

MEMORANDUM OF AGREEMENT

The Township of Robbinsville ("Township") and Robbinsville SOA Local 344 ("SOA"), hereby agree to this Memorandum of Agreement with respect to a successor collective negotiations agreement ("CNA") between the parties. This agreement is subject to ratification of the parties. The parties agree to recommend ratification of this agreement to their respective membership (the Township Council and SOA members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2018 to December 31, 2020.

2. All terms of the existing CNA shall remain in full force and effect, except as modified by this Memorandum.

3. The parties shall mutually create and agree upon a successor collective negotiations agreement, including salary guides, from the terms of this Memorandum.

4. The dates in **Article 2** shall be changed to October 2020 and December 31, 2020, from October 2017 and December 31, 2017.

5. **Article 6** shall be modified to correct internal inconsistency and provide that a note shall be required after three (3) consecutive days of absence due to illness or injury.

6. **Article 6, paragraph 1**, shall be amended to define immediate family as parent, step-parent, child, step-child or spouse.

7. **Article 6** shall be amended to clarify that sick time cannot be used for doctor's appointments.

8. **Article 7.A.1.** shall be amended to clarify that other member of household has to be a family member, and time under A.1. will be increased to 40 hours from 36 hours.

9. Modify **Article 8.A.3.(c)** as follows:
 - Generic copay: \$10.00
 - Preferred copay: \$40.00
 - Non-Preferred: \$60.00

10. Modify **Article 8.B.** as follows:

EMPLOYEES SHALL BE PROVIDED WITH DENTAL INSURANCE UNDER THE SAME PLAN AS PROVIDED TO NON-UNION EMPLOYEES AND THE TOWNSHIP SHALL PAY THE FULL COST FOR THE BASIC DENTAL PLAN, LESS CONTRIBUTIONS REQUIRED BY LAW, FOR THE EMPLOYEE AND HIS/HER DEPENDENTS, IF ANY. IF THE EMPLOYEE WISHES TO BE COVERED BY THE PREMIUM DENTAL PLAN, THE EMPLOYEE MUST PAY THE DIFFERENCE IN THE COST BETWEEN THE BASIC PLAN AND THE PREMIUM PLAN, IN ADDITION TO THE CONTRIBUTIONS REQUIRED BY LAW.

11. Modify **Article 10** to state:

Vacation time is not earned when an employee is on paid sick leave or unpaid leave for 30 days or more. This provision shall not apply to absences of less than 30 days, absences for on-the-job injury or illness, those absences covered by FMLA/NJFLA leave, or military leave.

12. In **Article 11**, salaries shall be increased as follows and as set forth in Exhibit A:
 - a. 2%, retroactive to 1/1/18;
 - b. 2% on 1/1/19; and
 - c. 2% on 1/1/20.

12. Modify **Article 12B.7.** to 168 hours for those officers assigned to the patrol division. The practice of providing officers assigned to the patrol division with four (4) hours of compensatory time for every eighty-four (84) hours worked shall be continued. The compensatory time is allotted for the extra four (4) hours of scheduled work in a two week cycle of work in the 12 hour Pitman schedule. Officers assigned to an 8-hour schedule shall be entitled to overtime after 160 hours in a 28 day period.

13. In **Article 14**, add to Article that “effective 1/1/18, in January of each year, officers shall receive a \$300.00 weapons maintenance allowance, which shall be issued by separate check and subject to payroll taxes.”

14. In **Article 15**, add that overtime will be paid after 168 hours of work in a 28 day period for those officers assigned to the patrol division consistent with Article 12.B.7.


15. In **Article 16**, add “Such defense and indemnity provided herein shall be consistent with NJSA 40A:14-155 and NJSA 59:1-1, et seq.”

16. Eliminate paragraph A of **Article 25**.

17. In **Article 27**, add "Such defense and indemnity provided herein shall be consistent with NJSA 40A:14-155 and NJSA 59:1-1, et seq."

18. In **Article 31**, modify paragraph A to conform to the new dates of the contract as set forth in paragraph 1 above.

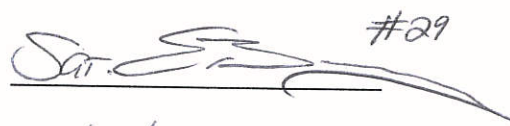
FOR THE TOWNSHIP:



Dated:

11/14/18

FOR THE SOA:



Dated:

11/14/2018

EXHIBIT A

SERGEANTS

<u>2018</u>	<u>2019</u>	<u>2020</u>
\$128,194	\$130,757	\$133,373

Moore
Bahay
Markowski
Kivet
Egan
Farrell
Galarza

LIEUTENANTS

<u>2018</u>	<u>2019</u>	<u>2020</u>
\$137,167	\$139,910	\$142,709

Polaske
Clepton
Sunkhast

CAPTAIN

<u>2018</u>	<u>2019</u>	<u>2020</u>
\$141,329	\$144,156	\$147,039