



*Township of Middletown*

February 15, 2022

**TOWNSHIP OF MIDDLETOWN AND PBA LOCAL 124**

**MEMORANDUM OF AGREEMENT**

**JANUARY 1, 2021 THROUGH DECEMBER 31, 2022**

This Memorandum of Agreement ("Agreement") is made by and between the Township of Middletown (the "Township") and PBA Local 124 (the "PBA").

WHEREAS, the Township and the PBA were parties to a collective negotiations agreement ("CNA") with a term of January 1, 2018 through December 31, 2020; and

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

WHEREAS, the Township and PBA have reached an agreement as set forth below for a two-year CNA for the period January 1, 2021 through December 31, 2022; and

WHEREAS, the negotiating committees for the Township and the PBA agree to recommend this Agreement for approval and ratification, respectively;

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

1. There shall be no salary increases for 2021, other than normal step progression pursuant to the terms of the collective negotiations agreement.
2. For Calendar Year 2022, there shall be a 4.25% increase to the salary guide in effect as of December 31, 2020, retroactive to January 1, 2022 and a one-time lump sum payment of \$750. To be eligible for retroactive pay and the lump sum payment, a covered employee must have been employed as of January 1, 2022, and remain an active employee in good standing as of the date of ratification by the PBA membership and approval by the Township Council, whichever occurs later.

December 31, 2020

January 1, 2022

4.25% Increase

Academy	\$41,937	\$43,719
1	\$50,833	\$52,993
2	\$54,584	\$56,904
3	\$59,708	\$62,246
4	\$66,087	\$68,896
5	\$71,524	\$74,564
6	\$77,119	\$80,397
7	\$82,870	\$86,392
8	\$88,883	\$92,661
9	\$96,202	\$100,291
10	\$103,522	\$107,922
11	\$113,102	\$117,909
12	\$121,429	\$126,590
13	\$131,326	\$136,907

Other than changes necessary to implement this economic agreement, all other provisions in the CNA that expired as of December 31, 2020 will remain in effect through December 31, 2022, except as modified by law or regulation, or until a successor contract is ratified.

2. In consideration for the acceptance of the above economic settlement, the Township and the PBA agree to hire an economic professional (or professionals) with expertise in law enforcement compensation and bargaining agreements agreeable to both parties to undertake a comprehensive study of the current CNA, relevant economic conditions and any other factor deemed necessary. The cost of said professional(s) shall be borne solely by the PBA. The Township and the PBA shall work together in good faith with the goal of identifying an economic professional and contracting for said professional no later than March 15, 2022, subject to any approvals necessary by the Township Committee. The professional and will be tasked to provide an assessment report and recommendations for a collective negotiations agreement effective January 1, 2023, that provides a contractual path forward that balances the needs of the Township in providing excellent law enforcement for its citizens and providing fair compensation and benefits for our police force taking into account factors including, but not limited to, the market, the Township's tax base, budgetary requirements and restraints and any other factors deemed relevant. Said professional(s) will be tasked to provide this report and recommendation

by no later than September 15, 2022. The Township and the PBA agree that the professional's report and recommendations shall be non-binding on either party.

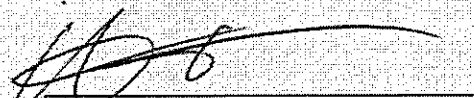
3. Any member of this unit that retires between January 31, 2022 and December 31, 2022 will receive any retirement benefit changes that might be negotiated in the contract that takes effect on January 1, 2023. For example, if healthcare contributions in retirement are capped or reduced in the successor contract, those 2022 retirees would pay those lowered contributions beginning January 2023 or whenever the successor contract goes into effect. Likewise if, for example, healthcare contributions in retirement are increased in the successor contract, those 2022 retirees would pay those higher contributions beginning January 2023 or whenever the successor contract goes into effect. There is no guarantee given, however, that any retiree benefit will change in the successor contract.

4. All other proposals by the Township and by the PBA are deemed to be withdrawn.

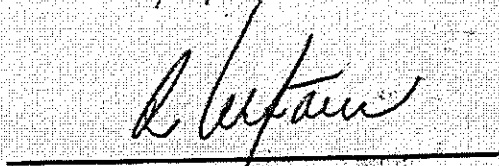
5. DURATION: January 1, 2020 through December 31, 2022.

6. This Agreement is subject to ratification by the PBA membership and the Township Committee.


FOR PBA LOCAL 124

  
\_\_\_\_\_  
PBA PRESIDENT

Dated: 2/2/22

  
\_\_\_\_\_  
STATE DELEGATE

FOR THE TOWNSHIP OF MIDDLETOWN

  
\_\_\_\_\_  
ANTHONY MERCANTANTE  
TOWNSHIP ADMINISTRATOR

Dated: 2-22-2222

**RESOLUTION NO. 22-91  
TOWNSHIP OF MIDDLETOWN  
COUNTY OF MONMOUTH**

**Resolution Ratifying Memorandum of Agreement (“MOA”) With PBA Local 124**

WHEREAS, the Township of Middletown (the “Township”) and PBA Local 124 (the “Union”) were parties to a Collective Bargaining Agreement (“CBA”) covering the period from January 1, 2018 through December 31, 2020; and

WHEREAS, the Township and the Union have been engaged in good faith negotiations for the purpose of reaching terms and conditions for a successor CBA; and

WHEREAS, the Township’s and the Union’s negotiating teams have recommended ratification of an MOA establishing new CBA terms and conditions covering the period of January 1, 2021 through December 31, 2022, and the Union having already ratified the same.

**NOW, THEREFORE, BE IT RESOLVED** by the Township Committee of the Township of Middletown in the County of Monmouth, State of New Jersey that the MOA amending and supplementing the CBA with PBA Local 124 for the period of January 1, 2021 through December 31, 2022 is hereby ratified by the Township pursuant to the terms and conditions of the MOA annexed hereto and made part hereof.

**BE IT FURTHER RESOLVED** by the Township Committee of the Township of Middletown in the County of Monmouth, State of New Jersey that the Mayor and Township Clerk are hereby authorized and directed to execute the ratified MOA annexed hereto and made part hereof on behalf of the Township along with revisions to the CBA reflecting the same.

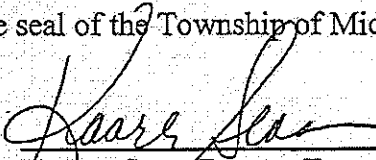
**MIDDLETOWN TOWNSHIP COMMITTEE**

Committee Member	Approved	Opposed	Recuse	Absent
R. Clarke	X			
R. Hibell	X			
K. Kratz	X			
K. Settembrino				X
Mayor Perry	X			

**CERTIFICATION**

I, Kaaren Sena, Deputy Township Clerk of the Township of Middletown, hereby certify the foregoing to be a true copy of a resolution adopted by the Middletown Township Committee at their meeting held February 22, 2022.

WITNESS, my hand and the seal of the Township of Middletown this 22<sup>nd</sup> day of February 2022.

  
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 Kaaren Sena, Deputy Township Clerk