

RESOLUTION NO. 2024 - 166

A RESOLUTION APPROVING AGREEMENT WITH THE  
POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL 266  
FROM JANUARY 1, 2024 THROUGH DECEMBER 31, 2025.

WHEREAS, the Policemen's Benevolent Association (PBA), Local 266 is the sole and exclusive representative of certain City of Vineland employees of the Police Department for the purpose of negotiations concerning wages, salaries and other negotiable terms and conditions of employment; and

WHEREAS, the represented employees are those full-time employees in the following titles pursuant to the Certification Docket No. R0-93-116 by the NJ Public Employment Relations Commission dated March 1, 1993, as follows:

All police officers employed by the City of Vineland excluding all managerial executive, confidential employees, professional employees, fire employees, craft workers, supervisors within the meaning of the Act; superior officers, dispatchers, non-police employees and all other employees employed by the City of Vineland;  
and

WHEREAS, negotiations have been undertaken, and an agreement has been reached between the City of Vineland and PBA, Local 266 with ratification of the attached Memorandum of Agreement (MOA) by the Union on April 12, 2024.

NOW THEREFORE BE IT RESOLVED, by the Council of the City of Vineland that said MOA is ratified, and a Collective Bargaining Agreement between the parties from January 1, 2024 through December 31, 2025 shall be prepared consistent with the MOA, and the execution thereof for and on behalf of the City of Vineland is hereby authorized and directed; and

BE IT FURTHER RESOLVED, that the City of Vineland may enact any ordinance, rule or regulation required to fully carry out the terms and conditions of the agreement herein approved.

Adopted:

\_\_\_\_\_  
President of Council

ATTEST:

\_\_\_\_\_  
City Clerk

MEMORANDUM OF AGREEMENT

CITY OF VINELAND

AND

POLICEMAN'S MUTUAL BENEVOLENT ASSOCIATION, LOCAL 266

This Memorandum of Agreement (MOA) is made between the City of Vineland negotiating committee (City) and the Policemen's Mutual Benevolent Association, Local 266 (PBA).

The City and PBA have engaged in collective bargaining negotiations regarding a new Collective Negotiations Agreement (CNA) to replace the existing CNA between the City and the PBA, which expired on December 31, 2023.

The City and PBA have reached a tentative agreement of the terms and conditions of a new CNA and the purpose of this MOA is to confirm that agreement.

NOW, THEREFORE, the City and PBA agree that the following changes shall be made in the existing agreement:

Various Articles

Clean up old effective dates.

Article 11 - Salaries

Revise §1 to read:

§1. Employee salaries shall be paid as follows:

- a. Effective January 1, 2024, the salary guide from the previous collective bargaining agreement between the parties (2020 -2023) shall continue in full force and effect through June 30, 2024 (see Exhibit A - Salary Schedule). Employees who are due an annual salary step shall move to their next step on January 1, 2024, and employees who are not due an annual salary step shall remain on their existing step. This salary guide shall be abolished on July 1, 2024.
- b. Effective July 1, 2024, a new salary guide shall be created consisting of Steps A through 13 for a total of 14 steps (see Exhibit A - Salary Schedule). Existing officers shall be placed on a salary step in accordance with the scattergram set forth in Exhibit B. Any newly hired employee shall be placed on a salary step in accordance with this article. After initial placement on the new salary guide, employees shall advance from one salary step to the next annually on January first until reaching the final step. Due to the reduction of salary steps in the new salary guide effective July 1, 2024, steps for officers may not always coincide with years of service. For example, several employees placed on steps between 4 and 12 will have more years of service than steps.

- c. Effective January 1, 2025, the 14 step salary guide shall be revised as set forth in Exhibit A - Salary Schedule. Employees who are due an annual salary step shall move to their next step on January 1, 2025, and employees who are not due an annual salary step shall remain on their existing step.
- d. All officers shall receive compensation as set forth in the scattergram attached as Exhibit B. In addition, this scattergram will be continuously updated and maintained by the City and PBA as new officers are hired or existing officers are promoted, retire or otherwise separate from City employment.
- e. New employees shall be placed on Step A - Academy/Field Training Officer (FTO). Said employees shall move to Step 1 upon the ensuing January 1 following the completion of both the Academy and an additional period of time not to exceed 14 weeks provided for FTO time. For example, an employee hired on August 1, 2023 and who completes Academy/FTO time on March 1, 2024 shall move to Step 1 on January 1, 2025.  
In the event an employee's FTO time is interrupted by military duty, pregnancy, an on-the-job injury or medical condition resulting in FTO time not being completed prior to the anticipated and ensuing January 1, the employee may still be placed on Step 1, in the discretion of the Chief of Police and in consultation with the Training Unit and PBA executive board, as if FTO time was completed as originally scheduled. The Chief of Police shall also take in consideration the amount of FTO time completed prior to its interruption. An employee who is granted this waiver shall formally complete FTO time at a later time but as soon as practicable.
- f. Intergovernmental Transfers and new hires with prior years of comparable police experience shall be credited for those years of service for wage purposes only. The employee shall be placed on the wage step that corresponds to the credited years of service. For example, an intergovernmental transfer employee who is placed on Step 9 upon hire shall move to Step 10 the following year. However, step placement may be different based on actual experience or credentials of employees, and, in that instance, will be discussed and agreed upon with the PBA.
- g. Any officer who has terminated employment, not in good standing, prior to the execution of this Agreement shall not be entitled to any retroactive pay increases.
- h. All step movement, as provided for above shall continue upon expiration of this Agreement, until a successor agreement is agreed upon by the parties.

Article 13 - Vacations

Effective January 1, 2025, revise §1 as follows:

- a. No change.
- b. No change.
- c. No change.
- d. No change.
- e. No change.
- f. 208 hours after 20 years and up to 25 years of service.
- g. 224 hours after 25 years of service.

Article 14 - Holiday Pay

Delete the second sentence of the article.

Article 15 - Education and Training Incentives

Add new section to read:

The City shall pay the \$500 initial application fee for each permanent law enforcement officer appointed after January 1, 2024 as set forth in N.J.A.C. 13:1-19.1. In the event the initial application fee is revised or eliminated, the parties shall meet to discuss the new terms. The City shall not pay any other fee specified in this regulation.

Article 19 - Funeral Leave

Add the following section:

An employee may use one sick day to attend the funeral service of the employee's aunt or uncle. An aunt or uncle shall be defined as a sibling of an employee's parent or the spouse, civil union spouse or domestic partner of said sibling. However, this provision shall not apply to an aunt or uncle of the employee's spouse, civil union spouse or domestic partner.

Article 38 - Term of Agreement

January 1, 2024 through December 31, 2025.

Exhibit A - Salary Schedule

Steps	Old Guide Dec-2023	Old Guide Jan-2024	New Steps	New Guide Jul-2024	Jan-2025
"A"	\$45,173.08	\$45,173.08	"A"	\$50,000	\$50,000
1	\$50,192.31	\$50,192.31	1	\$58,000	\$58,000
2	\$54,207.69	\$54,207.69	2	\$63,000	\$63,000
3	\$57,219.23	\$57,219.23	3	\$65,000	\$67,000
4	\$60,230.77	\$60,230.77	4	\$69,000	\$71,000
5	\$63,242.31	\$63,242.31	5	\$74,000	\$76,000
6	\$67,257.69	\$67,257.69	6	\$80,000	\$81,000
7	\$73,130.19	\$73,130.19	7	\$86,000	\$86,000
8	\$74,284.62	\$74,284.62	8	\$93,000	\$94,000
9	\$77,296.15	\$77,296.15	9	\$100,000	\$101,000
10	\$80,307.69	\$80,307.69	10	\$108,000	\$110,000
11	\$83,319.23	\$83,319.23	11	\$111,000	\$115,000
12	\$85,326.92	\$85,326.92	12	\$113,000	\$119,000
13	\$89,342.31	\$89,342.31	13	\$115,500	\$120,500
14	\$94,361.54	\$94,361.54			
15	\$97,373.08	\$97,373.08			
16	\$100,133.65	\$100,133.65			
17	\$102,894.23	\$102,894.23			
18	\$105,152.88	\$105,152.88			
19	\$106,407.69	\$106,407.69			
20	\$108,415.38	\$108,415.38			
21	\$110,071.73	\$110,071.73			

This MOA is subject to the ratification of the members of the PBA and approval of the City Council of the City of Vineland. The bargaining members of the PBA and the City represent, by the signatures of their duly authorized representatives, that they will recommend approval of the terms of the MOA to their respective constituents.

PBA

William J. Wood III

DATE: 04/12/2024

CITY

Robert Johnson

DATE: 4/15/24