

## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning Jan. 1, 2016 thru Dec. 31, 2017 (MOA - Ridgewood PBA Local 20 and Ridgewood Superior Officers Association)

Employer: The Village of Ridgewood

County: Bergen

Date: October 22, 2018

Name: Heather A. Mailander  
Print Name

Title: Village Manager/Village Clerk

Heather A. Mailander  
Signature

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement represents a complete and final understanding between the Village of Ridgewood and Ridgewood PBA Local 20 and Ridgewood Superior Officers Association for the period of January 1, 2016 through December 31, 2017.

1. Wages:

2016            0%

2017            0%

2. Article 7.00 – Work Day, Work Week and Overtime

Paragraph 7.06 is amended to say:

Effective upon the signing of the collective bargaining agreement, the extra duty rate for police personnel working for outside vendors on extra duty basis shall be \$95.00 per hour.

3. A new sentence is added to 7.05 as follows:

Effective upon the signing of this agreement, employees will only receive compensatory time for two range required days.

4. Article 17.00 – Longevity

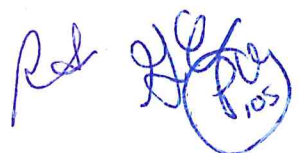
A new 17.04 is added as follows:

Employees hired after March 1, 2016 shall receive longevity under the following schedule:

Completion of 4 years            1%

Completion of 8 years            2%

Completion of 12 years            3%



5. Add the following to Article 23.02

Employees hired after March 1, 2016, will have their sick leave pay at retirement capped at \$15,000.00, provided the employee has banked a full year's allotment of sick days.

6. Add the following to 27.11.

Effective January 1, 2016, employees shall make contributions pursuant to Chapter 78.

7. A new salary guide will be added to Appendix A reflecting for employees hired after March 1, 2016. They shall work a 13 Step Guide with equal distant steps between the starting salary of \$37,238.00 and \$137,886.00. (See attached guide)

RIDGEWOOD PBA LOCAL 20

By: \_\_\_\_\_

  
Peter Youngberg

Dated: 03/29/2016

VILLAGE OF RIDGEWOOD


By: \_\_\_\_\_

  
Roberta Sonenfeld

Dated: 3/29/16

RIDGEWOOD SUPERIOR OFFICERS ASSOC.

By: \_\_\_\_\_

 3-29-16  
Glenn Ender

Dated:

**POLICE OFFICERS HIRED AFTER JANUARY 1, 2016**

<b>Step #</b>	<b>1-1-2016 thru 12-31-2017</b>
1	\$37,238
2	\$45,625
3	\$54,012
4	\$62,399
5	\$70,786
6	\$79,173
7	\$87,560
8	\$95,947
9	\$104,334
10	\$112,721
11	\$121,108
12	\$129,495
13	\$137,886

*Handwritten signatures in blue ink.*