

MEMORANDUM OF AGREEMENT BETWEEN
COUNTY OF BERGEN AND
BERGEN COUNTY POLICE - PBA 49
JANUARY 17, 2014

The County of Bergen and Bergen County Police - PBA 49 agree to the following terms for a successor collective bargaining agreement, subject to ratification:

1. Article VIII, Salaries - Attached as Exhibit A is a new salary guide for all officers hired after January 1, 2014. Current officers who have not achieved top pay will progress under the existing salary guide until he/she achieves top pay. All officers will receive a 1.5% increase (applied to the salary guides) for each year of the agreement (January 1, 2014 - January 1, 2017). Article VIII, Paragraphs 1-4, 6-7 and Exhibit B are no longer operative, unless the County Police are merged/consolidated into the Bergen County Sheriff's Office or disbanded, in which event, Paragraphs 1-4, 6-7 and Exhibit B become retroactively operative effective January 1, 2014.
2. Article IX, Longevity - Revise to provide that this Article is not applicable to any employee hired after January 1, 2014.
3. Article X, Health Benefits - Revise to provide that employees are required to contribute to his/her medical benefits in accordance with Chapter 78, P.L. 2011. Revise to provide that officers receive medical benefits through the Direct Access Plan and change the prescription co-pays as follows: \$5.00 (generic) (30 day supply); \$15.00 (preferred brand name) (30 day supply); \$30.00 (non-preferred brand name) (30 day supply); *Mail Order* -- \$5.00 (generic) (90 day supply); \$30.00 (preferred brand name) (90 day supply); \$60.00 (non-preferred brand name) (90 day supply).
4. Article XXVII, Educational Incentive - Revise to provide that this Article is not applicable to any employee hired after January 1, 2014.
5. All terms not changed herein that are contained in the prior collective bargaining agreement and continuous memorandums shall remain in full force and effect.

County of Bergen

Kathleen A. Donovan

Bergen County Executive

Kathleen A. Donovan

Bergen County Police - PBA 49

Vincent J. P. 1-17-14

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**Bergen
County
Police PBA
49**

Steps	Base Year	2014	2015	2016	2017
Academy	\$ 30,000.00	\$ 30,450.00	\$ 30,906.75	\$ 31,370.35	\$ 31,840.91
1	\$ 35,000.00	\$ 35,525.00	\$ 36,057.88	\$ 36,598.74	\$ 37,147.72
2	\$ 42,608.00	\$ 43,247.12	\$ 43,895.83	\$ 44,554.26	\$ 45,222.58
3	\$ 50,216.00	\$ 50,969.24	\$ 51,733.78	\$ 52,509.79	\$ 53,297.43
4	\$ 57,824.00	\$ 58,691.36	\$ 59,571.73	\$ 60,465.31	\$ 61,372.29
5	\$ 65,432.00	\$ 66,413.48	\$ 67,409.68	\$ 68,420.83	\$ 69,447.14
6	\$ 73,040.00	\$ 74,135.60	\$ 75,247.63	\$ 76,376.35	\$ 77,521.99
7	\$ 80,648.00	\$ 81,857.72	\$ 83,085.59	\$ 84,331.87	\$ 85,596.85
8	\$ 88,256.00	\$ 89,579.84	\$ 90,923.54	\$ 92,287.39	\$ 93,671.70
9	\$ 95,864.00	\$ 97,301.96	\$ 98,761.49	\$ 100,242.91	\$ 101,746.56
10	\$ 103,472.00	\$ 105,024.08	\$ 106,599.44	\$ 108,198.43	\$ 109,821.41
11	\$ 111,080.00	\$ 112,746.20	\$ 114,437.39	\$ 116,153.95	\$ 117,896.26
12	\$ 118,688.00	\$ 120,468.32	\$ 122,275.34	\$ 124,109.47	\$ 125,971.12
13	\$ 126,296.00	\$ 128,190.44	\$ 130,113.30	\$ 132,065.00	\$ 134,045.97
Sergeant	\$ 137,662.64	\$ 139,727.58	\$ 141,823.49	\$ 143,950.85	\$ 146,110.11
Lieutenant	\$ 150,052.28	\$ 152,303.06	\$ 154,587.61	\$ 156,906.42	\$ 159,260.02
Captain	\$ 163,556.98	\$ 166,010.34	\$ 168,500.49	\$ 171,028.00	\$ 173,593.42
Inspector	\$ 178,277.11	\$ 180,951.27	\$ 183,665.54	\$ 186,420.52	\$ 189,216.83