

Memorandum of Agreement  
between South Plainfield Superior Police Officers and the Borough of South Plainfield

Amend the following in the PBA Local #100 – Superior Officer’s contract:

**VI. Rates of Pay**

Annual increases: 2.71%, 2.50%, 2.50%, 2.50%

|            | 2021      | 2022      | 2023      | 2024      |
|------------|-----------|-----------|-----------|-----------|
| Sergeant   | \$138,552 | \$142,015 | \$145,566 | \$149,205 |
| Lieutenant | \$155,177 | \$159,057 | \$163,033 | \$167,109 |
| Captain    | \$173,798 | \$178,142 | \$182,596 | \$187,161 |
| Chief      | \$194,674 | \$199,541 | \$204,530 | \$209,643 |

**Article X. Retirement Benefits #5**

Mirror patrolman’s contract, Supervisors pay 0% Retirement Allowance

**Article XI. Insurance Plans #1 – Health Insurance**

Health Insurance Co-Pays

|                 | 2021     | 2022     | 2023     | 2024     | Beginning in<br>2022<br>Retirement |
|-----------------|----------|----------|----------|----------|------------------------------------|
| Primary         | \$0.00   | \$5.00   | \$5.00   | \$10.00  | \$5.00                             |
| Urgent Care     | \$0.00   | \$10.00  | \$15.00  | \$20.00  | \$10.00                            |
| Specialist      | \$0.00   | \$10.00  | \$15.00  | \$20.00  | \$10.00                            |
| *Emergency Room | \$100.00 | \$100.00 | \$100.00 | \$100.00 | \$100.00                           |

\*Emergency Room visits are excluded from the out-of-pocket max calculation.

\*\*in-network out-of-pocket max \$500.00 Individual, \$1,000.00 Member +1, and \$1,200 Family.

**Article XI. Insurance Plans #2 – Dental Plan**

Increase orthodontic services to \$3,000.00. Dental as follows:

|        | 2021    | 2022    | 2023    | 2024    |
|--------|---------|---------|---------|---------|
| Dental | \$2,400 | \$2,500 | \$2,600 | \$2,700 |

**Article XI. Insurance Plans #3 – Optical Plan**

Eye Exams to be \$100.00 and Glasses as follows:

|         | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> |
|---------|-------------|-------------|-------------|-------------|
| Glasses | \$400       | \$425       | \$450       | \$475       |

**Article XI. Insurance Plans #4 – Prescription Plans**

Prescription Co Pays:

|                       | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>Beginning in<br/>2022<br/>Retirement</b> |
|-----------------------|-------------|-------------|-------------|-------------|---------------------------------------------|
| Name Brand            | \$22.00     | \$24.00     | \$26.00     | \$28.00     | \$24.00                                     |
| Generic               | \$12.00     | \$15.00     | \$15.00     | \$15.00     | \$15.00                                     |
| Name Brand Mail-In    | \$40.00     | \$40.00     | \$40.00     | \$40.00     | \$40.00                                     |
| Generic Brand Mail-In | \$25.00     | \$25.00     | \$25.00     | \$25.00     | \$25.00                                     |

**Article XI. Insurance Plans #5 – Health Care Contributions**

|           | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> |
|-----------|-------------|-------------|-------------|-------------|
| Family    | \$5,700     | \$5,700     | \$5,700     | \$5,700     |
| Member +1 | \$4,275     | \$4,275     | \$4,275     | \$4,275     |
| Single    | \$2,565     | \$2,565     | \$2,565     | \$2,565     |

**Article XII. Clothing Allowance #1**

Increase clothing allowance \$100.00 per year

April 1, 2021 - \$2,050.00

April 1, 2022 - \$2,150.00

April 1, 2023 - \$2,250.00

April 1, 2024 - \$2,350.00

**Article XVI. Holidays**

|             | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> |
|-------------|-------------|-------------|-------------|-------------|
| Holiday Pay | \$4,991.61  | \$5,116.40  | \$5,244.31  | \$5,375.42  |

Add: Juneteenth Day