

RESOLUTION

WHEREAS, the Governing Body has reached an Agreement with the Superior Officers Association with regard to a final negotiated settlement of a new contract for the period of January 1, 2013 to December 31, 2015 between said union and the Borough of South River.

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED by the Mayor and Council of the Borough of South River that the said Agreement with Superior Officers Association for the period of January 1, 2013 to December 31, 2015 is approved.

BE IT FURTHER RESOLVED that the appropriate Borough Officials are hereby authorized to execute the same on behalf of the Borough of South River.

DATED: DECEMBER 16, 2013

/s/ Thomas Roselli
Councilmember

/s/ Peter Guindi
Councilmember

ROLL CALL VOTE

YEAS: Guindi, Haussermann, Hutchison, Jones, Roselli, Vaughn
NAYS: None

CERTIFIED COPY OF THE ORIGINAL
FILED IN THE OFFICE OF THE
BOROUGH CLERK, SOUTH RIVER, N.J.

DATED 12/18/13

PATRICIA E. O'CONNOR, RMC
BOROUGH CLERK

POLICE CHIEF
SOA
PAYROLL
BA
FILE

MEMORANDUM OF AGREEMENT

The Borough of South River, South River, New Jersey (hereinafter called the "Borough" or "Employer") and South River Superior Officers Association (hereinafter called the "Association") hereby agree to this Memorandum of Agreement with respect to a successor collective bargaining agreement between the parties. This Agreement is subject to ratification of the parties. The parties agree to recommend ratification of this Agreement to their respective membership (the Borough Council and the Association members, respectively).

The terms of the Memorandum are as follows:

1. **Duration:** January 1, 2013 – December 31, 2015.
2. **XTO:** XTO Cap increased from 144 hours to 156 hours.
3. **Personal days:** One additional personal day shall be added for a total of 8 (eight hour) personal days.
4. **Sick Time Buyout:** All Superior Officers employed by the Borough as of the date of this Memorandum of Agreement shall be permitted to accumulate sick leave, which shall be paid upon death or retirement up to a maximum of \$30,000. Officers that are promoted into the SOA after the date of this Memorandum of Agreement shall be permitted to accumulate sick leave, which shall be paid upon death or retirement up to a maximum of \$15,000.
5. **Medical Benefits:**
 - a. Section B will be replaced with:

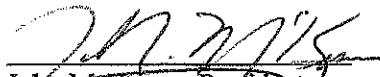
Effective January 1, 2013, all employees shall be required to contribute towards the cost of the premium for all health insurance provided under this article pursuant to Public Law 2011, Chapter 78, and in no instance will the contributions for all health insurance received under this Agreement be less than 1.5% of his/her salary.
 - b. The following provision will be added:

Employees currently receiving Borough-paid medical and prescription insurance, and who have proven alternative health coverage, may elect to forego participation in the Borough provided medical and prescription insurance coverage. Employees who make such an election will receive an annual lump sum payment equal to 25% of the least expensive medical plan the employee is eligible to select, up to a maximum of \$4,000, whichever is lesser.
6. **Wages:** - In accordance with the Salary Guide Attached. All wage increases are effective (and retroactive to, where applicable) January 1 of the year listed on the Salary Guide.

7. **Holidays:** The Day after Thanksgiving shall be added as a Holiday and General Election Day shall be removed as a Holiday.
8. **Association Attendance at Negotiations:** The number of Association members permitted to attend collective bargaining negotiations with the Borough and be paid for such attendance, shall be equal to the number attending on behalf of the Borough.
9. **Vacation Carryover/Buyout:** Employees shall be permitted to carry over a maximum of 5 unused vacation days into the following year. However, such vacation days must be used by no later than March 31st of that year or by such other date as determined and approved by the Chief of Police. Employees may elect to sell back up to 5 vacation days each year, subject to the approval of the Borough Council.


South River Superior Officers Association

BOROUGH OF SOUTH RIVER


John McKenna, President


Frederick C. Carr, Administrator


Michael Kucharski, Vice Pres.


Joseph Zanga, CFO

South River S.O.A.
Salary Guide

LIEUTENANT

2013	2014	2015
\$125,951	\$128,470	\$131,040

SERGEANT

STEP	2013	2014	2015
After 20	\$116,796.17	\$119,132.09	\$121,514.73
After 15	\$114,506.05	\$116,796.17	\$119,132.09
After 10	\$112,365.76	\$114,613.07	\$116,905.33
After 6	\$110,225.45	\$112,429.95	\$114,678.54
Initial	\$107,015.00	\$109,155.30	\$111,338.40

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