

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN

THE TOWNSHIP OF WEEHAWKEN  
AND  
WEEHAWKEN POLICEMEN BENEVOLENT ASSOCIATION LOCAL 15

Contract term July 1, 2022-June 30, 2026

1. Salaries
  - a. 7/1/2022 3.00%
  - b. 7/1/2023 4.00%
  - c. 7/1/2024 3.50%
  - d. 7/1/2025 3.25%
2. A shift differential for midnight patrolmen/women non-supervisory personnel of \$500 is paid out every 6 months. This will take effect on Jan 1, 2023. For someone who does not complete a full 6-month term, the fee shall be prorated. Current supervisors will remain at the current Comp hour stipend schedule.
3. Increase base pay for new hires (academy rate and first years). No Current employee will make less than a new employee. See attached table.
4. The Township and the Union will form a committee to finalize the State Mandated Healthcare costs increases and what amount employees will contribute towards the employee share. The Township agrees to make every attempt to match the state relief percentage. We are waiting for State Guidance at the moment; the state has allowed state employees to only go up 3% instead of 24%. The township is proposing, if allowable by the state, to match the state employee exemption and freeze it at that number for the contract term. The only increase you may receive over the 3% is any subsequent increases from the state. If the rate goes up again next year, that rate increase may be passed along. For example, this year went up 24%. We will only pass 3% to employees if next year the amount increases again; only that increased amount will be passed along.
5. Detail rates to be increased by ordinance. (Effective Jan 1, 2023)
  - a. Township/Resident rate to remain the same (\$ 60.00 Officer Rate No Town Fee)
  - b. Non-Township/Resident (Utilities, etc.) increase from \$75 to \$85 (\$80 Officer Rate / \$5 Town admin fee)
  - c. UBS detail increase from \$70 to \$75 (\$70 Officer Rate / \$5 Town admin fee)
6. Internal Affairs Bureau will change its name and become the Office of Professional Standards and Training.
7. The Township and the Union will form a committee to expand additional training for all officers.
8. The Township will allow officers to perform online training while off duty. Allowable Training courses shall be selected by the Township/Training officer and be capped at 50 hours for the first year (Jan 2023 to Dec 2023). After the first year, the Township will evaluate if more hours will be eligible for subsequent contract years. Hours may increase from the first year but shall never be less than the first-year cap. Officers must be completely off duty, not performing details during these training sessions or any other work. Compensation rate based on straight time (pay).

Union President  Date 11-8-22 Township Manager  Date 11/8/2022

9. The Township and the Union will form a committee to review old MOA's and contracts to produce a new "Clean" Contract.
10. Contract Deficiency: Excused leave for childbirth. 3 days around the birth of a child, before or after. (Page 32)
11. Sick incentive pay/calculation shall be changed to an Annual analysis. A Doctor's note will be required after the fourth (4<sup>th</sup>) single sick day. Please see the table below for incentives and days. This will take effect on Jan 1, 2023.

Weehawken Township Police Sick incentive 2022-2026
\$3,000 = 0 days
\$2,000 = 1 Day
\$1,500 = 2 Days
\$1,000 = 3 Days
\$500 = 4 Days
\$250 = 5 Days
\$0 = 6 Days +

12. Personnel assigned to the administrative schedule work a 5 Day on 2 Day off on one week and a 4 Day on 3 Day off on short weeks. Monday or Friday off are the standard day off on short weeks. Administrative schedule personnel will be allowed to select a different day off during the week on short weeks. The officer, unit supervisor, and the Police administration must agree on the chosen day.
13. The Township and the Union will form a committee to define Return from Furlough Days (RFDs)
14. Introduce Special Administrative compensation. Two hours at time and a half (rather than the current 4 hours) for administrative personnel who are required to perform administrative/computer system/notifications functions from home. Must be taken in pay.
15. Terminal leave is calculated on the majority of the officer's shifts worked in the last 3 years (i.e., 5/2-4/3 8-hour day Administrative Schedule or 4/4 Patrol Schedule).


Union President  Date 11-8-22 Township Manager  Date 11/8/2022


FOR THE TOWNSHIP OF WEEHAWKEN

  
Giovanni D. Ahmad  
Township Manager  
Date 11-8-2022

FOR WEEHAWKEN POLICEMEN BENEVOLENT ASSOCIATION LOCAL 15

  
Michael DeBari Jr.  
President  
Date 11-8-22

  
Anthony Dorio  
Vice President  
Date 11/8/22

  
Francesco Mezzina  
Secretary  
Date 11-8-2022

  
William Feliciano  
Treasurer  
Date 11/8/22

  
Terrance Perez  
Delegate  
Date 11/8/22

  
Christopher Majewski  
Sergeant at Arms  
Date 11/8/22

Union President  Date 11-8-22 Township Manager  Date 11/8/2022

Township of Weehawken PBA Salary Steps Contract 7/1/22 to 6/30/26

A - Hired Before 7/1/12	Contract Ending 6.30.22	7/1/2022 - 3%	7/1/2023 - 4%	7/1/2024 - 3.5%	7/1/2025 -3.25%	% Differential
Year 7	\$106,510.31	\$109,705.62	\$114,093.85	\$118,087.13	\$121,924.96	
Sergeant	\$122,486.62	\$126,161.21	\$131,207.66	\$135,799.93	\$140,213.43	15.00%
Lieutenant	\$140,862.22	\$145,088.08	\$150,891.61	\$156,172.81	\$161,248.43	15.00%
Captain	\$161,986.45	\$166,846.05	\$173,519.89	\$179,593.09	\$185,429.86	15.00%
Deputy Chief	\$186,284.42	\$191,872.95	\$199,547.87	\$206,532.05	\$213,244.34	15.00%
Eligible for Regular Longevity						

B- Hired After 7/1/2012 And Before 7/15/15	Contract Ending 6.30.22	7/1/2022 - 3%	7/1/2023 - 4%	7/1/2024 - 3.5%	7/1/2025 -3.25%	% Differential
Academy	\$35,061.50	\$36,113.35	\$37,557.88	\$38,872.41	\$40,135.76	
Patrol Start	\$40,321.03	\$41,530.66	\$43,191.89	\$44,703.61	\$46,156.47	15.00%
Year 1	\$48,594.84	\$50,052.69	\$52,054.80	\$53,876.72	\$55,627.71	20.52%
Year 2	\$56,868.66	\$58,574.72	\$60,917.70	\$63,049.82	\$65,098.94	17.03%
Year 3	\$65,142.47	\$67,096.74	\$69,780.61	\$72,222.93	\$74,570.18	14.55%
Year 4	\$73,416.28	\$75,618.77	\$78,643.52	\$81,396.04	\$84,041.41	12.70%
Year 5	\$81,690.09	\$84,140.79	\$87,506.42	\$90,569.15	\$93,512.65	11.27%
Year 6	\$89,963.90	\$92,662.82	\$96,369.33	\$99,742.26	\$102,983.88	10.13%
Year 7	\$98,237.71	\$101,184.84	\$105,232.24	\$108,915.37	\$112,455.12	9.20%
Year 8	\$106,510.31	\$109,705.62	\$114,093.85	\$118,087.13	\$121,924.96	8.42%
Sergeant	\$122,486.62	\$126,161.21	\$131,207.66	\$135,799.93	\$140,213.43	15.00%
Lieutenant	\$140,862.22	\$145,088.08	\$150,891.61	\$156,172.81	\$161,248.43	15.00%
Captain	\$161,986.45	\$166,846.05	\$173,519.89	\$179,593.09	\$185,429.86	15.00%
Deputy Chief	\$186,284.42	\$191,872.95	\$199,547.87	\$206,532.05	\$213,244.34	15.00%
Eligible for Regular Longevity						

C - Hired After 7/15/15 And Before 8/29/18	Contract Ending 6.30.22	7/1/2022 - 3%	7/1/2023 - 4%	7/1/2024 - 3.5%	7/1/2025 -3.25%	% Differential
Academy	\$35,061.50	\$36,113.35	\$37,557.88	\$38,872.41	\$40,135.76	
Patrol Start	\$40,321.03	\$41,530.66	\$43,191.89	\$44,703.61	\$46,156.47	15.00%
Year 1	\$48,594.84	\$50,052.69	\$52,054.80	\$53,876.72	\$55,627.71	20.52%
Year 2	\$56,868.66	\$58,574.72	\$60,917.70	\$63,049.82	\$65,098.94	17.03%
Year 3	\$65,142.47	\$67,096.74	\$69,780.61	\$72,222.93	\$74,570.18	14.55%
Year 4	\$73,416.28	\$75,618.77	\$78,643.52	\$81,396.04	\$84,041.41	12.70%
Year 5	\$81,690.09	\$84,140.79	\$87,506.42	\$90,569.15	\$93,512.65	11.27%
Year 6	\$89,963.90	\$92,662.82	\$96,369.33	\$99,742.26	\$102,983.88	10.13%
Year 7	\$98,237.71	\$101,184.84	\$105,232.24	\$108,915.37	\$112,455.12	9.20%
Year 8	\$106,510.31	\$109,705.62	\$114,093.85	\$118,087.13	\$121,924.96	8.42%
Sergeant	\$122,486.62	\$126,161.21	\$131,207.66	\$135,799.93	\$140,213.43	15.00%
Lieutenant	\$140,862.22	\$145,088.08	\$150,891.61	\$156,172.81	\$161,248.43	15.00%
Captain	\$161,986.45	\$166,846.05	\$173,519.89	\$179,593.09	\$185,429.86	15.00%
Deputy Chief	\$186,284.42	\$191,872.95	\$199,547.87	\$206,532.05	\$213,244.34	15.00%
NO LONGEVITY UNITL STEPS ARE FINISHED AFTER YEAR 9 IS REACHED						

*MP* 11-8-22

*CP* 11-8-2022



**Township of Weehawken PBA Salary Steps Contract 7/1/22 to 6/30/26**

D - Hired after 8/29/18 but Before 11/7/22	Contract Ending 6.30.22	7/1/2022 - 3%	7/1/2023 - 4%	7/1/2024 - 3.5%	7/1/2025 -3.25%	% Differential
Academy	\$35,060.86	\$36,112.69	\$37,557.20	\$38,871.70	\$40,135.03	
Patrol Start	\$38,465.98	\$39,619.96	\$41,204.75	\$42,646.92	\$44,032.95	9.71%
Year 1	\$42,201.02	\$43,467.05	\$45,205.74	\$46,787.94	\$48,308.54	9.71%
Year 2	\$46,294.52	\$47,683.36	\$49,590.69	\$51,326.37	\$52,994.47	9.70%
Year 3	\$50,785.09	\$52,308.64	\$54,400.99	\$56,305.02	\$58,134.94	9.70%
Year 4	\$55,711.24	\$57,382.58	\$59,677.88	\$61,766.61	\$63,774.03	9.70%
Year 5	\$61,115.23	\$62,948.69	\$65,466.64	\$67,757.97	\$69,960.11	9.70%
Year 6	\$67,043.41	\$69,054.71	\$71,816.90	\$74,330.50	\$76,746.24	9.70%
Year 7	\$73,546.62	\$75,753.02	\$78,783.14	\$81,540.55	\$84,190.62	9.70%
Year 8	\$80,680.65	\$83,101.07	\$86,425.11	\$89,449.99	\$92,357.11	9.70%
Year 9	\$88,506.67	\$91,161.87	\$94,808.34	\$98,126.64	\$101,315.75	9.70%
Year 10	\$97,091.82	\$100,004.57	\$104,004.75	\$107,644.92	\$111,143.38	9.70%
Year 11	\$106,510.31	\$109,705.62	\$114,093.85	\$118,087.13	\$121,924.96	9.70%
Sergeant	\$122,485.40	\$126,159.97	\$131,206.36	\$135,798.59	\$140,212.04	15.00%
Lieutenant	\$140,862.22	\$145,088.08	\$150,891.61	\$156,172.81	\$161,248.43	15.00%
Captain	\$161,986.45	\$166,846.05	\$173,519.89	\$179,593.09	\$185,429.86	15.00%
Deputy Chief	\$186,284.42	\$191,872.95	\$199,547.87	\$206,532.05	\$213,244.34	15.00%
<b>NO LONGEVITY UNTIL STEPS ARE FINISHED AFTER YEAR 12 IS REACHED</b>						

**Freezing First 2 Years at 42K & Removing Patrol Start Step**

E - Hired after 11/7/22	7/1/2022	7/1/2023 4%	7/1/2024 - 3.5%	7/1/2025 - 3.25%	% Differential
New Hire Salary	\$42,000.00	\$43,680.00	\$45,208.80	\$46,678.09	
Year 1	\$42,000.00	\$43,680.00	\$45,208.80	\$46,678.09	0.00%
Year 2	\$47,683.36	\$49,590.69	\$51,326.37	\$52,994.47	13.53%
Year 3	\$52,308.64	\$54,400.99	\$56,305.02	\$58,134.94	9.70%
Year 4	\$57,382.58	\$59,677.88	\$61,766.61	\$63,774.03	9.70%
Year 5	\$62,948.69	\$65,466.64	\$67,757.97	\$69,960.11	9.70%
Year 6	\$69,054.71	\$71,816.90	\$74,330.50	\$76,746.24	9.70%
Year 7	\$75,753.02	\$78,783.14	\$81,540.55	\$84,190.62	9.70%
Year 8	\$83,101.07	\$86,425.11	\$89,449.99	\$92,357.11	9.70%
Year 9	\$91,161.87	\$94,808.34	\$98,126.64	\$101,315.75	9.70%
Year 10	\$100,004.57	\$104,004.75	\$107,644.92	\$111,143.38	9.70%
Year 11	\$109,705.62	\$114,093.85	\$118,087.13	\$121,924.96	9.70%
Sergeant	\$126,159.97	\$131,206.36	\$135,798.59	\$140,212.04	15.00%
Lieutenant	\$145,088.08	\$150,891.61	\$156,172.81	\$161,248.43	15.00%
Captain	\$166,846.05	\$173,519.89	\$179,593.09	\$185,429.86	15.00%
Deputy Chief	\$191,872.95	\$199,547.87	\$206,532.05	\$213,244.34	15.00%
<b>NO LONGEVITY UNTIL STEPS ARE FINISHED AFTER YEAR 12 IS REACHED</b>					

*MS* 11-8-22

*CP* 11-8-2022

Example 1		
Current State plan Increase	Employee Base Year increase (Frozen at 3% Figure)	Actual
2022	0%	Current Rate
2023	24%	Amount not to exceed 3%
2024	0%	Frozen at Base Year
2025	0%	Frozen at Base Year
2026	0%	Frozen at Base Year

Example 2		
State plan Increase	Employee Base Year increase Amount not to exceed 3% (Base Year)	Actual
2023	24%	Actual
2024	0%	Frozen at Base Year
2025	2%	2% increase over base year amount
2026	1%	1% increase over base year amount

Average Family Plan Employee Share			
	Employee Cost no CAP	Example 1	Example 2
		Emp Cost	Savings
2022	\$ 12,000.00	\$ 12,000	\$ 12,000
2023	\$ 14,880.00	\$ 12,360	\$ 2,520.00
2024	\$ 14,880.00	\$ 12,360	\$ 2,520.00
2025	\$ 15,177.60	\$ 12,360	\$ 2,817.60
2026	\$ 15,329.38	\$ 12,360	\$ 2,969.38
		\$ 12,733	\$ 2,596.10

*MS* 11-8-22  
 11-8-2022