

RESOLUTION NO. 2025 - 86

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

WHEREAS, the Vineland Police Captains Association (VPCA) 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. RO-93-89 by the NJ Public Employment Relations Commission dated December 28, 1993, as follows:

All police captains employed by the City of Vineland excluding all sergeants, lieutenants, patrol officers, managerial executives, confidential employees, craft employees, professional 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 VPCA with ratification of the attached Memorandum of Agreement (MOA) by the Union on February 12, 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 Municipal Clerk

rgf

Memorandum of Agreement

City of Vineland

&

Vineland Police Captains Association

This Memorandum of Agreement (MOA) is between the City of Vineland (City) and the Vineland Police Captains Association (VPCA). This MOA is entered into this day FEBRUARY 12, 2025.

The City and VPCA 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 VPCA 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:

Article 32 - Term of Agreement

Three years, from January 1, 2025 through December 31, 2027.

Exhibit "A" - Wage Schedule

Put in January first pay effective dates.

Step	2025	2026	2027
1 - 3 Years	\$174,000	\$185,000	\$194,000
4 + Years	\$196,000	\$197,000	\$198,000

Name	VPCA	2024	2025	2026	2027
Alan Pagnini	11-22	\$152,382	\$196,000	\$197,000	\$198,000
Craig Scarpa	11-22	\$152,382	\$196,000	\$197,000	\$198,000
Greg Pacitto	01-23	\$152,382	\$174,000	\$197,000	\$198,000
Brian Armstrong	04-24	\$152,382	\$174,000	\$185,000	\$198,000

In witness whereof, the parties hereto reached a tentative agreement subject to ratification by the City and the Vineland Police Captains Association to be signed by their respective representatives the day and year first above written.

City of Vineland Negotiating Committee:



VPCA Negotiating Committee:

