

**MEMORANDUM OF UNDERSTANDING
BETWEEN ESSEX COUNTY COLLEGE BOARD OF TRUSTEES
AND ESSEX COUNTY COLLEGE FRATERNAL ORDER OF POLICE LODGE NO. 99**

This Memorandum of Understanding amends the April 24, 2013 Memorandum of Agreement between the Essex County College Board of Trustees and the Essex County College Fraternal Order of Police Lodge No. 99 ("FOP"), and is entered into on this 15 day of October 2018 ("October 2018 Memorandum") and shall be effective July 1, 2016 through June 30, 2018. All prior agreements, amendments and provisions are incorporated by reference into this Memorandum of Understanding and shall remain in full force and effect.

All provisions of the above-referenced Collective Bargaining Agreement shall remain unchanged during the duration of the contract with the following exceptions:

ARTICLE 45 – SALARY/LONGEVITY

- Paragraph A – SALARY shall be amended to add the following:
 - 5) Only unit members employed with the College as of the full ratification of this Memorandum of Understanding shall be entitled to salary increases and any associated retroactive payments for the 2016-2017 and 2017-2018 contract years. Salary increases shall be as follows:
 - a. Effective July 1, 2016, the base salary of each eligible unit member shall be increased by 2.0%.
 - b. Effective July 1, 2017, the base salary of each eligible unit member shall be increased by 2.0%.
- Paragraph B – ONE TIME ADJUSTMENT shall be deleted.

ARTICLE 46 – DURATION shall be amended to add the following:

The October 2018 Memorandum shall become effective July 1, 2016 and shall remain in full force and effect for a period of two (2) years, expiring effective, 12:00 a.m., July 1, 2018. The parties agree to re-open and commence negotiations for a successor Agreement on or before December 31, 2018.

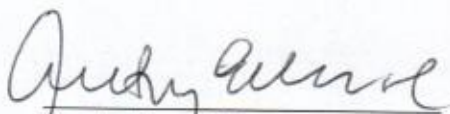
The parties hereby agree that, if any provisions of this Memorandum of Understanding should conflict with any prior agreements, amendments or provisions, the terms of this agreement shall govern. All parties acknowledge these terms and conditions are subject to ratification. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents. All other terms and conditions NOT contained herein shall remain status quo from the previous contract. Upon final ratification, Essex County College may prepare a collective bargaining agreement that incorporates this Memorandum, and where required, certain articles shall be renumbered.

RATIFICATION: This Memorandum of Understanding shall be subject to ratification by members of the Essex County College Fraternal Order of Police Lodge No. 99 and by the Essex County College Board of Trustees. This agreement shall not be enforceable absent such ratification.

In witness whereof, Essex County College Board of Trustees and Essex County College Fraternal Order of Police Lodge No. 99, have caused this Agreement to be signed.

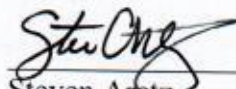
For Essex County College:

**For Essex County College
Fraternal Order of Police Lodge No. 99:**



Dr. Anthony Munroe
President

10/16/18
Date



Steven Aretz
President

10-15-2018
Date

