

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE TOWNSHIP OF PISCATAWAY
AND
PBA LOCAL 93A**

WHEREAS, the Township of Piscataway (the “Township”) and PBA Local 93A (the “PBA”) are parties to a Collective Bargaining Agreement that expires on December 31, 2020 (jointly “the Parties”); and

WHEREAS, the Township and the PBA have conducted negotiations for a successor agreement

NOW, THEREFORE, THE TOWNSHIP AND THE PBA FINAL AGREE TO THE TERMS OF A SUCCESSOR AGREEMENT AS FOLLOWS:

1. **TERM:**

A. January 1, 2021 through December 31, 2025

2. **ARTICLE V (A): PATROL SECTION**

A. Section 15: Training Add:

D. Thirteen hours of annual training shall be scheduled for officers on an overtime basis.

3. **ARTICLE VII: WAGES**

A. Section 1 salaries shall be increased as follows:

a. Effective January 1, 2021 across the board salary increase of 2.95%

b. Effective January 1, 2022 across the board salary increase of 2.95%

c. Effective January 1, 2023, across the board salary increase of 2.95%

d. Effective January 1, 2024, across the board salary increase of 2.95%

e. Effective January 1, 2025, across the board salary increase of 2.95%

B. Section 3 shall now include:

Amend the following:

A. Non-patrol Division Officers – assigned to a steady day shift.

Effective January 1, 2021 \$550
Effective January 1, 2022 \$600
Effective January 1, 2023 \$650
Effective January 1, 2024 \$700
Effective January 1, 2025 \$750

B. Non-patrol Division Officers – assigned to both day and afternoon shift.

Effective January 1, 2021 \$975
Effective January 1, 2022 \$1025
Effective January 1, 2023 \$1075
Effective January 1, 2024 \$1125
Effective January 1, 2025 \$1175

C. Patrol Division Officers – assigned to a steady day shift.

Effective January 1, 2021 \$800
Effective January 1, 2022 \$850
Effective January 1, 2023 \$900
Effective January 1, 2024 \$950
Effective January 1, 2025 \$1000

D. Vice Detectives & Patrol Division Officers – assigned to a steady afternoon shift.

Effective January 1, 2021 \$1300
Effective January 1, 2022 \$1350
Effective January 1, 2023 \$1400
Effective January 1, 2024 \$1450
Effective January 1, 2025 \$1500

E. Patrol Division Officers – assigned to a steady midnight shift.

Effective January 1, 2021 \$1750
Effective January 1, 2022 \$1800
Effective January 1, 2023 \$1850
Effective January 1, 2024 \$1900
Effective January 1, 2025 \$1950

Add new sections:

4. Stipend for traffic and detectives shall be \$1,000 per year.

5. DRE \$1,000 effective and retroactive to January 1, 2020 and \$1,000 per year.

6. There shall be added to the base salary of each employee \$400 each year during the term of this agreement for a total of \$2000. This base salary adjustment shall be specifically for the purpose of compensating Sergeants

and Lieutenants for answering and responding to inquiries from subordinates and supervisors during off duty hours during the course of the year. Sergeant and Lieutenants shall receive no additional compensation for such services

F. All employees shall be paid on a bi- weekly basis (26 pay periods)

4. **ARTICLE XI: UNIFORM ALLOWANCE**

A. Section 1 shall be increased from \$1,400 annually to \$1,550 effective January 1, 2021 and shall be increased to \$1600 effective January 1, 2024.

5. **ARTICLE XV: VACATIONS**

A. Vacation day conversion schedule shall be amended to.

Years of Completed Service/Day	4x4 Schedule/Day	4x3 Schedule/Day	5x2 Schedule/Day
25+ years	20 days (215 hours)	20 days (200 hours)	25 days
16-24 years	19 days (204.25 hours)	19.2 days (192 hours)	24 days
11-15 years	16 days (172 hours)	16 days (160 hours)	20 days
6-10 years	14 days (150.52 hours)	14.4 days (144 hours)	18 days
0-5 years	9 days (96.75 hours)	9 days (90 hours)	11.2 days

Delete all other schedules, this will be the primary vacation schedule.

6. **ARTICLE XIX: WELFARE AND PENSION BENEFITS**

A. Section 2 shall be amended:

a. Waive as follows:

	FAMILY	PARENT & CHILD	SINGLE
Health	4,250.00	3,000.00	2,000.00
Dental	450.00	300.00	300.00
Prescription	300.00	200.00	200.00
TOTAL	\$5,000.00	\$3,500.00	\$2,500.00

b. Effective March 1, 2021 the prescription co-pay plan for all employees and retirees shall be a 3-tier plan of \$10 generic/\$25 preferred/\$50 non-preferred.

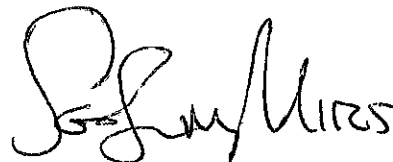
c. The dental deductible will be \$75 annually per family member up to a maximum of \$225 (3 per family). The annual benefit maximum will

increase to \$3000 per family member and the orthodontic lifetime benefit will increase to \$2000

- d. Health care contributions will continue as per percentages as previously established by Chapter 78 for the term of this contract. Health care contributions shall be capped at a percentage of the premium in effect for calendar year 2021 for each class of coverage (Single, Family, Husband and Wife). Therefore, Employees shall continue to make contributions at the percentages established by Chapter 78. The percentage shall be multiplied by an amount not to exceed the premium amount for the class of coverage for the year of 2021. By way of example:
 - e. If the 2021 premium cost for family coverage is \$30,000, an employee earning \$95,000 will contribute 29% towards the cost of coverage or \$8,700. If the same employee's salary increased in 2022 to \$100,000, regardless of the increase in premium, the employee will pay 32% of \$30,000 or \$9,600.
7. Amend Section 4 to provide: All health and dental benefits shall be continued in full force and effect, at the same level for active employees, subject to any contribution required by P.L. Chapter 78, until the death of the employee retiree for Employees, and dependents at the time of retirement, who retire from the Township of Piscataway with 25 years of pensionable credit in the New Jersey Police and Fire Pension system, last five years of service being in the employ of the Township Police Department or retire from the Township of Piscataway on an accidental disability retirement
8. Add new Section:
- a. Employees hired after ratification of this Collective Bargaining Agreement shall only have the option of either HORIZON OMNIA Plan or the HORIZON PPO HSA Plan for Health Insurance Coverage.
9. **ALL OTHER TERMS OF THE CURRENT AGREEMENT, NOT AMENDED BY THIS PROPOSAL SHALL REMAIN IN FULL FORCE AND EFFECT**
10. **THIS MEMORANDUM OF AGREEMENT SHALL BE SUBJECT TO RATIFICATION BY THE MEMBERS OF PBA LOCAL 93A AND APPROVAL BY THE MAYOR AND TOWNSHIP COUNCIL OF THE TOWNSHIP OF PISCATAWAY.**

DATE: February , 2021

SGT. SHAWN RABEN
PRESIDENT 93A



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SGT. JOSEPH KELLY
VICE PRESIDENT 93A

