

**Memorandum of Agreement
Borough of River Edge
And
PBA Local 201**

The Borough of River Edge ("Borough") and PBA Local 201 ("PBA") agree to the following terms for a successor collective negotiations agreement, subject to ratification by their respective memberships:

ARTICLE I – TERMS OF THE AGREEMENT

Change the terms from January 1, 2015 through December 31, 2018

ARTICLE XXX – ANNUAL RATE OF PAY

Attached hereto and incorporated herein are the Salary Guides (Schedules A, B and C).

- a. Effective January 1, 2015, all steps shall increase by 1%.
 - b. Effective January 1, 2016, all steps shall increase by 1%.
 - c. Effective January 1, 2017, all steps shall increase by 1.75%.
 - d. Effective January 1, 2018, all steps shall increase by 1.75%.
- All employees who retired or resigned in good standing during the term of this agreement shall be entitled to his/her pro-rata retroactive salary increase for the period of his/her employment.
 - The following police officers presently on Schedule C shall receive a two-step increase in 2015 and shall thereafter progress through Schedule C, which is attached hereto and incorporated herein: Police Officer Sanches, Police Officer Roman, Police Officer Ariano, Police Officer Sanfilippo, Police Officer Diamond, Police Officer Blue, Police Officer Kochansky, Police Officer Prisendorf, Police Officer Kieferle and Police Officer Mulick. All other police officers hired under Schedule C shall be required to progress through each step contained therein and shall be required to serve one-year at each step before progressing to the next step.

ARTICLE XXV – HEALTH AND WELFARE

Revise Paragraph 9 to reflect an expanded 125 Plan that permits police officers to set aside monies for childcare, insurance, medical expenses, etc, in accordance with applicable IRS regulations. The Borough shall have the sole right to select the vendor and the plan to implement this expanded 125 Plan and will do so within one year of the ratification of this agreement. The parties may extend the implementation period by mutual consent.

ARTICLE XXXI – COLLEGE CREDITS

Effective January 1, 2015, all police officers shall be subject to a lifetime college credit cap of \$5,000 for the reimbursement of undergraduate and graduate school. In order to qualify for

reimbursement, the Police Officer must enroll in a police science or criminal justice program as defined by the institution, which institution is deemed accredited by the New Jersey Department of Education. The officer must notify the Borough at least one year in advance of his/her intentions to enroll in such a program so that the Borough can properly budget for the expenditure. The Chief of Police shall have the discretion to approve and/or disapprove of any program and/or course of study that is not a police science or criminal justice program based upon the police department's operational needs. Effective January 1, 2015, all police officers receiving tuition reimbursement agree to continue employment for at least (2) years following receipt of payment, or shall repay said amount, and shall indemnify the Borough for the collection costs if it must pursue collection.

The Borough will reimburse Police Officer Roman for his 2014 college credit reimbursement request and thereafter he shall also be subject to the lifetime college credit cap of \$5,000 for the reimbursement of any additional college and/or graduate school courses subject to the provisions of this Article.

Borough of River Edge

River Edge PBA local 201

Dated:

Dated:

PBA Salary Guides

	1.00%	1.00%	1.75%	1.75%
Schedule A	1/1/2015	1/1/2016	1/1/2017	1/1/2018
1st 6 mos	\$43,085	\$43,515	\$44,277	\$45,052
2nd 6 mos	\$57,994	\$58,574	\$59,599	\$60,642
PO 5	\$67,934	\$68,613	\$69,814	\$71,035
PO 4	\$77,873	\$78,652	\$80,028	\$81,429
PO 3	\$87,813	\$88,692	\$90,244	\$91,823
PO 2	\$97,753	\$98,730	\$100,458	\$102,216
PO 1	\$107,696	\$108,773	\$110,677	\$112,614

Schedule B

Hired After 10/1/2007

1st 6 mos	\$38,115	\$38,497	\$39,170	\$39,856
2nd 6 mos	\$48,054	\$48,534	\$49,384	\$50,248
PO 6	\$57,994	\$58,574	\$59,599	\$60,642
PO 5	\$67,934	\$68,613	\$69,814	\$71,035
PO 4	\$77,873	\$78,652	\$80,028	\$81,429
PO 3	\$87,813	\$88,692	\$90,244	\$91,823
PO 2	\$97,753	\$98,730	\$100,458	\$102,216
PO 1	\$107,696	\$108,773	\$110,677	\$112,614

Schedule C

Hired After 7/1/2011

PO 19 Probationary (1 year)	\$37,513	\$37,889	\$38,552	\$39,226
PO 18	\$45,552	\$46,008	\$46,813	\$47,632
PO 17	\$53,591	\$54,127	\$55,074	\$56,038
PO 16	\$61,629	\$62,245	\$63,335	\$64,443
PO 15	\$69,669	\$70,365	\$71,597	\$72,850
PO 14	\$77,707	\$78,484	\$79,858	\$81,255
PO 13	\$85,746	\$86,603	\$88,119	\$89,661
PO 12	\$93,785	\$94,722	\$96,380	\$98,067
PO 11	\$101,823	\$102,841	\$104,641	\$106,472
PO 10	\$107,696	\$108,773	\$110,677	\$112,614
PO 9	\$108,892	\$109,981	\$111,906	\$113,864
PO 8	\$110,089	\$111,190	\$113,136	\$115,116
PO 7	\$111,286	\$112,399	\$114,366	\$116,367
PO 6	\$112,483	\$113,608	\$115,596	\$117,619
PO 5	\$113,680	\$114,816	\$116,826	\$118,870
PO 4	\$114,875	\$116,024	\$118,055	\$120,121
PO 3	\$116,071	\$117,232	\$119,283	\$121,371
PO 2	\$117,269	\$118,442	\$120,515	\$122,624
PO 1	\$118,466	\$119,651	\$121,744	\$123,875