

TOWNSHIP OF BLOOMFIELD
AND
BLOOMFIELD POLICEMEN'S BENEVOLENT ASSOCIATION
LOCAL NO. 32

AND
BLOOMFIELD SUPERIOR OFFICERS ASSOCIATION

MEMORANDUM OF AGREEMENT

The parties agree to the following terms and conditions, which shall modify the Collective Bargaining Agreements ("CBA") between the parties, which expired on December 31, 2020. Any other terms and conditions contained in this Collective Bargaining Agreement not referenced or modified by this Memorandum of Agreement ("MOA") shall remain in force and in full consideration. The parties agree to recommend that this MOA be ratified by the Bloomfield Policemen's Benevolent Association, Inc. Local No. 32, and the Township of Bloomfield, and will not become binding until it is ratified by the parties.

1. DURATION – January 1, 2021 to December 31, 2025

2. ARTICLE XXIII — SALARIES

A. Salary increases shall be across the board for all employees as follows:

- | | |
|----------------------|--|
| i. January 1, 2021 | 2.5% increase to base pay; |
| ii. January 1, 2022 | 2.5% increase to base pay; |
| iii. January 1, 2023 | 1.5% increase to base pay, plus a bonus of 2.75%, non-pensionable and not added to base that will be paid out in two installments: half in June of 2023 and the remaining half in the first pay period of December 2023; |
| iv. January 1, 2024 | 2.00% increase to base pay; and |
| v. January 1, 2025 | 2.50% increase to base pay. |

B. Captains and Deputy Chief Stipends:

1. Effective January 1, 2023, all Captains and Deputy Chiefs shall receive a maximum annual stipend, non-pensionable and not added to base salary of \$4,500.
2. Captains and Deputy Chiefs shall not be eligible for the Detective Pay stipend as referenced in this Article under section D.

- C. The PBA's salary guides in the CBA shall include headers to clarify that pursuant to the parties' previous agreements, "officers hired before January 1, 2011, including Jennifer Horn, James Peri, and Dominick Sedano" are on the guide that includes six total steps for police officers (academy, 1st year of service through 5th year of service) and two steps for detectives/investigators while "officers hired after January 1, 2011, excluding Jennifer Horn, James Peri, and Dominick Sedano" are on the guide that includes twelve steps.

3. ARTICLE VII — HOURS OF WORK AND OVERTIME

This Article will be revised with the following contractual language:

Add Section F:

F. Month Days:

1. Effective January 1, 2023, Month Days will be issued on the first day of each month and must be used by the end of the month.
2. Month Days not used in the month earned shall be forfeited and shall not accrue.
3. Any 2022 Month Days must be used by December 31, 2023 or they will be forfeited.
4. If there is an emergency declared by the Police Department that prevents the usage of Month Days during the month earned then there shall be an extension of 3 months to use such days.

4. NEW ARTICLE – EDUCATIONAL ATTAINMENT

This Article shall read as follows:

For bargaining unit members who obtain an Associates, Bachelors, or Master's degree, they shall be entitled to an annual stipend, non-pensionable and not added to base salary, as follows:

- Associate's Degree \$1,000
- Bachelor's Degree \$1,500
- Master's Degree \$2,500

Such stipend shall be payable in accordance with the language above only after the presentation of adequate documentation indicating the obtainment of one of the aforementioned degree types from an accredited college or university.

The educational stipend shall be broken down in two payments and will be paid twice a year in May and October.

5. REVISE ARTICLE XIII – HEALTH, DENTAL AND PRESCRIPTION DRUGS

Add to the end of Section D:

Effective January 1, 2021, the contribution rate for health insurance and prescription will be increased and capped at 2% for 2021, 2022, 2023, 2024, 2025.

The increased contributions for 2021 and 2022 will be deducted from the employees' retroactive salary increases.

The parties, which includes the SOA and PBA, explicitly agree that the terms referenced below shall modify the settlement agreement executed on November 7, 2020 and attached hereto as **Exhibit A**

This Article shall be revised as follows:

Add Section F(iv):

iv. Eligible retirees, as defined in Subsections (F)(i) and (ii), shall contribute toward the cost of healthcare premiums as to all health benefit plans offered in the following amounts:

Retirement date between:

January 1, 2021 – December 31, 2021	1.5% of retirement salary/allowance
January 1, 2022 – December 31, 2022	1.5% of retirement salary/allowance
January 1, 2023 – December 31, 2023	2.0% of retirement salary/allowance
January 1, 2024 – December 31, 2024	2.5% of retirement salary/allowance
January 1, 2025 – December 31, 2025	2.5% of retirement salary/allowance

6. ARTICLE XV – CLOTHING ALLOWANCE/AMMUNITION ALLOWANCE

This Article shall be revised as follows:

Revise Sections (A) and (F):

A. The Township shall provide an annual clothing allowance of nine-hundred and fifty dollars (\$950.00), payable on or prior to May 15th of each year.

F. Each bargaining unit member shall receive an ammunition allowance of six-hundred and fifty dollars (\$650.00) to be paid on or prior to May 15th of each year.

7. ARTICLE IV – PBA REPRESENTATIVES

This Article shall be revised as follows:

Add to section A new paragraph 3:

3. The President of the PBA shall be granted one (1) “changeover day” up to twice a year upon return from a PBA related convention.

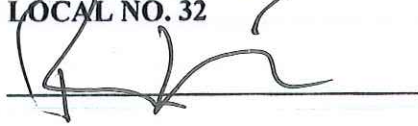
8. EXISTING SIDE BAR AGREEMENTS

The existing Side Bar Agreements (A) dated August 20, 2018 regarding Step Movement, (B) dated June 26, 2018 regarding Deputy Chief of Police Provisions and (C) dated February 2017 clarifying Step Movement for 1/1/17 through 12/31/20 shall be incorporated into the applicable CBAs along with the other terms of this MOA.

**[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK, SIGNATURES ON
FOLLOWING PAGE]**

SIGNATURE PAGE

**BLOOMFIELD POLICEMEN'S
BENEVOLENT ASSOCIATION
LOCAL NO. 32**



Date: 10-19-22.

**BLOOMFIELD SUPERIOR
OFFICERS ASSOCIATION**



Date: 10.19.2022

TOWNSHIP OF BLOOMFIELD



Date: