

THIS MEMORANDUM OF AGREEMENT
by and between
THE BOROUGH OF RED BANK
and
RED BANK PBA LOCAL 39

WITNESSETH

The following agreements and covenants:

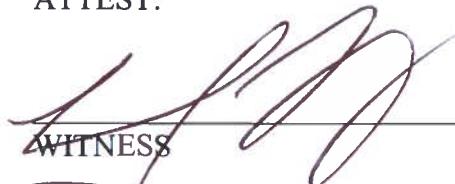
1. The Borough of Red Bank (the “Borough”) and Red Bank PBA Local 39 (the “PBA”) having reached a tentative settlement for a successor Collective Negotiations Agreement as set forth below, shall recommend the terms of this memorandum through their respective bargaining committees to the Borough’s governing body and the PBA’s general membership, and this memorandum shall be subject to ratification by the Borough and the PBA’s general membership.
2. This Memorandum of Agreement sets forth the agreements and understandings of the two Parties, and these agreements and understandings shall be embodied formally in a properly drawn successor Collective Negotiations Agreement (the “new Contract” or “Agreement”).
3. The new Contract shall be in force and effect from January 1, 2018 through December 31, 2021.
4. All contract sections referred to below refer to the structure of the current Contract. Unless otherwise indicated herein, all terms, conditions, and provisions of the current Collective Negotiations Agreement (expired on December 31, 2017) between the Parties shall remain in full force and effect (the status quo), except as expressly modified or changed by the terms set forth in this Memorandum of Agreement (MOA). Any and all proposals not otherwise memorialized in this MOA are deemed withdrawn by the Parties.
5. Global Changes: Conform dates throughout the Agreement, update table of contents and pagination as needed to reflect new term of the contract, correct typographical errors.
6. Article VIII SALARIES –
 - a. Sections 1 and 2 shall be revised to reflect effective January 1, 2018 – 2% increase (retroactive); effective January 1, 2019 – 1.75% increase; effective January 1, 2020 – 1.75% increase; and effective January 1, 2021 – 1.75% increase. Those officers who separated from employment with the Borough between December 31, 2017 and the effective date of the Agreement shall receive a pro-rated retroactive salary increase. The annual Detective stipend shall be increased to \$4,025.00, retroactive to January 1, 2018.

- b. Section 2 shall be revised to reflect that the salary guide in that section applies to employees hired by the Borough on or after August 1, 2014, but before January 1, 2019.
- c. Add new Section 3 to reflect the inclusion of a new salary guide created for employees who are hired by the Borough on or after January 1, 2019.

The respective updated salary guides are attached hereto as the Appendix.

- 7. Article IX LONGEVITY – Section 1 shall be revised to reflect that employees who are hired by the Borough on or after January 1, 2019 shall not be entitled to any longevity increment.
- 8. Article XXXIV HOSPITAL, MEDICAL INSURANCE COVERAGE – Section 1 shall be revised to reflect that:
 - a. as of January 1, 2019, employees shall contribute towards their health insurance coverage premiums at the relevant percentage set forth by Chapter 78, Tier 4, reduced by 4%;
 - b. as of January 1, 2020, employees shall contribute towards their health insurance coverage premiums at the relevant percentage set forth by Chapter 78, Tier 4, reduced by another 4% (a total of 8%); and
 - c. as of January 1, 2021, employees shall contribute towards their health insurance coverage premiums at the relevant percentage set forth by Chapter 78, Tier 4, reduced by another 4% (a total of 12%).

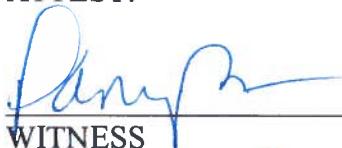
ATTEST:


WITNESS
Paul Perez

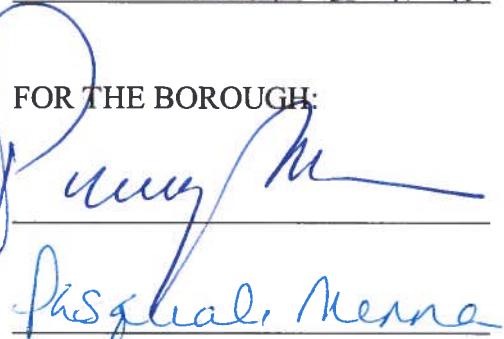
FOR THE PBA:


Michael Zadlock

ATTEST:


WITNESS
Pamela Burgh

FOR THE BOROUGH:


Penny M.
Pisqual-Menna

APPENDIX - Article VIII- Salaries

Section 1. All employees covered by this Agreement and hired before August 1, 2014 shall be paid the salaries set forth below for years 2018, 2019, 2020, and 2021

Rank	2018	2019	2020	2021
Captain	128,780	131,034	133,327	135,660
Lieutenant	121,500	123,626	125,789	127,990
Sergeant	111,608	113,561	115,548	117,570
Patrolman 1	103,669	105,483	107,329	109,207
Patrolman 2	96,318	98,004	99,719	101,464
Patrolman 3	88,967	90,524	92,108	93,720
Patrolman 4	81,615	83,043	84,496	85,975
Patrolman 5	74,261	75,561	76,883	78,228
Patrolman 6	66,909	68,080	69,271	70,483
Patrolman 7	55,685	56,659	57,651	58,660
Academy	42,237	42,976	43,728	44,493

Section 2. All employees covered by this Agreement and hired on or after August 1, 2014, but before January 1, 2019 shall be paid the salaries set forth below for years 2018, 2019, 2020, and 2021

Rank	2018	2019	2020	2021
Captain	128,780	131,034	133,327	135,660
Lieutenant	121,500	123,626	125,789	127,990
Sergeant	111,608	113,561	115,548	117,570
Patrolman 1	103,669	105,483	107,329	109,207
Patrolman 2	96,318	98,004	99,719	101,464
Patrolman 3	88,967	90,524	92,108	93,720
Patrolman 4	81,615	83,043	84,496	85,975
Patrolman 5	74,261	75,561	76,883	78,228
Patrolman 6	68,069	69,260	70,472	71,705
Patrolman 7	61,877	62,960	64,062	65,183
Patrolman 8	55,685	56,659	57,651	58,660
Academy	42,237	42,976	43,728	44,493

Section 3. All employees covered by this Agreement and hired on or after January 1, 2019 shall be paid the salaries set forth below for years 2019, 2020, and 2021

Rank	2019	2020	2021
Captain	140,861	143,326	145,834
Lieutenant	131,662	133,966	136,310
Sergeant	119,807	121,904	124,037
Patrolman 1	110,230	112,159	114,122
Patrolman 2	101,434	103,209	105,015
Patrolman 3	93,692	95,332	97,000
Patrolman 4	85,950	87,454	88,984
Patrolman 5	75,561	76,883	78,228
Patrolman 6	69,260	70,472	71,705
Patrolman 7	62,960	64,062	65,183
Patrolman 8	56,659	57,651	58,660
Academy	42,976	43,728	44,493

