

RESOLUTION NO. 2025 - 111

A RESOLUTION APPROVING AGREEMENT WITH THE VINELAND SUPERIOR OFFICERS ASSOCIATION FROM JANUARY 1, 2025 THROUGH DECEMBER 31, 2027.

WHEREAS, the Vineland Superior Officers Association (VSOA) is the sole and exclusive representative of certain employees of the Police Department of the City of Vineland, for the purposes 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. RO-88-35 by the NJ Public Employment Relations Commission dated January 13, 1988, as follows:

All superior officers employed by the City of Vineland Police Department whose titles are included in the Superior Officers' Unit, specifically including employees serving in the grades of sergeant and lieutenant but excluding all managerial executives, confidential, professional and craft employees within the meaning of the Act, captain of patrols, all non-police, non-supervisory police officers, all other employees included in any other collective negotiations unit, 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 VSOA with ratification of the attached Memorandum of Agreement (MOA) by the Union on February 20, 2025.

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, 2025 through December 31, 2027 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: February 25, 2025

President of Council pfs

ATTEST:

Deputy City Clerk rgf

Memorandum of Agreement

City of Vineland

&

Vineland Superior Officers Association

This Memorandum of Agreement (MOA) is between the City of Vineland (City) and the Vineland Superior Officers Association (VSOA). This MOA is entered into this day February 20, 2025.

The City and VSOA have engaged in collective bargaining negotiations regarding a new agreement to replace the current agreement between the parties which expired on December 31, 2024. The City and VSOA have reached a tentative agreement as to changes to be included in the new agreement and the purpose of this Memorandum of Agreement is to confirm those understandings, as follows:

Various Articles

Remove language related to effective dates.

Article 7 - Nondiscrimination

Revise §5 to read:

Employees agree to perform loyal and efficient work and service, to use their influence and best endeavors to protect the property of the City and its interest, and to cooperate with the City in promoting and advancing the welfare and prosperity of the same at all times.

Article 9 - Wages

Revise Article to read:

The City shall increase base wages for employee in accordance with Exhibit "A" - Wage Schedule, effective first pay for each and every calendar year of this Agreement as follows:

2025:	December 29, 2024
2026:	January 4, 2026
2027:	January 3, 2027

Article 11 - Vacations

Add new section to read:

DC
MS
OK

Eight hour shift employees shall receive an additional eight vacation leave hours for subsections (b) through (g) in §1 above. In the event the City reverts from the modified work schedule back to the previous work schedule for the patrol division, these additional eight hours of vacation leave shall be eliminated so that eight hour employees receive the same vacation leave as patrol division employees.

Article 12 - Holiday Pay

Clean up language as stated in Agreement.

Article 21 - Overtime

§4. Add compensatory time as an available option for compensation for on-call pay.

Article 28 - Work Week

Add new section to read:

Training Days. As part of the 15 eight hour training days referenced above, the department shall schedule two as physical fitness days where an employee may use that time to participate in the Voluntary Physical Fitness Incentive Program. In the event an employee does not participate in this program, other training or work shall be scheduled. In addition, a third non-mandatory training day shall be used for an employee to obtain an annual physical or wellness check. The employee shall notify his or her supervisor upon scheduling this physical or wellness check and shall provide proof of attendance to the Training Unit to receive the day off. All other training days will be scheduled at the discretion of the Chief of Police or designee except that they may not be scheduled on days that are actual City Holidays. In the event the "City Holiday" is an "observed" day, this shall apply to the actual holiday only.

Article 35 - Term of Agreement

Revise first paragraph to read:

This Agreement shall be effective January 1, 2025, except as otherwise specified, and shall continue in full force and effect to and including December 31, 2027. However, the parties may meet at any time to discuss any concern regarding the language contained within this Agreement.

Exhibit "A" - Wage Schedule

Revise #2 to read:

Employees shall receive the wages set forth in the following wage guides based on rank. "Years" set forth in all wage guides shall mean the "Years in Grade". Upon appointment to a Sergeant's position, an employee shall start at Step 1 and move through the wage guide in accordance with the employee's years of service as a Sergeant. Upon promotion from a Sergeant to a Lieutenant, the employee shall move to "Year 1" on the Lieutenant's guide and then move through the wage guide in accordance with the employee's years of service as a Lieutenant.

DC
MS
OK

Lieutenant	2025	2026	2027
1-3 Years	\$158,000	\$166,000	\$176,000
4-5 Years	\$166,000	\$174,000	\$180,000
6-7 Years	\$169,000	\$176,000	\$187,000
8+ Years	\$170,000	\$178,000	\$189,000
Sergeant	2025	2026	2027
1-3 Years	\$131,000	\$136,000	\$146,000
4-5 Years	\$145,000	\$152,000	\$157,000
6-7 Years	\$148,000	\$155,000	\$163,000
8+ Years	\$152,000	\$161,000	\$170,000

All step movement as provided for above shall continue upon expiration of this Agreement until a successor agreement is agreed upon by the parties.

The bargaining committees of the City and VSOA agree to recommend approval to their respective bodies. This MOA is subject to the ratification and approval of City Council and the VSOA.

City of Vineland





VSOA





Employee Scattergram

Shaded boxes indicates the year that the employee will advance one step.

Name	Years in Grade	2025	2026	2027
Lt. Matthew Browne	7	\$169,000	\$178,000	\$189,000
Lt. Lester Johnson	4	\$166,000	\$174,000	\$187,000
Lt. Adam Shaw	4	\$166,000	\$174,000	\$187,000
Lt. Kevin Vai	4	\$166,000	\$174,000	\$187,000
Lt. Misael Candelario	3	\$158,000	\$174,000	\$180,000
Lt. Danny Latorre	2	\$158,000	\$166,000	\$180,000
Lt. Ryan Watkins	2	\$158,000	\$166,000	\$180,000
Lt. Owen Flores	2	\$158,000	\$166,000	\$180,000
Sgt. Christopher Rodriguez	8+	\$152,000	\$161,000	\$170,000
Sgt. Nicolaos Dounoulis	8+	\$152,000	\$161,000	\$170,000
Sgt. Anthony Ruberti	8+	\$152,000	\$161,000	\$170,000
Sgt. Jason Sikora	8+	\$152,000	\$161,000	\$170,000
Sgt. Scott O'Neill	8+	\$152,000	\$161,000	\$170,000
Sgt. Nicholas Sterchele	8+	\$152,000	\$161,000	\$170,000
Sgt. Terry Hall	8+	\$152,000	\$161,000	\$170,000
Sgt. Justin Selby	8+	\$152,000	\$161,000	\$170,000
Sgt. James Day	7	\$148,000	\$161,000	\$170,000
Sgt. Ann Marie McCormick	7	\$148,000	\$161,000	\$170,000
Sgt. Felipe Laboy, Sr.	5	\$145,000	\$155,000	\$163,000
Sgt. Mustafa Ozdemir	5	\$145,000	\$155,000	\$163,000
Sgt. Crystal Cavagnaro	4	\$145,000	\$152,000	\$163,000
Sgt. David Cavagnaro	4	\$145,000	\$152,000	\$163,000
Sgt. Muraba Harris	4	\$145,000	\$152,000	\$163,000
Sgt. Justin Levari	4	\$145,000	\$152,000	\$163,000
Sgt. Johnathan Ramos	4	\$145,000	\$152,000	\$163,000
Sgt. Agustin Santiago	4	\$145,000	\$152,000	\$163,000
Sgt. Heather Danner	3	\$131,000	\$152,000	\$157,000
Sgt. Gary Apel	2	\$131,000	\$136,000	\$157,000
Sgt. Fred DeMary, Jr.	2	\$131,000	\$136,000	\$157,000
Sgt. Michael Dennis	2	\$131,000	\$136,000	\$157,000
Sgt. Jesse Genovese	2	\$131,000	\$136,000	\$157,000
Sgt. Nelson Gonzalez	2	\$131,000	\$136,000	\$157,000
Sgt. Jeffrey Rowan	2	\$131,000	\$136,000	\$157,000
Sgt. Amariel Perez	2	\$131,000	\$136,000	\$157,000
Sgt. Derrick Magee	2	\$131,000	\$136,000	\$157,000

DC

 OF