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MEMORANDUM OF AGREEMENT

between the

COUNTY OF PASSAIC AND PASSAIC COUNTY SHERIFF

and

POLICE BENOVOLENT ASSOCIATION LOCAL #286

WHEREAS, this Memorandum of Agreement ("Agreement") is entered into _____ 2016 between the County of Passaic ("County"), Passaic County Sheriff ("Sheriff") and Passaic County Police Benevolent Association Local 286 ("PBA"); and

WHEREAS, the County, Sheriff, and PBA have agreed to amend the terms of their current Collective Bargaining Agreement on behalf of the sheriff's officers in Passaic County, which expired on December 31, 2014, and the County, Sheriff, and PBA having bargained in good faith and having mutually agreed, hereby state that it is agreed as follows:

Term of Contract

The Agreement shall be for a four (4) year term commencing January 1, 2015 and terminating December 31, 2018.

Recognition

Effective upon ratification of this Agreement, the titles of Chief Sheriff's Officer, Chief, Chief ID Officer, and Chief Warrant Officer, will no longer be recognized title in the CBA. This will not effective the person(s) currently holding the titles, only those holding the titles in the future.

Article VII – Compensation

Effective upon ratification of the Agreement, the Salary Guide attached hereto as Exhibit "A" shall be incorporated in the Agreement and replace the current Salary Guide. Employees in guide will be moved to the closest step on the new guide without loss of compensation.

Effective January 1, 2015, employees will not move on the Salary Guide and will not receive a cost of living adjustment in his/her salaries.

Effective January 1, 2016, employees will move one (1) step on the Salary Guide, and all those employees at maximum will receive a one percent (1%) cost of living adjustment.

Effective January 1, 2017, employees will move one (1) step on the Salary Guide, and all those employees at maximum will receive a one percent (1%) cost of living adjustment.

Effective January 1, 2018, employees will move one (1) step no the Salary Guide, and all those employees at maximum will receive a one percent (1%) cost of living adjustment.

Article VIII – Increments and Longevity

All employees hired subsequent to January 1, 2017 shall be entitled to “senior officer pay” in lieu of longevity pursuant to the following schedule:

- a) Twenty five hundred dollars (\$2,500) added to the base pay of employees after fifteen (15) years of service;
- b) Thirty five hundred dollars (\$3,500) added to the base pay of employees after twenty (20) years of service;
- c) Five thousand dollars (\$5,000) added to the base pay of employees after twenty four (24) years of service;

Article IX – Night Differential

Add the following provision: Effective upon the execution of this Agreement, night differential paid to employees working the 3:00 PM to 11:00 PM shift, will decrease to five percent (5%) for all new employees hired after the execution of this Agreement.

Article X – Vacation, Sick, Personal, and Bereavement Leaves

New employees hired after the ratification of this Agreement shall be subject to the following vacation schedule:

- 1 – 8 years 12 days’ vacation per year
- 9 – 14 years 15 days’ vacation per year
- 15 – 19 years 18 days’ vacations per year
- 20+ years 20 days’ vacation per year

Section D (Death Leave) shall be amended to be consistent with the Passaic County Policies and Procedures Manual for Employees.

Article XI – Holiday Compensation

Change “Washington’s Birthday” to “President’s Day” and delete Lincoln’s Birthday as a Holiday.

Article XV – Medical Benefits

All employees hired subsequent to the ratification of this Agreement shall not be entitled to enroll in the County’s Traditional Health Care plan.

All employees in PBA Local #286 shall be subject to the contributions outlined in Chapter 78 of Public Law 2011.

All employees hired subsequent to the ratification of this agreement shall, upon retirement and twenty five years of service to Passaic County, be entitled to enroll only in the HBCBS Advantage EPO DESIGN 4 plan or an equivalent plan that may be offered.

Effective upon ratification of this Agreement, all out of network charges will be paid at 180% of the rate established by the Center for Medicare and Medicaid Services ("CMS") in 2017 and 150% of the rate established by CMS in 2018.

Miscellaneous – Article XVI

The County at its sole discretion can change from a bi-weekly payroll to a bi-monthly payroll.

All employees hired after the ratification of this agreement shall be entitled to health insurance upon retirement paid for by the Employer, through the County so long as they are employed for twenty five (25) years with the County of Passaic in any capacity and must have at least twenty five (25) years of credited service in a State approved retirement system.

Acknowledgement of Ratification and Incorporation

The parties agree to recommend these terms and conditions to their respective constituents for ratification.

All issues agreed to shall be incorporated into the new Agreement. All issues not previously agreed to and not mentioned herein are withdrawn. All other language in the expired Agreement shall continue in the new contract and will remain status quo.

PASSAIC COUNTY

[Handwritten Signature]
[Handwritten Signature]

PBA LOCAL 286

[Handwritten Signature] President
[Handwritten Signature] State Delegate
[Handwritten Signature] Treasurer.

Officers

Step 1	\$38,301
Step 2	\$41,397
Step 3	\$46,420
Step 4	\$52,443
Step 5	\$58,807
Step 6	\$67,020
Step 7	\$73,990
Step 8	\$81,359
Step 9	\$90,132
Step 10	\$98,175

Sergeant

Step 1	\$106,879
Step 2	\$115,200
Step 3	\$120,784

Lieutenant

Step 1	\$124,674
Step 2	\$130,636

Captain

Step 1	\$135,135
Step 2	\$141,517

Deputy Warden

Step 1	\$166,223
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Chief Shift Officer

Step 1	\$157,288
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Chief

Step 1	\$122,091
Step 2	\$134,738
Step 3	\$140,175

Chief ID Officer

Step 1	\$132,060
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Warden

Step 1	\$165,307
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