

MEMORANDUM OF AGREEMENT

Agreement made this 16th day of December, 2014 by and between the Township of South Brunswick (herein the Township) and South Brunswick Superior Officers Association, FOP Lodge 51 (herein the FOP).

Whereas the Township and the FOP are parties to a Collective Negotiations Agreement (herein CNA) covering the period January 1, 2008 to December 31, 2014; and

Whereas the parties have engaged in good faith negotiations for a successor contract that has resulted in agreement on terms and conditions for a new contract subject to ratification by the FOP membership and approval by the Township; and

Whereas, the members of negotiating committees for the Township and the FOP unanimously agree to recommend such ratification and approval;

Now, therefore, in consideration of the mutual covenants and undertakings herein set forth, the parties agree as follows:

1. Except as herein set forth the terms and conditions of the 2008-2014 CNA will remain in full force and effect.

2. Term – The new CNA shall be for a period of four (4) years from 1/1/2015 to 12/31/2018.

3. Salary – There shall be General Wage Increases (GWI) during the term of the Agreement as follows:

- a) Effective 1/1/2015 – 3%
- b) Effective 1/1/2016 – 3%
- c) Effective 1/1/2017 – 2%
- d) Effective 1/1/2018 – 2%

4. Longevity – Paragraph A of Article V shall be removed and paragraph B shall become paragraph A and shall apply to all employees hired after January 1, 1983 and on or before December 31, 2014.

There shall be a new paragraph B applicable to employees hired on or after January 1, 2015 which shall provide the following longevity increments;

- a) After completion of 5 years of continuous service an annual payment of _____ \$500.
- b) After completed of 10 years of continuous service an annual payment of _____ \$1000.
- c) After completion of 15 years of continuous service an annual payment of _____ \$1500.
- d) After completion of 20 years of continuous service an annual payment of _____ \$2000.
- e) After completion of 25 years of continuous service an annual payment of _____ \$2500.

5. Hours of Work – Effective January 1, 2015, officers working on a 5/2 schedule shall receive 120 hours of schedule equalization time per year. Hours must be used within the year and cannot be carried over into the next year.

Section A-1 of Article VI shall be modified in subsection “Other Assignments” to include Sergeants with Lieutenants and Captains.

6. Sick Leave – Modify Section B of Article XXI to provide that officers will not be eligible for overtime or quasi duty work until twelve (12) hours after the end of the shift for which sick time was taken.

Modify Section L of Article XXI to provide that effective 1/1/2015 an officer using 3 or fewer sick days (or the equivalent in hours) in a calendar year may choose to sell back the balance of unused full sick days at a rate of \$100 per day provided the officer has at least 400 hours of sick time in his/her bank. Eliminate Sections M and N.

Modify contract to comply with the current state of the law for FMLA/NJFLA and Township Policy.

7. Terminal Leave - Effective 1/1/2015 – There shall be a terminal leave provision established for employees scheduled to retire in the amount of up to 30 work days which may be funded by unused paid leave time for vacation, personal and uniform maintenance days, comp time and sick days. Any claim of entitlement to use unused sick days by reason of past practice or otherwise, beyond what is provided for under this Terminal Leave Article and the Sick Leave Buy Back Article is hereby terminated.


8. Insurance – Language will be added to the contract to provide that the employee contribution requirements set forth in P.L. 2011 Ch. 78 is incorporated by reference in the contract.

9. Military Leave – language will be added to the contract to provide that when an employee is deployed for 30 days or more his/her schedule will be modified to a 5/2 shift.

10. Other Contract Language – The parties have agreed to several additional modifications to existing contract language that will be incorporated in a full contract draft to be circulated to the parties for review and final approval.


In Witness whereof the parties have set their hands and seals as of this 16th day of December 2014.

FOP LODGE 51



President

TOWNSHIP OF SOUTH BRUNSWICK



Benjamin P. Hudson Jr

SOUTH BRUNSWICK TOWNSHIP

POP Contract

Calendar years 2015-2018

	4/1/2014	Increase	1/1/2015	Increase	1/1/2016	Increase	1/1/2017	Increase	1/1/2018
Corporal	109,338.00	3,280.00	112,618.00	3,379.00	115,997.00	2,320.00	118,317.00	2,366.00	120,683.00
Sergeant 1st Year	109,538.00	3,286.00	112,824.00	3,385.00	116,209.00	2,324.00	118,533.00	2,371.00	120,904.00
Sergeant 2nd Year	111,538.00	3,346.00	114,884.00	3,447.00	118,331.00	2,367.00	120,698.00	2,414.00	123,112.00
Sergeant	115,015.00	3,450.00	118,465.00	3,554.00	122,019.00	2,440.00	124,459.00	2,489.00	126,948.00
Sergeant 1st Class	117,015.00	3,510.00	120,525.00	3,616.00	124,141.00	2,483.00	126,624.00	2,532.00	129,156.00
Lieutenant	127,546.00	3,826.00	131,372.00	3,941.00	135,313.00	2,706.00	138,019.00	2,760.00	140,779.00
Captain	140,301.00	4,209.00	144,510.00	4,335.00	148,845.00	2,977.00	151,822.00	3,036.00	154,858.00