BOROUGH OF RED BANK AND PBA LOCAL 39
2022-2026 MEMORANDUM OF AGREEMENT

The Borough of Red Bank (Borough) and PBA Local 39 (PBA), the collective negotiations representatives for all Patrolmen, Detectives and Sergeants, Lieutenants and Captains, tentatively agree to the following terms to be incorporated in the parties' successor collective negotiations agreement (CNA), effective January 1, 2022. Unless otherwise stipulated below, all terms set forth in the 2018 - 2021 CNA shall be retained, unchanged, in the parties' 2022 – 2026 CNA:

1. **DURATION.** Five (5) years: 2022 - 2026.

2. **ARTICLE VIII – SALARIES.**
   Sections 1, 2 and 3. The guides for 2022 - 2026 are attached hereto as Appendix 1, with Sections 1 and 2 merged.
   Section 5. Replace "December 31, 2017" with "December 31, 2021".
   Section 6(D). Revise to state: "Officers assigned as Detectives shall receive a prorated annual pensionable stipend of $4,025.00."

3. **ARTICLE XIII – HOLIDAYS.**
   This article shall be deleted in its entirety and all subsequent articles shall be renumbered. Therefore, as of January 1, 2022, officers shall no longer be afforded any separate compensation or time off for holidays. Instead, holiday compensation shall be incorporated into the salary guides under Article VIII.

4. **ARTICLE XIV – PERSONAL DAYS.**
   Section 1. The number of annual personal days shall be increased from two (2) to three (3).

5. **ARTICLE XXXII – CLOTHING AND MAINTENCE.**
   Sections 1 and 2. The years referenced shall be updated so as to reflect the years 2022 through 2026.

6. **ARTICLE XXXIV – HOSPITAL, MEDICAL INSURANCE.**
   Section 1. Replace subsections (a) through (c) with the following: "Employees shall contribute towards their health insurance coverage premiums at the relevant percentage set forth by Chapter 78, Tier 4, reduced by 12%."

7. **ARTICLE XXXVI – RETIRED MEMBERS.**
   Section 1. The following clause shall be added to the end of the first paragraph: "except that retirees shall contribute towards their health insurance coverage premiums at the relevant percentage set forth in Chapter 78, Tier 4 (based upon the percentage applicable to the range within which the retiree's annual retirement allowance, and any future cost of living adjustments thereto, falls) less 12% (consistent with Article XXXIV, Section 1). However, for those retirees hired after May 21, 2010, the minimum contribution shall be 1.5% of his/her annual retirement allowance. Moreover,

consistent with applicable law, those who retire on a PFRS Disability Pension shall not be required to make any contribution towards the cost of such coverage."

8. **SIDEBAR AGREEMENT.**
   The parties shall execute a Sidebar Agreement stipulating: "Employees who retire from the Borough's employ during calendar year 2022 shall have their premium contribution capped at 10% of the premium cost for health insurance (except for those who have retired on a PFRS Disability Pension, who by law are not required to contribute towards the cost of their post-retirement medical benefits)."

9. **ARTICLE XXXIX – DURATION.**
   Sections 1 through 4. The years referenced shall be updated to reflect the years 2022 through 2026 where appropriate.

The terms set forth above are tentative and subject to ratification by the Borough's Governing Body as well as the membership of the PBA. However, the signatories below represent that each will recommend said ratification to their respective constituents.

Borough of Red Bank

Erik K. Yngstrom, Councilman

Date: December 15, 2021

PBA Local 39

Michael Zadlock, President

Date: December 13th, 2021

Paul Perez, State Delegate

Date: December 13th, 2021

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Borough of Red Bank

Date: December 15th, 2021

PBA Local 39

Michael Zadlock, President

Date: December 13th, 2021

Paul Perez, State Delegate

Date: December 13th, 2021

Salary Guide

For employees hired before January 1st, 2019 (Merger of two older salary guides)

Rank	2022	2023	2024	2025	2026
Captain	146,267	150,436	154,723	159,133	163,668
Lieutenant	137,040	140,946	144,963	149,094	153,343
Sergeant	125,883	129,471	133,161	136,956	140,859
Patrolman 1	116,928	120,261	123,688	127,213	130,839
Patrolman 2	108,638	111,734	114,918	118,194	121,562
Patrolman 3	100,346	103,206	106,147	109,173	112,284
Patrolman 4	92,054	94,677	97,375	100,151	103,005
Patrolman 5	83,759	86,146	88,601	91,126	93,724
Patrolman 6	76,775	78,963	81,214	83,528	85,909
Patrolman 7	69,792	71,781	73,827	75,931	78,095
Patrolman 8	62,808	64,598	66,439	68,333	70,280
Academy	47,639	48,997	50,393	51,830	53,307

Appendix 1

Salary Guide

For employees hired after January 1st, 2019

Rank	2022	2023	2024	2025	2026
Captain	156,146	160,596	165,173	169,881	174,722
Lieutenant	145,948	150,108	154,386	158,786	163,311
Sergeant	132,807	136,592	140,485	144,489	148,607
Patrolman 1	122,191	125,674	129,255	132,939	136,728
Patrolman 2	112,440	115,644	118,940	122,330	125,816
Patrolman 3	103,859	106,819	109,863	112,994	116,214
Patrolman 4	95,275	97,991	100,783	103,656	106,610
Patrolman 5	83,759	86,146	88,601	91,126	93,724
Patrolman 6	76,775	78,963	81,214	83,528	85,909
Patrolman 7	69,792	71,781	73,827	75,931	78,095
Patrolman 8	62,808	64,598	66,439	68,333	70,280
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Appendix 1 (Cont.)

THE BOROUGH OF RED BANK
and
RED BANK PBA LOCAL 39

SIDEBAR AGREEMENT

December __, 2021

This Agreement is made this ___ day of December 2021, by and between the Borough of Red Bank (the "Borough") and the Red Bank PBA Local 39 (the "PBA").

WHEREAS, the Borough and the PBA are parties to a collective negotiations agreement (the "Agreement") for the period of January 1, 2022 through December 31, 2026; and

WHEREAS, the Agreement sets forth the terms and conditions governing the provision of health insurance benefits to all members of the PBA, including retirees;

WHEREAS, it is in the best interest of the parties to supplement the Agreement for this limited purpose;

NOW, THEREFORE, based upon the foregoing mutual promises and covenants contained herein, the parties agree as follows:

1. Employees who submit a retirement application to the PFRS on or before November 1, 2022, and provide the Borough with a letter of intent dated on or before November 1, 2022, stating his/her intent to resign/retire with an effective date that is no later than January 1, 2023, and who subsequently retire from the Borough and with the PFRS on or before January 1, 2023, shall have his/her retiree health insurance premium contribution capped at 10% of the premium cost for health insurance (except for those who have retired on a PFRS Disability Pension, who by law are not required to contribute towards the cost of their post-retirement medical benefits). This shall not preclude an officer from changing from a service or special retirement to a disability retirement should they be injured in the line of duty after he/she has submitted his/her letter of intent and before his/her retirement date.

2. The parties' current Agreement shall remain in full force and effect from January 1, 2022 through December 31, 2026, except as modified/supplemented by this Sidebar Agreement.

3. This Sidebar Agreement expressly expires on January 1, 2023 and all terms and conditions set forth herein shall be rendered null and void after January 1, 2023. The Parties expressly agree that the terms and conditions set forth in Article XXXVI of the Agreement shall revert to be controlling over the rate of contributions for retirees that retire from the Borough outside of the conditions set forth in Paragraph 1 of this Sidebar Agreement.

FOR THE BOROUGH:

____

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FOR THE PBA:

_______________________ 12/13/2021

_______________________ 12/13/2021

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