

**BOROUGH OF BERNARDSVILLE AND PBA LOCAL 365 (SOA)
2024-2027 MEMORANDUM of AGREEMENT**

The Borough of Bernardsville (Borough) and PBA Local 365 (SOA), the collective negotiations representatives for all Sergeants and Lieutenants, agree to the following terms to be incorporated in the parties' successor collective negotiations agreement (CNA). Unless otherwise stipulated below, all terms set forth herein shall be effective and otherwise retroactive to January 1, 2024.

1. **DURATION.** Four (4) years: January 1, 2024 - December 31, 2027.

2. **ARTICLE X – COLLEGE INCENTIVE PROGRAM**

Paragraph B (1) is amended as follows:

~~Notwithstanding anything to the contrary contained within this Agreement, the parties agree that an employee upon attaining 4 years of continuous service to the Borough, shall be compensated at the rate of \$18.00 per credit earned to a maximum of \$1800 for the calendar year of their eighth anniversary date.~~

Notwithstanding anything to the contrary contained within this Agreement, the parties agree that an employee, upon attaining 4 (four) years of continuous service to the Borough, who has earned the following degrees, shall be compensated as outlined below. In no case shall this compensation exceed \$2700 per year.

- i. Upon earning an Associate’s degree, compensation of \$1,000;
- ii. Upon earning a Bachelor’s degree, compensation of \$2,000;
- iii. Upon earning a Master’s degree, compensation of \$2,700;
- iv. Officers who have earned college credits as of the date of this contract but have not earned a degree, shall continue to receive \$18 per credit up to a maximum of 100 credits. If and when the officer attains a degree, the compensation in subsections i through iii. shall apply.

3. **ARTICLE XIV- COMPENSATION. Amended as follows:**

Section A. Salary Guide is hereby replaced with the salary guide below:

SALARY GUIDE

	2024 - 4.85%	2025 - 3.5%	2026 - 3.5%	2027 - 3.5%
Sergeant	\$142,802	\$147,800	\$152,973	\$158,327
Senior Sergeant	\$150,905	\$156,187	\$161,653	\$167,311
Lieutenant	\$159,578	\$165,163	\$170,944	\$176,927
Senior Lieutenant	\$168,341	\$174,233	\$180,332	\$186,643

Section B. shall be amended as follows:

(7) Sergeants and Lieutenants performing outside work while off-duty shall be entitled to time and one-half (1½) of top step Police Officer hourly rate, and, upon execution of this contract, \$10 below the top officer's rate for non-profit organizations as appropriate. The Borough retains the discretion to determine the administrative fee for such assignments.

7. (b) When any job extends beyond the end time stated in the "Extra Duty Police Services Agreement, Application and Estimate for Service," and the officer continues his/her assignment, the additional time worked will be billed in one hour increments at the rate of \$100.00 per hour at two times the top step Patrol Officer's hourly rate for any part of the extra hour worked.

4. ARTICLE XVI - HOLIDAYS.

Section C. shall be amended as follows:

C. Each employee shall be entitled to ~~one (1)~~ two (2) personal leave days plus a ~~second~~ third personal leave day in lieu of Martin Luther King's birthday. These ~~two~~ three days shall be at the exclusive option of the officer requesting same.

Nenny Melod
Borough Administrator
3/12/24

LT. *[Signature]*
LT. JEFFREY MELITSKI
3/11/24