

**RESOLUTION AUTHORIZING MEMORANDUM OF AGREEMENT BETWEEN
SUPERIOR OFFICERS ASSOCIATION (SOA) LOCAL 319A AND THE
TOWNSHIP OF PLAINSBORO**

WHEREAS, the collective negotiations agreement between the Township of Plainsboro ("Township") and Superior Officers Association Local 319A ("SOA") expired on December 31, 2022; and

WHEREAS, the Township and the SOA have been negotiating the terms to a successor collective negotiations agreement; and

WHEREAS, the Township and the SOA have negotiated and agreed upon the terms to a successor collective negotiation agreement set forth in the Memorandum of Agreement attached hereto as Exhibit A; and

WHEREAS, the Memorandum of Agreement was ratified by the SOA on October 23, 2024; and

WHEREAS, the Township of Plainsboro is desirous of ratifying the agreed upon terms to the successor collective negotiations agreement set forth in the Memorandum of Agreement attached hereto.

THEREFORE, BE IT RESOLVED by the Township Committee of the Township of Plainsboro, in the County of Middlesex and State of New Jersey, that the Memorandum of Agreement executed and ratified by the SOA on October 23, 2024, for the period from January 1, 2023, through December 31, 2026, is hereby ratified.

I certify the above to be a true copy of a Resolution adopted by the Township Committee of the Township of Plainsboro at a meeting held on October 23, 2024.


Carol J. Torres, Township Clerk

MEMORANDUM OF AGREEMENT
Between the Township of Plainsboro and
Plainsboro SOA Local 319A

The negotiation committees for the Township of Plainsboro and the Plainsboro SOA Local 319A agree to the terms of this Memorandum of Agreement as set forth below:

This agreement is subject to ratification by both parties, and unless otherwise noted is prospective only.

The agreement is effective from January 1, 2023 through December 31, 2026.

1. Article XXXIII – Duration:

The new term shall be a four (4) year collective negotiations agreement from January 1, 2023 through December 31, 2026.

2. Article V – Salaries and Longevity:

A. Salaries will be adjusted as follows and are reflected in subsection B below:

- Retroactive to January 1, 2023
 - 2.6%
 - Sergeants only - \$750 after percentage increase
- Retroactive to January 1, 2024
 - 2.5%
 - Sergeants only - \$1,000 after percentage increase
- Effective January 1, 2025
 - 2.4%
 - Sergeants only - \$1,425 after percentage increase
- Effective January 1, 2026 - 2.7%

B. Delete Article V in its entirety and replace with the following:

A. Salaries

	1/1/2023	1/1/2024	1/1/2025	1/1/2026
Sergeants				
Promoted after 1/1/2010				
Commencement of 1 st Year	\$128,416	\$132,627	\$137,235	\$140,940
Commencement of 2 nd Year	\$131,564	\$135,853	\$140,539	\$144,333

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Commencement of 3 rd Year	\$136,475	\$140,887	\$145,694	\$149,627
Lieutenants				
Commencement of 1 st Year	\$159,841	\$163,837	\$167,769	\$172,298
Commencement of 2 nd Year	\$168,253	\$172,459	\$176,598	\$181,366

*All officer shall receive their increments effective and retroactive to January 1, 2023.

B. The following longevity schedule shall be implemented:

	Hired Prior to 1/1/12	Hired After 1/1/12
1. Commencement of seventh year to commencement of eleventh year	\$2,650	\$1,325
2. Commencement of eleventh year to commencement of sixteenth year	\$2,950	\$1,425
3. Commencement of sixteenth year to commencement of twentieth year	\$3,250	\$1,625
4. Twenty Years on	\$3,550	\$1,775

*Employees hired after December 31, 2024 shall not be entitled to longevity.

Longevity shall be based upon the above schedule and shall become part of base pay for all purposes including pension. Longevity shall be identified separately for payroll purposes.

C. Pay rates shall be computed based upon 2080 hours worked per calendar year.

1. Hourly rate: annual salary plus longevity divided by 2080.
2. Overtime rate: hourly rate times 1.5.

3. Article VI – Hours of Work and Overtime

A. Delete Section B in its entirety and replace with the following:

Effective January 1, 2020, employees who work at non-Township events shall receive seventy-five (\$75.00) per hour. Effective upon the ratification and execution of this Agreement, employees who work at non-Township events/private business shall be paid eight (\$80.00) dollars per hour; with an increase to eighty-five (\$85.00) dollars per hour as of January 1, 2025. Supervisory employees acting in such a capacity shall be paid an additional five (\$5) dollars per hour to the base rate. Employees shall be paid a

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minimum of four (4) hours. Employees who work in excess of eight (8) hours per day for the same vendor person shall be paid one and one-half (1 ½) times the rate for the hours worked in excess of eight (8) hours.

Effective January 1, 2020, the short notice rate, which applies to employees given less than 24 hours' notice, shall be eighty-five (\$85.00) dollars per hour. Effective upon the ratification and execution of this Agreement, employees given less than twenty-four (24) hours' notice shall be paid an additional ten (\$10.00) to the base rate for the period of this collective negotiations agreement. Employees shall be paid a minimum of four (4) hours. Employees who work in excess of eight (8) hours per day for the same vendor person shall be paid one and one-half (1 ½) times the rate for hours worked in excess of eight (8) hours.

Effective upon the ratification and execution of this Agreement, employees who work at non-Township events sponsored by Plainsboro community organizations shall be paid sixty-five (\$65.00) dollars per hour; with an increase to seventy (\$70.00) dollars effective as of January 1, 2026.

There shall be no retroactive increases in the above-referenced outside duty overtime increases afforded to SOA members.

4. The Township and the SOA acknowledge that the terms and conditions of this Memorandum of Agreement are subject to ratification by the Township of Plainsboro and Plainsboro SOA Local 319A.

5. All parties agree to recommend these terms and conditions to their respective constituents for ratification.

6. All proposals which are not included in this Memorandum of Agreement shall be deemed withdrawn by both parties.

Plainsboro Township

By: _____

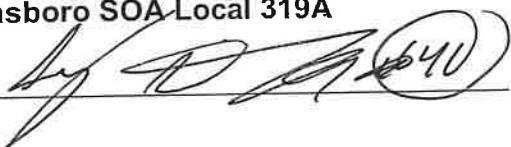


Dated: _____

10/25/24

Plainsboro SOA Local 319A

By: _____



Dated: _____

9/26/24

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