

MEMORANDUM OF UNDERSTANDING

The undersigned parties, the Bargaining Representatives of the Township of Cranford ("Township"), the Bargaining Representatives of the Patrolmen/Detective Patrolmen Bargaining Unit, Local No. 52 ("PBA") and the Bargaining Representatives of the Police Superior Officers' Bargaining Unit, Local No. 52 ("SOA") (the PBA and SOA are collectively referred to herein as "PBA/SOA"), hereby agree to proposed material terms for new Collective Bargaining Agreements for the period January 1, 2018 through December 31, 2021 as described herein.

The parties agree to recommend these terms and conditions to their respective constituents for ratification and approval. However, the parties acknowledge that these terms and conditions are subject to and conditioned upon ratification by the PBA/SOA and by approval of the Cranford Township Committee. All contract language modified by this Memorandum of Understanding ("MoU") shall be subject to review and finalization by counsel for the parties, provided that no substantive changes shall be made without agreement by all parties.

AGREED TERMS¹

1. The respective CBAs shall be renewed for a four-year period of January 1, 2018 through and including December 31, 2021.
2. The rates of pay on the salary guides will increase over the preceding year as follows:
 - a. 2018: 2.0%
 - b. 2019: 2.0%
 - c. 2020: 2.0%
 - d. 2021: 2.0%

¹ All capitalized terms not otherwise defined herein are subject to the definitions in the existing CBA for 2014 through 2017.



3. Officers assigned the duty of Detective shall receive a Total Additional Annual Increment as follows:

- a. 2018: \$4,500.00
- b. 2019: \$4,500.00
- c. 2020: \$4,500.00
- d. 2021: \$4,750.00

4. All employees hired on or after January 1, 2018, shall be entitled to a maximum total of 82.5 days of Terminal Leave Pay for any and all Terminal Leave Pay provided for in Article 24 of the expiring CBA.

5. Health Insurance: The following terms shall apply to health insurance offered to all regular, full-time, permanent employees within the PBA/SOA Bargaining Unit:

a. All employees hired on or after January 1, 2018, and not currently enrolled in Township provided health insurance, shall be offered Major Medical Insurance through either the OMNIA Health Plan or NJ Direct HD1500 Plan within the State Health Benefits Plan, or a plan offering substantially similar or greater benefits.

i. Employees subject to paragraph 5a., hired on or prior to June 30 of the calendar year shall be eligible to enroll in any Health Plan offered by the Township at the first eligible open enrollment period.

ii. Employees subject to paragraph 5a, hired on or after July 1 of the calendar year shall be eligible to enroll in any Health Plan offered by the Township at the second eligible open enrollment period.

b. Subject to paragraph 5.a., the Township shall provide employees major medical insurance through the NJ Direct 15 Plan maintained by the State Health Benefits



Plan, or a plan with substantially similar or greater benefits.

c. For contract years 2018, 2019, and 2020, employees shall contribute to the cost of their health insurance based on schedules identical to Chapter 78, Tier 4, that take into account the level of enrollment (i.e., single, married, single/child, or family) and the employee's annual salary.

d. For contract year 2021, the Tier 4 employee contribution schedule shall be capped at a 30% employee contribution at the following enrollment/salary levels:

- i. For single enrollment, at an annual salary of \$70,000;
- ii. For married or single/child enrollment, at an annual salary of \$100,000; and
- iii. For family enrollment, at an annual salary of \$100,000.

e. The Township shall offer the following incentive bonus for employees, including those subject to paragraph 5a., who enroll in the OMNIA Health Plan during an open enrollment period and commit to remaining in the plan for 2 years:

- \$1,000 for single enrollment
- \$1,250 for member/spouse enrollment
- \$1,250 for parent/child(ren) enrollment
- \$2,000 for family enrollment

6. All contract language referencing Chapter 78 shall be conformed to reflect Chapter 78's expiration.



[Signature Page Follows]



ON BEHALF OF THE PBA/SOA

Patrolmen & Detective Patrolmen
Bargaining Unit, PBA Local 52

Dated:


Name: Steven J. Ambala

Cranford Police Superior Officers
Bargaining Unit, PBA Local 52

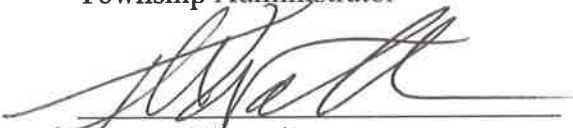
Dated:


Name: CHRISTOPHER T. POLITO

ON BEHALF OF THE
TOWNSHIP OF CRANFORD

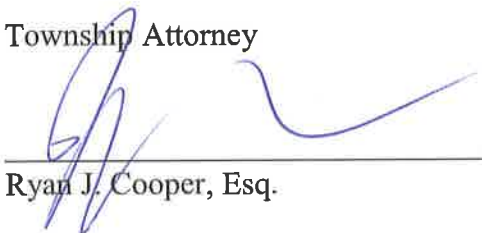
Township Administrator

Dated:


Terence M. Wall

Township Attorney

Dated:


Ryan J. Cooper, Esq.