

MEMORANDUM OF AGREEMENT

Borough of Roseland

and

**Roseland Patrolman's Fraternal Order of Police, Roseland Lodge No. 184 and the
Roseland Superior Officers Lodge No. 184, Fraternal Order of Police**

The parties hereby agree to following changes to the 2007-2011 collective negotiations agreements to provide savings needed to avoid layoffs or demotions of Roseland Borough police officers and to extend the parties' agreement for a period of one year:

1. The Borough agrees that there will be no layoffs or demotions of Roseland Police Officers during calendar year 2011.
2. Effective immediately and retroactive to January 1, 2011 every Roseland Police Officer up to the rank of Captain shall pay 1.5% of their base salary towards the cost of health benefits. The retroactive portion of the contribution shall be spread out evenly over pay periods for the remainder of calendar year 2011.
3. All officers up to the rank of Captain shall pay back to the Borough of Roseland the full amount of the 2011 uniform allowance (\$1,200), provided for in Article XIV of the Patrolman's and Superior Officers Collective Negotiations Agreements, previously paid to the officers with said re-payment to be made by way of payroll deductions spread out evenly over pay periods for the remainder of calendar year 2011.
4. All officers up to the rank of Captain agree to give up seven (7) of the fourteen (14) eight-hour holidays (56 hours) provided for in Article X of the Patrolman's and Superior Officers Collective Negotiations Agreements for 2011. Officers shall be permitted to use, but not receive pay for, seven (7) holidays (56 hours) in 2011. Said

holidays shall be used pursuant to the regular procedures and requirements in place for utilizing Holiday time in the Roseland Police Department. As long as they select their holiday time in accordance with the regular procedures and requirements in place no officer will be denied the use of all her/his holidays by December 31, 2011.

5. In the event the Borough is forced to layoff or demote any Roseland Police officer prior to December 31, 2011, the Borough agrees to reimburse all officers covered by the collective negotiations agreements between the Borough and the FOP for the portion of the 1.5% contribution taken out during 2011 up until the date of the layoff(s) or demotion(s); reinstate the seven (7) holidays forfeited by the officers for calendar year 2011; and reimburse the officers for the amount of the uniform allowance repaid by the officers as of the date of the layoff(s) or demotion(s).
6. The parties agree to extend the current collective bargaining agreement for a period of one (1) year until December 31, 2012.
7. All Roseland Police officers will continue to pay the 1.5% contribution towards health insurance during 2012.
8. For the period from January 1, 2012 through December 31, 2012 all salary steps shall remain at their 2011 value without any increase, however officers shall continue to progress through the salary steps in accordance with the 2007-2011 collective negotiations agreement.
9. Effective January 1, 2012 the Borough agrees to reinstate the Pitman Schedule as set forth in and subject to the conditions contained in Article VII of the Patrolman's and Superior Officers' collective negotiations agreements.

10. All remaining provisions contained in the 2007-2011 collective negotiations agreement will remain unchanged for 2011 and will remain in effect for 2012.
11. The foregoing concessions are a one time offer for the purpose of helping the Borough to avert any layoffs and /or demotions. If the Township proceeds to layoff or demote any Roseland Police Officers on or before December 31, 2011 in spite of the concessions any and all affected employees will immediately receive, retroactively, reimbursement for any concessions made pursuant to the above. The concessions set forth in Paragraphs 3 and 4 above are only in effect for 2011. Effective January 1, 2012 the terms set forth in the parties' collective negotiations agreements regarding Holiday time and uniform allowance will go back into effect.

Borough of Roseland

FOP Lodge No. 184

By: _____
John Duthie, Mayor

By: _____
Ronald Stiffler, President

By: _____
Charles Ribauldo