

**PBA LOCAL 42 and CITY OF LINDEN**  
**MEMORANDUM OF UNDERSTANDING**  
**Effective January 1, 2019 to December 31, 2019**

1. Effective and retroactive to January 1, 2019 unit members agree to the following Salary Guide reflecting a 2.1% increase in pay for 2019.

	1	\$106,678.89	
	2	\$100,860.50	
	3	\$95,754.48	
	4	\$90,757.32	
	5	\$85,820.15	
	6	\$80,852.99	
	7	\$75,885.82	
	8	\$70,918.66	
	9	\$65,951.49	
	10	\$60,984.33	
	11	\$56,017.16	
	12	\$51,050	
Academy			
graduation		\$45,945	
Probation		\$40,840	

2. Effective January 1, 2019 any unit member assigned as Field Training Officer in the Uniformed Service Patrol Division, shall have their pensionable base pay increase by four thousand dollars (\$4,000.00) to compensate them for their training responsibilities.
3. Effective January 1, 2019 any unit member assigned to a 4/3 work schedule, Traffic Investigator, P.A.L, or Field Training Manager shall have their pensionable base pay increased by six thousand five hundred dollars (\$6,500.00).
4. Effective December 31, 2019, any unit member with ninety (90) days of accumulated sick leave or more has the option of selling back sick time to the City of Linden on an annual basis, as follows:

Number of Sick Days Utilized	Sick Days Eligible for Sell-Back
0	10
1	9
2	8
3	7
4	6
5	5
6	4
7	3
8	2
9	1
10 or more	0

- A. All sick days sold will be in an eight (8) working hour increments.
- B. A Unit member exercising this option shall inform the office of the Treasurer no later than October 15 of each calendar year.

5. Unit members may utilize sick days in one half (1/2) day increments

6. Effective January 1, 2019 Senior officer pay shall be as follows:

Beginning of 10 <sup>th</sup> year of service	\$1,250.00
Beginning of 15 <sup>th</sup> year of service	\$2,000.00
Beginning of 20 <sup>th</sup> year of service	\$3,000.00

7. Upon retirement from the City with a minimum of twenty-five (25) years of service in a New Jersey State Retirement System, employees enrolled in a New Jersey State Retirement System as of December 31, 2013 shall be entitled to an individual Employee Contract stating that they will receive medical and prescription benefits upon retirement with the sole cost of same to be borne by the City. Upon a service retirement from the City with twenty-five (25) years of service in a New Jersey State Retirement System, employees enrolled on or after January 1, 2014, all retirees shall contribute towards their medical and prescription benefits the same as the active employees and shall receive the same medical and prescription benefits offered to active employees. Any other category of retirement from the City shall follow the requirements and receive the medical and prescription benefits as determined under the New Jersey Division of Pensions and Benefits Tier System.


8. An employee who is a member of the National Guard, Naval Militia, Air National Guard, or reserve component of any of the Armed Forces of the United States and is required to engage in field training, as is authorized by law, shall receive paid leave of absence in addition to his/her vacation up to a maximum of thirty (30) work days per year.
9. Effective upon ratification of this agreement by the City Council, any unit member assigned to a 4/3 work schedule who participates in On-Call Rotation, shall receive On-Call Compensatory Time in the amount of one (1) hour per day for every Friday, Saturday, and Sunday, when the unit member is On-Call. This On-Call Compensatory Time shall be stored separately and independently from compensatory time accrued through training/overtime compensation. Additionally, No unit member may earn more than one hundred (100) hours annually and no unit member can have more than one hundred (100) hours in their bank at any given time.

Any unit member who terminates his/her employment with the department, retires, or is terminated may not seek reimbursement for any unused On-Call Compensatory Time remaining in his/her On-Call Compensatory time bank.

10. Effective January 1, 2019, Unit members shall be entitled to cash in up to forty (40) hours of Compensatory time each year. Unit members shall notify the Chiefs Office by April 1<sup>st</sup> of their intention to cash in time and payment shall be issued in the second paycheck of September.
  - a. For year 2019- Notification to the Chiefs Office will take place upon ratification of this agreement by the City Council and will be payable as soon as practical from the closing date of notification to the Chief's Office.
  - b. For year 2020- Notification to the Chiefs Office will take place upon ratification of this agreement by the City Council and will be payable in the second check of September.
11. Effective December 31, 2019, unit members Compensatory Time shall be capped at the following amount of hours:
  - a. Up to twenty (20) years of service with the City- Four hundred and eighty (480) hours
  - b. From twenty (20) to twenty three (23) years of service with the city- Three hundred (300) hours.
  - c. Over twenty four (24) years of service with the city- Two hundred (200) hours.

12. Effective December 1, 2019, members who were actively employed by the City shall receive a one-time stipend in the amount \$750.00 for weapon maintenance which was incurred in calendar year 2019.

FOR PBA LOCAL 42



Timothy Hubert  
PBA President

FOR THE CITY OF LINDEN



Derek Armstead  
Mayor