

MEMORANDUM OF AGREEMENT

The Borough of Red Bank ("Borough") and PBA Local 39 ("PBA") hereby agree to this Memorandum of Agreement to a Collective Bargaining Agreement between the parties. Subsequent to the expiration of the most recent Collective Bargaining Agreement on December 31, 2013, the parties have engaged in good faith negotiations regarding the terms of a successor agreement to cover the period of January 1, 2014 to December 31, 2017. This Agreement is subject to ratification of the parties (the full membership of the PBA and the Red Bank Borough Council). The parties agree to recommend ratification of this Agreement to their respective memberships (the Borough Council and PBA members, respectively).

1. Term. January 1, 2014 through December 31, 2017. Make the appropriate date changes throughout the Collective Bargaining Agreement.

2. Article VIII. 2% across the board increases per year on base salary, with all salary, step guide, and longevity increases paid retroactively from the date of the contract execution. The new salary guide is attached hereto as "Exhibit A".

3. ARTICLE VIII. There shall be a new salary guide for Officers hired on or after August 1, 2014. The salary guide for said employees is also attached hereto as "Exhibit A".

4. ARTICLE XXXIV. An increase of the "Payment in Lieu of Health Care" to be based on an individual's salary and health care premium, up to the maximum allowable by statute (\$5,000.00). For example, payment in the amount of \$3,750 shall be tendered to an Officer whose premium obligation is \$15,000 (25% of the premium up to \$5,000).

5. All prior contract provisions not directly altered by this Memorandum of Agreement shall remain in place in the successor Agreement.

6. "Exhibit A" is subject to verification by both parties.

BOROUGH OF RED BANK

PBA LOCAL 39

By: _____

By: _____

Dated: August 13, 2014

Dated: August 13, 2014

EXHIBIT "A"

<u>Rank</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
Captain	118,973	121,352	123,779	126,255
Lieutenant	112,248	114,493	116,782	119,118
Sergeant	103,109	105,171	107,274	109,420
Detective	99,505	101,495	103,525	105,595
Patrolman 1	95,774	97,689	99,643	101,636
Patrolman 2	88,983	90,762	92,578	94,429
Patrolman 3	82,193	83,836	85,513	87,223
Patrolman 4	75,400	76,908	78,447	80,015
Patrolman 5	68,606	69,978	71,380	72,805
Patrolman 6	61,814	63,050	64,311	65,597
Patrolman 7	51,445	52,474	53,523	54,593
Academy	39,021	39,801	40,597	41,409

Employees hired on or after August 1, 2014 shall
be subject to the following guide:

<u>Rank</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
Captain	118,973	121,352	123,779	126,255
Lieutenant	112,248	114,493	116,782	119,118
Sergeant	103,109	105,171	107,274	109,420
Detective	99,505	101,495	103,525	105,595
Patrolman 1	95,774	97,689	99,643	101,636
Patrolman 2	88,983	90,762	92,578	94,429
Patrolman 3	82,193	83,836	85,513	87,223
Patrolman 4	75,400	76,908	78,447	80,015
Patrolman 5	68,606	69,978	71,380	72,805
Patrolman 6	62,885	64,143	65,425	66,734
Patrolman 7	57,165	58,308	59,474	60,664
Patrolman 8	51,445	52,474	53,523	54,593
Academy	39,021	39,801	40,597	41,409