

**MEMORANDUM OF AGREEMENT**

**TOWNSHIP OF OLD BRIDGE**

**AND**

**OLD BRIDGE PBA LOCAL NO. 127**

The negotiations committees of the Township of Old Bridge and the Old Bridge PBA Local No. 127 agree to the terms of this Memorandum of Agreement as set forth below:

**1. Article VI, Salaries:**

A. Section A:

- (1). Salary Increases as follows:

Officers hired prior to January 1, 2017:

Effective January 1, 2017 – 2% ATB (Retroactive) 2/21/17 TOK

Effective January 1, 2018 – 2% ATB 2/21/17 TOK

Effective January 1, 2019 – 2% ATB 2/21/17 TOK

Effective January 1, 2020 – 2% ATB 2/21/17 TOK

-All officers not at top pay also receive their step increments.  
2/21/17 TOK

- (2). Delete the salary guide for officers hired prior to January 1, 2014, as all officers are at top pay as of 2016. 2/21/17 TOK
- (3). New salary guide for all officers hired on or after January 1, 2018:  
2/21/17 TOK

	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Steps</b>				
Academy	\$30,000	\$30,600	\$31,212	\$31,836
Post Academy	\$34,536	\$35,227	\$35,931	\$36,650
2 <sup>nd</sup> Step	\$39,072	\$39,854	\$40,650	\$41,464
3 <sup>rd</sup> Step	\$43,608	\$44,481	\$45,369	\$46,278
4 <sup>th</sup> Step	\$48,144	\$49,108	\$50,088	\$51,092
5 <sup>th</sup> Step	\$52,680	\$53,735	\$54,807	\$55,906
6 <sup>th</sup> Step	\$57,216	\$58,362	\$59,526	\$60,720
7 <sup>th</sup> Step	\$61,752	\$62,989	\$64,245	\$65,534
8 <sup>th</sup> Step	\$66,288	\$67,616	\$68,964	\$70,348
9 <sup>th</sup> Step	\$70,824	\$72,243	\$73,683	\$75,162
10 <sup>th</sup> Step	\$75,360	\$76,870	\$78,402	\$79,976
11 <sup>th</sup> Step	\$79,896	\$81,497	\$83,121	\$84,790

12 <sup>th</sup> Step	\$84,432	\$86,124	\$87,840	\$89,604
13 <sup>th</sup> Step	\$88,968	\$90,751	\$92,559	\$94,418
14 <sup>th</sup> Step	\$93,504	\$95,378	\$97,278	\$99,232
15 <sup>th</sup> Step	\$98,040	\$100,001	\$102,001	\$104,041

\*An officer shall move from Academy to Post-Academy step upon graduation from the Police Academy. An officer shall move to the 2<sup>nd</sup> step upon completion of one year of employment (inclusive of Academy time). Alternate route officers shall start at Post-Academy step and shall move to the 2<sup>nd</sup> step upon the completion of six months of employment. Alternate route officers will move to the next step every twelve (12) months thereafter.

**2. Article IX, Vacation:**

A. Add the following to Section A:

Effective January 1, 2018, the vacation leave schedule shall be amended as follows:

- 0 – 3 Years of Service      12 Days
- 4 – 9 Years of Service      19 Days
- 10 – 15 Years of Service    23 Days
- 15 Years and Thereafter    25 Days

**3. Article XI, Sick and Bereavement Leave:**

A. Add the following to Section A, 4: 2/21/17 TOK

“Employees hired on or after May 21, 2010 shall not be afforded any payment or compensation for unused sick days during their employment in compliance with N.J.S.A. 40A:9-10.4.”

**4. Article XII, Health and Disability:**

A. Correct the numbering in Section A. 12/15/16 TOK

B. Increase to prescription co-pays, Section A,3: 6/13/17 TOK

Effective January 1, 2018 or when all of the Township’s bargaining units successor collective negotiations terms and conditions are ratified, whichever is later, Brand Name Prescription Co-Pay shall increase to \$25.00.

C. Add the following to Section A: 6/13/17 TOK

"Employees shall be required to contribute to his/her health benefits in accordance with the Tier IV rates set forth in Chapter 78, P.L. 2011. The parties acknowledge that health benefit contributions remain negotiable in future collective negotiations."

D. Section G life insurance policy shall be increased to \$50,000. 2/21/17 TOK

E. Add the following to Section A: 6/13/17 TOK

The PBA and the Township agree to participate in creating a health benefits committee to discuss the benefit plan including plan design changes.

F. Add the following to Section H, 2:

All employees hired on or after January 1, 2018 shall be afforded retiree health benefits until the employee and spouse become Medicare eligible. All employees hired on or after January 1, 2018, upon the employee and spouse becoming Medicare eligible, the Township of Old Bridge shall no longer provide retiree health benefits (neither primary and/or secondary health benefits).

#### **5. Article XIII, College Incentive Policy:**

A. Modify Section B: 6/13/17 TOK

-Effective January 1, 2018, increase payment for Bachelor's Degree from \$1200 to \$1350.

-Effective January 1, 2019, increase payment for Bachelor's Degree from \$1350 to \$1500.

-Effective January 1, 2018, increase payment for Associate's Degree from \$600 to \$750.

#### **6. Article XVI, Employee Rights:**

A. Add new Section 8: 6/13/17 TOK

"In addition to the foregoing, all administrative and internal affairs investigations, whether conducted in person or through written questionnaire, will be conducted pursuant to the Attorney General Guidelines on Internal Affairs Policy and Procedure."

B. Delete in their entirety the following subsections from Section A:

- Subsection A, 2
- Subsection A, 3
- Subsection A, 5

-Subsection A, 6

**7. Article XX, Outside Employment and Activities:**

A. Delete Section E, Subsection 5 in its entirety and replace with the following:  
2/21/17 TOK

"5. The distribution of said extra duty jobs will change from a rotating system to a total hours worked system and shall be carried out in the following manner:

a. Extra duty job scheduling will be done through the Police Officer Scheduling System (POSS).

b. Officers will receive a Police Department e-mail that a job(s) have been posted in POSS. Officers will log into POSS and select any job(s) they would want to work.

c. The scheduling coordinator will then assign officers a job(s) based upon the total number of hours worked to date within the current quarter (the officer with the least number of hours will be chosen for the first job picked, the officer with the second least number of hours will be chosen second and so on).

d. The exception to the total hours rule will be after the system resets to zero on the 1<sup>st</sup> day of January, April, July and October. For the first round of assigning a job(s) it will be Department seniority based.

e. At any time when two or more officers have the same total number of hours worked, then seniority will be the determining factor for assignment selection.

f. There shall be only one list for all extra duty assignments.

g. Every extra duty job shall be posted in POSS.

h. The PBA President or his/her designee shall be furnished a complete list of extra duty assignments which shall include the date, times, total hours, and location of the assignments which were posted, the bids submitted for the assignments and the officers who were selected for the assignment on a monthly basis.

i. The Chief of Police, or his designee, reserves the right to assign specific officers to certain extra duty jobs and/or officers of specific ranks to certain extra duty jobs where supervision, coordination or specialized skills are required. Any officer who works an extra duty job as a result of an assignment by the Chief of Police, or his designee, shall be charged for the number of hours worked as if he/she was assigned the job by the scheduling coordinator.

j. This agreement will only effect the provision of the contract enumerated above, specifically, Article XX, Section E, Subsection 5. No other article, section, subsection or part of the CBA will be affected by this agreement.”

**8. Article XXIII, Rules and Regulations Review Committee:**

A. Delete Article in its entirety. 2/21/17 TOK

**9. Article XXX, Term and Renewal:**

A. The term of the agreement shall be from January 1, 2017 through December 31, 2020.

10. The parties acknowledge that the terms and conditions of this Memorandum of Agreement are subject to ratification, by the Township of Old Bridge and the Old Bridge Policemen's Benevolent Association, Local No. 127.


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

12. All proposals which are not included in this Memorandum of Agreement shall be deemed withdrawn by both parties.

**Township of Old Bridge**

**Old Bridge PBA Local No. 127**

  
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Acting BA/CFE/DIR. IF FINANCE  
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PBA - PRESIDENT  
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PBA - Vice President  
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Dated: 9/7/17

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