

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding between the Riverton Police Association, Inc. and the Borough of Riverton is based on a verbal agreement reached between the parties on September 24, 2018. Prior to implementation, such tentative memorandum of agreement shall be subject to each respective sides' ratification/approval process.

1. This Memorandum of Understanding is subject to ratification by the Borough of Riverton and Riverton Police Association, Inc. The negotiating committees of both the Board and the Association agree to recommend the ratification of this Memorandum to their respective parties.

2. All provisions of the collective negotiations agreement between the Borough and the Association for the term of January 1, 2016 to December 31, 2018 shall continue and remain in effect except as modified by negotiations and set forth therein.

3. The term of the new collective negotiations agreement is from January 1, 2019 to December 31, 2021.

4. The Parties have tentatively agreed to the following:

A. Article V Disciplinary Action shall be amended as follows:

All disciplinary matters within the Police Department shall be in accordance with the Rules and Regulations Manual of the Riverton Police Department and shall be investigated and prosecuted in accordance with the manual of the New Jersey Office of the Attorney General's Guidelines, Internal Affairs Policy and Procedures.

B. Article VI shall be amended /revised to read as follows:

6.1: The Borough agrees to pay Police Association representatives who engage in the processing of valid grievances, contract negotiations, and/or defense of an employee in a disciplinary action during a work day, limited to not more than two representatives at one time of same occurs during a regular shift.

6.2: The Police Association agrees to provide the Borough a signed copy of a "Voluntary Dues Deduction Form" for each member of the Association within 30 days of the execution of this Memorandum. The Borough agrees to collect, through payroll deduction, such monies as deemed appropriate by the Police Association, for the purposes of dues, fees and assessments, and to forward those monies to the Treasurer of the Police Association within 15 days of the payroll deduction. The Borough agrees to continue to collect the monies after the expiration date of this Memorandum so long as the Police Association remains the majority representative of the employee bargaining unit.

C. Article XI shall be amended as follows:

11.4: A full-time Police Officers who are called in for non-scheduled work will be guaranteed a minimum of two (2) hours work.

11.7: Any full-time officer who attends in service training as approved by the Chief of Police shall receive up to \$10.00 meal allowance if training is for over eight (8) hours per day. All meal receipts shall be submitted to the Chief of Police for reimbursement under this section.

11.10: Any Officer working off duty (road jobs) shall receive an hourly rate of \$75.00 per hour. Officers will be chosen according to a revolving seniority list.

D. Article XII, Salaries shall be amended as follows:

12.1 Year	2019	2020	2021
Jeffrey Walker	\$89,782.44	\$91,578.08	\$93,409.64

12.2: Employees not mentioned above shall be paid in accordance with the New Increment program as follows:

Year 1:	\$45,000
Year 2:	\$47,000
Year 3:	\$51,000
Year 4:	\$55,000
Year 5:	\$59,000
Year 6:	\$64,000
Year 7:	\$67,500
Year 8:	\$71,000
Year 9:	\$75,000
Year 10:	\$78,000
Year 11:	\$80,000

Anyone hired shall start at Year 1.

E. Article XV Vacations shall be amended as follows:

16.1: Permanent employees shall be granted vacation as follows:

- A. After six (6) months to one (1) year of employment- One (1) half day per month, limit of three (3) days
- B. After one (1) full year of employment - Five (5) days
- C. After two (2) full years of employment - Ten (10) days
- D. After five (5) full years of employment - Twelve (12) days
- E. After eight (8) full years of employment- Fifteen (15) days
- F. After twelve (12) full years of employment- Twenty (20) days

16.4: Vacation time shall be prorated if the employee leaves the Borough's employment during the year. If an employee has used more Vacation time than accumulated, the Borough shall deduct such time from the employee's last pay check.

F. Article XX Health and Welfare Benefits shall be amended as follows:

22.6: It is agreed that each employee is entitled to purchase new uniform items through the Chief of Police. The Uniform Allowance to be provided may be used only for the purchase and maintenance of uniforms. The uniform allowance per member is \$750.00 for each year of the contract. All requests for uniforms shall be submitted to the Chief of Police for approval prior to submitting the same to the Borough.

22.8: Add new: Should an employee choose to "Opt Out" of post-retirement healthcare benefits, the Borough shall permit the retiree to re-join the group plan during open enrolment periods.

22.9: In lieu of receiving healthcare benefits, an employee may opt out of the Borough's healthcare insurance plan. The Borough agrees to pay such employees the amount of two thousand dollars (\$2,000) annually. The employee must demonstrate that he/she is otherwise covered by healthcare insurance to be eligible.

G. Article XXV College Incentive shall be amended as follows:

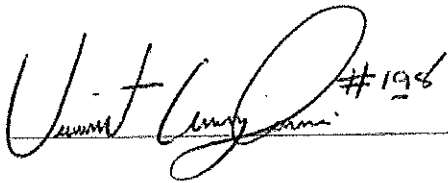
27.5: In the event an employee leaves the Borough's employment for any reason, the employee shall reimburse the Borough for any and all monies expended under this Article during the previous two years of employment

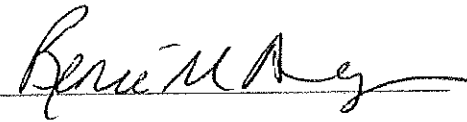
K. Paragraph XXVIII shall be amended to reflect a three year contract.

Any proposals raised, discussed or otherwise dealt with during negotiations, which are not included herein are deemed to be withdrawn.

By signing this Memorandum of Understanding, I understand the terms, as set forth above, resolve any and all outstanding issues with respect to the understanding between the Police Association and the Borough for the years 2019-2021, pursuant to a tentative agreement reached between the parties on September 24, 2018.

It is further understood that this Memorandum of Understanding is contingent upon ratification by the Police Association and approval of the Borough, and will be invalid and unenforceable if not ratified.

 #198



11/11/18

Dated: 11/10/2018

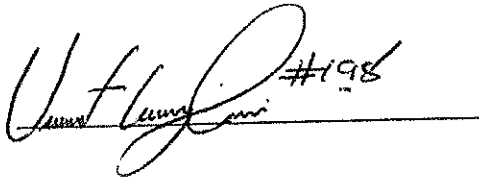
**Side Letter Agreement Between the
Riverton Police Association, Inc. and the Borough of Riverton is based on a verbal
agreement reached between the parties on September 24, 2018.
Dated October 16, 2018**

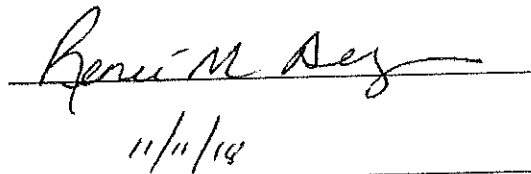
The Parties have agreed that the following employees will placed on the salary guide as follows:

Year 1 Michael Carr
Year 3 Matthew Plisek
Year 6 Vincent Coniglione
Year 8 Andrew Beuschel

The Parties have also agreed that Jeffrey Walker will remain off guide at the following salaries for the years indicated:

2019	\$89,782.44,	2020	\$91,578.08	2021	\$93,409.64
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