

## Memorandum of Agreement

The City of Hoboken and the Hoboken Superior Officers' Association hereby agree to the following terms for successor agreement:

1. Five-year contract from January 1, 2018 through December 31, 2022.

2. Across the board salary increases:

1/1/2018 5%

1/1/2019 5%

1/1/2020 5%

1/1/2021 0%

1/1/2022 0%

3. No retroactive pay shall be paid for 2018, 2019, and 2020 except for those employees who have retired prior to 01/01/21. Those that have retired shall be paid their retroactive pay on the first pay period of January 2022.

4. Active employees shall not receive their pay increase until 01/01/22 and shall receive retroactive pay for the year 2021 only, in their first pay of 2022.

5. Effective 1/1/21 ALL supervisors on the tiered scale will be moved to the top base pay for their rank and the pay scale as follows:

All Sergeants shall be paid \$118,399 plus the percentage increases in Paragraph 2.

All Lieutenants shall be paid \$134,557 plus the percentage increases in Paragraph 2.

All Captains shall be paid \$162,833 plus the percentage increases in Paragraph 2.

\*The increases in this paragraph shall be paid in two parts for those supervisors on the Tiered pay scale. Half of the increase shall be effective January 1, 2022 to be paid in the first pay period of January and the full increase shall be effective December 31, 2022 to be paid in the first pay period after that date. The tier structure established in the previous C.B.A. for newly promoted supervisors will cease to exist.

6. Upon any new promotion, the past practice of waiting a year before receiving the appropriate Pay increase at any rank shall cease, and the promoted individual will go to top base pay for the respective rank upon promotion. Any promotions that occur prior to January 1, 2023 shall be subject to the conditions set forth in paragraph 5 above.

7. Article V Sec. 4. Shall now read "If an employee retires on or before the final day in February of his/her final year, his/her vacation time shall be pro-rated for the year of retirement. If the retirement occurs on or after March 1, the vacation shall be fully vested as of March 1, there shall

be no proration of vacation time and the employee shall be compensated for the entire year's vacation.”

8. Article XXX - Tuition Reimbursement, shall remove the requirement for a Criminal Justice degree in order to receive the appropriate College Degree added to the base pay. Going forward anyone who has any college degree will have the appropriate degrees added to their base pay.

9. The P.S.O.A agrees to forfeit the Uniform Allowance of \$1,300.00 in Article XVII Sec.2

10. The P.S.O.A also agrees to forfeit standby court time in Article XXI-Overtime Sec. 11.

11. In the event of death, the date of death of the deceased officer shall be treated as a date of retirement for purposes of the conditions set forth in this MOA. However, if an officer dies during the calendar year 2021, he/she shall receive retroactive pay for the twelve months prior to the date of death. An individual retiring during calendar year 2021 shall be paid retroactive pay from January 1, 2021 to the date of retirement. Retroactive pay shall be paid in accordance with the provisions above.

The parties agree that the above provisions shall not become binding until they are ratified by the Superior Officers' Association and approved by the Mayor and Council. The undersigned agree to bring these provisions to a vote of their respective parties immediately.

For the Association:

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Dated:

For the City:

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Dated: