

CITY COUNCIL

The City of Orange Township, New Jersey

DATE November 1, 2022

NUMBER 437-2022

TITLE:

A RESOLUTION RATIFYING THE LABOR MEMORANDUM OF AGREEMENT OF THE NEGOTIATIONS BETWEEN THE CITY OF ORANGE TOWNSHIP AND THE SUPERIOR OFFICERS ASSOCIATION LOCAL 89 FOR THE DURATION JANUARY 1, 2021 TO DECEMBER 31, 2024

WHEREAS, the City of Orange Township and the Superior Officers Association Local 89 (SOA) have reached an agreement for the duration January 1, 2021 to December 31, 2024; and

WHEREAS, the attached Memorandum of Agreement reflects the agreement negotiated between the City of Orange and SOA for the above duration.

NOW, THEREFORE, BE IT RESOLVED by the Municipal Council of the City of Orange Township that the attached agreement between the City of Orange Township and SOA is hereby ratified and approved.

Adopted: **November 1, 2022**

Joyce L. Lanier
Municipal Clerk

Hon. Tency A. Eason
Council President



**MEMORANDUM OF AGREEMENT
BETWEEN CITY OF ORANGE TOWNSHIP
AND ORANGE POLICE DEPARTMENT SUPERIOR OFFICERS' ASSOCIATION
("SOA")**

The CITY OF ORANGE TOWNSHIP ("CITY") and ORANGE POLICE DEPARTMENT SUPERIOR OFFICERS' ASSOCIATION ("SOA") hereby agree to recommend for ratification and approval the following amended new contract between the CITY and SOA for the period from January 1, 2021 to December 31, 2024:

1. DURATION: January 1, 2021 to December 31, 2024.

2. ARTICLE XXIII, WAGES

The following across-the board annual wage increases shall be implemented and shall be retroactive to January 1, 2021:

January 1, 2021:	3.25%
January 1, 2022:	3.25%
January 1, 2023:	3.25%
January 1, 2024:	3.25%

3. ARTICLE XVIII, CLOTHING AND MAINTENANCE ALLOWANCE

Section 3. Effective January 1, 2023, the yearly stipend for clothing allowance shall be increased to \$2,200.00.

4. ARTICLE XXIII, WAGES

Section 2. Effective January 1, 2022, the Detective stipend for Superiors assigned to the Detective Bureau shall be increased to \$5,000.00. Section 2 shall be amended to read as follows:

Effective January 1, 2022, Superiors assigned to the Detective Bureau who perform investigative detective work for 12-months shall receive a stipend of \$5,000.00. No officer shall be eligible to receive this compensation until after the officer is assigned to the Detective Bureau to perform investigative detective work for 12 consecutive months, and officers will not receive retroactive compensation for their initial 12-month assignment. Officers will lose this stipend if they leave the Detective Bureau and no longer perform investigative detective work, and the yearly total of \$5,000.00 shall be prorated for the portion of the year the officer was eligible after the initial 12-month period. Officers who leave the Detective Bureau or no longer perform investigative detective work but later resume such work will not receive credit for time previously spent doing such work and must return for a full 12-months before being eligible for compensation again under this provision.

After performing investigative Detective work for 12 consecutive months, \$5,000.00 shall be added to the officer's creditable compensation in the PFRS pension system. This \$5,000.00 shall be paid in two installments on June 1st and December 1st and will be prorated as applicable. Officers eligible for this stipend may only receive a maximum of \$5,000.00 in a 12-month period under this provision, and for the duration of this MOA, this stipend shall not be increased by any other modifier, including, without limitation, the yearly percentage wage increase.

5. ARTICLE XX, SENIORITY

Section 2: Effective January 1, 2023, seniority days off per year shall be decreased one time, as follows:

After 5 years of service:	Reduction from 4 days to 1 day
After 10 years of service:	Reduction from 6 days to 2 days

Section 6: Effective January 1, 2023, rank days shall be reduced one time, as follows:

Sergeants:	Reduction from 3 days to 1 day
Lieutenants:	Reduction from 4 days to 2 days
Captains:	Reduction from 5 days to 3 days

The terms of this MOA are subject to ratification by the SOA and the approval of the Council of the CITY OF ORANGE TOWNSHIP. All prior agreements and all other provisions of the Parties' existing collective bargaining agreement not modified by this MOA shall remain in effect and otherwise unchanged.

ORANGE POLICE DEPARTMENT
SUPERIOR OFFICERS'
ASSOCIATION ("SOA")

CITY OF ORANGE TOWNSHIP

Dated:

Dated: