

MEMORANDUM OF AGREEMENT
BETWEEN
TOWNSHIP OF SOUTH BRUNSWICK
AND
PBA LOCAL 166

AGREEMENT made this 21 day of NOVEMBER 2018 by and between the Township of South Brunswick (herein the Township) and PBA Local 166 (herein the PBA).

WHEREAS the Township and the PBA are parties to a collectively negotiated agreement (herein CNA) covering the period January 1, 2015 through December 31, 2018; and

WHEREAS the parties have engaged in good faith negotiations concerning terms and conditions for a successor CNA; and

WHEREAS the parties have reached agreement on said terms and conditions for a new CNA subject only to ratification by the PBA membership and approval by the Township governing body; and

WHEREAS the members of both negotiating committees unanimously agree to recommend ratification and approval;

NOW THEREFORE in consideration of the mutual covenant and undertakings here set forth the parties agree as follows:

1. Except as modified herein, the terms and conditions of the 1/1/2015 – 12/31/2018 Agreement between the Township and the PBA shall remain in full force and effect.
2. Term – The new agreement shall be for a period of 4 years from January 1, 2019 through December 31, 2022.

3. Salaries –

A) During the term of the new agreement, there will be salary increases at the maximum rate (senior rate) for police officers as follows:

- 1) Effective 1/1/2019 – 4.0%
- 2) Effective 1/1/2020 – 4.0%
- 3) Effective 1/1/2021 – 4.0%
- 4) Effective 1/1/2022- 4.0%

B) During the term of the new agreement, the steps in the salary guide for police officers shall be increased effective January 1 of each of the 4 years by 2.0%.

4. Article V. Longevity – Change to read as follows:

All employees who have continued service as defined under paragraph D of this Article shall receive the following longevity:

At the start of 5 years of continuous service, an annual payment of \$1,500.

At the start of 10 years of continuous service, an annual payment of \$3,500.

At the start of 15 years of continuous service, an annual payment of \$5,000.

At the start of 20 years of continuous service, an annual payment of \$7,500.

Payment shall start on January 1st of the year in which the officer meets the time requirements listed. This plan will replace the existing Longevity Plan for all officers and new hires.

5. Medical-Health Benefits – Effective in the first year of the new agreement, the employee contribution for health benefits will be modified to implement Tier 2 to replace Tier 4, not to exceed 6% of the employee's salary. These adjustments will

apply to active employees. Officers who qualify for health benefit coverage in retirement shall not be required to pay for health coverage in retirement.

6. Article XII – Off Duty Work

Modify paragraph 1 to remove reference to administrative fee and set hourly rate for officers at \$65.00 effective 1/1/2019.

7. Article XXIV – Military Leave

Replace existing language with existing language from FOP contract.

8. Article XXVIII – Bill of Rights

Modify Section 2K to provide that the hearing officers shall have 30 days to render decision with right of H/O to extend another 15 days upon notice to the parties.

9. Article XXXVI – Grievance Procedures

Modify Section 5C by adding at the end of Step 1 “The Township Manager shall be provided with a copy of all grievances and response thereto at the time submitted at all step levels of the grievance procedure.”

10. Hours of Work- During the first 5 years of employment with the Township, police officers are not allowed to bid on shifts but rather are subject to assignment by the Chief or his designee.

The work schedule for all officers is subject to change at the discretion of the Chief based either in whole or in part on the operational needs of the department. Any changes require that the Chief notify the PBA 30 days in advance except in case of emergency.

IN WITNESS WHEREOF, the parties have set their hand and seals this 21 day of

NOVEMBER 2018.

PBA LOCAL 166

Matthew Skolka

TOWNSHIP OF SOUTH BRUNSWICK

Bernard P. Hvozdovic, Jr

BERNARD P. HVOZDOVIC, JR
TWP Manager

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