

**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**TOWNSHIP OF SOUTH BRUNSWICK**  
**AND**  
**FOP LODGE 51**

**AGREEMENT** made this 21<sup>st</sup> day of NOVEMBER, 2018 by and between the Township of South Brunswick (herein the Township) and FOP Lodge 51 (herein the FOP).

**WHEREAS**, the Township and the FOP are parties to a collectively-negotiated agreement (herein the CNA), covering the period January 1, 2015 through December 31, 2018; and

**WHEREAS**, the parties have engaged in good-faith negotiations concerning terms and conditions for a successor CNA; and

**WHEREAS**, the parties have reached agreement on said terms and conditions for a new CNA subject only to ratification by the FOP membership and approval by the Township's governing body; and

**WHEREAS**, the members of both negotiating committees unanimously agree to recommend ratification and approval;

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

1. Except as herein modified, the terms and conditions of the 1/1/2015 – 12/31/18 Agreement between the Township and the FOP shall remain in full force and effect.

2. Term. The new Agreement shall be for a period of 4 years from January 1, 2019 through December 31, 2022.

3. Salaries.

A) During the term of the new Agreement, there will be salary increases as follows:

1) Effective 1/1/2019 - 4.0%

2) Effective 1/1/2020 - 4.0%

3) Effective 1/1/2021 - 4.0%

4) Effective 1/1/2022 - 4.0%

B) The Corporal rate shall be no less than 7.5% above Patrol Officer First Class.

C) Quasi duty rate shall be \$65.00 per hour, effective 1/1/2019 and reference to Administration Fee shall be removed.

4. Article V. Longevity.

A) Change to read as follows:

All employees who have continued service as defined under paragraph D of this Article shall receive the following longevity:

At the start of 5 years of continuous service, an annual payment of \$1,500.

At the start of 10 years of continuous service, an annual payment of \$3,500.

At the start of 15 years of continuous service, an annual payment of \$5,000.

At the start of 20 years of continuous service, an annual payment of \$7,500.

B) Change to read as follows:

Payment shall start on January 1<sup>st</sup> of the year in which they meet the time requirements list in paragraph A.

5. Insurance. Effective in the first year of the new Agreement, the employee contribution for health benefit insurance will be modified to implement Tier 2 to replace Tier 4 not to exceed 6% of the employee's salary. These adjustments will apply to active employees. Officers who qualify for health benefit coverage in retirement shall not be required be pay for health coverage in retirement.

6. Article VI. Hours of Work and Overtime Scheduling.


A) At the end of Section A2 add "The Work Schedule is subject to change at the discretion of the Chief, either in whole or in part, based on the operational needs of the Department. Except in case of emergency, the Chief will give the FOP 30-days advance notice of any schedule changes."

B) Section C2 – Eliminate \$5,000.00 OT for Captains.

**IN WITNESS WHEREOF** the parties have set their hands and seal this \_\_\_ day of

\_\_\_\_\_ 2018

**FOP LODGE 51**



---

**TOWNSHIP OF SOUTH BRUNSWICK**



---

BERNARD P. HVOZDOIC, JR.  
TWP MANAGER

S:\MJF\FTD\South Brunswick, Township of\FOP\MOA - FOP Lodge 51.docx