

MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE TOWNSHIP OF WEEHAWKEN AND WEEHAWKEN POLICEMEN BENEVOLENT ASSOCIATION LOCAL 15

- Salaries Police Union members will receive the following salary increases on their yearly base pay.
 - July-2014 2%
 - July-2015 2%
 - January-2016 0.50%
 - July-2016 2%
 - January-2017 1%
 - July-2017 2%

- 4 Days on 4 Days off (Continuing Current Practice)

- New Hires Prorating - sick and vacation for last year of service

- Court Time – 2 hours minimum then Hour for Hour at a rate of one and a half (1 ½) their normal hourly rate (Municipal & County & State Etc.)

- Three (3) steps for new promotions five (5%) percent increase per step.
 - 5% at the time of promotion
 - 5% 12 months from promotion
 - 5% 24 months from promotion
 - If officer is promoted to the next rank before all steps are completed that officer will automatically be given all remaining step increases before their new rank

- New Hires - Sick Days issued
 - Year 1 – 6 days per year
 - Year 2 – 7 days per year
 - Year 3 – 8 days per year
 - Year 4 – 9 days per year
 - Year 5 – 11 days per year
 - Year 6 – 13 days per year
 - Year 7 – 15 days per year

- New Promotions - Capping Base Vacation at 25 Per Year Regardless Longevity
 - Sergeants Base Vacation + 2 Days (Max of 27 Days) Per Year
 - Lieutenants Base Vacation + 3 Days (Max of 28 Days) Per Year

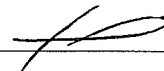
Union President

142

Date

07-15-15

Township Manager



Date

7-15-15

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- Captains Base Vacation + 5 Days (Max of 30 Days) Per Year
- No longevity until steps are completed – New hires
- Ability to switch to medical or prescription plan to equal or better coverage
- Prescription
 - Mandatory Generic - requires the member to pay the difference of the copay for brand name and generic (if generic is available) unless the prescription is dispensed as brand name medically required.
 - State Health Benefit Prescription Plan (SHBP - PBA Proposed Plan)
 - Copay
 - Generic \$ 3.00
 - Brand Name \$ 10.00
 - Mail Order 90 Day supply
 - Generic \$ 5.00
 - Brand Name \$ 15.00
- Sick Incentive
 - January 1 to May 31 - \$250
 - June 1 to September 29 - \$1000
 - October 1 to December 31 - \$250
- Reword Bereavement language in current contract
- Clothing Maintenance Allowance
 - Increase from \$740 to \$1000 Pensioned or Non Pensioned \$1100 a year after second year phase in. This is pursuant to the state allowing the township to enter the CMA in the Pension. **Police Union must vote on this clause**

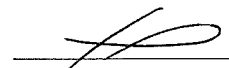
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Compensation Hours

- Compensation Hours for Detectives for on call weekend status – 8 Hours a Month these compensation hours will be used in accordance with department policy. At retirement these “On Call Compensation hours” will be paid out at a rate of 50%.
- The Ability to use Compensatory/Vacation Hours during a shift if it does not create overtime or bring the number of police officers on road patrol below 3. These hours are to be requested at a minimum of 4 hours, if the request is made and there are less than 4 hours left in their shift the request may be honored at an hour for hour basis. These requests are at the discretion of the Director of Public Safety or his designee. This Clause will expire at the end of this contract
- Compensation Hours for officers working midnight shift (Does not apply to Captains)
This Clause will expire at the end of this contract
 - 0 to 5 Years – Zero Per Year
 - 5 to 10 Years – 10 Hours Per Year
 - 10 to 15 Years – 20 Hours Per Year
 - 15 Years + – 30 Hours Per Year

This incentive will be issued pro-rata to police officers in January & July Non-retroactive (I.e. officer with 6 years will get 5 hours in July and 5 Hours in January if the officer remains on Midnights)

Union President

HZ

Date

07-15-15

Township Manager

[Signature]

Date

7-15-15

