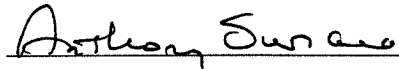


RESOLUTION #21-113
RATIFYING THE MEMORANDUM OF UNDERSTANDING FOR THE PBA LOCAL
365 PATROLMAN AND DETECTIVES CONTRACT FOR 2020 TO 2023

BE IT RESOLVED, by the Borough Council of the Borough of Bernardsville to approve the ratification of PBA Local 365 Patrolman and Detectives contract for 2020 to 2023 as noted on the attached Memorandum of Understanding.

I, Anthony Suriano, Clerk of the Borough of Bernardsville, hereby certify the foregoing to be a true and exact copy of a resolution adopted by the Borough Council at a duly convened meeting held on May 10, 2021.



**BOROUGH OF BERNARDSVILLE AND PBA LOCAL 365
2020-2023 MEMORANDUM OF AGREEMENT**

The Borough of Bernardsville (Borough) and PBA Local 365 (PBA), the collective negotiations representatives for all Patrolmen and Detectives, tentatively agree to the following terms to be incorporated in the parties' successor collective negotiations agreement (CNA). Unless otherwise stipulated below: (1) all terms set forth herein shall be effective and otherwise retroactive to January 1, 2020 and applicable to any member who retired or otherwise separated from employment subsequent to December 31, 2019; and (2) all terms set forth in the 2012 - 2016 CNA and 2017 – 2019 Memorandum of Agreement (MOA) shall be retained, unchanged, in the parties' successor agreement.

1. **DURATION.** Four (4) years: 2020 - 2023.

2. **ARTICLE XI – CLOTHING ALLOWANCE**

Paragraph A. The annual uniform allowance shall be increased from \$500 to \$1,000.

3. **ARTICLE XII – SICK LEAVE.**

The PBA shall waive application of New Jersey's Earned Sick Leave Law.

4. **ARTICLE XIV – COMPENSATION.**

Paragraph A. The salary guides shall be calculated so as to reflect annual across-the-board increases of 2.5%. See Appendix A-1 and A-2 attached.

Paragraph J. First, the side job hourly rate shall be increased from \$75 "for profit" to time and one-half (1 ½) of top step Police Officer hourly rate, effective no later than 60 days after ratification of this Agreement by both parties. The Borough retains discretion to determine the administrative fee for such assignments.

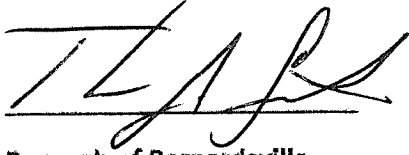
Second, subject to the approval of the Chief of Police, similar to officers assigned to 8-hour tours, all officers assigned to the Patrol Division shall be permitted to interrupt their shift so as to work a side job – without having to utilize any accrued leave – and then return to their assigned shift, provided they do not work more than 16 hours in the work day.

5. **ARTICLE XX – WORK SCHEDULES.**

Paragraph C. Effective upon the ratification of this Agreement by both parties, the start/end time of the Patrol Schedule shall be revised to: 6 AM to 6 pm (Day Shift) and 6 PM to 6 AM (Night Shift). However, the Borough shall retain the prerogative to revert back to the former 7 AM to 7PM/ 7PM to 7 AM to 7 PM if necessary to achieve a tangible managerial need or operational objective.

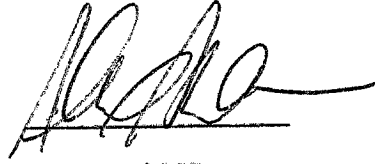
6. The PBA shall withdraw with pending "Chapter 78" grievances filed under PERC Docket Nos. AR-2020-319 and AR-2020-320.

The terms set forth above are tentative and subject to ratification by the Borough's Governing Body as well as the membership of the PBA.



Borough of Bernardsville

Date: 5/17/21



PBA Local 365

Date: 5/7/21

APPENDIX 1
A-1

Officers Hired Before January 1, 2014

Grade	(2.5%)	(2.5%)	(2.5%)	(2.5%)
	2020	2021	2022	2023
1st Class	118,198	121,153	124,182	127,286
1 A	116,916	119,838	122,834	125,905
1	111,235	114,016	116,866	119,788
2 A	106,052	108,703	111,420	114,206
2	99,376	101,860	104,407	107,017
3	92,685	95,002	97,377	99,811
4	85,994	88,144	90,348	92,606
5	79,305	81,288	83,320	85,403
6	72,614	74,429	76,290	78,197
7	65,924	67,572	69,261	70,992
7 A	56,389	57,799	59,244	60,725
8	46,856	48,027	49,228	50,458
9	35,141	36,020	36,920	37,843

* Detective Stipend - \$1,800 above the appropriate patrolman salary.

A-2

Officers Hired On or After January 1, 2014

Grade	2020	2021	2022	2023
1st Class	118,198	121,153	124,182	127,286
1 A	115,956	118,855	121,826	124,872
1	107,982	110,681	113,448	116,284
2 A	103,994	106,594	109,259	111,991
2	100,013	102,514	105,076	107,703
3	92,032	94,332	96,691	99,108
4	84,056	86,157	88,311	90,519
5	76,081	77,983	79,932	81,930
6	68,105	69,808	71,553	73,342
7	60,131	61,634	63,175	64,754
8	52,155	53,459	54,795	56,165
8 A	48,101	49,304	50,536	51,800
Academy	36,203	37,108	38,036	38,987

* Detective Stipend - \$1,800 above the appropriate patrolman salary.