

## MEMORANDUM OF AGREEMENT

Agreement is hereby made, by and between the Borough of Eatontown and the Staff Officers of the Eatontown Police Department.

The Staff Officers of the Eatontown Police Department constitutes all employees currently employed by the Borough of Eatontown in the job classifications of lieutenant and captain. The Staff Officers and the Borough agree that the life of this Memorandum of Agreement will cover wages and fringe benefits for a four year period of 2016, 2017, 2018, and 2019.

The Borough and the Staff Officers agree to the following:

1. Staff Officers will receive and be afforded all benefits and negotiable terms and conditions of employment currently enjoyed by New Jersey Policeman's Benevolent Association, Inc., Local No. 305, as they are guaranteed in the collective bargaining agreement between the Borough and the Local, effective January 1, 2016 through December 31, 2019, with the exception of those articles which are specifically addressed in this Memorandum of Agreement. Those articles are as follows:

**Article 10 – Holidays** - During the term of this Agreement, each employee shall be entitled to five (5) days of holiday leave per annum. This leave is to be expended within the calendar year in which it is awarded and shall be taken off in accordance with present policy and procedure regulating time off requests. Furthermore, it is hereby acknowledged by all parties that any and all compensation for the remaining ten (10) recognized holidays is addressed in the per annum salaries included in this Agreement.

### **Article 22 - Longevity**

**Section 1** - During the term of this Agreement, each employee shall be paid, in addition to the per annum salaries provided for in this agreement, a longevity increment based upon years of continuous employment as a police officer for the Borough of Eatontown in accordance with the following schedule:

Length of Continuous Service	Percentage of Annual Salary
5 years	2%
10 years	4%
15 years	6%
20 years	8%
24 years	10%
29 years	12%

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**Section 2** - Employees hired on or after January 1, 1996 shall be entitled to a longevity increment based upon years of continuous employment as a police officer for the Borough of Eatontown in accordance with the following schedule:

LIEUTENANTS

Length of Continuous Service	Longevity Pay
5 years	\$1,550
10 years	\$3,100
15 years	\$4,650
20 years	\$6,200
24 years	\$7,750
29 years	\$9,300

CAPTAINS

Length of Continuous Service	Longevity Pay
5 years	\$1,650
10 years	\$3,300
15 years	\$4,950
20 years	\$6,600
24 years	\$8,250
29 years	\$9,900

**Section 3** - Longevity shall be paid with the regular pay check for all officers entitled to receive the benefit.

**Section 4**- Any employees hired on or after January 1, 2019 shall not be entitled to Longevity Pay.

2. Per Annum Salary Increases

<u>Jan 1, 2016- December 31, 2016</u> 2.0%	<u>January 1, 2017-December 31, 2017</u> 2.0%
<u>Jan 1, 2018-December 31, 2018</u> 2.0%	<u>January 1, 2019-December 31, 2019</u> 2.0%

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The foregoing represents the terms and conditions agreed to by the Borough and the Staff Officers of the Eatontown Police Department for the period of January 1, 2016 through December 31, 2019.

IN WITNESS THEREOF, the parties have set their hands and seals to this on this 23<sup>rd</sup> day of November, 2015.

BOROUGH OF EATONTOWN

  
\_\_\_\_\_  
George Jackson - Borough Administrator

Date: 11/23/2015

STAFF OFFICERS REPRESENTATIVE

  
\_\_\_\_\_  
Daniel Guthrie - Captain of Police

Date: 11-23-15