

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered on this 29th day of January 2016, between the collective negotiations teams for the Township of Teaneck, a municipal corporation of the State of New Jersey (the "Township") and the Teaneck Superior Officers Association ("Association"), representing certain employees of the Township (collectively the "parties").

WHEREAS, the parties, having bargained in good faith, mutually agree to amend the terms of their current collective negotiations agreement which expired on December 31, 2014 (the "Agreement") as follows:

1. The term of Agreement shall be from January 1, 2015 to December 31, 2017. Dates in the expired Agreement shall be changed as necessary.
2. Article XXIII, Hospitalization, p. 36. Amend Paragraph D as follows: "Notwithstanding the sunset and during the term of this agreement, Employees shall continue to pay contributions toward health care premiums as provided in Public Laws 2011, Chapter 78.
3. Article XXXVIII, Base Salaries, p. 54. Amend the Salary table to reflect the following percentage increases:

	Effective 01/01/2015	Effective 01/01/2016	Effective 01/01/2017
Sergeant	\$116,952.78	\$118,940.97	\$120,903.50
Lieutenant	\$128,648.97	\$130,836.00	\$132,994.79
Captain	\$141,516.61	\$143,922.39	\$146,297.11

4. Article XXXIX, Term and Renewal, P. 54. Amend to provide the terms of the agreement from January 1, 2015 until December 31, 2017.
5. This Memorandum of Agreement represents the complete agreement of the parties. All other proposals, whether written or oral, submitted by either party during the course of these negotiations or otherwise related thereto are deemed withdrawn and without further effect.
6. Except as modified herein, the terms of the prior agreement shall continue in full force and effect.
7. This Memorandum of Agreement is subject to ratification of the bargaining unit members of the Association and by the Township, respectively, in accordance with their respective rules and procedures related thereto and in accordance with any relevant laws. This Memorandum of Agreement shall not be legally effective absent said ratification.



<u>2014 Total</u>	<u>2015 Total (2%)</u>	<u>2016 Total (2%)</u>	<u>2017 Total (2%)</u>	<u>2015-2017 Total</u>
\$3,441,625.08	\$ 3,510,457.58	\$ 3,580,666.73	\$ 3,652,280.07	\$ 10,743,404.38

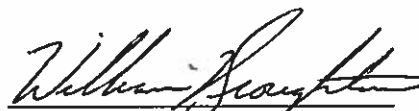
8. The undersigned parties agree to recommend the terms and conditions contained in this Memorandum of Agreement to their respective constituents for approval and ratification.
9. The Township shall be responsible for preparing the successor collective negotiations agreement containing the modifications and amendments contained herein, subject to the review and approval of the parties' respective legal counsel or representatives.
10. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective constituencies subject to the terms and conditions herein.
11. The undersigned parties agree that neither shall disclose to the media the terms and conditions contained in this Memorandum of Agreement, and shall only disclose the fact that a tentative agreement has been reached by the parties, prior to their respective ratification of same.

**FOR THE:
TEANECK SUPERIOR OFFICERS ASSOCIATION**



Dated: January 29, 2016

**FOR THE:
TOWNSHIP OF TEANECK**


Township Manager

Dated: January 29, 2016

