

# CARTERET SOA LOCAL NO. 47

AND

## BOROUGH OF CARTERET

### MEMORANDUM OF AGREEMENT

Altering the Collective Bargaining Agreement  
Dated January 1, 2013 through December 31, 2016

The Collective Bargaining Agreement ("CBA") between the Carteret SOA Local 47 and the Borough of Carteret that expired on December 31, 2016 is hereby modified as follows:

#### 1. ARTICLE XIX – TERM OF AGREEMENT

Five year Agreement from January 1, 2017 through December 31, 2021.

#### 2. ARTICLE II – HOURS OF WORK AND OVERTIME

##### a. Section A – Work Day – Add new paragraph 2 as follows:

CAPTAIN – The workday shall consist of not more than eight (8) consecutive hours in a twenty-four (24) hour period.

##### b. Section B – Work Week – Add new paragraph 2 as follows:

CAPTAIN – The workweek shall consist of five (5) consecutive, eight (8) hour workdays on, followed by two (2) consecutive days off. These consecutive days off shall be Saturday and Sunday.

##### c. Section C – Overtime – Add new paragraph 2 as follows:

CAPTAIN – Overtime shall be deemed as any work in excess of eight (8) consecutive hours per day, or in excess of five (5) eight (8) hour work days, or in excess of forty (40) hours per week. The Captain shall be compensated at one and one-half (1 ½) times his/her regular rate of pay.

##### d. Shift Bid and Assignment

The parties agree that in the event the PBA changes their language regarding scheduling that as a matter of symmetry the parties enter into negotiations in order to discuss the effect of that change and implement same.

**3.. ARTICLE III – SALARY AND LONGEVITY**

Section A. Salary:

Effective January 1, 2017 2.5%  
 Effective January 1, 2018 2.5%  
 Effective January 1, 2019 2.5%  
 Effective January 1, 2020 2.5%  
 Effective January 1, 2021 2.5%

	2016	2017	2018	2019	2020	2021
Sergeant	\$ 112,857	\$ 115,678	\$ 118,570	\$ 121,535	\$ 124,573	\$ 127,687
Lieutenant	\$ 120,594	\$ 123,609	\$ 126,699	\$ 129,867	\$ 133,114	\$ 136,441
Captain	\$ 128,341	\$ 131,550	\$ 134,838	\$ 138,209	\$ 141,664	\$ 145,206

**Add:**

All Employees promoted to the Rank of Sergeant after 1/1/2017 shall progress according to the step scale below. A Step shall be equivalent to one (1) calendar year in grade and employees shall progress on the anniversary of their appointment, unless otherwise noted.

<u>Sgt. Steps</u>	<u>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>
1- 1st 6 months	\$ 111,678	\$ 114,470	\$ 117,332	\$ 120,265	\$ 123,272
2- 2nd 6 months	\$ 112,537	\$ 115,350	\$ 118,234	\$ 121,190	\$ 124,220
3 - start of 2nd year	\$ 113,396	\$ 116,231	\$ 119,137	\$ 122,115	\$ 125,168
4 - start of 3rd year	\$ 114,255	\$ 117,111	\$ 120,039	\$ 123,040	\$ 126,116
5- start of 4th year	\$ 115,678	\$ 118,570	\$ 121,535	\$ 124,573	\$ 127,687

This agreement is subject to ratification by the Carteret Superior Officers' Association, Affiliated with PBA Local No. 47 membership and the Borough of Carteret and is without legal force and effect absent such ratification and approval.

**CARTERET SOA LOCAL NO. 47:**

Sgt. James Hart SOA President 47A

Dept. #146

**BOROUGH OF CARTERET:**

[Signature] 11-21-22

[Signature]