

**MEMORANDUM OF AGREEMENT
BETWEEN THE TOWNSHIP OF ROBBINSVILLE AND PBA LOCAL #344**

The Township of Robbinsville ("Township") and PBA Local #344 ("Union") having engaged in collective negotiations, hereby mutually agree as follows with respect to modification of the terms of the Collective Negotiations Agreement ("CNA"), which expired on December 31, 2019.

1. The terms of the prior CNA between the parties shall remain in full force and effect except as herein modified.

2. **Term:** The term of the new Agreement shall be for a period of three (3) years, effective January 1, 2020 through December 31, 2022.

3. **Salaries**

Article 10 shall be amended to read as follows:

A. All negotiations unit members who are not on the top step of Salary Guide A of the CNA that expired December 31, 2019 shall advance one step on the respective guides effective January 1, 2020, January 1, 2021, and January 1, 2022.

B. All negotiations unit members who are not on the top step of Salary Guide B shall advance one step on the guide on their anniversary date of hire in calendar years 2020, 2021, and 2022.

C. All members at the top step of Guides A and B shall receive the following increases for the life of the contract:

1) The top steps of Salary Guides A (Step 11) and B (Step 15) shall be increased by 2% effective January 1, 2020;

2) The top steps of Salary Guides A (Step 11) and B (Step 15) shall be increased by 2% effective January 1, 2021; and

3) The top steps of Salary Guides A (Step 11) and B (Step 15) shall be increased by 2.25% effective January 1, 2022.

There shall be no other changes to Salary Guides A and B.

D. All negotiations unit members on Salary Guide C set forth herein shall advance one step on the guide on their anniversary date of hire in calendar years 2020, 2021 and 2022. Steps seven (7) through fifteen (15) on Salary Guide C of the CNA that expired December 31, 2019 shall be increased by three percent (3%) respectively. Steps sixteen (16) through twenty (20) shall be increased by two percent (2%).

There shall be no other changes to Salary Guide C.

The following chart shall constitute Salary Guide C for the years 2020 through 2022 for employees hired on or after January 1, 2016 and the same shall be appended to the Contract.

PBA #344 Schedule C
Officers Hired On or After January 1, 2016

Year	Salary
1	\$67,500.00
2	\$68,850.00
3	\$70,227.00
4	\$71,632.00
5	\$73,064.00
6	\$74,525.00
7	\$76,760.00
8	\$79,062.00
9	\$81,435.00
10	\$83,878.00
11	\$86,394.00
12	\$88,986.00
13	\$91,655.00
14	\$94,405.00
15	\$97,237.00
16	\$99,182.00
17	\$101,166.00
18	\$103,189.00
19	\$105,253.00
20	\$107,358.00

4. Article 6

- a. Clarify the Article that a note shall be required after three (3) consecutive days of absence due to illness or injury.
- b. Fix the typo in paragraph B.6. to read B.1., not E.1.

5. Article 16

Add to first sentence of Section B "for every employee who signs granting permission to deduct dues."

6. Article 23

Eliminate Paragraph A.

7. Quasi-Duty (Extra Duty Work)

Article 21, Sections A.1. and Section D. shall be amended as follows and new Section E shall be inserted:

A.1. Upon ratification of this Agreement and amendment of the Township ordinance, which shall be done no longer than 30 days following ratification, the rate shall be ninety-five dollars (\$95.00) per hour for work for a third party vendor, such as JCP&L, Verizon, Comcast, etc. The employer shall be entitled to keep twelve dollars (\$12.00) per hour, charged against the above stated rates, as an administrative fee to defray such costs such as workers' compensation, liability insurance, social security deductions, pension contributions, etc. Should the Township increase the administrative charge, the hourly rate paid to police officers shall be raised by a similar amount. A flat rate of fifty dollars (\$50.00) per day will be charged to the vendor for use of a vehicle that shall be separate and apart from the hourly rate expressed above.

D. Each employee shall receive compensation for each hour of quasi-duty performed. In the event a third party vendor fails to appear to the job location or leaves earlier than scheduled the employee assigned the quasi-duty shall receive full compensation for the scheduled assignment. If a quasi-duty or extra duty assignment is cancelled by a third party vendor two (2) hours prior to the scheduled start time, the employee assigned shall receive payment for a minimum of four (4) hours of work. In the event emergency quasi-duty assignment is required, the employee assigned said duty shall receive compensation in the amount of ninety-five dollars (\$95.00) per hour and shall be guaranteed a minimum of three (3) hours of pay per emergency assignment. An emergency shall be defined as any assignment made with less than four (4) hours notice.

8. Officer In Charge (New Article)

The following language shall be added as a new Article:

At any time that a Sergeant is not working a complete or partial tour of duty and the duties of that position are assigned to the assigned Squad Officer in Charge or the senior most officer working in a patrol capacity, the assigned Officer shall be paid at the 1st year Sergeant's minimum rate of pay for each hour of the tour of duty so assigned.

9. Uniform Allowance (New Article)

The following language shall be added as a new Article:



Upon successful completion of the police academy, or upon hire of an officer that was previously fully certified to perform the duties of a law enforcement within the State of New Jersey, each new hire shall receive from the Township, free of charge a complete set of uniforms and equipment. New hires will be sent to the approved Township uniform vendor which shall bill the Township directly.

Thereafter, the Township will purchase annually for each Officer one (1) new uniform to include one (1) uniform shirt, one (1) uniform pant and all applicable patches as designated by Department . Each Officer will select annually to receive from the Township either a Class A or Class B uniform in accordance with Department's uniform policy. Officers assigned to the Criminal Investigations Bureau may select to receive an approved "BDU" pant and polo shirt in lieu of a Class A or Class B uniform.



10. This Memorandum of Agreement, together with the prior Collective Negotiations Agreement between the parties, represent the complete and final agreement between the parties, and is contingent upon ratification and approval of the Association membership, the Township of Robbinsville

11. All proposals, whether written or oral, presented by the parties during course of negotiations are deemed withdrawn and not a part of this Agreement. This Agreement cannot be modified except by a writing signed by the parties.

PBA Local 344

	<u>2/8/21</u>
Name	Date
	<u>2/8/21</u>
Name	Date

Township of Robbinsville

	<u>2/9/21</u>
Name	Date
	<u>2/9/21</u>
Name	Date

**AUTHORIZING MEMORANDUM OF AGREEMENT - COLLECTIVE BARGAINING
AGREEMENT WITH PBA LOCAL 344**

WHEREAS, the Township of Robbinsville and PBA Local 344 have been in negotiations for a successor collective bargaining agreement; and

WHEREAS, pursuant to those negotiations the Township and PBA Local 344 have reached a Memorandum of Agreement, attached hereto and incorporated herein, concerning the terms and conditions of employment for Robbinsville employees represented by PBA Local 344; and

WHEREAS, the successor collective bargaining agreement will be effective from January 1, 2020, through December 31, 2022; and

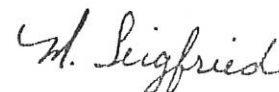
WHEREAS, Township Administration has recommended ratification of the Memorandum of Agreement reached with PBA Local 344; and

WHEREAS, the Township Council having reviewed the Memorandum of Agreement and finding ratification of the Agreement is in the best interests of the Township;

NOW, THEREFORE, BE IT RESOLVED, by the Township Council of the Township of Robbinsville, County of Mercer, State of New Jersey, that it hereby ratifies and accepts the Memorandum of Agreement by and between the Township of Robbinsville and PBA Local 344 covering the terms and conditions of their employment entered into by and between the Township of Robbinsville and PBA Local 344.

BE IT FURTHER RESOLVED that the Mayor is hereby authorized to execute the collective bargaining agreement by and between the Township of Robbinsville and PBA Local 344 consistent with the Memorandum of Agreement.

I certify this to be a true copy of a resolution adopted by the Township Council of the Township of Robbinsville at a meeting held on February 11, 2021.



Michele Seigfried, Municipal Clerk