

**MEMORANDUM OF AGREEMENT**

**TOWNSHIP OF OLD BRIDGE**

**AND**

**OLD BRIDGE CAPTAINS ASSOCIATION  
FOP LODGE 22**

The negotiations committees of the Township of Old Bridge and the FOP Lodge 22 Captains agree to the terms of this Memorandum of Agreement as set forth below:

**ARTICLE V  
SALARIES**

1. Eliminate Step 1 on the salary guide and renumber the salary guide.
2. Salary increases as follows:

2017: 2%  
2018: 1%  
2019: 2%  
2020: 2%  
2021: 2%

3. Any employee holding the title of Captain as of July 1, 2017 and not at Step 4 shall be moved to Step 4 retroactive to January 1, 2017. Employees holding an acting title of Captain shall not be afforded the step movement.

**ARTICLE VIII  
VACATION**

1. Add new Section C: All vacation time shall be prorated during the last year of employment. As of January 1, the officer shall be afforded thirteen (13) vacation days and one (1) vacation day thereafter for each month worked.

**ARTICLE X  
SICK LEAVE AND BEREAVEMENT LEAVE**

1. Add the following to Section A, 4, a: Employees hired on or after May 21, 2010 shall not be afforded any payment or compensation for unused sick days during their employment with the Township in compliance with N.J.S.A. 40A:9-10.4.
2. Add the following to Section A, 4, a: If an employee seeks to get a payout upon retirement with only a two (2) year payout period, such employee shall give advance notice of retirement not later than October 1 of the year preceding retirement.

**ARTICLE XI  
HEALTH AND DISABILITY**

1. Delete Section A, 1, a (1)/(2)/(3) in its entirety and renumber Article XI.

2. Add the following to Section 2:

All employees hired on or after January 1, 2018 shall be afforded retiree health benefits until the age of 65 or becoming Medicare eligible, whichever is first. All employees hired on or after January 1, 2018, upon becoming Medicare eligible or becoming age 65, the Township of Old Bridge shall no longer provide retiree health benefits (neither primary and/or secondary health benefits).

2. Delete Section 3 in its entirety and renumber Article XI.

3. Add the following to Section 4:

- Effective January 1, 2018 or when all of the Township's bargaining units successor collective negotiations terms and conditions are ratified, Brand Name prescription copay shall be increased to \$25.00.

3. **Delete the following from Section A, 4:** “\*It is understood and agreed that all employees shall be required to contribute toward the cost of coverage in accordance with and as required by the Laws of New Jersey, 2011, Chapter 78” **and replace with the following:** “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.”

**ARTICLE XIX  
OUTSIDE EMPLOYMENT AND ACTIVITIES**

1. Delete Section D and revise as follows:

“All outside employment shall be listed with the Chief of Police and the Human Resource Office. The information provided to the Chief of Police and Human Resource Office shall include the officer's name and address, the employer's name and address, and the officer's work schedule.”

**ARTICLE XXX  
TERM AND RENEWAL**

The term of the agreement shall be from January 1, 2017 through December 31, 2021.

1. 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 FOP Lodge 22 Captains.
2. All parties agree to recommend these terms and conditions to their respective constituents for ratification.
3. All proposals which are not included in this Memorandum of Agreement shall be deemed withdrawn by both parties.

**Township of Old Bridge**

**FOP Lodge 22 Captains**

Fluennet Lee  
Adj Business Administrator  
CFO  
DIRECTOR OF FINANCE

Capt. [Signature]  
Capt. [Signature]

Dated: 7-10-17

Dated: 7-10-17