

Memorandum of Agreement

The parties in the Township of Maplewood (hereinafter as “Township”) and PBA Locals 44 & 44A (hereinafter as “PBA or union”) agree as follows:

1. Duration: This contract shall commence on January 1, 2020, and shall expire on December 31, 2023.

2. Salary:
 - a.) Effective January 1, 2020, the base salaries of the PBA, shall be increased by **2.50%**.
 - b.) Effective January 1, 2021, the base salaries of the PBA, shall be increased by **2.50%**.
 - c.) Effective January 1, 2022, the base salaries of the PBA, shall be increased by **2.75%**.
 - d.) Effective January 1, 2023, the base salaries of the PBA, shall be increased by **2.75%**.
 - e.) The above increases are exclusive of increment, and are retroactive to the date(s) referenced above, when applicable.
 - f.) Salary Guides are to be mutually developed and agreed upon by both parties.

3. Article XIII – Sick Leave (NEW Paragraph 1 and NEW Paragraph 3):
Effective upon ratification by both parties, DELETE paragraph 1, (pg.21), and amend as follows:
NEW Paragraph 1 – Employees in the union as of the ratification of this Agreement, shall receive 45 sick days to be utilized for injury, illness, or disability other than in the line of duty. Any unused portion of these 45 paid sick days shall be carried over into the following contract year (2021). Effective January 1, 2021, and upon January 1, of each year thereafter, all employees shall receive 15 paid sick days per year. Any unused portion of these days may also be carried over from year to year, to a maximum cap of no more than 60 paid sick days received or carried over in any given year.
NEW Paragraph 3 – “Employees may utilize up to five (5) of their paid sick leave days annually for the care of a family member as defined under the New Jersey Earned Sick Leave Act, N.J.S.A. 34:11D-1 et seq. The township may grant additional leave days in its discretion for cause on a case-by-case basis.”

4. Article XV – Equipment:
 - Amend Section 4 as follows-
“All marked vehicles shall be equipped with alley lights. **All marked vehicles will be equipped with safety divider screens (whenever possible).** All unmarked vehicles shall be equipped with portable lights.”

5. Article XVII – Personal Leave:

- Amend Sentence 3 & 4 as follows:
“...accumulation shall be defined as any time in excess of **two-hundred (200)** hours. The **200 hour** maximum...”
6. Article XVIII –Vacation/Miscellaneous Meal Allowance; Educational Credits; and PBA Contract Section 15; SOA Contract Section 16:
- Honorable Military Discharge; Associate’s Degree; Bachelor’s Degree; Master’s Degree-**shall all be increased by \$100.00.**
 - **Section 7: “Police Officer’s shall be reimbursed at the rate of \$15.00 per day for meals that the employee eats while undergoing educational training.”**
 - **Section 15 & 16 (referenced above by Contract): “After exhausting 25% of their total paid sick leave days, the Township shall provide a Disability Plan to the union employees, at NO cost to the employee applying to utilize the Disability Plan. The Plan documents will be provided to the employees by the Township, and the procedure for applying shall be detailed in these Plan documents. That said, the Plan shall provide up to (1) one year of full pay provided the criteria in the plan is met.**
7. PBA Page 41 – Longevity, Detective Stipend, Clothing Allowance; SOA Page 41:
- Increase Longevity schedules for both union contracts at each level of service by **\$100.**
 - Increase Detective Bureau Stipend for both union contracts by **\$300.**
 - Increase Clothing Allowance by **\$100 (to also be utilized for Bulletproof Vests).**
 - Increase Superior Officer Differential by 1.5% to **13.5%.**
8. Salary Guide Structure and Enhancement:
In addition to the aforementioned Section 2 of this Memorandum of Agreement, the parties have agreed to enhance the salary guide in the following manner:
- a.) Effective January 1, 2020, the base salaries of the PBA, shall be increased by **.50%**, exclusive of increment.
 - b.) Effective January 1, 2021, the base salaries of the PBA, shall be increased by **.50%**, exclusive of increment.
 - c.) Effective January 1, 2022, the base salaries of the PBA, shall be increased by **.25%**, exclusive of increment.
 - d.) Effective January 1, 2023, the base salaries of the PBA, shall be increased by **.25%**, exclusive of increment.
9. In addition to the Police Department Policy regarding donated leave times (personal, vacation, etc.), the union employees shall now be able to donate sick leave in accordance with Township’s Personal Time Off Program Resolution 206-18.
10. All parties acknowledge these terms and conditions are subject to ratification, and the mediator retains jurisdiction.

- 11. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.
- 12. All other terms and conditions not contained herein shall remain status quo.
- 13. All other proposals are hereby withdrawn by both parties.

Date: January 9, 2020

Township of Maplewood

PBA 44 & 44A

Amia DurVineiro
Jocelyn

[Signature]
[Signature] 385
[Signature] 589

