# **MEMORANDUM OF AGREEMENT**

Agreement made this African day of June 2013 by and between the Borough of Hopatcong (herein "Borough") and Policemen's Benevolent Association Local 149 (herein "PBA"):

WHEREAS, the Borough and the PBA are parties to collective negotiation agreements covering the period January 1, 2009 to December 31, 2012; and

WHEREAS, the parties have engaged in good faith collective negotiations in an effort to reach agreement or otherwise resolve terms and conditions for a new labor contract; and

WHEREAS, the parties have reached agreement on terms and conditions for a new contract subject to ratification by the PBA membership and approval by the Governing Body; and

WHEREAS, the negotiating committees for the Borough and for the PBA unanimously agree to recommend said ratification and approval:

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

I. Except as herein modified, the terms and conditions of the 2009-2012 contract between the parties shall remain in full force and effect.

## II. ARTICLE XIII, SALARIES<sup>1</sup>

A: The following base pay increases shall be implemented:

Effective and retroactive to 1/1/13	1.75%
Effective 1/1/14	1.75%
Effective 1/1/15	1.75%

<sup>&</sup>lt;sup>1</sup> Salary Guides are attached to this MOA.

- B. All officers hired on or after 1/1/14 shall be placed on the attached 10 step salary guide.
- C. New: "A patrol officer who works 2 full consecutive tours as officer in charge ("OIC") shall be paid Sergeant's pay for all hours worked as OIC commencing on the 1<sup>st</sup> day of the 3<sup>rd</sup> consecutive tour."

#### III. ARTICLE XII, PROFESSIONAL DEVELOPMENT

Add to Paragraph D: "Officers hired after May 31, 2013 will not receive the Bachelor's Degree stipend of \$1500.00."

#### IV. ARTICLE XVIII, POLICE SERVICES

Effective June 15, 2013, an officer's hourly rate on all side-jobs shall be increased to \$65.00, subject to the Governing Body's adoption of a fee ordinance.

#### V. ARTICLE VII, INSURANCE

- A. Correct paragraph 3 by changing "twenty-three (23)" to "twenty-six (26)".
- B. Add a new Paragraph 8 as follows:
  - 8. The Borough offers three medical programs to all employees: Aetna Patriot V Plan (QPOS Network); United Healthcare Select POS Plus Plan (Choice + Network); and Traditional. The benefit levels for these Plans shall be equal to that which was in effect as of May 31, 2013. Participation in the plans is subject to the conditions below.
  - a. Aetna Patriot V Plan (QPOS Network: Effective as soon as administratively possible and an open enrollment can be completed, but in no event later than January 1, 2014, the base plan to be provided to all officers (except those currently enrolled in the Traditional Plan) shall be the Aetna Patriot V Plan (QPOS Network) that is in effect as of 5/31/13. Officers enrolled in this plan shall only be responsible for any statutorily required premium sharing. Effective January 1, 2014, the co-pays for a primary care physician and specialist visits shall be increased to \$10.00 and emergency room visits (if not admitted to the hospital) to \$25.00.

- b. United Healthcare Select POS Plus Plan (Choice + Network): Employees who choose to remain in this Plan after the open enrollment referred to in paragraph a, above, shall pay the difference in cost between the premium for the United Healthcare Select POS Plan (Choice+ Network) and the Aetna Patriot V Plan, plus any statutorily required premium sharing. Effective January 1, 2014, the co-pays for a primary care physician and specialist visits shall be increased to \$10.00 and emergency room visits (if not admitted to the hospital) to \$25.00.
- c. Traditional Plan: Employees who were enrolled in the Traditional Plan as of May 31, 2013 may continue, at their option, to be enrolled in that plan and must pay any statutorily required premium sharing. If they elect to enroll in another plan, they may not re-enroll in the Traditional Plan. No other employees may enroll in the Traditional Plan.
- C. Liability: Change "an Employer provided physical examination" to "a physical examination."

## V. <u>Article XVI, GRIEVANCE PROCEDURE</u>

Step One: Replace "immediate supervisor" with "Captain" in the 1<sup>st</sup> sentence and replace "supervisor" in the 2<sup>nd</sup> sentence with "Captain."

#### VI. ARTICLE XIX, REPLACEMENTS

Replace paragraph C with the following:

- C. The Chief of Police may, at his discretion, use Class 2 Special Police Officers under the following conditions:
- 1. For special events that are paid for by the Borough and not by an outside vendor;
- 2. For emergency traffic situations paid for by the Borough and not an outside vendor; and
- 3. As Court Officers in the Borough's Municipal Court.

If the Chief intends to assign Class 2 Specials to emergency traffic situations as set forth in paragraph 2, above, the Class 2 Specials shall be placed in the regular overtime rotation for full-time officers and shall be called in accordance with the regular overtime callout procedures.

For Court, if 1 Court Officer is required, the Chief may assign a Class 2 Special. If 2 Court Officers are required, the Chief may assign 2 Class 2 Specials. If 3 Court Officers are required, the Chief may assign 2 Class 2 Specials and shall assign 1 regular officer.

The PBA and the Chief agree to meet to establish a Court overtime call-in procedure.

#### VII. ARTICLE XXIII, TERM AND RENEWAL

January 1, 2013 through December 31, 2016.

FOR THE BOROUGH OF HOPATCONG

FOR PBA LOCAL 149:

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\$120,961	\$118,881	\$116,836	\$114,827	\$112,852	2nd Year
\$116,545	\$114,541	\$112,571	\$110,635	\$108,732	Upon promotion
					CAPTAIN
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\$112 053	\$110 126	\$108 232	\$106 370	\$104 541	linon ammotion
					Lieutenant
·					
\$108,738	\$106,868	\$105,030	\$103,223	\$101,448	2nd Year
\$103,911	\$102,124	\$100,368	\$98,642	\$96,945	Upon promotion
					Sergeant
\$99,969	\$98,250	\$96,560	\$94,899	\$93,267	Grade 1
\$91,619	\$90,044	\$88,495	\$86,973	\$85,477	Grade 2
\$83,273	\$81,841	\$80,433	\$79,050	\$77,690	Grade 3
\$74,925	\$73,636	\$72,370	\$71,125	\$69,902	Grade 4
\$66,577	\$65,432	\$64,307	\$63,201	\$62,114	Grade 5
\$58,230	\$57,228	\$56,244	\$55,277	\$54,326	Grade 6
\$49,882	\$49,024	\$48,181	\$47,352	\$46,538	Grade 7
\$41,536	\$40,821	\$40,119	\$39,429	\$38,751	Start
					Patrol
1.75%	1.75%	1.75%	1.75%		
1/1/2016	1/1/2015	1/1/2014	1/1/2013	Current	Step
Sr. Officer)	g Longevity &	(Not including Longevity &		For Officers hired on or after 1-1-2010	For Officers h

For Officers	For Officers hired before 1-1-2010 (Not including Longevity & Sr. Officer)	1-1-2010 (N	ot including	Longevity & 9	Sr. Officer)
Step	Current	1/1/2013	1/1/2013 1/1/2014	1/1/2015	1/1/2016
		1.75%	1.75%	1.75%	1.75%
Patrol					
Start	\$57,918	\$58,932	\$59,963	\$61,012	\$62,080
Grade 5	\$69,776	\$70,997	\$72,240	\$73,504	\$74,790
Grade 4	\$74,162	\$75,460	\$76,780	\$78,124	\$79,491
Grade 3	\$77,611	\$78,969	\$80,351	\$81,757	\$83,188
Grade 2	\$81,053	\$82,471	\$83,915	\$85,383	\$86,877
Grade 1	\$93,267	\$94,899	\$96,560	\$98,250	\$99,969
Sergeant					
Upon promotion	\$96,945	\$98,642	\$100,368	\$102,124	\$103,911
2nd Year	\$101,448	\$103,223	\$105,030	\$106,868	\$108,738
Lieutenant					
Upon promotion	\$104,541	\$106,370	\$108,232	\$110,126	\$112,053
			·		
CAPTAIN					
Upan promotion	\$108,732	\$110,635	\$112,571	\$114,541	\$116,545
2nd Year	\$112,852	\$114,827	\$116,836	1	\$118,881   \$120,961

For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)         Step         1/1/2014         1/1/2015         1/1/2016           Step         1/1/2014         1/1/2015         1/1/2016         1.75%         1.75%           Patrol         1.75%         1.75%         1.75%         1.75%         1.75%           Grade 9         \$40,119         \$40,821         \$41,535         \$48,028         \$48,055         \$48,055         \$48,055         \$48,055         \$48,049         \$48,049         \$48,049         \$48,049         \$48,049         \$48,049         \$48,049         \$48,049         \$48,049 </th <th></th> <th></th> <th>gualized.</th> <th>guide are e</th> <th>The steps in this salary guide are equalized.</th> <th>The steps in</th>			gualized.	guide are e	The steps in this salary guide are equalized.	The steps in
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)  Step 1/1/2014 1/1/2015 1/1/2016  1.75% 1.75% 1.75%  Patrol \$40,119 \$40,821 \$41,535  Grade 9 \$46,390 \$47,202 \$48,028  Grade 8 \$52,661 \$53,583 \$54,520  Grade 6 \$65,203 \$66,344 \$67,505  Grade 5 \$71,474 \$77,725 \$73,997  Grade 4 \$77,745 \$79,106 \$80,490  Grade 3 \$84,016 \$85,486 \$86,982  Grade 2 \$90,287 \$91,867 \$93,475  Grade 1 \$96,560 \$98,250 \$99,969  Sergeant \$100,368 \$102,124 \$103,911  Upon promotion \$108,232 \$110,126 \$112,053  CAPTAIN  Upon promotion \$112,571 \$114,541 \$116,545			\$120,961	\$118,881	\$116,836	2nd Year
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)  Step 1/1/2014 1/1/2015 1/1/2016  1.75% 1.75%  Patrol 1.75% 1.75%  Start \$40,119 \$40,821 \$41,535  Grade 9 \$46,390 \$47,202 \$48,028  Grade 8 \$52,661 \$53,583 \$54,520  Grade 6 \$65,203 \$66,344 \$67,505  Grade 5 \$71,474 \$72,725 \$73,997  Grade 4 \$77,745 \$79,106 \$80,490  Grade 2 \$90,287 \$91,867 \$93,475  Grade 1 \$96,560 \$98,250 \$99,969  Sergeant Upon promotion \$100,368 \$102,124 \$103,911  Upon promotion \$105,030 \$106,868 \$108,738  Lieutenant Upon promotion \$108,232 \$110,126 \$112,053  CAPTAIN \$108,232 \$110,126 \$112,053		. 01	\$116,545	\$114,541	\$112,571	Upon promotion
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)           Step         1/1/2014         1/1/2015         1/1/2016           Patrol         1.75%         1.75%         1.75%           Start         \$40,119         \$40,821         \$41,535           Grade 9         \$46,390         \$47,202         \$48,028           Grade 8         \$52,661         \$53,583         \$54,520           Grade 7         \$58,932         \$59,963         \$61,013           Grade 6         \$65,203         \$66,344         \$67,505           Grade 5         \$71,474         \$72,725         \$73,997           Grade 4         \$77,745         \$79,106         \$80,490           Grade 2         \$90,287         \$91,867         \$93,475           Grade 1         \$96,560         \$98,250         \$99,969           Sergeant         \$100,368         \$102,124         \$103,911           2nd Year         \$105,030         \$106,868         \$108,738           Lieutenant         \$108,232         \$110,126         \$112,053						CAPTAIN
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)           Step         1/1/2014 1/1/2015 1/1/2016           1/1/2014 1/1/2015 1/1/2016         1.75%           1.75%         1.75%           Patrol         \$40,119 \$40,821 \$41,535           Start         \$40,119 \$40,821 \$41,535           Grade 9 \$46,390 \$47,202 \$48,028         \$66,344 \$53,583 \$54,520           Grade 8 \$52,661 \$53,583 \$54,520         \$65,203 \$66,344 \$67,505           Grade 6 \$65,203 \$66,344 \$67,505         \$67,474 \$72,725 \$73,997           Grade 5 \$71,474 \$72,725 \$73,997         \$85,486 \$86,982           Grade 2 \$90,287 \$91,867 \$93,475         \$93,475           Grade 1 \$96,560 \$98,250 \$99,969         \$99,969           Sergeant         \$100,368 \$102,124 \$103,911           Upon promotion \$105,030 \$106,868 \$108,738         \$108,738           Lieutenant         \$105,032 \$110,126 \$112,053				,		
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)  Step 1/1/2014 1/1/2015 1/1/2016  1.75% 1.75% 1.75%  Patrol 440,119 \$40,821 \$41,535  Grade 9 \$46,390 \$47,202 \$48,028  Grade 8 \$52,661 \$53,583 \$54,520  Grade 7 \$58,932 \$59,963 \$61,013  Grade 6 \$65,203 \$66,344 \$67,505  Grade 5 \$71,474 \$72,725 \$73,997  Grade 4 \$77,745 \$79,106 \$80,490  Grade 3 \$84,016 \$85,486 \$86,982  Grade 2 \$90,287 \$91,867 \$93,475  Grade 1 \$96,560 \$98,250 \$99,969  Sergeant 490,368 \$102,124 \$103,911  Upon promotion \$100,368 \$102,124 \$103,911  Lieutenant 400 \$106,868 \$108,738		3	\$112,053	\$110,126	\$108,232	Upan promotion
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)  Step 1/1/2014 1/1/2015 1/1/2016  1.75% 1.75%  Patrol 440,119 \$40,821 \$41,535  Grade 9 \$46,390 \$47,202 \$48,028  Grade 8 \$52,661 \$53,583 \$54,520  Grade 6 \$65,203 \$66,344 \$67,505  Grade 5 \$71,474 \$72,725 \$73,997  Grade 4 \$77,745 \$79,106 \$80,490  Grade 3 \$84,016 \$85,486 \$86,982  Grade 2 \$90,287 \$91,867 \$93,475  Grade 1 \$96,560 \$98,250 \$99,969  Sergeant 400,368 \$102,124 \$103,911  2nd Year \$105,030 \$106,868 \$108,738						Lieutenant
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)  Step 1/1/2014 1/1/2015 1/1/2016  1.75% 1.75% 1.75%  Patrol 1.75% 1.75%  Start \$40,119 \$40,821 \$41,535  Grade 9 \$46,390 \$47,202 \$48,028  Grade 8 \$52,661 \$53,583 \$54,520  Grade 6 \$65,203 \$66,344 \$67,505  Grade 5 \$71,474 \$72,725 \$73,997  Grade 4 \$77,745 \$79,106 \$80,490  Grade 3 \$84,016 \$85,486 \$86,982  Grade 2 \$90,287 \$91,867 \$93,475  Grade 1 \$96,560 \$98,250 \$99,969  Sergeant \$100,368 \$102,124 \$103,911  Upon promotion \$100,368 \$102,124 \$103,911						
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)  Step 1/1/2014 1/1/2015 1/1/2016  Patrol 1.75% 1.75% 1.75%  Start \$40,119 \$40,821 \$41,535  Grade 9 \$46,390 \$47,202 \$48,028  Grade 8 \$52,661 \$53,583 \$54,520  Grade 6 \$65,203 \$66,344 \$67,505  Grade 5 \$71,474 \$72,725 \$73,997  Grade 4 \$77,745 \$79,106 \$80,490  Grade 3 \$84,016 \$85,486 \$86,982  Grade 1 \$96,560 \$98,250 \$99,969  Sergeant \$100,368 \$102,124 \$103,911		3	\$108,738	\$106,868	\$105,030	2nd Year
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)           Step         1/1/2014         1/1/2015         1/1/2016         Conficer           Patrol         1.75%         1.75%         1.75%         1.75%           Patrol         \$40,119         \$40,821         \$41,535         \$48,028         \$48		_	\$103,911	\$102,124	\$100,368	Upon promotion
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)           Step         1/1/2014 1/1/2015 1/1/2016           Patrol         1.75%         1.75%           Patrol         \$40,119 \$40,821 \$41,535         \$41,535           Grade 9 \$46,390 \$47,202 \$48,028         \$52,661 \$53,583 \$54,520         \$58,932 \$59,963 \$61,013           Grade 7 \$58,932 \$59,963 \$63,444 \$67,505         \$65,203 \$66,344 \$67,505         \$67,505           Grade 5 \$71,474 \$72,725 \$73,997         \$73,997         \$73,997           Grade 4 \$77,745 \$79,106 \$85,486 \$86,982         \$85,486 \$86,982         \$85,486 \$86,982           Grade 2 \$90,287 \$91,867 \$93,475         \$93,475         \$93,475           Grade 1 \$96,560 \$98,250 \$99,969         \$99,969						Sergeant
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)           Step         1/1/2014 1/1/2015 1/1/2016         1.75%         1.75%         Officer)           Patrol         1.75%         1.75%         1.75%         1.75%           Patrol         \$40,119         \$40,821         \$41,535         \$48,028				:		
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)           Step         1/1/2014 1/1/2015 1/1/2016           Step         1/1/2014 1/1/2015 1/1/2016           Patrol         1.75%         1.75%           Start         \$40,119 \$40,821 \$41,535         \$41,535           Grade 9         \$46,390 \$47,202 \$48,028         \$52,661 \$53,583 \$54,520           Grade 8         \$52,661 \$53,583 \$54,520         \$54,520           Grade 7         \$58,932 \$59,963 \$61,013         \$61,013           Grade 6         \$65,203 \$66,344 \$67,505         \$6,344 \$67,505           Grade 5         \$71,474 \$72,725 \$73,997           Grade 4         \$77,745 \$79,106 \$80,490           Grade 3         \$84,016 \$85,486 \$86,982           Grade 2         \$90,287 \$91,867 \$93,475		•	\$99,969	\$98,250	\$96,560	Grade 1
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016         Step       1/1/2014       1/1/2015       1/1/2016         Patrol       1.75%       1.75%       1.75%         Start       \$40,119       \$40,821       \$41,535       948,028         Grade 9       \$46,390       \$47,202       \$48,028       948,028         Grade 8       \$52,661       \$53,583       \$54,520       954,520         Grade 7       \$58,932       \$59,963       \$61,013       954,505         Grade 6       \$65,203       \$66,344       \$67,505       954,505         Grade 5       \$71,474       \$72,725       \$73,997       97,745         Grade 4       \$77,745       \$79,106       \$80,490       98,6982		01	\$93,475	\$91,867	\$90,287	Grade 2
For Officers hired on or after 1-1-2014 (Not Including Longevity & Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016       Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016       Sr. Officer)         Patrol       1.75%       1.75%       St.		2	\$86,982	\$85,486	\$84,016	Grade 3
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016         Step       1/1/2014       1.75%       1.75%         Patrol       1.75%       1.75%       1.75%         Patrol       \$40,119       \$40,821       \$41,535       \$41,535         Grade 9       \$46,390       \$47,202       \$48,028       \$48,028         Grade 8       \$52,661       \$53,583       \$54,520       \$54,520         Grade 7       \$58,932       \$59,963       \$61,013       \$66,344         Grade 6       \$65,203       \$66,344       \$67,505       \$67,505         Grade 5       \$71,474       \$72,725       \$73,997       \$73,997		)	\$80,490	\$79,106	\$77,745	Grade 4
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016         Step       1/1/2014       1.75%       1.75%         Patrol       1.75%       1.75%       1.75%         Patrol       \$40,119       \$40,821       \$41,535       541,535         Grade 9       \$46,390       \$47,202       \$48,028       548,028         Grade 8       \$52,661       \$53,583       \$54,520       54,520         Grade 7       \$58,932       \$59,963       \$61,013       54,505         Grade 6       \$65,203       \$66,344       \$67,505       54,505		7	\$73,997	\$72,725	\$71,474	Grade 5
For Officers hired on or after 1-1-2014 (Not Including Longevity & Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016         Step       1/1/2014       1.75%       1.75%         Patrol       1.75%       1.75%       1.75%         Start       \$40,119       \$40,821       \$41,535         Grade 9       \$46,390       \$47,202       \$48,028         Grade 8       \$52,661       \$53,583       \$54,520         Grade 7       \$58,932       \$59,963       \$61,013		01	\$67,505	\$66,344	\$65,203	Grade 6
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016       Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016       Including Longevity & Sr. Officer)         Step       1/1/2014       1/1/2016       Including Longevity & Sr. Officer)         Patrol       1.75%       1.75%         Start       \$40,119       \$40,821       \$41,535         Start       \$46,390       \$47,202       \$48,028         Grade 8       \$52,661       \$53,583       \$54,520		3	\$61,013	\$59,963	\$58,932	Grade 7
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016       Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016       Including Longevity & Sr. Officer)         Step       1/1/2014       1/1/2016       Including Longevity & Sr. Officer)         1/1/2015       1/1/2016       Including Longevity & Sr. Officer)         1/1/2016       1/1/2016		)	\$54,520	\$53,583	\$52,661	Grade 8
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)         Step       1/1/2014       1/1/2015       1/1/2016       Sr. Officer         1.75%       1.75%       1.75%       1.75%         Patrol       \$40,119       \$40,821       \$41,535			\$48,028	\$47,202	\$46,390	
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)           Step         1/1/2014 1/1/2015 1/1/2016           1.75%         1.75%           Patrol         1.75%		3	\$41,535	\$40,821	\$40,119	Start
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)  Step 1/1/2014 1/1/2015 1/1/2016						Patrol
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)  Step 1/1/2014 1/1/2015 1/1/2016			1,75%	1.75%		
For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)		5	1/1/2016	1/1/2015	1/1/2014	Step
	& Sr. Officer)	ng Longevity ε	(Not includi	er 1-1-2014	iired on or aft	For Officers h

## HOPATCONG BOROUGH RESOLUTION #2013-160

# RESOLUTION OF THE GOVERNING BODY OF THE BOROUGH OF HOPATCONG REGARDING HOPATCONG BOROUGH PBA LOCAL 149 AGREEMENT

WHEREAS, the previous contract between the Borough of Hopatcong and the Hopatcong Borough PBA Local 149 expired on December 31, 2012;

WHEREAS, the parties have negotiated and reached a tentative agreement subject to approval by the Mayor and Council;

WHEREAS, a copy of the proposed Memorandum of Agreement showing the changes to the previous contract is attached hereto;

**NOW THEREFORE IT BE RESOLVED** by the governing body of the Borough of Hopatcong that the Mayor and Clerk are authorized to enter into a new contract between the Borough of Hopatcong and PBA Local 149 consistent with the terms of the previous contract as amended by the attached Memorandum of Agreement.

#### **CERTIFICATION**

I, **CATHERINE GLEASON**, Borough Clerk of the Borough of Hopatcong, County of Sussex, and State of New Jersey, do hereby certify the foregoing to be a true and correct copy of a Resolution adopted by the Borough Council of the Borough of Hopatcong, County of Sussex, State of New Jersey, at a regular meeting of said Council held on June 19, 2013.

Catherine Gleason, Clerk