

MEMORANDUM OF AGREEMENT

Agreement made this ___ day of December 2012, by and between the Woodbridge Township Police Department Supervisory Officers Association (herein the "SOA") and the Township of Woodbridge (herein the "Township").

WHEREAS, the Township and SOA are parties to a collective negotiations agreement ("CNA") covering the period January 1, 2010 through December 31, 2012; and

WHEREAS, the Township and SOA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CNA; and

WHEREAS, the Township and SOA have reached agreement on new terms and conditions subject to ratification by the membership of the SOA and approval by the Township; and

WHEREAS, the negotiating committees for the Township and SOA unanimously agree to recommend their agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

1. Except as herein modified, the terms and conditions set forth in the 2010 through 2012 CBA between the Township and SOA shall remain in full force and effect.

2. Unless included herein, all proposals by either party are deemed withdrawn.

3. **ARTICLE V, SALARIES**

The following wage increases shall be implemented and incorporated into Appendix A:

Effective January 1, 2013	1.50% to base pay
Effective July 1, 2013	1.00% to base pay
Effective March 1, 2014	2.00% to base pay
Effective January 1, 2015	1.50% to base pay

4. **ARTICLE XI, INSURANCE BENEFITS**

Add to paragraph C: The Township agrees that if a retired officer (or his/her dependant) reaches Medicare age but is not Medicare eligible, all medical claims shall be processed and paid as if the retiree (and/or dependant) had not reached Medicare age.

5. **ARTICLE XII – BILL OF RIGHTS**

Add a new paragraph I as follows: “The foregoing requirements regarding investigations shall apply to all in-person and investigations conducted via questionnaire.”

6. **ARTICLE XV, SICK LEAVE**

Add to paragraph C1: “If an officer provides a note from his doctor stating that surgery is not elective, that note shall be dispositive on the issue.”

6. **ARTICLE XVI, WORK SCHEDULES**

Add a new Paragraph D as follows: “Effective January 1, 2013, all unit members who work a 4/3 work schedule shall receive a non-base stipend of \$750.00 payable in January of each year. Effective January 1, 2014, this annual amount shall be increased by \$250.00 to \$1000.00.”

7. **ARTICLE (NEW), LIGHT DUTY**

A. “Light Duty” assignment shall be defined as temporary work, which may be accomplished by an injured or ill employee within certain stipulated medical limitations, while said employee is unable to perform the essential functions of their “full duty” assignments.

B. “Light Duty” assignments shall be subject to availability and approval by the Police Director or his designee.

C. “Light Duty” assignments shall last no longer than two (2) weeks and shall serve as a transition back to “full duty” only. Said assignment may be extended at the sole discretion of the Police Director or his designee.

D. "Light Duty" assignments shall be on a 4/3 day shift schedule. There shall be no "light duty" assignments on regular shifts, unless as approved, in the sole discretion of the Police Director or his designee.

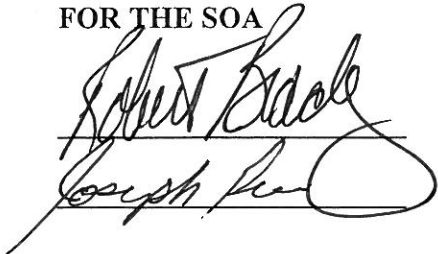
8. ARTICLE (NEW), TRAINING DAYS

When attending training classes other than mandatory in-service training, an Officer shall receive day for day compensation (flex day/administrative day) to be scheduled within 180 days of earning the day. When the Police Department requires an Officer to attend training, the Officer shall be reimbursed with overtime or compensatory time, at his option.

9. ARTICLE XXXVII, DURATION

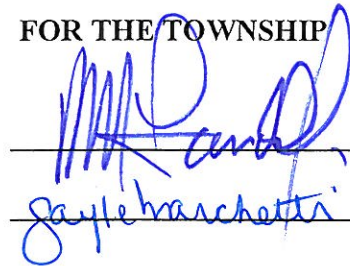
Change the dates from January 1, 2010 through December 31, 2012 to January 1, 2013 through December 31, 2015. Change the reference to December 31, 2012 in the second sentence to December 31, 2015.

FOR THE SOA



Two handwritten signatures in black ink are written over two horizontal lines. The first signature is cursive and appears to read "Robert B. ...". The second signature is also cursive and appears to read "Joseph ...".

FOR THE TOWNSHIP



Two handwritten signatures in blue ink are written over two horizontal lines. The first signature is cursive and appears to read "M. ...". The second signature is cursive and appears to read "Gayle Marchetti".

