

MEMORANDUM OF AGREEMENT

between

Township of Aberdeen

and

Aberdeen Township Administrative Officers Association

AOA

WHEREAS, the Township of Aberdeen (hereinafter referred to as the Township), and the Aberdeen Township Administrative Officers association (hereinafter referred to as the Association or AOA), herewith enter into this Memorandum of Agreement this 18th day of June, 2013.

WHEREAS, the AOA, pursuant to a collective negotiations agreement, represents the police employees holding the rank of Lieutenant, Captain, or Deputy Chief employed by the Township as articulated in ARTICLE I of the agreement; and,

WHEREAS, the Collective Bargaining Agreement between the Township and the Association has expired; and,

WHEREAS, the parties are desirous of entering into a new Collective Bargaining Agreement modifying or otherwise extending the agreement between the parties; and,

WHEREAS, the parties have come to an agreement as to how such agreement would be modified.

Now, therefore, it is agreed as follows.

- A. **DURATION.** The new Agreement shall be retroactive to January 1, 2013 and shall run through December 31, 2015.

B. ARTICLE XXIV – SICK LEAVE/PERSONAL LEAVE

A new provision “G” shall be added that reflects the following language:

It is agreed that after eight (8) “undocumented” sick days (i.e. days for which the employee has not produced a doctor’s note) said officer shall produce a doctor’s note for any subsequent sick days utilized during the remainder of the calendar year. It is further agreed and understood that any cost associated with the procurement of the required doctor’s note shall be at the officer’s sole expense.

C. ARTICLE XXIX - EDUCATIONAL INCENTIVE shall be revised to reflect the following increases and changes retroactive to January 1, 2013:

A. Tuition Reimbursement

2. A new provision “f” shall be added that reflects the following language:

“The maximum tuition reimbursement amount shall not be greater than the maximum tuition cost to attend any New Jersey State College or University during the same academic year.”

B. College Credit Compensation (\$1,000.00 Increase)

Associate Degree-----\$4,500.00

Bachelor’s Degree-----\$5,500.00

Master’s Degree-----\$7,000.00

C. Veteran’s Incentive---\$2,000.00 (\$1,000.00 Increase)

D. **ARTICLE XXXV - SALARIES** shall be revised to include the following base salary increases and changes:

Police Lieutenant (Effective June 1, 2013, the position of Police Lieutenant will become vacant. Should the Township choose to fill this position during the duration of this agreement, the following salary guide shall apply)

Effective 1/1/2013-----0.00% \$127,596.35

Effective 1/1/2014-----3.00% \$131,424.24

Effective 1/1/2015-----3.00% \$135,366.97

Police Captain (Effective July 1, 2013 through December 31, 2013, there shall be a 4% base salary differential between the ranks of Police Lieutenant and Police Captain retroactive to July 1, 2013)

Effective 7/1/2013-----\$132,700.20

Effective 1/1/2014-----3.00% \$136,681.21

Effective 1/1/2015-----3.00% \$140,781.65

Deputy Chief of Police

Effective 1/1/2013-----0.00% \$144,688.99

Effective 1/1/2014-----3.00% \$149,029.66

Effective 1/1/2015-----3.00% \$153,500.55

E. **ARTICLE XXXII - MEDICAL INSURANCE** shall be amended as follows retroactive to January 1, 2013:

A. 3. Wellness Benefit---\$700.00 (\$500.00 Increase)


E. The current monthly premium sharing contribution of \$88.66 for single coverage, and \$148.66 for family coverage in accordance with the Township's Alternate Healthcare Benefit Plan was agreed upon in recognition of the passing of P.L. 2010, c. 2 and P.L. 2011, c. 78. The parties agree in the event either statute is subsequently rescinded or declared null and void, the employee's premium contribution, if any, will be negotiated at the time the statute is rescinded or declared null and void.

F. **ARTICLE XXX - LONGEVITY:** The parties agree that beginning with the 25th year of employment with the Township, the employee will begin to receive longevity pay for commendable service as follows retroactive to January 1, 2013:


<u>Years of Continuous Service</u>	<u>Annual Longevity Award</u>
25+	\$2,500.00

G. **CONTINUATION:** Except as modified by this Memorandum of Agreement, all provisions of the 2010-2012 Collective Bargaining Agreement and Memorandum of Agreement shall continue in full force and effect.

IN WITNESS THEREOF, the parties have executed this Memorandum of Agreement by their duly authorized officers.



Holly Reycraft-Township Manager



Joseph Cole-AOA President