

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 13 day of May, 2024.

WHEREAS, the City and the Union are parties a collective bargaining agreement ("CBA") for the time period of January 1, 2022 through December 31, 2024; and

WHEREAS, the Parties wish to extend the terms of the CBA for a period of six additional months through June 30, 2025; and

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

NOW THEREFORE, the Parties agree as follows:

1) The term of the current CBA shall be extended an additional six months through June 30, 2025.

2) A modified Appendix B for the period between July 1, 2024 and June 30, 2025 is attached to this MOU. The Parties agree that effective July 1, 2024, it will replace, in full, the original January 1, 2024 wage table attached to the CBA, and will remain in effect through June 30, 2025.

3) The Parties agree that spouses of employees hired on or after July 1, 2024 who are eligible for health care coverage through their own employer are ineligible for coverage under the group health insurance plan(s) offered by the City.

4) The Parties agree 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.

5) The Parties agree 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

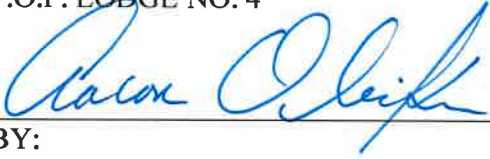
purposes, in the "State Plan" as that plan is defined in Article V – Sec. 5(H) of this agreement.

6) This MOU shall take effect immediately upon ratification by the Union and approval by Newark's City Council.

CITY OF NEWARK

F.O.P. LODGE NO. 4

BY: 

BY: 

Dated: 5/14/24

Dated: 5/14/24

FOP LODGE 4 - PAY PLAN (INTEGRATED SERVICE AWARD)**WAGE TABLE****AS OF: 7/1/2024****COLA: 11.0% (Step 0 moved to \$70,000)**

PAY PLAN						
Years	Police Officer	Corporal	Master Corporal	Sergeant	Lieutenant	Captain
0	\$ 70,000.00	\$ -	\$ -	\$ -	\$ -	\$ -
1	\$ 70,764.72	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ 72,747.18	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ 75,814.11	\$ -	\$ -	\$ -	\$ -	\$ -
4	\$ 79,196.28	\$ 84,133.56	\$ 88,525.83	\$ -	\$ -	\$ -
5	\$ 82,729.41	\$ 87,892.02	\$ 92,478.54	\$ -	\$ -	\$ -
6	\$ 86,423.49	\$ 91,816.98	\$ 96,611.07	\$ -	\$ -	\$ -
7	\$ 86,423.49	\$ 91,816.98	\$ 96,611.07	\$ 105,442.23	\$ 115,082.58	\$ 125,610.93
8	\$ 87,873.15	\$ 93,640.71	\$ 98,529.15	\$ 107,539.02	\$ 117,371.40	\$ 128,111.76
9	\$ 91,394.07	\$ 95,025.99	\$ 98,849.94	\$ 107,539.02	\$ 117,371.40	\$ 128,111.76
10	\$ 92,916.99	\$ 100,497.18	\$ 104,497.62	\$ 112,327.56	\$ 119,327.22	\$ 130,246.29
11	\$ 93,069.06	\$ 101,642.70	\$ 105,733.05	\$ 113,661.78	\$ 119,878.89	\$ 130,460.52
12	\$ 93,222.24	\$ 102,848.16	\$ 106,944.06	\$ 114,969.36	\$ 121,202.01	\$ 130,673.64
13	\$ 93,373.20	\$ 104,028.09	\$ 108,190.59	\$ 116,310.24	\$ 122,608.38	\$ 133,491.93
14	\$ 93,526.38	\$ 105,239.10	\$ 109,461.54	\$ 117,684.42	\$ 124,044.72	\$ 133,707.27
15	\$ 94,200.15	\$ 106,465.65	\$ 110,741.37	\$ 119,030.85	\$ 125,680.86	\$ 137,923.05
16	\$ 94,353.33	\$ 107,705.52	\$ 112,022.31	\$ 120,437.22	\$ 126,936.27	\$ 138,851.01
17	\$ 94,506.51	\$ 108,958.71	\$ 113,335.44	\$ 121,824.72	\$ 128,413.68	\$ 139,077.45
18	\$ 94,658.58	\$ 110,225.22	\$ 114,650.79	\$ 123,239.97	\$ 129,898.86	\$ 141,347.40
19	\$ 94,811.76	\$ 111,508.38	\$ 115,988.34	\$ 124,687.41	\$ 131,414.01	\$ 141,576.06
20	\$ 94,966.05	\$ 112,805.97	\$ 117,335.88	\$ 126,139.29	\$ 132,962.46	\$ 144,618.57
21	\$ 95,119.23	\$ 114,116.88	\$ 118,700.07	\$ 127,606.71	\$ 134,517.57	\$ 144,851.67
22	\$ 95,271.30	\$ 115,443.33	\$ 120,079.80	\$ 129,090.78	\$ 136,081.56	\$ 146,538.87
23	\$ 95,424.48	\$ 116,786.43	\$ 121,477.29	\$ 130,591.50	\$ 137,662.20	\$ 148,243.83
24	\$ 95,578.77	\$ 118,143.96	\$ 122,886.99	\$ 132,109.98	\$ 139,261.71	\$ 149,964.33
25	\$ 95,731.95	\$ 119,515.92	\$ 124,314.45	\$ 133,642.89	\$ 140,880.09	\$ 151,708.14