

**MEMORANDUM OF AGREEMENT
BETWEEN
TOWNSHIP OF SPRINGFIELD
AND
SPRINGFIELD SUPERIOR OFFICERS ASSOCIATION**

The following is a Memorandum of Agreement for a successor Collective Negotiations Agreement between the Township of Springfield ("Township") and Springfield Superior Officers Association ("Association"). The terms herein are subject to ratification by a majority vote of the parties' respective membership and Township Committee. All terms and conditions previously agreed to shall remain settled and incorporated in the new Agreement. Anything that is not in this Memorandum of Agreement is withdrawn from bargaining. All other terms and conditions not contained herein shall remain status quo.

1. **Article XXXII (Duration):**

January 1, 2011 through December 31, 2014

2. **Article IV (Salaries) and Schedule A:**

- No increase to the salary schedule for 2011.
- Effective January 1, 2012 - an across the board increase to each step of 1.75%.
- Effective January 1, 2013 - an across the board increase to each step of 1.75%.
- Effective January 1, 2014 - an across the board increase to each step of 1.75%.
- Effective and retroactive to January 1, 2011, all SOA unit members shall receive a one-time stipend of \$500.00. The stipend shall be added to base salary before the percentage adjustments are added thereto. All current SOA unit members who were not members as of January 1, 2011 shall receive the one time stipend of \$500.00 retroactive to their date of promotion.
- Effective and retroactive to January 1, 2011 all SOA unit members shall receive a one-time stipend of \$307.00. The stipend shall be added to base salary before the percentage adjustments are added thereto. All current SOA unit members who were not members as of January 1, 2011 shall receive the one time stipend of \$307.00 retroactive to their date of promotion.
- Any SOA unit member who has retired in 2011 or 2012 will be entitled to a one-time non -pensionable payment of \$807.00.

10/16/2012

- The Rank of Lieutenant shall be established in the Recognition Clause and shall be entitled to a base annual rate of \$115,949.00, exclusive of longevity and stipends, effective September 1, 2010.
- The Rank of Lieutenant assigned to the Detective Bureau shall be entitled to a base annual rate of \$120,197.00, exclusive of longevity and stipends, effective February 1, 2012.
- The annual base compensation, exclusive of longevity and stipends, for the Rank of Sergeant shall be \$112,756.00 (comprised of \$111,949.00 + \$500.00 stipend from above + \$307.00 stipend from above) effective January 1, 2011.
- The annual base compensation, exclusive of longevity and stipends, for the Rank of Sergeant assigned to the Detective Bureau shall be \$116,272.00 (\$115,465.00 + \$307.00 + \$500.00) effective January 1, 2011.

3. Article XI (Insurance):

The SOA's access to the reimbursement medical reserve fund shall be eliminated effective July 1, 2013.

TOWNSHIP OF SPRINGFIELD

Anthony Cencio

SPRINGFIELD SOA

[Signature]

Dated: 10/15/2012

Linda Donnelly
Township Clerk

10/16/2012

2/02/2012

| Schedule A | | 2011 | 2012 | 2013 | 2014 |
|---|--|-------------------|---------------|---------------|---------------|
| listing of base salaries SOA MOA exclusive of longevity + college stipends | | | | | |
| effective January 1st of | | | | | |
| Sergeants | | \$ 112,756.00 (a) | \$ 114,729.00 | \$ 116,737.00 | \$ 118,780.00 |
| Sergeants assigned to Detective Bureau | | \$ 116,272.00 | \$ 118,307.00 | \$ 120,377.00 | \$ 122,484.00 |
| Lieutenant | | \$ 115,949.00 (b) | \$ 117,978.00 | \$ 120,043.00 | \$ 122,143.00 |
| Lieutenant assigned to Detective Bureau | | \$ 120,197.00 (c) | \$ 122,300.00 | \$ 124,441.00 | \$ 126,618.00 |
| (a) computation of base Sergeant pay at 01/01/2011 | | | | | |
| base salary Sergeants at 12/31/2010 | | \$ 111,949.00 | | | |
| one time stipend per SOA 2012 MOA | | \$ 500.00 | | | |
| one time stipend per SOA 2012 MOA- II | | \$ 307.00 | | | |
| base salary Sergeants at 1/01/2011 inclusive of two stipends | | \$ 112,756.00 | | | |
| (b) effective 09/01/2010 | | | | | |
| (c) effective 02/01/2012 | | | | | |