

MEMORANDUM OF AGREEMENT

The Township of Robbinsville (“Township”) and Robbinsville SOA Local 344 (“SOA”), hereby agree to this Memorandum of Agreement (“Agreement”) with respect to a successor collective negotiations agreement (“CNA”) between the parties. This Agreement is subject to ratification of the parties. The parties agree to recommend ratification of this Agreement to their respective membership (the Township Council and SOA members, respectively).

The terms of the Agreement are as follows:

1. The term of the successor CNA shall be from January 1, 2021 to December 31, 2025.
2. All terms of the existing CNA shall remain in full force and effect, except as modified by this Agreement.
3. The parties shall mutually create and agree upon a successor CNA, including salary guides, from the terms of this Agreement.
4. **Article 2:** The dates shall be changed to October 2025 and December 31, 2025.
5. **Article 7, Section E:** Modify language in paragraph 1 to provide that all employees shall receive 24 hours of personal time per year.
6. **Article 8, Section B:** Clarify section that employees agree to continue contributing towards the cost of their dental insurance in accordance with the Tier IV grid of P.L. 2011, Ch. 78.
7. **Article 11:** Salaries will be increased, effective January 1 of each year, in each rank as follows: 3% in 2021 and 2022, and 2% in 2023, 2024 and 2025.
8. **Appendix A:** Modify the salary schedule, as set forth below:

Sergeants

<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
\$137,374	\$141,495	\$144,325	\$147,212	\$150,156

Lieutenants

<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
\$146,990	\$151,400	\$154,428	\$157,517	\$160,667

Captains

<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
\$151,450	\$155,994	\$159,114	\$162,296	\$165,542

9. **Article 14:** Amend Article to provide that employees will be responsible for all costs related to the repair or replacement of their uniforms.
10. **Article 14:** Eliminate weapons maintenance allowance effective 1/1/21.
11. **Article 23:** Section A.1 and Section C shall be amended, and a new Section E shall be inserted, as set forth below:

Section A.1: Upon ratification of this Agreement and amendment of the Township ordinance, which shall be done no later than 30 days following full ratification, the rate shall be ninety-five dollars (\$95.00) per hour for work for a third-party vendor, such as JCP&L, Verizon, Comcast, etc. The employer shall be entitled to keep twelve dollars (\$12.00) per hour, charged against the above stated rates, as an administrative fee to defray such costs such as workers' compensation, liability insurance, social security deductions, pension contributions, etc. Should the Township increase the administrative charge, the hourly rate paid to police officers

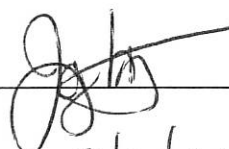
shall be raised by a similar amount. A flat rate of fifty dollars (\$50.00) per day will be charged to the vendor for use of a vehicle that shall be separate and apart from the hourly rate expressed above.

Section C.: Each employee shall receive compensation for each hour of quasi-duty performed with a minimum of two (2) hours of compensation per assignment. If a quasi-duty or extra duty assignment is cancelled by a third-party vendor two (2) hours prior to the scheduled start time, the employee assigned shall receive payment for a minimum of four (4) hours of work. In the event emergency quasi-duty assignment is required, the employee assigned said duty shall receive compensation in the amount of ninety-five dollars (\$95.00) per hour and shall be guaranteed a minimum of three (3) hours of pay per emergency assignment. An emergency shall be defined as any assignment made with less than four (4) hours' notice.


Section E.: In the event a third-party vendor fails to appear to the job location or leaves earlier than scheduled, the employee assigned the quasi-duty shall receive full compensation for the scheduled assignment.

12. **Article 31:** Modify paragraph A to conform to the new dates of the CNA, as set forth in paragraph 1 above.

FOR THE TOWNSHIP:



2/9/21
Dated: _____




2/9/21

FOR THE SOA:

Sar. ER #29

02/08/2021
Dated: _____

 #31

02/08/2021

**AUTHORIZING MEMORANDUM OF AGREEMENT - COLLECTIVE BARGAINING
AGREEMENT WITH ROBBINSVILLE SOA LOCAL 344**

WHEREAS, the Township of Robbinsville and Robbinsville SOA Local 344 ("SOA Local 344") have been in negotiations for a successor collective bargaining agreement; and

WHEREAS, pursuant to those negotiations the Township and SOA Local 344 have reached a Memorandum of Agreement, attached hereto and incorporated herein, concerning the terms and conditions of employment for Robbinsville employees represented by SOA Local 344; and

WHEREAS, the successor collective bargaining agreement will be effective from January 1, 2021, to December 31, 2025; and

WHEREAS, Township Administration has recommended ratification of the Memorandum of Agreement reached with SOA Local 344; and

WHEREAS, the Township Council having reviewed the Memorandum of Agreement and finding ratification of the Agreement is in the best interests of the Township;

NOW, THEREFORE, BE IT RESOLVED, by the Township Council of the Township of Robbinsville, County of Mercer, State of New Jersey, that it hereby ratifies and accepts the Memorandum of Agreement by and between the Township of Robbinsville and Robbinsville SOA Local 344 covering the terms and conditions of their employment entered into by and between the Township of Robbinsville and Robbinsville SOA Local 344.

BE IT FURTHER RESOLVED that the Mayor is hereby authorized to execute the collective bargaining agreement by and between the Township of Robbinsville and Robbinsville SOA Local 344 consistent with the Memorandum of Agreement.

I certify this to be a true copy of a resolution adopted by the Township Council of the Township of Robbinsville at a meeting held on February 11, 2021.



Michele Seigfried, Municipal Clerk