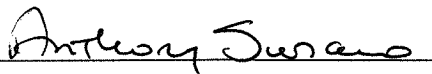


RESOLUTION #21-112
RATIFYING THE MEMORANDUM OF UNDERSTANDING FOR THE PBA LOCAL
365 SERGEANTS AND LIEUTENANTS CONTRACT FOR 2020 TO 2023

BE IT RESOLVED, by the Borough Council of the Borough of Bernardsville to approve the ratification of PBA Local 365 Sergeants and Lieutenants contract for 2020 to 2023 as noted on the attached Memorandum of Understanding.

I, Anthony Suriano, Clerk of the Borough of Bernardsville, hereby certify the foregoing to be a true and exact copy of a resolution adopted by the Borough Council at a duly convened meeting held on May 10, 2021.



**BOROUGH OF BERNARDSVILLE AND PBA LOCAL 365 (SOA)
2020-2023 MEMORANDUM OF AGREEMENT**

The Borough of Bernardsville (Borough) and PBA Local 365 (SOA), the collective negotiations representatives for all Sergeants and Lieutenants, tentatively agree to the following terms to be incorporated in the parties' successor collective negotiations agreement (CNA). Unless otherwise stipulated below: (1) all terms set forth herein shall be effective and otherwise retroactive to January 1, 2020 and applicable to any member who retired or otherwise separated from employment subsequent to December 31, 2019; and (2) all terms set forth in the 2012 - 2016 CNA and 2017 – 2019 Memorandum of Agreement (MOA) shall be retained, unchanged, in the parties' successor agreement.

1. **DURATION.** Four (4) years: 2020 - 2023.

2. **ARTICLE XI – CLOTHING ALLOWANCE**

Paragraph A. The annual uniform allowance shall be increased from \$500 to \$1,000.

3. **ARTICLE XII – SICK LEAVE.**

The PBA shall waive application of New Jersey's Earned Sick Leave Law.

4. **ARTICLE XIV – COMPENSATION.**

Paragraph A. The salary guides shall be calculated so as to reflect annual across-the-board increases of 2.5%. See Appendix A-1 attached.

Paragraph J. First, the side job hourly rate shall be increased from \$75 "for profit" to time and one-half (1 ½) of top step Police Officer hourly rate, effective no later than 60 days after ratification of this Agreement by both parties. The Borough retains discretion to determine the administrative fee for such assignments.

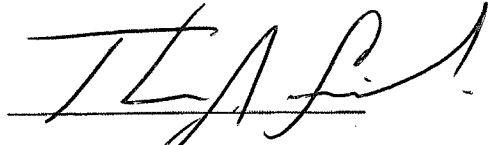
Second, subject to the approval of the Chief of Police, similar to officers assigned to 8-hour tours, all officers assigned to the Patrol Division shall be permitted to interrupt their shift so as to work a side job – without having to utilize any accrued leave – and then return to their assigned shift, provided they do not work more than 16 hours in the work day.

5. **ARTICLE XX – WORK SCHEDULES.**

Paragraph C. Effective upon the ratification of this Agreement by both parties, the start/end time of the Patrol Schedule shall be revised to: 6 AM to 6 pm (Day Shift) and 6 PM to 6 AM (Night Shift). However, the Borough shall retain the prerogative to revert back to the former 7 AM to 7PM/ 7PM to 7 AM to 7 PM if necessary to achieve a tangible managerial need or operational objective.

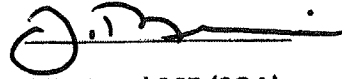
6. The SOA shall withdraw with pending "Chapter 78" grievances filed under PERC Docket Nos. AR-2020-319 and AR-2020-320.

The terms set forth above are tentative and subject to ratification by the Borough's Governing Body as well as the membership of the SOA.



Borough of Bernardsville

Date: 5/17/21



PBA Local 365 (SOA)

Date: 5/7/21

Sergeants and Lieutenants

Grade	(2.5%)	(2.5%)	(2.5%)	(2.5%)
	2020	2021	2022	2023
Sgt. (0-1yrs)	126,473	129,634	132,875	136,197
Snr. Sgt. (1+yrs)	133,649	136,990	140,415	143,925
Det. Sgt. *	135,449	138,790	142,215	145,725
LT. (0-1yrs)	141,330	144,863	148,485	152,197
Snr. LT. (1+yrs)	149,091	152,819	156,639	160,555
Det. LT. *	150,891	154,619	158,439	162,355

* Each employee assigned to Detective Bureau duty shall be entitled to a Detective Stipend of \$1,800 above the appropriate Sergeant or Lieutenant salary as reflected in the above salary guide