

**TOWNSHIP OF PLUMSTED  
&  
PBA LOCAL 390**

---

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Agreement is entered into on this 14<sup>th</sup> day of July, 2017, with the assistance of the PERC appointed Mediator, Mary E. Hennesy-Shotter, between the negotiating teams of the Township of Plumsted and the New Jersey State Police Benevolent Association, Local 390 ("PBA").

It is expressly understood and acknowledged by both negotiating teams that this Memorandum of Agreement has been negotiated in good faith, and is entered into in good faith, but that ultimate agreement to same must be approved by the full membership of the Governing Body of the Township of Plumsted and the New Jersey State Police Benevolent Association, Local 390. Without said agreement by both the Governing Body of the Township of Plumsted and the New Jersey State Police Benevolent Association, Local 390, neither the Township nor the PBA is bound, and shall not be considered to be bound.

1. **DURATION** – Four Years (January 1, 2017 through December 31, 2020)
  
2. **ARTICLE 2.5 (HOLIDAYS)** – Columbus Day and Election day will be flipped. Thus, Columbus Day will be observed on the Columbus Day, and Election Day will be a Floating Holiday.
  
3. **OVERTIME/COMP-TIME** = Comp time shall be eliminated effective the date of this Memorandum of Understanding, and officers will be paid for any overtime worked. All hours banked as comp time as of date of this Memorandum of Understanding shall be paid to officers within 60 days of approval of this MOU.

4. **VACATIONS (ARTICLE II)** – The amounts set forth in the contract shall be awarded to the employees on January 1<sup>st</sup> of each year, in anticipation of continued employment. The officer will not have to wait until his/her anniversary date to receive his/her yearly allotment of vacation leave. The leave will be prorated if an officer leaves before the end of the year, and if the officer utilizes more time than would have been earned, he/she shall reimburse the Township.

However, an officer will continue to advance to the next level of vacation allotment on his/her anniversary date. Thus, following attainment of the next level, the officer will receive a prorated amount of the additional leave for the remainder of that calendar year. Example: An officer has a July 1<sup>st</sup> anniversary date and is entering his 6<sup>th</sup> year and the entitlement to 15 vacation days. The officer will receive an additional 2.5 days on July 1<sup>st</sup> to use for the remainder of the calendar year, and the full 15 day allotment will be provided on the next January 1<sup>st</sup>.

5. **SALARIES** – The salaries, placement, and progression through the salary guides for all existing officers are set forth in Attachment A & B hereto.

All new hires will be placed at Step One of the guide and progress therefrom. New hires hired between January and June 30<sup>th</sup>, shall advance to the next step on the next January 1<sup>st</sup>. Those hired between July 1<sup>st</sup> and December 31<sup>st</sup> shall move to the next step in the January after their first anniversary date.

The parties mutually agree that should negotiations for a successor contract to the 2017-2020 collective bargaining agreement not be completed prior to December 31, 2020, unit members shall not be advanced on the salary guide for a period of six months, and shall receive no increase in compensation until a new agreement is reached. Unit members shall continue to receive the same salary received on December 31, 2020, until either a new agreement is reached or six months have passed since the expiration of the 2017-2020 agreement.

6. **ARTICLE XXIV (UNIFORMS)** – The uniform allowance will increase \$100 in 2018, 2019, and 2020.
7. All other portions of the existing collective negotiations agreement not altered, modified, or otherwise changed by this MOA remain in full force and affect.
8. All portions of the expired collective negotiations agreement which need to be amended to reflect the agreements set forth in this MOA shall be so amended.
9. The parties agree all other proposals not agreed upon or incorporated herein are withdrawn.

**EXECUTION OF AGREEMENT** - By executing this document below, the undersigned agree to the above terms and conditions, and hereby acknowledge this represents the full and complete understanding between the negotiating teams of the Township of Plumsted and the New Jersey State Police Benevolent Association, Local 390.

Further, it is expressly understood by both negotiating teams and the signees of this MOU that they will recommend this MOU to their respective party for approval, but the ultimate authority to enter into a contract/agreement rests solely with the Governing Body of the Township of Plumsted and the membership of the New Jersey State Police Benevolent Association, Local 390. Neither the Township of Plumsted nor the membership of the New Jersey State Police Benevolent Association, Local 390 is bound by this MOU, or any of its terms, until approved and ultimately ratified by both the Governing Body of the Township of Plumsted and the membership of the New Jersey State Police Benevolent Association, Local 390.

**THIS MEMORANDUM OF UNDERSTANDING** is entered into on this 14<sup>th</sup> day of July 2017 by the following members of the negotiating teams for each party:

**FOR THE PBA, LOCAL 390**

**FOR PLUMSTED**

Ryan Neri 7-14-17  
(dated)

[Signature] 7-14-17  
(dated)

[Signature] delegate 7/14/2017  
(dated)

\_\_\_\_\_  
(dated)

PLUMSTED PBA  
SALARY GUIDE

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
1	35,701	36,000	36,000	36,000
2	39,720	41,000	41,000	41,000
3	44,127	45,000	45,000	45,000
4	48,240	50,000	50,000	50,000
5	52,993	55,000	55,000	55,000
6	56,934	58,000	58,000	58,000
7	60,376	62,000	62,000	62,000
8	63,819	66,000	66,000	66,000
9	67,002	70,000	70,000	70,000
10	70,887	72,305	73,751	75,226
Corp	73,772	75,196	76,700	78,234
Sgt	76,558	78,089	79,651	81,244

**LONGEVITY\***

*(Longevity was frozen in last contract.)*

**PLUMSTED**  
**Advancement Placement Chart**

<u>Officer</u>	<u>Year One</u> <u>2017, as of April 1, 2017</u>	<u>Year Two</u> <u>2018</u>	<u>Year Three</u> <u>2019</u>	<u>Year Four</u> <u>2020</u>
<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
<b>Dedeyn</b> <i>(Stared 6/26)</i>	1 ----->	1 ----->	2 ----->	3
<b>McCaffrey</b> <i>(Stared 1/24)</i>	1 ----->	1 ----->	2 ----->	3
<b>Ringle</b>	2 ----->	2 ----->	3 ----->	4
<b>Tillet</b>	2 ----->	2 ----->	3 ----->	4
<b>Garrigan</b>	3 ----->	3 ----->	4 ----->	5
<b>Engrassia</b>	3 ----->	3 ----->	4 ----->	5
<b>Mantz</b> <i>(Left in April 2016)</i>	4			
<b>Nani</b>	5 ----->	5 ----->	6 ----->	7
<b>Schall</b>	7 ----->	7 ----->	8 ----->	9
<b>Cavone</b>	10 ----->	10 ----->	10 ----->	10
<b>Murphy</b>	10 ----->	10 ----->	10 ----->	10
<b>Reilly</b>	Corp -----> <i>Sgt - As of June 21st, 2017</i>	Sgt ----->	Sgt ----->	Sgt
<b>Meroney</b>	Corp -----> <i>Sgt - As of June 21st, 2017</i>	Sgt ----->	Sgt ----->	Sgt
<b>Pintye</b>	Sgt ----->	Sgt ----->	Sgt ----->	Sgt