

MEMORANDUM OF AGREEMENT
BOROUGH OF ROSELAND
AND
WEST ESSEX PBA LOCAL
NEW JERSEY STATE LOCAL #81

The BOROUGH OF ROSELAND ("Borough") and WEST ESSEX PBA LOCAL NEW JERSEY STATE LOCAL #81 ("Roseland PBA Local #81"), hereby agree to the following changes and additions to the existing collective negotiations agreement between the parties.¹

1. Duration of Agreement: This will be a two-year collective bargaining agreement/contract ("CBA") from January 1, 2022 through December 31, 2023.
2. Salary raises shall be 2% for each year during the January 1, 2022 through December 31, 2023 CBA.
3. A workday shall continue to be defined as eight (8) hours in accordance with the same language within the prior CBA.
4. New patrolmen shall reach maximum vacation hours at sixteen (16) years, not twenty (20) years.
5. Adding Juneteenth as a national holiday to the holiday time is agreed to at this time.
6. Holiday time shall be subject to a restructure option in that a patrolman may elect to get the holiday time paid bi-annually and not necessarily at the end of each year.
7. Officers may donate their accrued sick time to a fellow officer in need in an exigent circumstance where the respective patrolman would use the donated sick time only for a catastrophic illness the patrolman is suffering. This practice shall abide by the same policies and procedures as outlined for county employees in Essex County.
8. The Senior Patrolman running shifts 200-hour requirement shall be removed. The section indicating officers acting as a shift supervisor will be paid hour for hour as a probationary Sergeant shall be removed.

¹ The Borough hereby recognizes the WEST ESSEX PBA LOCAL, NEW JERSEY STATE LOCAL #81 ("Roseland Local PBA #81") as the sole bargaining unit for those designated Patrolmen.

9. The EMT requirement shall be modified from "required" to "optional."
10. Management has not agreed to including the new division in the police department, Traffic Bureau, within the CBA.
11. The College Stipend provision shall not be changed from the prior CBA language.
12. All changes included in this MOA will be effective and retroactive to January 1, 2022.
13. The parties agree that any contractual items not specifically changed in this Memorandum of Agreement shall continue in full force and effect in the new contract term.
14. This MOA shall be final and binding upon the approval of the Borough Council and ratification by the membership of the Roseland Local PBA #81. The PBA's bargaining committee agrees that it will recommend ratification of this MOA to the membership. The Borough Administrator will likewise recommend approval of this MOA to the Borough Council. The parties shall immediately notify the other party once the MOA is approved and ratified.

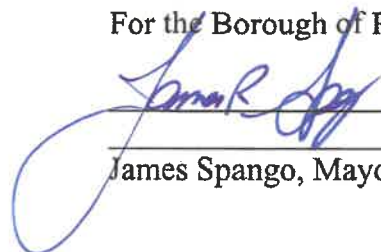
For Roseland Local PBA #81



Roseland Local PBA #81 Representative
_____, Negotiations Chairman

Dated: 4/7/2023

For the Borough of Roseland



James Spango, Mayor

Dated:



West Essex Policemen's Benevolent Association New Jersey State Local #81

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Richard Romeo
Negotiations Chairman for Roseland
West Essex PBA Local #81
Post Office Box 81
Essex Fells, NJ 07021

April 7, 2023

Maureen Chumacas
Borough Administrator
Borough of Roseland
140 Eagle Rock Avenue
Roseland, NJ 07068

To Maureen Chumacas:

As the Negotiations Chairman for West Essex PBA Local #81 "Roseland" I have signed the Memorandum of Agreement between the Local and the Borough of Roseland. I just wanted to clarify and provide a suggestion for one of the line item changes and additions that was overlooked during discussions.

For line item #4:

- This Item Change states for "New Patrolmen" and would like to clarify and make sure it will go under "Article XI Section A paragraph #2"; all Officers hired on or after January 1st, 2015.
- The existing structure for the years and amount of vacation hours does not fit the new Patrolmen sixteen (16) years maximum to 168 vacation hours. I provided a new recommendation that we thought was fair based off the previous Accrual structures. Please let me know your thoughts.

New Recommendation:

0 months – 1 year	42 Hours
1 – 4 years	84 Hours
5 – 8 years	105 Hours
9 – 12 years	126 Hours
12 – 16 years	147 Hours
16+ years	168 Hours

Respectfully,
Richard Romeo
Roseland Local PBA #81
Negotiations Chairman

CC Mayor James Spango
Councilwoman Jean Perrotti