

## MEMORANDUM OF AGREEMENT

The Gloucester County negotiations committee and the Gloucester County Law Enforcement Lodge #97 negotiations committee agree to recommend for ratification and approval, the following modifications to the 2005-2008 CBA:

1. **DURATION:** January 1, 2012 to December 31, 2015.
  
2. **SALARY/SALARY SCHEDULE:**
  - (a) Effective January 1, 2013, all new hires will be hired pursuant to a new salary schedule, Schedule A-1, which is attached. The new salary schedule shall include twelve (12) steps to maximum salary. All steps shall be one-year steps. The new Step 1 shall be \$40,000. All other steps shall be equalized between Step 1 and Step 12 which in 2013 is \$79,679.
  
  - (b) Effective January 1, 2012, the 2011 maximum salary of \$71,430 shall be increased by 1.75%; to be followed by an additional 1.75% effective January 1, 2013; to be followed by an additional 1.75% effective January 1, 2014; to be followed by an additional 1.75% effective January 1, 2015. This is applicable to the 66 employees at maximum in 2012.
  
  - (c) The seventeen (17) employees on Step 4 (\$49,571) in 2012 and the ten (10) employees on Step 5 (\$54,312) in 2012 shall reach maximum salary on October 1, 2015. This will be achieved by receiving deferred salary increases effective October 1, 2013, October 1, 2014 and October 1, 2015. The three deferred salary increases for the seventeen (17) employees on Step 4 in 2012 that are effective October 1, 2013, October 1, 2014 and October 1, 2015 shall be equal to one-third of the difference between \$49,571 and the 2015 maximum salary. The three deferred salary increases for the ten (10) employees on Step 5 in 2012 that are effective October 1, 2013, October 1, 2014 and October 1, 2015 shall be equal to one-third of the difference between \$54,312 and the 2015 maximum salary
  
3. **LONGEVITY:**
  - (a) Effective January 1, 2013, all new hires will no longer be eligible for longevity benefits.
  
  - (b) All current employees shall continue to receive longevity at the percentage longevity received in 2012. Such employees will not receive any additional percentage increases in longevity in future years.
  
4. **HOLIDAYS:**
  - (a) Effective January 1, 2013, Paragraph D in Article VII, Holidays, providing for the payment of fourteen (14) holidays, as a lump sum for the year in a separate check, shall be deleted from the collective negotiations agreement.

- (b) Effective January 1, 2013, the value of ten (10) holidays shall be rolled into base salary and added to the maximum step on the 2013 salary schedule. This is equivalent to 3.85% of base salary (80 hours ÷ 2080 hours). The elimination of the value for the four (4) other holidays takes into account the County's additional costs, such as pension contributions.

5. **BONUSES & SHIFT DIFFERENTIAL:**

- (a) Effective January 1, 2013, contract language providing for Shift Differential; Physical Fitness Bonus; Education Bonus; Sick Leave Redemption; and Individual Attendance Bonus shall be deleted from the collective negotiations agreement. It is understood that the Individual Attendance Bonus shall be paid out in 2013 for all employees that satisfied the requirements of Schedule B (3) for calendar year 2012.

6. **ADDITIONAL REGULAR PAY:**

- (a) The additional regular pay of 104 hours shall cease effective January 1, 2013. In consideration of this agreement, the maximum step on the salary schedule shall be increased by the value of seventy-eight (78) hours. This is equivalent to 3.75% of base salary (78 hours ÷ 2080 hours). The elimination of the value for the twenty-six (26) hours takes into account the County's additional costs, such as pension contributions.

7. All proposals not included in this MOA shall be deemed withdrawn. The FOP shall continue direct negotiations with the Warden on any open operational issues.

8. PERC Mediator, Robert Glasson, shall retain jurisdiction pending final ratification and approval of the terms of the MOA.

**FOR THE COUNTY**

**FOR FOP LODGE #97**

DATE:

**Schedule A**

**SALARIES**

(Applicable to Officers hired before January 1, 2013)

| Effective | <b><u>2012</u></b><br>(1-1-12) | <b><u>2013</u></b><br>(1-1-13) | <b><u>2014</u></b><br>(1-1-14) | <b><u>2015</u></b><br>(1-1-15) |
|-----------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Step 1    | 35,347                         | 35,347                         | 35,347                         | 35,347                         |
| Step 2    | 40,089                         | 40,089                         | 40,089                         | 40,089                         |
| Step 3    | 46,795                         | 46,795                         | 46,795                         | 46,795                         |
| Step 4    | 49,751*                        | 49,751                         | 49,751                         | 49,751                         |
| Step 5    | 54,312 **                      | 54,312                         | 54,312                         | 54,312                         |
| Step 6    | 72,680                         | 79,679***                      | 81,073                         | 82,492                         |

\* The three deferred salary increases effective October 1, 2013, October 1, 2014 and October 1, 2015. shall be equal to one-third of the difference between \$49,571 and the 2015 maximum salary for the seventeen (17) employees on Step 4 in 2012.

\*\* The three deferred salary increases effective October 1, 2013, October 1, 2014 and October 1, 2015. shall be equal to one-third of the difference between \$54,312 and the 2015 maximum salary for the ten (10) employees on Step 5 in 2012.

\*\*\* The \$79,679 maximum salary in 2013 includes a 1.75% salary increase, the roll-in of ten (10) holidays and the roll-in of seventy-eight (78) hours of "Additional Regular Pay."

**Schedule A-1**

**SALARIES**

(Applicable to Officers hired on or after January 1, 2013)

|         | <b><u>2013</u></b> | <b><u>2014</u></b> | <b><u>2015</u></b> |
|---------|--------------------|--------------------|--------------------|
| Step 1  | 40,000             | 40,700             | 41,412             |
| Step 2  | 43,607             | 44,370             | 45,147             |
| Step 3  | 47,214             | 48,040             | 48,881             |
| Step 4  | 50,821             | 51,710             | 52,615             |
| Step 5  | 54,428             | 55,380             | 56,350             |
| Step 6  | 58,035             | 59,051             | 60,084             |
| Step 7  | 61,642             | 62,721             | 63,818             |
| Step 8  | 65,249             | 66,391             | 67,553             |
| Step 9  | 68,856             | 70,061             | 71,287             |
| Step 10 | 72,463             | 73,731             | 75,021             |
| Step 11 | 76,070             | 77,401             | 78,756             |
| Step 12 | 79,679             | 81,073             | 82,492             |