

**MEMORANDUM OF AGREEMENT  
BETWEEN THE HOBOKEN PBA/PSOA AND THE CITY OF HOBOKEN**

1. **Term of New Agreement ("Agreement").** January 1, 2008 through December 31, 2013.

2. **Salary.**--The salaries for all patrol officers shall be increased as follows:

- (a) 3.5% retroactive to and effective as of April 1, 2008
- (b) 3.5% retroactive to and effective as of April 1, 2009
- (c) 2.0% retroactive to January 1, 2010
- (d) 2.0% effective as of January 1, 2011
- (e) 1.95% on January 1, 2012
- (e) 1.95% on January 1, 2013

Effective on January 1, 2011, the Salary Guide for Patrolmen shall be adjusted to reflect a total of eight (8) salary steps in the manner to be agreed to by the parties as part of the ratification of the contract and attached hereto as Schedule A.

The differential in rank for members of the PSOA bargaining unit shall continue as provided in the current agreement.

3. **Health and Prescription Drug Insurance.** As soon as possible after ratification of the Agreement, the health insurance program shall be modified as follows: (i) eliminate traditional indemnity insurance coverage and replace it with the so-called state defector direct access plan ("Direct 10") as described and to be attached as Schedule B and (ii) the prescription drug program co-pay shall be increased to \$5.00 for generic and \$10.00 for brand name. The contract shall be modified to provide that, commencing in 2011, the City shall have the right to change insurance carriers provided that, after the change, the coverage shall be equal to or better than the coverage before the change of carrier.

4. **Vacation Carry-over.** Limited to two (2) years (now 3) and carry-over shall conform to existing Civil Service regulations.

5. **Terminal Leave.** Commencing in 2011, future hires shall accrue terminal leave at the rate of three (3) days for every year of service up to 25 years of service. With respect to current employees, (a) current hires shall continue to accrue terminal leave at the rate of five (5) days per year; (b) current hires with more than 30 years of service shall be capped at their current total, and (c) current hires with less than 30 years shall no longer accrue terminal leave after completing their 30th year of service.

6. **Misc. Days Off.** Commencing in 2011, with the exception of bereavement leave and one (1) blood day, all miscellaneous days off provided by Article III, Section 1, and 8 shall no longer be provided and each employee shall receive four (4) days of personal leave in lieu thereof, which days shall be non-cumulative, non-payable if not used, and which shall not be paid for at retirement. Other types of days currently provided in Section 1 shall be usable as priority vacation days and deducted from the officer's allotment.
7. **Overtime and Training Time.** Commencing upon execution of the Agreement, all overtime shall be paid in wages (as opposed to compensatory time) at the rate of time and one-half. All mandatory training shall, to the extent reasonably possible, be conducted while an officer is on duty. Subject to agreement on language, shifts may be reasonably modified to implement this provision. In the event that such training is conducted during off-duty hours, it shall be compensated at the rate of time and one-half.
8. **Outside Employment.** Commencing upon execution of the Agreement, the outside employment rate shall be \$65.00 per hour, of which \$56.00 shall be paid to the officer, \$5.00 shall be paid to the City for administrative fees and \$4.00 shall be paid to the PBA or SOA Good and Welfare Fund, as applicable. The outside contractor shall pay to the officer overtime at the rate of time and one half for all hours worked beyond the number of work hours scheduled in the initial assignment. These changes shall apply to Section 3 of the OEP program only. The agreements between the PBA, PSOA and the City dated on or about December 1, 2009 concerning other aspects of the OEP program, attached hereto as Schedule C, shall be incorporated in the Agreement
9. **Miscellaneous.** Commencing in 2011, **Article XXXVI**, Section 6 shall be modified to provide in substance that, officers shall be provided with a City vehicle to attend police schools, unless it is more practicable for the officer to attend the school directly from home, in which case the prevailing IRS per-mile reimbursement rate shall be paid. Section 8 relating to payment of \$5.00 per day for residency schools shall be deleted. **Article III, Time Off** shall be amended to delete Section 7 relating to the payment to the PBA of \$500.00 toward the cost of attendance at police seminars.
10. **Uniforms.** Effective January 1, 2008, the uniform allowance shall be increased by \$500.00 making the total uniform allowance \$1,300.00. Retroactive uniform allowance for 2008, 2009 and 2010 shall be paid at the same time as the retroactive salary increases. Commencing in 2011, the uniform allowance shall be paid in the first pay period of July in each year.
11. **Contract language.** All contract language for both the PBA and the PSOA collective negotiations agreements must be finalized and execution of the Agreements are conditioned thereon.

12. **Continuation.** Except as provided in this memorandum all provisions of the Agreement shall continue in full force and effect.

13. **Ratification and Arbitrator's Jurisdiction.** This Agreement is subject to ratification by the City, and ratification by the PBA and PSQA respectively. The parties agree that Arbitrator Robert Glasson shall retain jurisdiction of this matter pending final ratification and completion of the Agreement.

In Witness Whereof, the parties have executed this Memorandum by their duly authorized representatives.

For the PBA

*[Signature]* (date) 02-15-11

For the PSQA

*Edmond Avanti* (date) 2-15-11

For the City

*[Signature]* (date) 2/15/11  
*M. [Signature]* 2/15/11

## PBA Salary Step Guide 2007-2013

Step #		2007	2008 3.50%	2009 3.50%	2010 2.00%	New Step Guide	2011 2.00%	2012 1.95%	2013 1.95%
1A	1-6 mos.	\$ 34,449.00	\$ 35,654.71	\$ 36,902.62	\$ 37,640.67	1	\$ 38,393.50	\$ 39,142.17	\$ 39,905.44
1B	7-12 mos.	\$ 35,619.00	\$ 36,865.66	\$ 38,155.96	\$ 38,919.07	2	\$ 45,732.19	\$ 46,623.97	\$ 47,533.14
2		\$ 40,298.00	\$ 41,708.43	\$ 43,168.23	\$ 44,031.59	3	\$ 53,070.88	\$ 54,105.76	\$ 55,160.82
3		\$ 46,147.00	\$ 47,762.14	\$ 49,433.81	\$ 50,422.48	4	\$ 60,409.56	\$ 61,587.55	\$ 62,788.51
4		\$ 53,165.00	\$ 55,025.77	\$ 56,951.67	\$ 58,090.70	5	\$ 67,748.25	\$ 69,069.34	\$ 70,416.19
5		\$ 59,014.00	\$ 61,079.49	\$ 63,217.27	\$ 64,481.62	6	\$ 75,086.93	\$ 76,550.95	\$ 78,043.69
6		\$ 64,863.00	\$ 67,133.20	\$ 69,482.86	\$ 70,872.52	7	\$ 82,425.62	\$ 84,032.92	\$ 85,671.56
7,8		\$ 79,434.00	\$ 82,214.19	\$ 85,091.69	\$ 86,793.52				
9,10,11,12		\$ 80,117.00	\$ 82,921.10	\$ 85,823.34	\$ 87,539.81				
13+		\$ 80,542.00	\$ 83,360.97	\$ 86,278.60	\$ 88,004.17	8	\$ 89,764.25	\$ 91,514.65	\$ 93,299.19

Hoboken Wage Scales - Projected 2010 8 Step Guide

**PBA Neg Team Only - Privileged and Confidential**

**Current (2007) Wages Scales**

<u>Year of Employment</u>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
	<b>3.5%</b>	<b>3.5%</b>	<b>2.0%</b>	<b>2.00%</b>	<b>1.95%</b>	<b>1.95%</b>

1. a.	\$ 34,449.00	(1-6mo)	\$ 35,654.71	\$ 36,902.62	\$ 37,640.67	\$38,393.50	\$ 39,142.17	\$ 39,905.44
b.	\$ 35,619.00	(7-12)	\$ 36,865.66	\$ 38,155.96	\$ 38,919.07			
2	\$ 40,298.00		\$ 41,708.43	\$ 43,168.23	\$ 44,031.59	\$45,732.19	\$ 46,623.97	\$ 47,533.14
3	\$ 46,147.00		\$ 47,762.14	\$ 49,433.81	\$ 50,422.48	\$53,070.88	\$ 54,105.76	\$ 55,160.82
4	\$ 53,165.00		\$ 55,025.77	\$ 56,951.67	\$ 58,090.70	\$60,409.56	\$ 61,587.55	\$ 62,788.51
5	\$ 59,014.00		\$ 61,079.49	\$ 63,217.27	\$ 64,481.62	\$67,748.25	\$ 69,069.34	\$ 70,416.19
6	\$ 64,863.00		\$ 67,133.20	\$ 69,217.27	\$ 70,872.52	\$75,086.93	\$ 76,550.95	\$ 78,043.69
7,8	\$ 79,434.00		\$ 82,214.19	\$ 85,091.69	\$ 86,793.52	\$82,425.62	\$ 84,032.92	\$ 85,671.56
	9th to 12yr							
9,-12	(\$80,117.00)		\$ 82,921.10	\$ 85,823.34	\$ 87,539.81			
13	13yr plus		\$ 83,360.97	\$ 86,278.60	\$ 88,004.17	\$89,764.25	\$ 91,514.65	\$ 93,299.19
	(\$80,542.00)							