

**MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWNSHIP OF JEFFERSON
AND
PBA LOCAL # 190**

The Township of Jefferson and PBA Local # 190 agree to following modifications to the January 1, 2021 to December 31, 2025 Collective Negotiations Agreement, subject to ratification:

1. Article 5.A. – Holidays

Revise to reflect a total annual holiday be 88 hours (increase from 72)

2. Article 7.A. – Sick Leave (Deferred Compensation)

In accordance with N.J.S.A. 11A::6-19.2, change the following: “Upon termination of employment, in good standing” to “Upon retirement from employment in good standing.”

3. Article 8 and Article 23 Schedules A and B – Salaries and Wages (Five Year Proposal) shall be modified as follows-

	Schedule A	Schedule B
January 1, 2021	2%	2%
January 1, 2022	2%	2%
January 1, 2023	2%	2%
January 1, 2024	2%	2.25%
January 1, 2025	2%	2.25%

4. Article 9 – Police Schools and Meetings

The parties agree to modify the current language to reflect the following changes:

FTO Manager (1 officer only) assigned by the Chief will receive a \$1,500 stipend.

If instructing at the Police Academy (Instructing class)

- If instructor is working days – that is your daily assignment and must return to JTPD for remainder of shift.
- If instructor is working nights – the instructor is given off the previous night at 23:00 hours (if applicable) and then given off the night being that the daily assignment was that day.
- If instructor is off – Compensation at half day of instruction 4-hours of paid overtime, CTO or STO / Full day of instruction paid overtime, CTO or STO not to exceed 8-hours.

If instructing at JTPD

- Range Instructor (12-hour block of instruction)
 - Working days – daily assignment
 - Working nights – same as MCPA
 - Off – compensated days for day (12 hours STO)
- CPR/First Aid/Baton etc. (4-hour block of instruction)

- Working days
- Working nights
- Off or outside of daily assigned hours – Overtime or STO for length of instruction
- All other blocks of instruction (Ex. Sovereign, Explosive)
 - Same as outlined in 4-hour block of instruction
- Field Training Officers (FTO)
 - Recruit works 12 pm – 12 am
 - Day FTO gets recruit 12 pm to 6/7 pm – Compensated 1 – hour STO
 - Night FTO gets recruit 6/7 pm to 12 am – Compensated 1 – hour STO
- Corporals/Officers in Charge.

The Corporal or Officer in Charge serving on each of the 4 patrol squads shall be compensated 2 days off (24 hours) each year that must be used within that calendar year.

The current 6 Corporals will continue to serve Corporals and receive the 2 days off referenced above until such time each has either retired, been promoted to Sergeant, been transferred and is no longer the Senior Officer in their newly assigned position.

When a Corporal has vacated his Corporal position in one of the 4 patrol squads, the senior officer shall service as the Officer in Charge. The title of Corporal will no longer be utilized in the police department organizational structure.

STO will not carry over and must be used in the calendar year it was accumulated.

The meal allowance shall be increased from \$10.00 to \$12.00 and the overnight meal allowance shall be increased from \$30.00 to \$35.00.

5. Article 10 – Clothing and Maintenance Allowances

The uniform allowance shall be increased to \$850.00 per year, \$425 to be paid by January 15th and \$425 to be paid by June 15th of each year. Allowance will be paid directly to the member of service.

6. Article 16 – Medical Coverage

The parties agree to delete final paragraph of Article 16 and replace with the following:

Officers shall be required to pay the following portions of their medical premiums:

All active employees shall contribute to his/her medical benefits at the Tier IV rates set forth in Chapter 78, P.L. 2011.

During the term of this Agreement, any retiree that had fifteen (15) years of creditable service in the New Jersey Police and Firemen’s Retirement System and qualifies for retirement medical coverage shall contribute 7.5% of the total medical premiums as a contribution to his/her

medical benefits during retirement. Thereafter, and effective January 1, 2026, all retirees that qualify for retirement medical coverage shall contribute to his/her medical benefits at the Tier IV rates set forth in Chapter 78, P.L. 2011 during retirement.

7. Article 21 – Grievance Procedure

The parties agree to modify the current language to reflect the following changes:

In Paragraph A, change from 120 hours to 7 business days.

In Paragraph B, add “If no satisfactory agreement is reached within 5 business days after step A, the grievance shall be submitted to the Captain. A copy of the grievance will be provided to the Chief of Police.

New Paragraph C change as follows: if no satisfactory agreement is reached within 5 business days after step B, the grievance shall be submitted to the Chief of Police, with a copy to the Public Safety Director.

New Paragraph D change as follow: if no satisfactory agreement is reached, the Officer may then request a conference with the Chief of Police after 3 business days.

New Paragraph E change as follow: If there is no agreement reached by both sides at step D, the Director of Public Safety shall have 10 business days to submit his/her decision in writing, after Step A through D have been followed and the Director of Public Safety has been apprised in writing of the decision to Step D.

Paragraph E change to F

Paragraph F change to G

Paragraph G change to H and change 10 days to 10 business days.

Paragraph H changes to I

Paragraph I changes to J

8. Article 27 Term of Agreement

The new Agreement shall be for a term of five (5) years, from January 1, 2021 to December 31, 2025.

(Term of Agreement shall be the final article.)

9. Article 28 – Body Armor

Increase body armor allowance to actual cost of the department-chosen vest and vest carrier.

Effective January 1, 2021, the Township is responsible for fitting, issuing and purchasing body armor, including the chosen outer-carrier described in the JTPD uniform policy.

TOWNSHIP OF JEFFERSON

Selma Melikian

Dated: 4/1/21

PBA LOCAL 190

[Signature] #CP

Dated: 4/1/21