

LPSOA MOU
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.

	Effective and Retro to January 1, 2019
Sergeant 4/4	
Upon Promotion	\$113,518.00
Step 1	\$116,581.00
Step 2	\$124,315.00
Sergeant 4/3	
Upon Promotion	\$116,968.00
Step 1	\$120,031.00
Step 2	\$127,765.00
Lieutenant 4/4	
Upon Promotion	\$129,854.00
Step 1	\$132,407.00
Step 2	\$137,584.00
Lieutenant 4/3	
Upon Promotion	\$133,350.00
Step 1	\$135,857.00
Step 2	\$141,304.00
Captain 4/3	
Upon Promotion	\$156,943.00

2. Effective January 1, 2019, Sergeants and Lieutenants assigned to a 4/4 Work Schedule in the Uniformed Services Patrol Division and who do not receive mobile phone compensation, shall have their pensionable base pay increased by three thousand two hundred and fifty (\$3,250.00) dollars to compensate them for their shift commander responsibilities. That amount is included in the above salary guide and is not subject to compounding. *Upon ratification of this agreement by the City Council any Sergeant or Lieutenant who is currently receiving both the 4/4 and 4/3 Work Schedule Stipends will not be obligated to return any monies that they have already been paid back to the City.*
3. Effective January 1, 2019 any Sergeant or Lieutenant assigned to a 4/3 Work Schedule and/or is assigned as a Professional Standards Supervisor, Investigative Division Supervisor, Support Services Supervisor, Central Dispatch Supervisor, Traffic Bureau Supervisor, SWAT/CIPU Supervisor or Deputy

Uniformed Services Division Commander who carries a City issued mobile phone shall have their pensionable base pay increased by six thousand seven hundred (\$6,700.00) dollars. That amount is included in the above salary guide and is not subject to compounding.

4. Effective January 1, 2019 Captains will have seven hundred and fifty (\$750.00) dollars added into their base pay. That amount is included in the above salary guide.
5. 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 and their eligible dependents will receive medical and prescription benefits upon retirement with the sole cost of same to be borne by the City. Upon 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, 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 and their eligible dependents. 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.
6. Effective January 1, 2019 Senior officer pay shall be as follows:

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

7. Effective and retroactive to December 31, 2019 any Sergeant or Lieutenant assigned 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.

8. 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 Chief's Office by April 1st of their intention to cash in time and payment shall be issued in the second check in September.
 - a. For year 2019- Notification to the Chief's 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 calendar year 2020 only- Notification to the Chief's Office will take place upon ratification of this agreement by the City Council and will be payable in the second check of September.
9. 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. From twenty four (24) or more years of service with the City- Two hundred (200) hours.

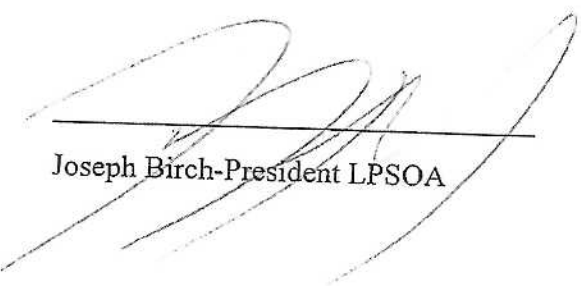
10. Effective December 31, 2019, any unit member with ninety (90) days of accumulated sick leave or more has the option of selling back sick time to the City of Linden on an annual basis, as follows:

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 in 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.
11. The City shall make a good faith effort to send, at its cost, at least one (1) unit member per calendar year to the FBI National Academy, West Point Command and Leadership Academy or equivalent.
 12. Delete- Effective January I, 2016, unit members who have accrued twenty five (25) years of service with the City shall not be eligible to receive tuition and book reimbursement.
 13. A Uniform Committee shall be established to review the Uniform of the Day and to determine if any changes shall be made to same. The committee shall consist of no more than two (2) members representing Police Administration and two (2) chosen by the LPSOA Board. Said committee shall be in majority agreement prior to any changes in the uniform being made. Should the committee decide upon a uniform change, all unit members shall be notified of the change(s) no less than sixty (60) days prior to the beginning of the year that any changes are to take place.
 14. 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.
 15. Unit members may utilize sick days in one half (1/2) day increments.



Derek Armstead- Mayor of Linden



Joseph Birch-President LPSOA