

**Memorandum Of Agreement
Between
The Township of West Orange
West Orange PBA Local 25 Superior Officers Association
August 7, 2022**

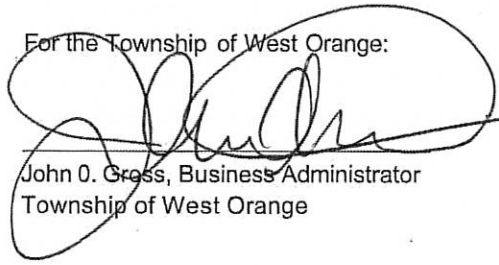
The negotiation committees of the Township of West Orange, New Jersey and West Orange PBA Local 25 Superior Officers Association agree to the terms of this Memorandum of Agreement, as set forth below.

All other language in the contract that expires December 31, 2022 shall continue in the new contract and will remain the status quo except the following:

1. Duration: January 1, 2023 through December 31, 2023
2. All base salaries will increase by 3% effective January 1, 2023 (see attached salary guide).
3. The parties acknowledge that these terms and conditions are subject to ratification.
4. All parties agree to recommend these terms and conditions to their respective constituents for ratification.
5. All issues agreed to herein shall be incorporated in the new agreement.
6. All issues not mentioned herein are withdrawn for consideration in this agreement except as set forth in paragraph 8, below.
7. All other terms and conditions of the parties 2018-2022 CNA remain in effect in 2023.
8. The terms of this MOA shall not impact or otherwise apply to any and all grievances, unfair practice charges, appeals or other matters currently pending, which shall include but not be limited to the ongoing grievance proceeding before Arbitrator Gwin and/or the Unfair Practice Charges docketed at PERC as CO-2023-010 and CO-2023-011, which, among other things, demand negotiations regarding on-call compensation and terms.


Signatures: Dated August 7, 2022

For the Township of West Orange:



John O. Gross, Business Administrator
Township of West Orange

For the SOA:



Michael Cassidy, President
West Orange PBA Local 25 Superior Officers Association



Proposed Salary Guide for 2023 Extension													
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM STEPS	
Police Captain													
PS10020	0.0%	1/1/2018	12/31/2018	121,937								130,823	1
PS10020	0.0%	1/1/2019	12/31/2019	121,937								130,823	1
PS10020	1.5%	1/1/2020	6/30/2020	123,766								132,785	1
PS10020	1.5%	7/1/2020	12/31/2020	125,623								134,777	1
PS10020	1.5%	1/1/2021	6/30/2021	127,507								136,799	1
PS10020	1.5%	7/1/2021	12/31/2021	129,420								138,850	1
PS10020	3.0%	1/1/2022	12/31/2022	133,302								143,016	1
PS10020	3.0%	1/1/2023	12/31/2023	137,301								147,306	1
Police Lieutenant													
PS10030	0.0%	1/1/2018	12/31/2018	107,907								115,773	1
PS10030	0.0%	1/1/2019	12/31/2019	107,907								115,773	1
PS10030	1.5%	1/1/2020	6/30/2020	109,525								117,510	1
PS10030	1.5%	7/1/2020	12/31/2020	111,168								119,272	1
PS10030	1.5%	1/1/2021	6/30/2021	112,836								121,061	1
PS10030	1.5%	7/1/2021	12/31/2021	114,528								122,877	1
PS10030	3.0%	1/1/2022	12/31/2022	117,964								126,564	1
PS10030	3.0%	1/1/2023	12/31/2023	121,503								130,361	1
Police Sergeant													
PS10040	0.0%	1/1/2018	12/31/2018	96,349								102,459	1
PS10040	0.0%	1/1/2019	12/31/2019	96,349								102,459	1
PS10040	1.5%	1/1/2020	6/30/2020	97,795								103,996	1
PS10040	1.5%	7/1/2020	12/31/2020	99,262								105,556	1
PS10040	1.5%	1/1/2021	6/30/2021	100,751								107,139	1
PS10040	1.5%	7/1/2021	12/31/2021	102,262								108,746	1
PS10040	3.0%	1/1/2022	12/31/2022	105,330								112,008	1
PS10040	3.0%	1/1/2023	12/31/2023	108,490								115,369	1

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Proposed Salary Guide for 2023 Extension													
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM STEPS	
Police Officer													
PO10020	0.0%	1/1/2018	12/31/2018	55,076	59,619	64,162	68,705	73,249	77,792	82,335	86,878	91,421	8
PO10020	0.0%	1/1/2019	12/31/2019	55,076	59,619	64,162	68,705	73,249	77,792	82,335	86,878	91,421	8
PO10020	1.5%	1/1/2020	6/30/2020	55,902	60,513	65,125	69,736	74,347	78,958	83,570	88,181	92,792	8
PO10020	1.5%	7/1/2020	12/31/2020	56,741	61,421	66,102	70,782	75,462	80,143	84,823	89,504	94,184	8
PO10020	1.5%	1/1/2021	6/30/2021	57,592	62,342	67,093	71,844	76,594	81,345	86,096	90,846	95,597	8
PO10020	1.5%	7/1/2021	12/31/2021	58,456	63,278	68,099	72,921	77,743	82,565	87,387	92,209	97,031	8
PO10020	3.0%	1/1/2022	12/31/2022	60,209	65,176	70,142	75,109	80,076	85,042	90,009	94,975	99,942	8
PO10020	3.0%	1/1/2023	12/31/2023	62,016	67,131	72,247	77,362	82,478	87,593	92,709	97,825	102,940	8
Police Officer Training Step													
PO10030	0.0%	1/1/2018	12/31/2018	44,806								44,806	0
PO10030	0.0%	1/1/2019	12/31/2019	44,806								44,806	0
PO10030	1.5%	1/1/2020	6/30/2020	45,478								45,478	0
PO10030	1.5%	7/1/2020	12/31/2020	46,160								46,160	0
PO10030	1.5%	1/1/2021	6/30/2021	46,853								46,853	0
PO10030	1.5%	7/1/2021	12/31/2021	47,555								47,555	0
PO10030	3.0%	1/1/2022	12/31/2022	48,982								48,982	0
PO10030	3.0%	1/1/2023	12/31/2023	50,452								50,452	0