ARTICLE VI, Wages
Section C Salary Program July 1, 2011 to June 30, 2014
Delete current section C and change language as follows:

1. Fiscal Year 2012
Effective the pay period closest to July 1, 2011 there shall be a 0% increase to the base step rates of the BH salary table.
Effective the pay period closest to July 1, 2011 there shall be no step moves for Sergeants on the BH salary scale.
The Experience Differential of $.25/hr for incumbents with ten (10) years of UMDNJ Police Officer experience and $.50/hr for incumbents with fifteen (15) years of UMDNJ Police Officer experience shall continue.

Effective the pay period closest to July 1, 2011, Lieutenants in the bargaining unit as of the date of the ratification of this Agreement, having also been employed in the eligible UMDNJ title as of 6/30/11, shall receive a zero percent (0%) increase in base salary.

The salary range for Lieutenants shall not be increased.

2. Fiscal Year 2013
Effective the pay period closest to July 1, 2012, there shall be a 2% increase to the base step rates of the BH salary table, which shall be paid to Sergeants who are employed at UMDNJ as of ratification of this agreement.
Effective the pay period closest to July 1, 2012, there shall be no step moves for Sergeants on the BH salary scale.
The Experience Differential of $.25/hr for incumbents with ten (10) years of UMDNJ Police Officer experience and $.50/hr for incumbents with fifteen (15) years of UMDNJ Police Officer experience shall continue.

Effective the pay period closest to July 1, 2012, Lieutenants in the bargaining unit as of the date of the ratification of this Agreement, having also been employed in the eligible UMDNJ title as of 6/30/12, shall receive a zero percent (0%) increase in base salary.

The salary range for Lieutenants shall not be increased.
3. Fiscal Year 2014

Effective the pay period closest to July 1, 2013, there shall be a 2% increase to the base step rates of the BH salary table applicable to Sergeants who are in the title as of 6/30/13.

Effective the pay period closest to July 1, 2013, there shall be no step moves for Sergeants on the BH salary scale.

Effective the pay period closest to January 1, 2014, there shall be a 1% increase to the base step rates of the BH salary table.

Effective the pay period closest to January 1, 2014, there shall be no step moves for Sergeants on the BH salary scale.

The Experience Differential of $.25/hr for incumbents with ten (10) years of UMDNJ Police Officer experience and $.50/hr for incumbents with fifteen (15) years of UMDNJ Police Officer experience shall continue.

Effective the pay period closest to July 1, 2013, Lieutenants in the bargaining unit as of the date of the ratification of this Agreement, having also been employed in the eligible UMDNJ title as of 6/30/13, shall receive a zero (0%) increase in base salary.

The salary range for Lieutenants shall not be increased.

The contract shall expire June 30, 2014.
Article VII
Modify Effective dates as follows:

**Section C Shift Differential**
Shift differential will be paid to non-exempt members of the bargaining unit for complete shifts only. To be eligible for a shift differential, an employee must work half or more of his/her regularly scheduled hours after 3:00 pm or before 6:00 am.

- Effective July 1, 2011, the shift differential shall be $2.25/hr.
- Effective July 1, 2012, the shift differential shall be $2.25/hr.
- Effective July 1, 2013, the shift differential shall be $2.25/hr.
ARTICLE XIII
Uniform Maintenance Allowance
Section B

Modify effective dates as follows:

The University shall provide a Uniform Maintenance Allowance in each year of this agreement to those employees required to wear a uniform based on the following schedule of payments:

- FY 12 - $325
- FY 13 - $325
- FY 14 - $325

Such payments will be made the first full pay period each December.

Date: 5/24/13

FOP 155

UMDNJ
Article XXVII

Modify dates as follows:
A. Term of Agreement
   "...and shall remain in full force and effect from July 1, 2007 to June 30, 2011 July 1, 2011 to June 30, 2014"...

B. Successor Agreement
   "...Such notice shall be given prior to October 1, 2010 October 1, 2013 or any succeeding year for which the Agreement has been renewed. The parties agree to enter into collective negotiations concerning a successor Agreement to become effective on or after July 1, 2014 subject to the above.

Date: 5/29/13

UMDNJ

FOP 155
University's Response to Union Proposals:

The University does not accept the proposed changes and modifications made by FOP 155 to the contract whose term is July 1, 2007 through June 30, 2011.

Date: 5/29/13

FOP 155

UMDNJ
MEMORANDUM OF AGREEMENT (MOA)

May 29, 2013

Collective Bargaining Agreement
Between
FOP 155 and University of Medicine and Dentistry of New Jersey

This Memorandum of Agreement is subject to ratification by the FOP 155 membership and the UMDNJ Board of Trustees.

Both negotiations teams agree to recommend ratification of this MOA to their respective memberships.

All signed tentative agreements and side letters shall be incorporated herein by attachment to this document.

Any other proposals not addressed herein shall be considered withdrawn.

Date:
5/29/13

FOP 155

UMDNJ

[Signatures]
New Side Letter

Sgt. Bobby Fields
Fraternal Order of Police Lodge #155

Re: Work Schedules

Dear Sgt Fields:
After the July 1, 2013 implementation of the NJ Medical and Health Sciences Education Restructuring Act, it is understood that FOP Lodge #155 may enter into discussions regarding work schedules with the entities to which its members have been assigned.

Abdel Kanan, Esq
UMDNJ Director of Labor Relations

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Bobby Fields
President, FOP 155