

**MEMORANDUM OF AGREEMENT**

This Agreement is made by and between the Township of Irvington (herein the "Township") and the Irvington Superior Officers' Association (herein the "SOA").

WHEREAS, the Township and SOA were parties to a collective bargaining agreement ("CNA") that expired on December 31, 2014; and

WHEREAS, the Township and the SOA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CNA; and

WHEREAS, the Township and SOA have reached agreement on new terms and conditions for a successor CNA, subject to ratification by the membership of the SOA and approval by the Mayor and Township Council; and

WHEREAS, the negotiating committees for the Township and SOA unanimously agree to recommend this agreement for ratification and approval;

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

1. Except as herein modified, the terms and conditions set forth in the CNA that expired on December 31, 2014 between the Township and SOA shall remain in full force and effect.

2. **Term of Agreement**

January 1, 2015 through December 31, 2017.

3. **Salary**

- |    |  |                           |
|----|--|---------------------------|
| a. | Effective and retro to January 1, 2015 | 1.8% increase to base pay |
|    | Effective January 1, 2016              | 1.8% increase to base pay |
|    | Effective January 1, 2017              | 1.8% increase to base pay |

TOWNSHIP OF IRVINGTON  
ADMINISTRATION  
2015 FEB 10 PM 3:47

b. Effective January 1, 2016, Gross Annual Salaries shall be paid in 24 equal payments, 2 times per month.

i. The first pay shall be on the 15<sup>th</sup> of the month and the second pay on the last day of the month.

ii. If the 15<sup>th</sup> and/or the last day of the month fall on a weekend, the pay day shall be the preceding Friday.

iii. The bi-monthly pay shall be determined by dividing the Gross Annual Salary by 24.

iv. The language regarding the daily rate of pay under the previous bi-weekly pay system shall have no force and effect after the 24 pay period payroll is implemented.

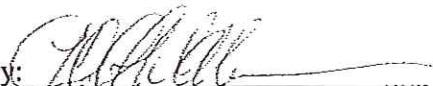
v. The hourly rate shall be calculated by dividing Gross Annual Salary by 2080.

vi. Unit members shall be paid for the workdays of December 28, 29, 30, and 31, 2015 not later than December 31, 2015.


4. This Agreement is not effective until ratified by the membership of the SOA and approved by the Township's Mayor and Council

IN WITNESS WHEREOF, the parties hereto have by their duly authorized representative and officers execute this Agreement on this 31 day of MARCH, 2015.

IRVINGTON POLICE SUPERIOR  
OFFICERS ASSOCIATION

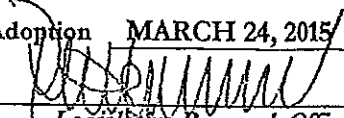
By:   
Lt. Harold Wallace,  
President

TOWNSHIP OF IRVINGTON,  
NEW JERSEY

By:   
Musa Malik,  
Business Administrator

# RESOLUTION OF THE TOWNSHIP OF IRVINGTON, NJ

No. DA15-0324-11

Date of Adoption MARCH 24, 2015  
  
 Legislative Research Officer

APPROVED AS TO FORM AND LEGALITY ON THE BASIS OF FACTS SET FORTH BY

PRESENTED BY COUNCIL MEMBER COX SECONDED BY INMAN

WHEREAS, the Township of Irvington and the Irvington Superior Officers' Association (SOA) has engaged in labor negotiations for the purpose of establishing salaries and other conditions of employment for members of said association of the Township of Irvington; and

WHEREAS, the Township of Irvington and the SOA have mutually agreed to the salaries and other conditions of employment for the period beginning January 1, 2015 and ending December 31, 2017;

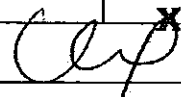

NOW, THEREFORE BE IT RESOLVED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF IRVINGTON that they hereby ratify and approve the terms and conditions of the Memorandum of Agreement attached hereto and made a part hereof; and

BE IT FURTHER RESOLVED that the Mayor and the Township Clerk are authorized and empowered to execute the said Memorandum of Agreement.

### RECORD OF COUNCIL VOTE

X = Indicates Vote    N.V. = No Vote    A.B. = Absent

COUNCIL MEMBER	YES	NO	N.V.	A.B.	COUNCIL MEMBER	YES	NO	N.V.	A.B.
BURGESS, 1ST VICE PRESIDENT					JONES, 2ND VICEPRESIDENT	X			
COX	X				LYONS	X			
HUDLEY	X				FREDERIC, PRESIDENT	X			
INMAN	X								

RESIDENT OF COUNCIL  MUNICIPAL CLERK  DATE MAR. 24, 2015

hereby certify that the foregoing is a true copy of a Resolution duly adopted by the Municipal Council. In witness whereof I have hereunto set my hand and the Corporate Seal of the Township of Irvington.

MUNICIPAL CLERK  DATE MAR 24 2015

BLDG    CFOP    COURT    DHS    DHW    DPW    ENG    FIRE    INIG    JUDGE    LIBR    LICENS    LEGAL    MAYOR    ODP~DIR    CDP~AD    P&R    PAYROLL    POL~DIR    POL~CP    PURCH    SEC~PB/BA    TA    TAX~AS    TAX~COL    TRAFFIC    UEZ    ONING~OFF    DLGS    GNCD    OTHER(S): Lieut. V. Hacc