

MEMORANDUM OF AGREEMENT
between
the TOWN OF HARRISON and
HARRISON POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL NO. 22A
SUPERIOR OFFICERS' ASSOCIATION

THIS MEMORANDUM OF AGREEMENT is made this 4th day of February, 2020, by and between the TOWN OF HARRISON, a Municipal Corporation of the State of New Jersey ("Town"), with an address of 318 Harrison Avenue, Harrison, New Jersey, 07029-1796, and the HARRISON POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL NO. 22A Superior Officers' Association ("Association"), with an address of 318 Harrison Avenue, Harrison, New Jersey 07029-1796 (also collectively known as the "Parties").

Whereas, the Town and the Association have engaged in negotiations pursuant to New Jersey law for a new collective bargaining agreement (the "new CBA") between the Parties, as the current CBA expired December 31, 2019 (the "current CBA"); and

Whereas, the Town and the Association wish to enter into this Memorandum of Agreement (the "MOA") setting forth the terms for a successor (to be drafted) CBA for 2020-2023.

Now therefore, in consideration of the promises and agreements hereinafter contained and the payments hereinafter provided to be made, the Parties agree as follows:

1. Except as this MOA shall otherwise provide, the terms of the current CBA which expired December 31, 2019 shall continue.
2. The new CBA shall commence on January 1, 2020 and end December 31, 2023. Negotiations for a successor CBA covering the terms and conditions of employment for all sworn members of the Harrison Police Department Superiors ("Members") shall commence in 2023 pursuant to the rules of the New Jersey Public Relations Commission, but in no event later than September 15, 2023.
3. This Agreement shall replace the current CBA covering January 1, 2016 - December 31, 2019. As soon as possible after execution of this Agreement, a comprehensive new CBA incorporating all of the terms set forth below, as well as any operative terms and conditions of employment which are not set forth in the predecessor CBAs or this Agreement but otherwise agreed upon

by the Parties shall be drafted and executed by the Parties.

4. This Agreement is subject to ratification by the membership of the Association and the Town of Harrison Mayor and Council.
5. The following terms are agreed to between the Parties:
 - a. The CBA shall be for a 4-year period, commencing 1/1/2020 and ending 12/31/2023.
 - b. Salary increases shall be as follows:

<u>Superior Rank</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Lieutenant Step 2	134,708	138,749	142,912	147,556
Lieutenant Step 1	128,472	132,326	136,296	140,725
Sergeant Step 2	122,830	126,515	130,310	134,545
Sergeant Step 1	112,122	115,485	118,950	122,816

- I. Notwithstanding the foregoing, all Members shall receive the above-referenced raise for 2020 retroactive to January 1, 2020 (this shall not be applicable to Overtime earned before implementation of the new salary).

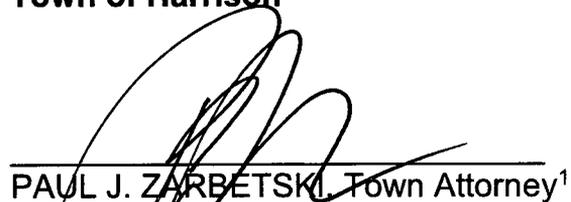
IN WITNESS WHEREOF, the Parties have caused this Agreement to be signed by their respective representatives.

Harrison PBA, Local No. 22A

Town of Harrison



PAUL YARZNBOWICZ, President



PAUL J. ZARBETSKI, Town Attorney¹

Dated: 2/4/2020

Dated: 2/4/20

¹ The signature of the Town Attorney is subject to ratification by the Town Council at the February 4, 2020 Town Meeting.