

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE BOROUGH OF SADDLE RIVER
AND NEW JERSEY POLICE BENEVOLENT ASSOCIATION LOCAL NO. 348**

THIS MEMORANDUM OF UNDERSTANDING (“MOU”), by and between the BOROUGH OF SADDLE RIVER (hereinafter referred to as the “Employer”) and NEW JERSEY POLICE BENEVOLENT ASSOCIATION LOCAL NO. 348 (hereinafter referred to as the “PBA”), made and entered into on this 15th day of September 2021.

WHEREAS, the Negotiation Committee for the Employer and the Negotiation Committee for the PBA (collective the “Parties”) have engaged in negotiations in good faith in an effort to arrive at a successor agreement to the Collective Bargaining Agreement between the Employer and the PBA that expired on December 31, 2020 (the “CBA”); and,

WHEREAS, the Parties have arrived at a tentative agreement.

WHEREAS, the Parties wish by execution of this MOU wish to memorialize the terms of their agreement;

NOW, THEREFORE, and in consideration of the mutual covenant contained herein, the Parties hereby stipulate and agree as follows:

1. Duration of Agreement – Article XXXIII: A four (4) year agreement commencing on January 1, 2021 and expiring on December 31, 2024.
2. Salaries – Article VI: A two (2%) percent annual across the board salary increase effective as of January 1, 2021, as reflected on the attached Salary Guides.
3. Grievance Procedure – Article V: The existing grievance procedure shall be modified from the four step procedure set forth in the expired contract. From and after the execution of a successor contract, a three step grievance procedure will be utilized involving the Chief of Police at Step 1; an appeal to the Borough Administrator at Step 2; and an appeal to PERC at Step 3. All existing time frames shall be maintained.
4. Medical and Dental Insurance – Article XXII: From and after the execution of a successor contract, this Article shall be modified to reflect the following employee healthcare contributions for retirees:
 - For those employees eligible to retire (25 or more years of service) during the term of this contract, a 13% employee contribution with a maximum \$5,000 employee contribution cap, shall be made by any employee enrolled in either the Open Access or 20/35 plan, or a less expensive plan.
 - For those employees who are not eligible to retire during the term of this contract (less than 25 years of employment as of the contract expiration date), a 25% employee contribution, with no maximum employee contribution cap, shall be made by any employee eligible to

enroll in the Open Access Plan or a 15% employee contribution, with no maximum employee contribution cap, shall be made by any employee enrolled in the 20/35 plan, or a less expensive plan.

- For those employees hired from and after January 1, 2021, a 35% employee contribution, with no maximum employee contribution cap, shall be made by all employees, who must be enrolled in the 20/35 plan, or a less expensive plan.
- Any and all existing contract language inconsistent with the foregoing shall be eliminated from the contract.

5. Clothing Allowance – Article XIX: Effective January 1, 2022, the existing annual clothing allowance will be added to each employee’s base salary, and the annual clothing allowance shall thereafter be eliminated.

6. Terminal Leave – Article XIII: This Article shall be modified to reflect that any officer who retires in 2021 shall receive sixty (60%) percent of his unused accumulated sick leave, not to exceed one hundred fifty (150) paid days, provided that the employee has accumulated at least forty five (45) unused accumulated sick days. Officers who retire subsequent to 2021 shall, upon retiring, be paid for unused accumulated sick leave on the basis of one (1) day’s terminal leave for every two (2) accumulated days, not to exceed one hundred fifty (150) paid days, provided the employee has accumulated at least forty five (45) days, subject to such limitation as may be imposed by applicable state statute.

7. Emergency Recall Allowance – Article XX: The emergency recall allowance shall be eliminated.

8. Lateral Transfers – (New): From and after the execution of a successor contract, the Borough shall have the authority to hire lateral transfers to the Department up to and including Step 4 (Fourth Year) on the Police Salary Guide (Schedule A-2), unless otherwise agreed to by the PBA and the Borough.

The provisions of this Memorandum of Understanding are subject to ratification by the PBA and the Saddle River Mayor and Council.

ATTEST:

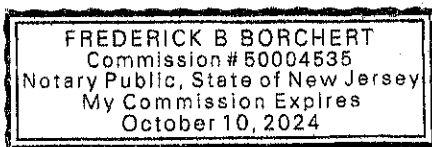
NEW JERSEY POLICE BENEVOLENT
ASSOCIATION LOCAL NO. 348

By: *[Signature]*

Charles Scarf

Dated: 9/15/21

Dated: 9/15/21



ATTEST:

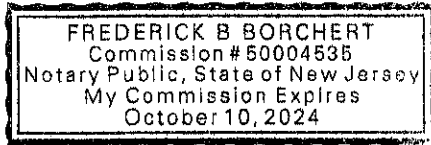
BOROUGH OF SADDLE RIVER

By: -*FR*

FR

Dated: 9/15/21

Dated: 9/15/21



POLICE SALARY GUIDE

Schedule A-1

Salary Guide for Employees Hired on or before Jan 2, 2014

2% Salary Increase 2021 - 2024

Clothing Allowance Rolled In 2022

Effective	<u>1/2/2020</u>	<u>1/2/2021</u>	<u>1/2/2022</u>	<u>1/2/2023</u>	<u>1/2/2024</u>
1ST YEAR - Probationary	\$ 46,499	\$ 47,429	\$ 50,418	\$ 51,426	\$ 52,454
COMPLETION OF 1ST YEAR	\$ 57,231	\$ 58,376	\$ 61,583	\$ 62,815	\$ 64,071
SECOND YEAR	\$ 68,293	\$ 69,659	\$ 73,092	\$ 74,554	\$ 76,045
THIRD YEAR	\$ 82,256	\$ 83,901	\$ 87,619	\$ 89,372	\$ 91,159
FOURTH YEAR	\$ 92,535	\$ 94,386	\$ 98,313	\$ 100,280	\$ 102,285
FIFTH YEAR	\$ 102,820	\$ 104,876	\$ 109,014	\$ 111,194	\$ 113,418
SIXTH YEAR	\$ 122,099	\$ 124,541	\$ 129,072	\$ 131,653	\$ 134,286
SEVENTH YEAR	\$ 137,520	\$ 140,270	\$ 145,116	\$ 148,018	\$ 150,978
EIGHTH YEAR	\$ 151,660	\$ 154,693	\$ 159,827	\$ 163,024	\$ 166,284
NINTH YEAR	\$ 167,997	\$ 171,357	\$ 176,824	\$ 180,361	\$ 183,968
SERGEANT	\$ 182,615	\$ 186,267	\$ 192,033	\$ 195,873	\$ 199,791
LIEUTENANT	\$ 192,293	\$ 196,139	\$ 202,102	\$ 206,144	\$ 210,267

Schedule A-2

Salary Guide for Employees Hired after Jan 2, 2014

2% Salary Increase 2021 - 2024

NOTE: EFFECTIVE 1/1/18 ALL NEW HIRES COVERED UNDER AETNA 20/35 OR LESS EXPENSIVE PLAN

Clothing Allowance Rolled In 2022

Effective	<u>1/2/2020</u>	<u>1/2/2021</u>	<u>1/2/2022</u>	<u>1/2/2023</u>	<u>1/2/2024</u>
Patrolman begin/In Academy	\$ 33,720	\$ 34,394	\$ 37,122	\$ 37,865	\$ 38,622
COMPLETED ACADEMY/1ST YEAR	\$ 38,778	\$ 39,554	\$ 42,385	\$ 43,232	\$ 44,097
SECOND YEAR	\$ 43,834	\$ 44,711	\$ 47,645	\$ 48,598	\$ 49,570
THIRD YEAR	\$ 53,950	\$ 55,029	\$ 58,170	\$ 59,333	\$ 60,520
FOURTH YEAR	\$ 64,065	\$ 65,346	\$ 68,693	\$ 70,067	\$ 71,468
FIFTH YEAR	\$ 74,181	\$ 75,665	\$ 79,218	\$ 80,802	\$ 82,418
SIXTH YEAR	\$ 84,297	\$ 85,983	\$ 89,743	\$ 91,537	\$ 93,368
SEVENTH YEAR	\$ 94,412	\$ 96,300	\$ 100,266	\$ 102,272	\$ 104,317
EIGHTH YEAR	\$ 104,528	\$ 106,619	\$ 110,791	\$ 113,007	\$ 115,267
NINTH YEAR	\$ 114,644	\$ 116,937	\$ 121,316	\$ 123,742	\$ 126,217
TENTH YEAR	\$ 124,760	\$ 127,255	\$ 131,840	\$ 134,477	\$ 137,167
ELEVENTH YEAR	\$ 134,875	\$ 137,573	\$ 142,364	\$ 145,211	\$ 148,115
TWELVETH YEAR	\$ 144,990	\$ 147,890	\$ 152,888	\$ 155,945	\$ 159,064
THIRTEENTH YEAR	\$ 155,106	\$ 158,208	\$ 163,412	\$ 166,681	\$ 170,014
FOURTEENTH YEAR	\$ 167,997	\$ 171,357	\$ 176,824	\$ 180,361	\$ 183,968
SERGEANT 1ST YEAR	\$ 171,965	\$ 175,404	\$ 180,952	\$ 184,571	\$ 188,263
SERGEANT 2ND YEAR	\$ 182,615	\$ 186,267	\$ 192,033	\$ 195,873	\$ 199,791
LIEUTENANT	\$ 192,293	\$ 196,139	\$ 202,102	\$ 206,144	\$ 210,267