

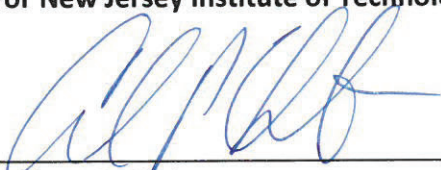
MOU Between
NJIT Superior Officers' Association,
Fraternal Order of Police Labor Council, Inc.
("SOA")
and
New Jersey Institute of Technology
("NJIT")

1. Effective July 1, 2023, the new salary guide attached hereto below becomes effective and replaces all existing salary guides. Any salary increases set forth herein shall be exclusive.
2. Effective July 1, 2023, officers will move from their current place on an existing salary guide to the closest step on the attached salary guide that is equal to or greater than the officer's salary as of June 30, 2023. A Sergeant at Step 1 who was hired prior to January 1, 2023 on the current guide would move to Step 2 on the new guide effective July 1, 2023. A Sergeant at Step 1 who was hired on or after January 1, 2023 will remain on Step 1 until July 1, 2024, at which point they will move to Step 2.
3. Officers at the top of the current guide would move to step 11 on the current guide.
4. Increments: Eligible Officers shall receive increments from one Step to the next Step only July 1st of each year provided that the Officer's performance warrants the salary adjustment and the Officer has served at least six (6) months at his/her current Step. "Performance Warrants" means that said Officer has been evaluated and in accordance with that evaluation has properly performed the job responsibilities of the position during the past full year prior to the effective date of step movement. Further, if the Officer was evaluated as "not meeting performance," the Officer shall have a six month period to improve his/her performance, and if such improvement occurs, the Officer shall be moved from one Step on the salary Matrix. If the officer has received disciplinary action of two or more written reprimands or is suspended said officer shall not receive the increment.
5. Promotion from Police Officer to Sergeant will result in the officer moving to the first step of the sergeant pay scale unless the officer has reached step 9, 10, or higher, in which case the officer will be promoted to the step on the sergeant scale nearest their current salary.
6. The Chief of University Police may start a new officer, at his or her discretion, no higher than step 9 based on the new officer's training and experience. (Salary only, not seniority).
7. The SOA will withdraw the Request for Submission of A Panel of Arbitrators, filed with PERC on April 28, 2021, Docket Number AR-2021-546 (a copy of which is attached), and the underlying Grievance attached thereto as pages 2-7. The SOA forever waives any and all claims to additional compensation pursuant to the University's Emergency Closing Policy during the period from December 31, 2019 through Present, unless previously authorized by the University in writing.
8. The University's Emergency Closing Policy shall be amended to exclude the FOP units, including the SOA, as of the effective date of the Agreement.
9. The adverse weather compensation will no longer apply to the FOP units, including the SOA.
10. The SOA agrees to reduce their uniform allowance to \$900 annually to be paid bi-annually at a rate of \$450 in July and January.
11. The SOA agrees to waive all stipends for extra duty assignments, except for the Detective stipend.
12. Article VII of the collectively negotiated agreement between NJIT and the FOP shall be modified to mutually acceptable language that comports with current law.

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13. Except as amended herein, the current collective negotiations agreements shall be extended the current collective bargaining agreement set to expire on June 30, 2023 through June 30, 2027.

For New Jersey Institute of Technology


4-5-23

Andrew P. Christ
Sr. Vice President for Real Estate Development
And Capital Operations
New Jersey Institute of Technology

For FOP SOA



[NAME]
FOP President

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SALARY SCHEDULE

SOA	FY23		Effective FY 24
1	\$ 96,367		\$ 110,000
2	\$ 98,295		\$ 113,667
3	\$ 100,261		\$ 117,333
4	\$ 102,266		\$ 120,999
5	\$ 104,311		\$ 124,665
6	\$ 106,397		\$ 128,331
7	\$ 108,525		\$ 132,000
8	\$ 110,696		