT OF PROPOSALS , PROPOSED STIPULATIONS OFFERS OF SETTLEMENT OR ANY OTHER OFFERS OR COUNTER OFFERS WHICH ARE PART OF THESE DISCUSSIONS ARE INADMISSABLE IN ANY FUTURE FORMAL OR INFORMAL PROCEEDINGS PURSUANT TO N.J.A.C. 1:1-15.10; ASSOCIATED WITH THE PARTIES INVOLVED IN THESE MEETINGS AND DISCUSSIONS BETWEEN THE TOWNSHIP OF OLD BRIDGE and OLD BRIDGE TOWNSHIP POLICE DIVISON CAPTAIN ASSOCIATION.

MEMORANDUM OF AGREEMENT

TOWNSHIP OF OLD BRIDGE

AND

OLD BRIDGE CAPTAINS ASSOCIATION (PBA Local 127A)

“Current Captains agree to operate with three (3) Captains for the duration of this CBA to the end of calendar year 2024. Township agrees to not reduce in number or rollback any current member holding the rank of Captain on or after the effective date of this CBA to the end of calendar year 2024. Both parties acknowledge and recognize the authority of the Township Council to regulate through Ordinance the total number of officers who can hold the rank of Captain.”

The terms of this portion of the CBA are not intended in any way to limit the authority of the Mayor and Council.

ARTICLE IV - DUES CHECK-OFF AND REPRESENTATION FEE

Delete Paragraph D 1, 2, 3 in compliance with Supreme Court Decision in Janus.

ARTICLE V - SALARY

1. Salary increases as follows:

2022: 3.25%	Plus (Remove step 2 effective September 1, 2022) Step 3 & 4 becomes 1 & 2
2023: 2%	Plus \$20,000.00 base adjustment effective 1/1/2023
2024:3%	Plus \$5,000.00 base adjustment effective 1/1/2024

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2. Move to Twenty -Four (24) pay period effective 1/1/2023.

Effective 01/01/2023 all members regular hours will be increased by 0.5 hours 8.5 hours per day.

ARTICLE VIII - VACATION

Change all vacation leave from days to hours. All hours earned will be based on 8.5 hours day effective 1/1/2023.

PERSONAL DAYS

Two (2) personal days, Personal days must be used within the calendar year, or they will be forfeited and are not payable upon resignation or retirement.

ADD NEW LANGUAGE:

All vacation time is prorated during First (1st) year of employment. Vacation time will be prorated for payout before June 30th. Any time from July 1st, full vacation time will be paid subject to proper notification of retirement is submitted. Any captain wishes to retire must notify the Township Human Resources Department with the date of retirement (Intent to retire is not acceptable notification) and must have file application to the division of pension.

ARTICLE X - SICK AND BEREAVEMENT LEAVE

1. All sick time will be prorated during the last year of employment.
2. Any employee who is entitled to sick time and is out sick for more than (3) consecutive days shall be required to furnish the Human Resources Department with a doctor's certificate stating the nature of their illness and expected date of their return to work.
3. ~~(One (1) day bereavement leave shall be granted in the event of the death of a relative or spouse's relative outside the immediate family as defined above).~~ One (1) day bereavement leave shall be granted in the event of the death of an employee spouse's relative outside the immediate family as defined in previous contract.
4. Change all sick days to hours. All hours earned will be based on 8.5 hours a day effective 1/1/2023.

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HEALTH AND DISABILITY

1. Officers attending the Captain Buscio program comprehensive heart and lung screening provided by Cardio Pulmonary Diagnostic, LLC., will receive a ½ schedule adjustment day for attendance with proper supporting documentation filed with the Township Human Resource office.

ARTICLE XVI - MANAGEMENT RIGHT

1. Social Media -Members of Captain Association agrees to not post on social media platform (its official account/s) any attack on any Township employee or their family members in a personal capacity where there is no touch with their official capacity." Member retains the right to speak out against the policy that can harm the membership in any way. Member will first communicate with the township administration to schedule a meeting within 3 days of the written request for a meeting to township HR Department, Mayor & Business Administrator office.
2. Township will not post on any social media before communicating with Members of the Association in order to resolve any issue.
3. LEGAL AID - In accordance with N.J.S.A. 40A:14-155 if an Officer is a defendant in any action or legal proceeding arising out of and directly related to the lawful exercise of police powers in the furtherance of his/her official duties, the Township shall provide the Officer with necessary means for the defense of such action or proceeding. The officer may choose his/her attorney and the township shall pay for legal services in accordance with the insurance carrier prevailing rate. Where multiple officers are served for same matter, they shall be represented by the same attorney. If determination is that officer or officers due to conflict or other reasons where a single attorney cannot represent all officers and each officer need to retain his or her own attorney, township shall provide legal service in accordance with prevailing rate charged by the municipal attorney.
4. The officer shall be obliged to cooperate with the Township and the attorney assigned by Insurance carrier in the conduct of his defense.

Management Employees - Members of captain Associations understand that they are management employee and oversees the all the sworn officers of Division of Police. ~~Their management responsibilities cannot be compromised by them being represented by the PBA local 127 and 127A- Association Township cannot recognize them as a member of PBA local 127 or 127A.~~ All protection benefits are afforded to the captains in the CBA and are not afforded benefits from any other contracts (CBA).

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ARTICLE XIX - OUTSIDE EMPLOYMENT & ACTIVITIES

Members of captain Association will not engage in outside employment as they are required to have full dedication and attention in management of the operation of the department. Only nights and weekends effective six months from 12/13/2022.

ARTICLE XXI - MEAL ALLOWANCE

Eliminate section in entirety. Township will not reimburse any meal allowance for attendance of seminar, training, or conferences.

ARTICLE XXVI - SEPARATION AGREEMENT

ADD LANGUAGE: Retirement Payout - Early retirement sick payment is not provided if the employee does not provide the letter of retirement with the specific date of retirement, retirement paperwork submitted to Human Resources and no extension date will be allowed. The Officer will not be entitled to early sick time payment if they fail to provide the required documentation. An intent to retire will not be accepted. This shall not apply to an emergency retirement with supporting documentation or disability retirement.

Payout for the following year by January 31 (not on or before January 1)

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ARTICLE XXV - Working Up in Rank

Working up in rank assignments shall be assigned by the Chief of Police. Working up as acting chief of police should be a temporary basis (sick, vacation or personal day by chief of police) is not subject to any additional working up pay. Any employee gets an opportunity to work as Acting chief should consider it as opportunity to be trained for future growth possibility of appointment to chief of police. Captain will be compensated with work up pay in the event the chief is out for continued extended periods of time (30 days or longer) or interim time between a chief retired or resigned and replacement is appointed.

New section

Cost of Seminars, training, and conference out of state or out of country will not be covered by the Township unless Captain get a Written request with justification submitted and approved by the mayor and/or Business Administrator.

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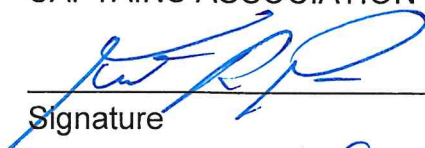
ARTICLE XXX

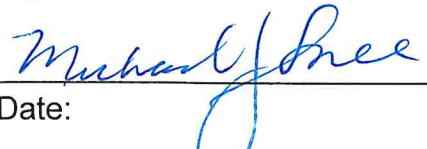
TERM AND RENEWAL

THIS AGREEMENT shall be effective as of January 1, 2022, and shall be in effect to and including December 31, 2024. This Agreement shall not be extended orally, and it is expressly understood that it expires on the date intended or until such time as a successor Agreement supersedes it.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives, attested by their respective Secretary and/or Clerk and their corporate seals affixed hereon, in the Township of Old Bridge, New Jersey on this _13th day of December 2022.

CAPTAINS ASSOCIATION


Signature


Date:

12/19/22

TOWNSHIP OF OLD BRIDGE


Signature

11/15/22
Date: