

Original - Ken Gabbert
Original - Heather Mailander
Copy to: - PBA File
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Copy to: - Steve Sanzari, Finance 12-17-2010 CS

SIDE LETTER OF AGREEMENT

The VILLAGE OF RIDGEWOOD and RIDGEWOOD PBA LOCAL 20 and RIDGEWOOD PBA - SUPERIOR OFFICERS ASSOCIATION have agreed to the following terms to extend the current contract (present term January 1, 2009 through December 31, 2012) for an additional three (3) calendar years:

1. This Side Letter of Agreement shall extend the current contract (January 1, 2009 through December 31, 2012) for an additional term of January 1, 2013 through December 31, 2015.
2. The prior Agreement (January 1, 2009 through December 31, 2012) shall be extended in all terms and conditions except as specifically modified herein.
3. Wage rates for all Employees covered by the Agreements shall be as set forth in the attached Schedules to this Side Letter of Agreement.
4. Health Insurance Contribution. Active Employees hired prior to the execution of this Agreement shall continue to solely pay Twenty Dollars (\$20.00) per pay (Four Hundred Eighty Dollars (\$480.00) maximum annually) towards their health benefits as is provided in the current contract until December 31, 2012. These payments toward health benefits shall be eliminated on December 31, 2012. Effective January 1, 2013, the State mandated medical contribution (1.5%) amount will become effective for all active members.
5. In calendar years 2011, 2012, 2013, 2014 and 2015 only each

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member of the PBA/SOA shall take off twenty-four (24) hours of work without compensation. This time off shall be taken at the discretion of each Officer subject to prior Department approval. Where conflicts exist, the Chief shall have the discretion to determine who should be given the time off, based on operational reasons. The twenty-four (24) hours shall be taken prior to December 31 of each year. Hours taken off per this Agreement will in no way create overtime or additional costs to the Village. Any Officer not scheduling his/her twenty-four (24) hours of time off to be taken prior to November 30 of each year, shall be directed by the Chief of Police to take time off as selected by the Chief.

The Village shall have the right to assess each Officer an amount in a value of not more than two (2) hours of base compensation per month from January 1 of each year to December 31 of said year.

7. This Side Letter of Agreement is subject to ratification by both the PBA and SOA as well as the Village Council. Both Negotiation Committees agree to recommend ratification.

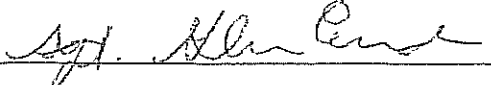
VILLAGE OF RIDGEWOOD

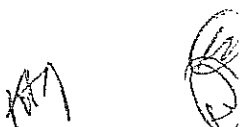
RIDGEWOOD PBA LOCAL NO. 20





RIDGEWOOD POLICE SUPERIOR
OFFICERS ASSOCIATION





Finance

Schedule A-1

Police Officers Hired Before 12/1/2010

	2.00%		1.25%		2.00%		1.25%		2.00%		0.50%	
	1/1/2013	12/30/2013	1/1/2013	12/30/2013	1/1/2014	12/30/2014	1/1/2014	12/30/2014	1/1/2015	12/30/2015	1/1/2015	12/30/2015
1st Six Months	\$ 49,273	\$ 49,889	\$ 49,889	\$ 50,887	\$ 51,523	\$ 51,523	\$ 52,553	\$ 52,816	\$ 52,553	\$ 52,816	\$ 52,553	\$ 52,816
2nd Six Months	\$ 53,357	\$ 54,024	\$ 54,024	\$ 55,105	\$ 55,793	\$ 55,793	\$ 56,909	\$ 57,194	\$ 56,909	\$ 57,194	\$ 56,909	\$ 57,194
Step 2	\$ 66,576	\$ 67,409	\$ 67,409	\$ 68,757	\$ 69,616	\$ 69,616	\$ 71,009	\$ 71,364	\$ 71,009	\$ 71,364	\$ 71,009	\$ 71,364
Step 3	\$ 77,912	\$ 78,886	\$ 78,886	\$ 80,463	\$ 81,469	\$ 81,469	\$ 83,098	\$ 83,514	\$ 83,098	\$ 83,514	\$ 83,098	\$ 83,514
Step 4	\$ 87,262	\$ 88,353	\$ 88,353	\$ 90,120	\$ 91,246	\$ 91,246	\$ 93,071	\$ 93,537	\$ 93,071	\$ 93,537	\$ 93,071	\$ 93,537
Step 5	\$ 97,608	\$ 98,828	\$ 98,828	\$ 100,805	\$ 102,065	\$ 102,065	\$ 104,106	\$ 104,626	\$ 104,106	\$ 104,626	\$ 104,106	\$ 104,626
Step 6	\$ 107,952	\$ 109,301	\$ 109,301	\$ 111,487	\$ 112,881	\$ 112,881	\$ 115,138	\$ 115,714	\$ 115,138	\$ 115,714	\$ 115,138	\$ 115,714
Step 7	\$ 118,297	\$ 119,775	\$ 119,775	\$ 122,171	\$ 123,698	\$ 123,698	\$ 126,172	\$ 126,803	\$ 126,172	\$ 126,803	\$ 126,172	\$ 126,803
Step 8	\$ 128,636	\$ 130,244	\$ 130,244	\$ 132,849	\$ 134,510	\$ 134,510	\$ 137,200	\$ 137,886	\$ 137,200	\$ 137,886	\$ 137,200	\$ 137,886

Schedule A-Z

Police Officers Hired After 12/1/2010

	PROPOSED									
	2.10%	2.10%	2.10%	2.10%	2.10%	2.00%	1.25%	2.00%	1.25%	0.50%
	12/1/2010	7/1/2011	1/1/2012	7/1/2012	1/1/2013	12/30/2013	1/1/2014	12/30/2014	1/1/2015	12/30/2015
Step 1	\$ 32,000	\$ 32,672	\$ 33,358	\$ 34,059	\$ 34,740	\$ 35,174	\$ 35,878	\$ 36,326	\$ 37,053	\$ 37,238
Step 2	\$ 41,610	\$ 42,484	\$ 43,376	\$ 44,287	\$ 45,173	\$ 45,738	\$ 46,652	\$ 47,235	\$ 48,180	\$ 48,421
Step 3	\$ 51,220	\$ 52,296	\$ 53,394	\$ 54,516	\$ 55,606	\$ 56,301	\$ 57,427	\$ 58,145	\$ 59,308	\$ 59,604
Step 4	\$ 60,831	\$ 62,108	\$ 63,412	\$ 64,744	\$ 66,039	\$ 66,864	\$ 68,202	\$ 69,054	\$ 70,435	\$ 70,787
Step 5	\$ 70,441	\$ 71,920	\$ 73,430	\$ 74,973	\$ 76,472	\$ 77,428	\$ 78,976	\$ 79,964	\$ 81,563	\$ 81,971
Step 6	\$ 80,051	\$ 81,732	\$ 83,449	\$ 85,201	\$ 86,905	\$ 87,991	\$ 89,751	\$ 90,873	\$ 92,690	\$ 93,154
Step 7	\$ 89,661	\$ 91,544	\$ 93,467	\$ 95,429	\$ 97,338	\$ 98,555	\$ 100,526	\$ 101,782	\$ 103,818	\$ 104,337
Step 8	\$ 99,272	\$ 101,356	\$ 103,485	\$ 105,658	\$ 107,771	\$ 109,118	\$ 111,301	\$ 112,692	\$ 114,946	\$ 115,520
Step 9	\$ 108,882	\$ 111,168	\$ 113,503	\$ 115,886	\$ 118,204	\$ 119,682	\$ 122,075	\$ 123,601	\$ 126,073	\$ 126,704
Step 10	\$ 118,492	\$ 120,980	\$ 123,521	\$ 126,114	\$ 128,636	\$ 130,244	\$ 132,849	\$ 134,510	\$ 137,200	\$ 137,886

Steps 1 through 10 are one year, (twelve months) duration

Finance

Schedule A-3 Salaries

	PROPOSED									
	1/1/2011	7/1/2011	1/1/2012	7/1/2012	1/1/2013	12/30/2013	1/1/2014	12/30/2014	1/1/2015	12/30/2015
<u>Sergeant</u>					2.00%	1.25%	2.00%	1.25%	2.00%	0.50%
Step 1	\$ 123,383	\$ 125,975	\$ 128,620	\$ 131,321	\$ 133,947	\$ 135,622	\$ 138,334	\$ 140,063	\$ 142,865	\$ 143,579
Step 2	\$ 127,132	\$ 129,802	\$ 132,528	\$ 135,311	\$ 138,017	\$ 139,742	\$ 142,537	\$ 144,319	\$ 147,205	\$ 147,941
Step 3	\$ 130,881	\$ 133,630	\$ 136,436	\$ 139,301	\$ 142,087	\$ 143,863	\$ 146,740	\$ 148,575	\$ 151,546	\$ 152,304
<u>Lieutenant</u>					2.00%	1.25%	2.00%	1.25%	2.00%	0.50%
Step 1	\$ 137,977	\$ 140,874	\$ 143,833	\$ 146,853	\$ 149,790	\$ 151,662	\$ 154,696	\$ 156,629	\$ 159,762	\$ 160,561
Step 2	\$ 147,593	\$ 150,692	\$ 153,857	\$ 157,088	\$ 160,230	\$ 162,233	\$ 165,477	\$ 167,546	\$ 170,897	\$ 171,751