

MEMORANDUM OF AGREEMENT

The **BOROUGH OF HIGHLAND PARK, New Jersey** (hereinafter called the “**Borough**” or “**Employer**”) and the **SUPERIOR OFFICERS ASSOCIATION OF PBA LOCAL NO. 64** (hereinafter called the “**SOA**”) hereby agree to this Memorandum of Agreement, dated February 11, 2015, with respect to a successor collective bargaining agreement between the parties. This Agreement is subject to ratification of the parties. The parties agree to recommend ratification of this Agreement to their respective membership (the Borough Council and SOA Members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2015 to December 31, 2015.
  
2. All terms of the existing contract shall remain in full force and effect, except as modified by this memorandum.
  
3. The parties shall mutually create and agree upon a successor collective bargaining agreement from the terms of this memorandum.
  
4. Change all roman numerals in the articles to numbers.

5. **Article VII – Overtime:**

a. Clarify paragraph A that hours worked in a workweek for determining overtime compensation does not include holidays, sick time, vacation days, personal days or compensatory time utilized during the work week.

b. Further clarify paragraph A that overtime is paid only after 40 hours in a work week. Eliminate references to “normal work hours” and “regular day off.”

6. **Article VIII – Compensation:** In 2015, salaries shall be increased 2% over 2014 salaries.

7. **Article IX – Longevity:** Longevity will be paid as part of base pay as it is paid for those members of the PBA who are eligible for longevity.

8. **Article XII – Insurance:** Modify paragraph A as follows:


Effective January 1, 2015, the Borough agrees to continue to provide the State Health Benefits Plan health insurance and pay the premium for NJDIRECT15 selected by the officer, plus the current dental plan, for all officers covered under this Agreement. Officers who select a plan other than the NJDIRECT15 will pay the difference in the premium between the NJDIRECT15 and the plan selected, in addition to the contributions required by law. The co-pays associated with the plan selected by the officer remain the responsibility of the officer.

8. **Article XII – Insurance:** Modify paragraph B as follows:

Employees shall contribute to the cost of all health benefits provided in this Agreement consistent with PL 2010, Ch. 2, as modified by PL 2011, Ch. 78.

9. **Article XII – Insurance:** Eyeglass reimbursement in paragraph E will be increased to \$135.


**BOROUGH OF HIGHLAND PARK**

By:   
Kathleen Kovach, Borough Administrator

**SUPERIOR OFFICERS ASSOCIATION OF  
PBA LOCAL NO. 64**

By:   
Capt. Scott Golden

By:   
Lt. Thomas Hammill

By:   
Lt. Gary Panichella