

**MEMORANDUM OF AGREEMENT**

**Borough of Roseland and FOP Lodge 184, New Jersey Labor  
Council, Superior Officers Association**

The parties hereby agree to the following changes to the 2007-2011 collective negotiations agreement, which had been extended by mutual consent to December 31, 2012:

**Term:** January 1, 2013 through December 31, 2016.

**New Provision:**

Travel Reimbursement will be provided at the Federal IRS Rate.

**Article I, Section I:**

The position of Detective Lieutenant will be included in the description of the Bargaining Unit.

**Article VI. Grievance Procedure, Section C 3.:**

The current Step 3, which is a meeting with the Mayor and Council, will be eliminated.

The Current Step 4, binding arbitration will be renumbered as Step 3.

**Article VII. Wages (Section A and Schedule A shall be amended to reflect the following:**

SCHEDULE A - Salaries

2013 January 1 – Roll 80 hours of Holiday Pay into Base.

July 1 – Scheduled salary increase for those not at top step.

2014 January 1 – Scheduled salary increase for those not at top step.

January 1 – 1% increase to top step.

2015 January 1 – 1% increase.

July 1 – 1% increase.

2016 January 1 – 2% increase.

**SALARIES:**

A new 3-year Salary Guide will be implemented for Officers promoted to any rank after January 1, 2013. The top Step will be the same for current and newly promoted Superior Officers. Officers will move from Promotion to top Step within three (3) years.

The “Differential at Maximum Related to Top Paid Patrolmen” is eliminated

**Article X. Holidays**

Holiday time will be decreased to eighty (80) hours, and will be rolled in, on a one-time basis, into base salary effective January 1, 2013, and, thereafter, eliminated. In the event a Superior Officer has already used vacations days in 2013, the Superior Officer will have their personal or vacation time adjusted to offset for the holidays used.

**Article XI. Vacations, Section A, Accrual**

The following language will be added:

*Superior Officers who were initially hired by the Borough on or after January 1, 2013 shall receive vacation as follows:*

6 months – 1 year	42 hours
1 – 5 years	84 hours
6 – 10 years	108 hours
11 – 20 years	132 hours
21 + years	168 hours

*Current Superior Officers may continue to receive up to 200 hours. Officers who were hired by the Borough before January 1, 2013, and who are promoted into the bargaining unit after January 1, 2013, will have their vacation time capped at 168 hours per year if, as a Patrolman, they had accrued less than 168 hours at the time of promotion may keep their accrued number of hours after promotion.*

**Article XII. Leaves, Section A. Sick Leave**

1. and 2. shall be revised to reflect that all Superior Officers will receive ninety (96) hours of sick leave each year.

3. Effective December 30, 2016, this section will be revised to eliminate sixty (60) days retirement leave and. Instead, allow for the retiring Officer, after twenty-five (25) years in the pension system, and at least ten (10) years with Roseland, to cash out unused and accrued sick leave at their per diem rate up to a cap of Twenty-Five Thousand and xx/100 (\$25,000.00) Dollars, or as mandated by statute. One-half of the payment will be made in the year of retirement, and one-half of the payment will be paid in January of the following year.

In the event a statutory cap is imposed on sick leave buyout, that will directly restrict the sick leave payout, to a Superior Officer to below the negotiated level of Twenty-Five Thousand and xx/100 (\$25,000.00) Dollars, both parties agree

that, upon request of the other party, the collective negotiations agreement will be reopened solely to negotiate over this specific provision and no other provisions in the agreement. Any request to reopen the agreement based on a change in the law shall be made within sixty (60) days of the effective date of law.

**Section B – Terminal Leave**

Eliminate entire section effective December 30, 2016.

**Section D – Military Leave (Revise as Section C)**

Amend to provide that military leave shall be provided in accordance with State and Federal statutes and regulations.

**Article XIV. Uniforms and Equipment**

The language will be modified to provide that Officers who retire during the year will be entitled to a pro rata portion of the uniform allowance based on the number of months actually worked.

**Article XV. Insurance, Health and Dental Plans, Section A**

Add the following language:

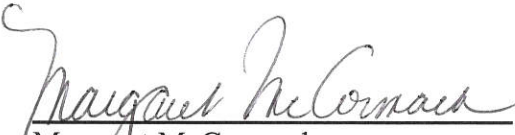
Employees and retirees entitled to health benefits shall contribute to the cost of health insurance plan in accordance with the requirements of Chapter 78, P.L. 2011.

**Section B.** Replace Paragraphs 1 and 2 with the following:

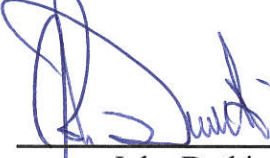
*In accordance with Chapter 48, P.L. 1999, Superior Officers will receive retiree health benefits for themselves and their dependents when they (1) retire will twenty-five (25) years of service credit in the Police and Firemen’s Retirement System, and with at least ten (10) years employment in Roseland; or (2) retire on a disability retirement from the Police and Firemen’s Retirement System. Retirees will receive benefits pursuant to the same insurance plan in place for current employees.*

All remaining provisions contained in the 2007 – 2011 collective negotiations agreement, which was extended to December 31, 2012, will remain unchanged.

**ATTEST:**

**BY:**   
Margaret McCormack,  
Acting Borough Clerk


**BOROUGH OF ROSELAND**

**BY:**   
John Duthie, Mayor

**ATTEST:**

**BY:**   
Charles Ribaud, President

**ROSELAND SUPERIOR OFFICERS,  
FOP LODGE NO. 184**

**BY:**   
Livio Cioffi, FOP Rep