

MEMORANDUM OF AGREEMENT

BETWEEN

THE CITY OF NEWARK

AND

POLICE SUPERIOR OFFICERS' ASSOCIATION OF NEWARK, INC.

The negotiation committees of the City of Newark ("City") and Newark Police Superior Officers' Association ("Association") hereby agree to resolve the collective negotiations agreement commencing January 1, 2016 through December 31, 2017 by recommending the following terms and conditions to the full union membership and to the Municipal Council for ratification.

All terms and conditions of the existing contract that are not modified by those contained in this Memorandum of Agreement shall remain in full force and effect.

This Memorandum of Agreement shall be subject to ratification by the majority of the union membership, adoption by the Newark Municipal Council and approval by the State of New Jersey Department of Community Affairs. The negotiations committees shall recommend the ratification of the terms of this Memorandum of Agreement to their respective constituents.

Upon ratification by both parties, the following terms and conditions contained in this Memorandum and all tentative agreements shall be incorporated into a successor collective negotiations agreement.

ARTICLE V

HOURS OF WORK AND OVERTIME

SECTION I:

(c) Upon full execution of this collective negotiations agreement, each Superior Officer who is assigned to the District Desk, the Central Communications Dispatch Operations Supervisor (floor operations), excluding administrative supervisory personnel, and the Prisoner Processing Section Supervisor (Cell Block area), excluding administrative supervisory personnel, shall be granted a lunch break not to exceed ~~forty (40)~~ minutes during his/her tour of duty. This break shall be taken as near to the midpoint of the officer's tour of duty as possible, provided that the affected officer remains in the building and within sight of his/her duty station in case an emergency situation arises which requires his/her immediate attention.

ARTICLE XXVIII

WAGES

Upon execution of this Collective Negotiations Agreement, the wages shall be paid to all employees covered by this Agreement and shall be retroactive to the date of the Agreement in accordance with Appendix B attached hereto and made a part hereof.

Effective January 1, 2016, there shall be a one percent (1%) increase over the 2015 base salaries of all employees covered by this Agreement.

Effective January 1, 2017, there shall be no increase in the base salary of all employees covered by this Agreement.

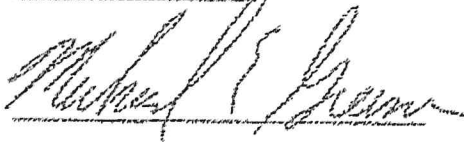
All current language in Appendix B of this Article that is inconsistent with these provisions shall be eliminated from the agreement.

ARTICLE XXX

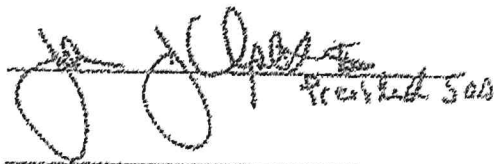
DURATION

Section 1. This Agreement shall be in full force and effect as of January 1, 2015 and shall remain in effect up to and including December 31, 2017 without any reopening date.

CITY OF NEWARK



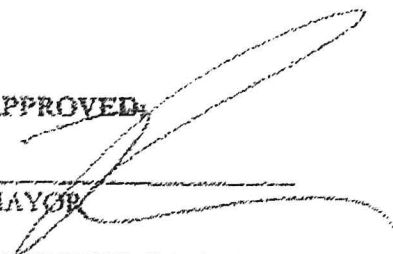
POLICE SUPERIOR OFFICERS' ASSOCIATION OF NEWARK



DATED: December 21, 2018

NO: T-19-0002
DATE: 2/20/2019

APPROVED



MAYOR

DATE

ATTESTED TO AND RECORDED BY:

CITY CLERK

DATE

This Executive Order shall remain in the custody of the City Clerk. Certified copies are available upon request.



**CITY OF NEWARK
EXECUTIVE ORDER**

NO.: T-19-0002

DATE: 2/26/2019

DEPARTMENT OF PUBLIC SAFETY (SOA)

BE IT ORDERED BY THE MAYOR OF THE CITY OF NEWARK, NEW JERSEY, THAT:

The following position titles shall be subject to the terms and conditions set forth below:

	Steps	2016	2017
Police Captain 02718 (40Hrs)	Min	\$120,576.49	\$120,576.49
	Mid	\$123,172.16	\$123,172.16
	Max	\$127,375.10	\$127,375.10
	Sr. Pay**	\$131,839.57	\$131,839.57
Police Lieutenant 02727 (40Hrs)	Min	\$108,673.98	\$108,673.98
	Mid	\$110,547.01	\$110,547.01
	Max	\$114,740.62	\$114,740.62
	Sr. Pay**	\$118,042.60	\$118,042.60
Police Sergeant 02739 (40Hrs)	1 st	\$96,225.99	\$96,225.99
	2 nd	\$97,919.52	\$97,919.52
	3 rd	\$100,853.20	\$100,853.20
	Max	\$103,791.53	\$103,791.53
	Sr. Pay**	\$106,777.63	\$106,777.63

** Senior pay commences on the first of the sixth year in rank. All salary steps commence on the first day of January of each successive year

Effective January 1, 2016, there shall be a one percent (1%) increase over the 2015 base salaries of all employees covered by this Agreement

Effective January 1, 2017, there shall be no increase in the base salary of all employees covered by this Agreement

All terms and conditions set forth in an ordinance entitled "An ordinance creating positions in the Department of Public Safety and establishing salaries therefore," GPSF-a (s) adopted January 7, 2016 and amendments thereto, and all terms and conditions which relate to the foregoing titles which are inconsistent herewith shall no longer be in effect.

THE ABOVE CHANGES ARE CONSISTENT WITH THE BARGAINING UNIT AGREEMENT, WHERE APPLICABLE.

FACTUAL CONTENTS CERTIFIED BY:

PERSONNEL DIRECTOR

DATE

APPROVED AS TO THE AVAILABILITY OF FUNDS:

BUDGET DIRECTOR

DATE

2019 APR 25 3 19 PM
OFFICE OF ADMINISTRATION AND BUDGET
DEPT OF ADMINISTRATION

APPROVED:

BUSINESS ADMINISTRATOR

DATE