

**ADDENDUM TO CONTRACT BETWEEN**

**THE BOROUGH OF WOOD-RIDGE**

**AND**

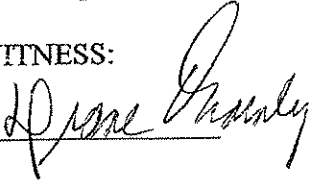
**THE POLICEMEN'S BENEVOLENT ASSOCIATION  
LOCAL 313 WOOD-RIDGE UNIT**

**DATED DECEMBER 6, 2009**

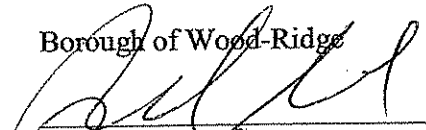
The above referenced contract (with an effective commencement date of January 1, 2008) is hereby modified by the inclusion of the attached Memorandum of Agreement executed by the Borough Administrator on November 19, 2009 and by the representatives of the PBA Local 313 on December 6, 2009.

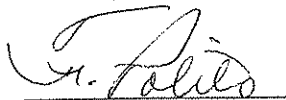
All other terms and provisions of the prior agreement and appendices which were effective on January 1, 2008 shall remain in full force and effect and the parties agree and confirm that they shall be governed thereby.

WITNESS:

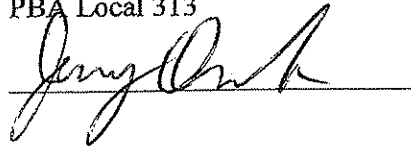


Borough of Wood-Ridge

  
Paul A. Sarlo  
Mayor



PBA Local 313



## Memorandum of Agreement

The Borough of Wood-Ridge and Wood-Ridge PBA Local 313 have agreed, subject to ratification, on the following terms for an amendment to the contract that is effective from January 1, 2008 through December 31, 2012.

The Amendment is as follows:

1. Except as proved herein the terms of the original contract (1/1/08 – 12/31/12) shall continue
2. The duration of the contract will be from January 1, 2008 to December 31, 2015
3. Article XXV – Medical Coverage shall be replaced in its entirety with language identical to Article XXIV of the Supervising Officer's Association of Local 313, a copy of which is attached, effective January 1, 2009
4. Appendix A – Salaries shall be replaced by the attached new Appendix A – Salaries Amended 12-15-09, effective January 1, 2010
5. Appendix B – Longevity shall be replaced by the attached new Appendix B – Longevity Amended 12-15-09, effective January 1, 2010
6. Both Committees agree to recommend ratification

Borough of Wood-Ridge

Christopher W. Eick

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Date: 11-19-09

Wood-Ridge PBA Local 313

Jeffrey Heisle

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Date: 12-6-09

Wood-Ridge PBA Contract  
Appendix A - Salaries  
Amended 12-15-09

	1/1/08	7/1/08	1/1/09	7/1/09	1/1/10	7/1/10	1/1/11	7/1/11
Patrolmen Academy	\$ 38,828.00	\$ 39,605.00	\$ 40,397.00	\$ 41,205.00	\$ 42,539.10	\$ 43,389.88	\$ 44,366.15	\$ 45,364.39
Completion of Academy	\$ 43,691.00	\$ 45,564.00	\$ 45,456.00	\$ 46,355.00	\$ 47,802.30	\$ 48,758.35	\$ 49,855.41	\$ 50,977.16
2nd Year	\$ 48,776.00	\$ 49,752.00	\$ 50,747.00	\$ 51,762.00	\$ 53,307.24	\$ 54,373.38	\$ 55,596.79	\$ 56,847.71
3rd Year	\$ 58,010.00	\$ 59,170.00	\$ 60,353.00	\$ 61,560.00	\$ 63,301.20	\$ 64,567.22	\$ 66,019.99	\$ 67,505.44
4th Year	\$ 67,424.00	\$ 68,773.00	\$ 70,148.00	\$ 71,551.00	\$ 73,492.02	\$ 74,961.86	\$ 76,648.50	\$ 78,373.09
5th Year	\$ 76,836.00	\$ 78,372.00	\$ 79,940.00	\$ 81,539.00	\$ 83,679.78	\$ 85,353.38	\$ 87,273.83	\$ 89,237.49
6th Year	\$ 86,249.00	\$ 87,974.00	\$ 89,734.00	\$ 91,528.00	\$ 93,868.56	\$ 95,745.93	\$ 97,900.21	\$ 100,102.97
7th Year	\$ 92,791.00	\$ 94,647.00	\$ 96,540.00	\$ 98,471.00	\$ 100,950.42	\$ 102,969.43	\$ 105,286.24	\$ 107,655.18
Completion of 7th Year Maximum	\$ 99,333.00	\$ 101,319.00	\$ 103,346.00	\$ 105,413.00	\$ 108,031.26	\$ 110,191.89	\$ 112,671.20	\$ 115,206.30

	1/1/12	7/1/12	1/1/13	7/1/13	1/1/14	7/1/14	1/1/15	7/1/15
Patrolmen Academy	\$ 46,385.09	\$ 47,428.76	\$ 48,495.90	\$ 49,587.06	\$ 50,702.77	\$ 51,843.58	\$ 53,010.06	\$ 54,202.79
Completion of Academy	\$ 52,124.14	\$ 53,296.93	\$ 54,496.12	\$ 55,722.28	\$ 56,976.03	\$ 58,257.99	\$ 59,568.80	\$ 60,909.09
2nd Year	\$ 58,126.79	\$ 59,434.64	\$ 60,771.92	\$ 62,139.29	\$ 63,537.42	\$ 64,967.01	\$ 66,428.77	\$ 67,923.42
3rd Year	\$ 69,024.31	\$ 70,577.36	\$ 72,165.35	\$ 73,789.07	\$ 75,449.32	\$ 77,146.93	\$ 78,882.74	\$ 80,657.60
4th Year	\$ 80,136.49	\$ 81,939.56	\$ 83,783.20	\$ 85,668.32	\$ 87,595.86	\$ 89,566.77	\$ 91,582.02	\$ 93,642.61
5th Year	\$ 91,245.33	\$ 93,298.35	\$ 95,397.56	\$ 97,544.01	\$ 99,738.75	\$ 101,982.87	\$ 104,277.49	\$ 106,623.73
6th Year	\$ 102,355.29	\$ 104,658.28	\$ 107,013.09	\$ 109,420.89	\$ 111,882.86	\$ 114,400.22	\$ 116,974.23	\$ 119,606.15
7th Year	\$ 110,077.42	\$ 112,554.16	\$ 115,086.63	\$ 117,676.08	\$ 120,323.79	\$ 123,031.08	\$ 125,799.28	\$ 128,629.76
Completion of 7th Year Maximum	\$ 117,798.45	\$ 120,448.91	\$ 123,159.01	\$ 125,930.09	\$ 128,763.52	\$ 131,660.70	\$ 134,623.06	\$ 137,652.08

**Wood-Ridge PBA Contract**  
**Appendix B – Longevity**  
**Amended 12-15-09**

In addition to the base annual salary, the Employer shall pay an additional amount equal to one percent (1%) of the base annual salary beginning in the fourth (4<sup>th</sup>) year of service, to a maximum of twelve and one half percent (12 ½ %) per Employee as longevity. See schedule below. For purposes of this clause, a new Employee shall be considered to have one (1) completed year of service on December 31<sup>st</sup> of the calendar year in which said Employee was hired.

Longevity shall be paid according to the regular payroll schedule and shall be calculated on the base rate in existence at the time of payment.

Beginning at 4 <sup>th</sup> year of service	One Percent (1%)
Beginning at 6 <sup>th</sup> year of service	Two Percent (2%)
Beginning at 9 <sup>th</sup> year of service	Three Percent (3%)
Beginning at 12 <sup>th</sup> year of service	Four Percent (4%)
Beginning at 15 <sup>th</sup> year of service	Five Percent (5%)
Beginning at 18 <sup>th</sup> year of service	Six Percent (6%)
Beginning at 21 <sup>st</sup> year of service	Eight and One Half Percent (8 ½ %)
Beginning at 23 <sup>rd</sup> year of service	Ten and One Half Percent (10 ½ %)
Beginning at 25 <sup>th</sup> year of service	Twelve and One Half Percent (12 ½ %)

## ARTICLE XXIV

### MEDICAL COVERAGE

24.1 The Employer and Employee agree that the designated Health Insurance carrier for the bargaining unit shall be the State Health Benefits Program. A copy of said insurance plan has been provided to the Employees and said document is on file with the Borough Clerk. The Employer shall have the right to implement the existing "New Jersey State Health Benefits Medical Plan, Direct 10". The Borough agrees to maintain equal or better levels of health coverage in the future. In the event that the Borough cannot obtain the existing coverage as stated, then the Borough agrees to give immediate notice to the SOA and to negotiate any such medical benefit issues.

24.2 Until the time that the Employer elects to implement the New Jersey State Health Benefits Medical Plan "Direct 10", this paragraph shall apply. It is noted that the Traditional Plan under the State Health Benefits Program contains a One Million Dollar (\$1,000,000.00) lifetime cap for Major Medical expenses. In addition, the said Plan also contains other programs wherein no such cap applied. Under such circumstances the Employer will provide a catastrophic indemnity plan to supplement the existing One Million Dollar (\$1,000,000.00) lifetime cap if the Traditional Plan is selected by the Employee. In the event an Employee selects a plan within the New Jersey State Health Benefits Program in order to utilize additional spending caps then and in that event the Employer agrees to make whole any such Employee who chooses such selection. Employer will reimburse Employee for any co-payments up to the maximum out of pocket costs dictated

by the chosen plan.

In the event of a change in the source of coverage the Employer agrees to maintain all coverages at an equal or better level.

24.3 The Borough shall maintain a prescription plan with a Three Dollar (\$3.00) co-payment for generic prescriptions, and a Ten Dollar (\$10.00) co-payment for non-generic prescriptions for Employees and their dependents. The Borough will reimburse active and retired Employees the difference between any contractual prescription co-payments when compared to that provided by the New Jersey State Health Benefits Plan.

24.4 Upon a disability retirement or qualified service retirement (as defined by New Jersey PFRS) all Employees shall be covered by the medical plan and/or any such comparable plan in place at the time of such Employee's retirement unless such retiree waives coverage of same.

- (a) The Employer agrees to maintain equal to or better level of health coverage for the said retired Employee.
- (b) A qualified retiree's surviving spouse shall be entitled to continued medical coverage.

It is agreed and understood by the parties hereto that any and all medical plans that the Employer provides hereunder will remain equal to or better than the Plan in existence.

24.5 All increases in premiums during the term of this Agreement shall be borne entirely by the Employer.

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24.6 If an Employee qualifies for family or husband and wife medical coverage, then said Employee may waive such family or husband and wife medical coverage, and in lieu thereof the said Employee shall be given an "opt out stipend" of fifty percent (50%) of the

cost of the premium of said coverage which was the subject of the "opt out" for the applicable calendar year. The Employee shall have the option to make such waiver decision on an annual basis and shall notify the Employer of such decision by November 1 of the preceding calendar year. The agreed upon stipend payment shall be made to the Employee at the time of the first pay period in February in the year the medical coverage has been waived.

24.7 If an Employee qualifies for single or single parent with child medical coverage, the said Employee may waive his single or single parent with child medical coverage and in lieu thereof the said Employee shall be given an "opt out stipend" of fifty percent (50%) of the premium for said coverage for the applicable calendar year. The Employee shall have the option to make such waiver decision on an annual basis and shall notify the Employer of such decision by November 1 of the preceding calendar year. The agreed upon stipend payment shall be made to the Employee at the time of the first pay period in February in the year medical coverage has been waived.

24.8 Any Employee who receives the "opt out stipend" who subsequently leaves employment with the Borough of Wood-Ridge during the year in which the medical coverage is waived must repay the stipend to the Borough on a pro-rated basis.