

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is between the City of Newark (“City” or “Employer”) and F.O.P. Lodge No. 4 (“Union” or “Employees”), (collectively, the “Parties”) and is effective on the 8th day of October, 2024.

WHEREAS, the City and the Union are parties to a memorandum of understanding (“MOU”) for the time period of May 13, 2024 through June 30, 2025; and

WHEREAS, the Parties agreed in the MOU, that, if the City hires police officers from another police department or agency (i.e. Lateral Transfer employees) who’s prior certification makes them academy-exempt in the State of Delaware, then the City shall place such officers within the rank structure of the police department at the rank of Police Officer at the step commensurate with their prior full years of experience as police officers with other departments or agencies. Time shall be measured from the date they began sworn service as a police officer.

WHEREAS, the Parties agreed in the MOU, to Article 1, Section 4 by adding the following definition of “Lateral Transfer employee”:

A Lateral Transfer employee shall be defined as an employee who begins employment as a police officer with the City of Newark at a salary other than PO Step 0 due to prior sworn police service with another police agency. A Lateral Transfer employee shall not be credited with any seniority under this agreement for purposes of “continuous service” as that term is defined in Article I – Section 4(A) of this agreement. However, a Lateral Transfer employee may receive credit for prior sworn police service for promotion purposes as described in the definition of “continuous service.” A Lateral Transfer employee may also receive credit for prior sworn police service time, for pension purposes, in the “State Plan” as that plan is defined in Article V – Sec. 5(H) of this agreement.

WHEREAS, the Parties wish to amend and modify the MOU as described below;

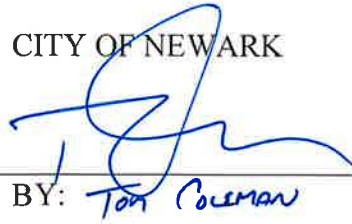
NOW THEREFORE, the Parties agree as follows:

1) Lateral transfer employees who were hired during the term of the current CBA, January 1, 2022 through December 31, 2024, shall be entitled to the provision as stated in this MOU. These police officers will be placed on the pay scale at the step that reflects their prior full years’ experience.

2) Lateral transfer employees hired prior to the ratification date of this MOU will not be paid retroactively to their hire date.

3) Lateral transfer employees hired prior to the ratification of this MOU will be moved to their new pay step at the start of the next pay period immediately following ratification between the Parties.

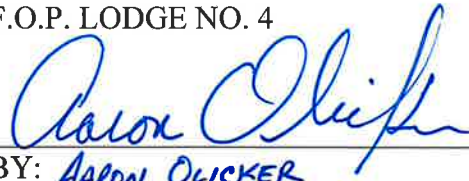
CITY OF NEWARK



BY: Tom Coleman

Dated: 10/8/24

F.O.P. LODGE NO. 4



BY: AARON OLICKER

Dated: 10/8/24