

# ESSEX COUNTY COLLEGE

## REQUEST FOR BOARD ACTION

TO: <b>BOARD OF TRUSTEES</b>	DATE: <b>August 25, 2009</b>
FROM: <b>THE PRESIDENT</b>	
SUBJECT: <b>Memorandum of Understanding Essex County College Fraternal Order of Police Association</b>	REQUEST NUMBER <b>7-2077</b>

**WHEREAS,** The Essex County College Fraternal Order of Police Association is the recognized negotiating agent for the labor unit comprised of Fraternal Order of Police Association members; and

**WHEREAS,** Negotiators for Essex County College and the Essex County College Fraternal Order of Police Association have engaged in negotiations for an agreement to extend the contract beginning July 1, 2006 and ending June 30, 2010 for two contract years, beginning July 1, 2010 and ending June 30, 2012; and

**WHEREAS,** Said parties have by their duly authorized representatives executed this Memorandum of Understanding;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Essex County College that the terms and conditions of the Essex County College Fraternal Order of Police Association Memorandum of Understanding, extending the July 1, 2006 through June 30, 2010 contract through June 30, 2012, be approved.

EXECUTIVE RESPONSIBLE FOR RECOMMENDATION <b>A. Zachary Yamba, President</b>	FINAL DISPOSITION
BOARD APPROVAL DATE	
EFFECTIVE DATE	

## MEMORANDUM OF UNDERSTANDING

Extending the collective bargaining agreements of the Essex County College  
FRATERNAL ORDER OF POLICE for the period July 1, 2010 through June 30, 2012.

All provisions of the above referenced collective bargaining agreement shall remain unchanged during the duration of the contract extension with the following exceptions:

Effective July 1, 2010: **ARTICLE 45 SALARY/LONGEVITY**

**A. SALARY**

- 1) Effective July 1, 2010, each unit member's base salary shall be increased by 3%.
- 2) Effective July 1, 2011, each unit member's base salary shall be increased by 3%.

**B. LONGEVITY PAYMENTS**

1. Should any unit member reach the 5<sup>th</sup> year anniversary date of his or her employment with the College during the duration of this agreement (as set forth in Article 46), he or she shall receive a one-time \$600 payment, which shall not be made part of base salary, on the July 1 following this anniversary date.
2. Should any unit member reach the 10<sup>th</sup> year anniversary date of his or her employment with the College during the duration of this agreement (as set forth in Article 46), he or she shall receive a one-time \$850 payment, which shall not be made part of base salary, on the July 1 following this anniversary date.
3. Should any unit member reach the 15<sup>th</sup> year anniversary date of his or her employment with the College during the duration of this agreement (as set forth in Article 46), he or she shall receive a one-time \$1200 payment, which shall not be made part of base salary, on the July 1 following this anniversary date.
4. Should any unit member reach the 20<sup>th</sup>, 25<sup>th</sup>, 30<sup>th</sup>, or 35<sup>th</sup> year anniversary date of his or her employment with the College during the duration of this agreement (as set forth in Article 46), he or she shall receive a one-time \$1500 payment, which shall not be made part of base salary, on the July 1 following this anniversary date.


For The Administration

  
\_\_\_\_\_  
Vernell Patrick, Executive Vice President/Provost

Date

6/25/09

For The Association

  
\_\_\_\_\_

Date

7/24/09