

**MEMORANDUM OF AGREEMENT**

*between the*

**COUNTY OF PASSAIC AND PASSAIC COUNTY SHERIFF**

*and*

**POLICE BENOVOLENT ASSOCIATION LOCAL #197**

**WHEREAS**, this Memorandum of Agreement ("Agreement") is entered into September 6, 2016 between the County of Passaic ("County"), Passaic County Sheriff ("Sheriff") and Passaic County Police Benevolent Association Local 197 ("PBA"); and

**WHEREAS**, the County, Sheriff, and PBA have agreed to amend the terms of their current Collective Bargaining Agreement on behalf of the corrections' officers in the Passaic County Jail, which expired on December 31, 2014, and the County, Sheriff, and PBA having bargained in good faith and having mutually agreed, hereby state that it is agreed as follows:

**Term of Contract**

The Agreement shall be for a four (4) year term commencing January 1, 2015 and terminating December 31, 2018.

**Recognition**

Effective upon ratification of this Agreement, the title of Warden and Deputy Warden will no longer be recognized title in the CBA. This will not effective the person(s) currently holding the titles, only those holding the titles in the future.

**Article VII – Compensation**

Effective upon ratification of the Agreement, the Salary Guide attached hereto as Exhibit "A" shall be incorporated in the Agreement and replace the current Salary Guide.

Effective January 1, 2015, employees will not move on the Salary Guide and will not receive a cost of living adjustment in his/her salaries.

Effective January 1, 2016, employees will move two (2) steps on the Salary Guide, and all those employees at maximum will receive a one percent (1%) cost of living adjustment.

Effective January 1, 2017, employees will move one (1) step on the Salary Guide, and all those employees at maximum will receive a one percent (1%) cost of living adjustment.

Effective January 1, 2018, employees will move one (1) step no the Salary Guide, and all those employees at maximum will receive a one percent (1%) cost of living adjustment.

**Article VIII – Increments and Longevity**

All employees hired subsequent to January 1, 2017 shall be entitled to “senior officer pay” in lieu of longevity pursuant to the following schedule:

- a) Twenty five hundred dollars (\$2,500) added to the base pay of employees after fifteen (15) years of service;
- b) Thirty five hundred dollars (\$3,500) added to the base pay of employees after twenty (20) years of service;
- c) Five thousand dollars (\$5,000) added to the base pay of employees after twenty four (24) years of service;

**Article IX – Night Differential**

Add the following provision: Effective upon the execution of this Agreement, night differential paid to employees working the 3:00 PM to 11:00 PM shift, will decrease to five percent (5%) for all new employees hired after the execution of this Agreement.

**Article X – Vacation, Sick, Personal, and Bereavement Leaves**

New employees hired after the ratification of this Agreement shall be subject to the following vacation schedule:

- 1 – 8 years      12 days' vacation per year
- 9 – 14 years    15 days' vacation per year
- 15 – 19 years   18 days' vacations per year
- 20+ years      20 days' vacation per year

Section D (Death Leave) shall be amended to be consistent with the Passaic County Policies and Procedures Manual for Employees.

**Article XI – Holiday Compensation**

Change “Washington’s Birthday” to “President’s Day” and delete Lincoln’s Birthday as a Holiday.

**Article XV – Medical Benefits**

All employees hired subsequent to the ratification of this Agreement shall not be entitled to enroll in the County’s Traditional Health Care plan.

All employees in PBA Local #197 shall be subject to the contributions outlined in Chapter 78 of Public Law 2011.

All employees hired subsequent to the ratification of this agreement shall, upon retirement and twenty five years of service to Passaic County, be entitled to enroll only in the HBCBS Advantage EPO DESIGN 4 plan or an equivalent plan that may be offered.

Effective upon ratification of this Agreement, all out of network charges will be paid at 180% of the rate established by the Center for Medicare and Medicaid Services ("CMS") in 2017 and 150% of the rate established by CMS in 2018.

**Miscellaneous – Article XVI**

The County at its sole discretion can change from a bi-weekly payroll to a bi-monthly payroll.

All employees hired after the ratification of this agreement shall be entitled to health insurance upon retirement paid for by the Employer, through the County so long as they are employed for twenty five (25) years with the County of Passaic in any capacity and must have at least twenty five (25) years of credited service in a State approved retirement system.

Acknowledgement of Ratification and Incorporation

The parties agree to recommend these terms and conditions to their respective constituents for ratification.

All issues agreed to shall be incorporated into the new Agreement. All issues not previously agreed to and not mentioned herein are withdrawn. All other language in the expired Agreement shall continue in the new contract and will remain status quo.

PASSAIC COUNTY

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PBA LOCAL 197

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