

MEMORANDUM OF AGREEMENT
BOROUGH OF ROSELAND
AND
WEST ESSEX PBA LOCAL #81
ROSELAND SUPERVISORY UNIT #81A



The BOROUGH OF ROSELAND ("Borough") and WEST ESSEX PBA LOCAL #81, ROSELAND SUPERVISORY UNIT #81A ("SOA" or "Union"), hereby agree to the following changes and additions to the existing collective negotiations agreement between the parties.¹

1. Duration of Agreement: January 1, 2021 through December 31, 2023.
2. Article IV shall be amended to include the title "Detective Lieutenant" as a "Superior Officer" and shall be included as a covered rank for all purposes.
3. **Article VI Section B** is amended as follows: (elimination of last 3 words "of the FOP")
"The term grievance, as used herein, is limited to any controversy arising over the interpretation or adherence to the terms and conditions of employment specifically and expressly established by the provisions of this Agreement and may be raised by any Superior Officer."

4. **Article VII – Compensatory Time** is amended to add the following:
Section C – Manner of Payment for Overtime

Superior Officers entitled to overtime pay under this Article may be compensated in either payroll payments or "compensatory time off", at the request of the Officer. The provision for compensatory time is that the time off will be requested no less than three (3) days in advance. A request may be submitted and approved within the three (3) day period if adequate manpower is available and no schedule changes are necessary. Major holidays are excluded from this provision. Requests for compensatory time will be addressed on a first come, first served basis. In the event that more than one request is submitted, seniority will take priority.

All compensatory time off that has not been taken by December 31st of each year will be paid in the last paycheck of the year in which the comp time is earned. Employees have the right to accumulate up to sixty (60) hours of compensatory time during the course of the calendar year.

5. **Article VIII – Wages**, Section A and SCHEDULE A to be amended to the following: (Changes in **bold**)
Section A
 1. During **2021, 2022, and 2023**, Superior Officers covered by this Agreement shall be paid according to the wage schedule attached hereto as Schedule A.
 2. The parties agree to commence negotiations for the **2024** contract at least ninety (90) days before the expiration of this Agreement.
6. **Article VIII, Section 2 – EMT Stipend** to be amended with the elimination of the following: (first and second sentences)

¹ The Borough hereby recognizes the WEST ESSEX PBA LOCAL #81, ROSELAND SUPERVISORY UNIT #81A ("SOA" or "Union") as the sole bargaining unit for those designated Superior Officers and shall amend any such language in the agreement related to the term "FOP", which was the former designated bargaining unit.

Effective January 1, 2017 any Superior Officer newly promoted or hired into the bargaining unit must have their EMT Certification and will be required to maintain the certification. Current Supervisors who elect to obtain their EMT certification will be required to maintain the certification.

7. SCHEDULE A – SALARIES

2021 January 1 1% increase to Top Step of each rank (retroactive to 1/1/21)
Top Step Sergeant **\$134,084** Top Step Lieutenant **\$149,034** Top Step Captain **\$161,535.00**

2022 January 1 1% increase to Top Step of each rank
Top Step Sergeant **\$135,425** Top Step Lieutenant **\$150,524** Top Step Captain **\$163,150.00**

2023 January 1 1% increase to Top Step of each rank
Top Step Sergeant **\$136,779** Top Step Lieutenant **\$152,030** Top Step Captain **\$164,782.00**

A new four (4) step Salary Guide (attached hereto as Addendum B) will be implemented for Officers promoted to any rank after January 1, 2013.

8. **Article XI, Section E. 2 – PBA and Police Related Activities** to be amended with the elimination of the entirety of section 2, and replacement of “FOP” with “Union related” in section 3.
9. The language in **Article XIII, Section A** is deleted in its entirety and replaced with the following:
“Effective January 1, 2018, Superior Officers will no longer receive annual uniform allowance.”
10. **Article XX - Miscellaneous, Section C** to be replaced with the following: (changes in *italics*)
“The Borough agrees to deduct *Union* dues from each Officer’s payroll check who is a member of *either* the Roseland Superior Officer’s Lodge No. 184, Fraternal Order of Police *or the West Essex PBA Local #81, Roseland Supervisory Unit #81A*, provided that the Officer signs and submits a dues deduction authorization card to the Chief of Police. The method of deduction and method of payment to the *respective Union* will be mutually agreed upon by both parties prior to the start of said payroll deductions. The *PBA* agrees that it will indemnify, defend and hold the Borough harmless against any actions, claims, suits or other forms of liability, including reasonable attorney fees resulting from any action taken by the Borough at the request of the *PBA* under this section of the Agreement.”
11. **Article XX - Miscellaneous, Section D** is deleted in its entirety.
12. Except as noted in any of the above, any language in the Agreement that mentions “FOP” or “Fraternal Order of Police” will be modified to “SOA” or the “West Essex PBA Local #81, Roseland Supervisory Unit #81A”.
13. As reflected in the attached Schedule B, the four (4) step process for promoted officers will change in duration from one (1) year to six (6) month steps.
Step 4 (Probation): Promotion to 6 months after promotion
Step 3: 6 months after promotion to 12 months after promotion
Step 2: 12 months after promotion to 18 months after promotion
Step 1 (Top Step): 18 months after promotion

SCHEDULE B**Salaries for Officers promoted after January 1, 2013**

Duration of each step in this process is **6 months**.

Pay rates for **2021** are effective and retroactive to January 1, 2021

Sergeants	2021	2022	2023
Step 4 – Probation	\$120,537	\$121,742	\$122,960
Step 3	\$125,053	\$126,303	\$127,566
Step 2	\$129,568	\$130,864	\$132,173
Step 1 – Top Step	\$134,084	\$135,425	\$136,779

Lieutenants	2021	2022	2023
Step 4 – Probation	\$137,822	\$139,200	\$140,592
Step 3	\$141,560	\$142,975	\$144,405
Step 2	\$145,296	\$146,749	\$148,217
Step 1 – Top Step	\$149,034	\$150,524	\$152,030

Captains	2021	2022	2023
Step 4 – Probation	\$152,159	\$153,681	\$155,218
Step 3	\$155,284	\$156,837	\$158,406
Step 2	\$158,410	\$159,994	\$161,594
Step 1 – Top Step	\$161,535	\$163,150	\$164,782

Mildon:

Promoted to Captain March 28, 2018

	2017-2020 Contract One year steps	New Contract 2021-2023 6 month steps
Step 4	3/28/18 - 3/27/19	3/28/18 – 9/27/18
Step 3	3/28/19 - 3/27/20	9/28/18 – 3/27/19
Step 2	3/28/20 - 3/27/21	3/28/19 – 9/27/19
Step 1	3/28/21 –	9/28/19 –

During 2021, Mildon was paid Step 2 from 1/1/21 – 3/27/21, then paid Step 1 from 3/28/21

Mildon will need retro: 1/1/21 – 3/27/21 Step 1 pay \$161,535

Courter, Luongo, Boulard “CLB”:

Promoted to Sergeant February 19, 2020

	2017-2020 Contract One year steps	New Contract 2021-2023 6 month steps
Step 4	2/19/20 – 2/18/21	2/19/20 – 8/18/20
Step 3	2/19/21 – 2/18/22	8/19/20 – 2/18/21
Step 2	2/19/22 – 2/18/23	2/19/21 – 8/18/21
Step 1	2/19/23 –	8/19/21 –

During 2021, “CLB” were paid Step 4 from 1/1/21 – 2/18/21, then paid Step 3 from 2/19/21

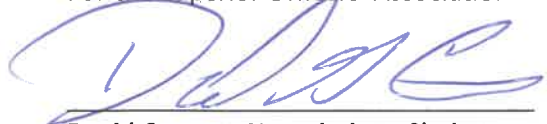
"CLB" will need retro:	1/1/21 – 2/18/21	Step 3 pay	\$125,053
	2/19/21 – 8/18/21	Step 2 pay	\$129,568
	8/19/21 –	Step 1 pay	\$134,084

14. All changes included in this MOA will be effective and retroactive to January 1, 2021.

15. 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.

16. This MOA shall be final and binding upon the approval of the Borough Council and ratification by the membership of the Superior Officers' Association. 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.

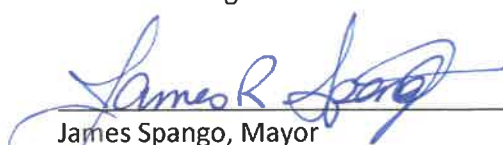
For the Superior Officers' Association


David Courter, Negotiations Chairman

Dated:

2/3/2022

For the Borough of Roseland


James Spango, Mayor

Dated: