

**RESOLUTION NO. 19-167**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WOODBURY  
AUTHORIZING EXECUTION OF A MEMORANDUM OF AN AGREEMENT WITH  
PBA LOCAL 122 SERGEANTS, CORPORALS, AND LIEUTENANTS**

**Contract Term: January 1, 2019 – December 31, 2023**

**WHEREAS**, the City of Woodbury was desirous of entering into a Collective Negotiations Agreement with the Sergeants, Corporals, and Lieutenants of the Woodbury Police Department, PBA Local #122; and

**WHEREAS**, the term of the Agreement is January 1, 2019 – December 31, 2023 *nunc pro tunc*; and

**WHEREAS**, the City Council held a closed session on October 22, 2019 to discuss contract negotiations after which time the Council voted to approve the execution of the agreement to be memorialized during the following council meeting; and

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Council of the City of Woodbury, that the Mayor and/or City Administrator has been authorized to execute the Collective Negotiations Agreement with the Sergeants, Corporals, and Lieutenants of the Woodbury Police Department, PBA Local #122 substantially in the form attached hereto as Exhibit A.

**ADOPTED** at a regular meeting of the Mayor and City Council of the City of Woodbury on November 12, 2019

**CITY OF WOODBURY**

By:

  
\_\_\_\_\_  
**WILLIAM FLEMING,**  
**Council President Pro-Tempore**

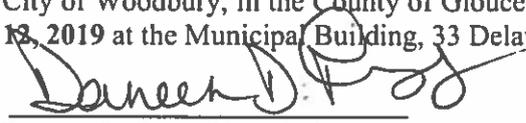
ATTEST:

  
\_\_\_\_\_  
**DANEEN FUSS, Clerk**

Council Member	Ayes	Nays	Abstain	Absent
Councilwoman Carter	✓			
Councilman Fleming	✓			
Councilman Hagerty				✓
Councilman Johnson				✓
Councilman McIlvaine	✓			
Councilwoman Miller	✓			
Councilwoman O'Connor	✓			
Councilwoman Tierney	✓			
Council President Parker				✓
Mayor Floyd	✓			

**CERTIFICATION**

I, Daneen D. Fuss hereby certify that the foregoing Resolution was adopted by the City Council, of the City of Woodbury, in the County of Gloucester and State of New Jersey at a meeting held on **November 12, 2019** at the Municipal Building, 33 Delaware Street, Woodbury, New Jersey 08096.



Daneen D. Fuss, City Clerk

**PBA LOCAL 122 AND CITY OF WOODBURY**

**MEMORANDUM OF AGREEMENT  
Corporals, Sergeants, and  
Lieutenants**

The following represents the Memorandum of Agreement between PBA Local 122 and the City of Woodbury, subject to ratification and approval, to resolve all issues in dispute. Having negotiated over the terms of a new collective negotiations agreement, PBA Local 122 and the City of Woodbury, have agreed to renew their existing agreement, which expires on December 31, 2018 encompassing Corporals, Sergeants, and Lieutenants, except as modified below. Any existing provisions which are not in the existing Sergeant's contract but are in the Lieutenants' Agreement, will be added to the new contract, unless altered herein. Unless otherwise set forth herein, all other terms and provisions in the expired collective negotiations agreement shall remain in effect.

1. **DURATION** - A five year agreement running from January 1, 2019 through December 31, 2023. All dates throughout the contract shall be changed accordingly.

2. **ARTICLE I, RECOGNITION-** Shall be amended to include Corporals, Sergeants, and Lieutenants in a single contract, with Section 1 to now read as follows:

**SECTION 1-** The Employer hereby recognizes the New Jersey State Policemen's Benevolent Association, Local #122, also referred to as the Association, as the exclusive representative for the collective negotiations concerning terms and conditions of employment for all Corporals, Sergeants, and Lieutenants of Police.

Change other provisions of the Agreement to recognize that a single contract covers all Superior Officers.

3. **ARTICLE VII, VACATION** - The vacation schedule shall be as follows:

<u>Officers Who Have Been Employed From</u>	<u>Number of Hours</u>
0 to 1 year	pro rata up to 80 hours
1 to 5 years	88 hours
6 to 10 years	136 hours
11 to 15 years	184 hours
16 to 20 years	192 hours, plus 8 hours for each year of service from 16 years to 20 years, not to exceed 232 hours

4. **ARTICLE X, CLOTHING ALLOWANCE** - The following sentence replaced existing first sentence in the Agreement:

Effective January 1, 2019, a \$1,800 clothing allowance shall be incorporated into the base salary of all Corporals and Sergeants. A \$2,450 clothing allowance shall be incorporated into the base salary of all Lieutenants. The clothing allowances shall be incorporated prior to any negotiated increase and paid out biweekly in accordance with the City's regular payroll practices.

**5. ARTICLE XX:II, WORK WEEK AND WORK YEAR, SECTION 8(b)(iv) of the Sergeant's Contract - The following is added new section to the Agreement:**

iv. Effective with the signing of this contract, officers shall be required to exhaust all of their available compensatory time prior to retirement or resignation, unless the voluntary separation is as a result of a disability, or other unforeseen circumstance. Use of compensatory time shall not be unreasonably denied, and officers shall be allowed to use accrued compensatory time within a reasonable period of time of making the request. If necessary, the Chief's shall schedule any unused compensatory time prior to retirement or resignation to avoid forfeiture of the time. No compensatory time shall be forfeited if unable to be utilized due to business necessity.

The Lieutenants and other officers based upon assignment shall work a 40-hour work week.

**6. ARTICLE XXV, SALARIES -** New salary guides reflecting clothing allowances added to the base and 2.5% increase retroactive to January 1, 2019; 2.25% increase effective January 1, 2020; and 2.25% increase effective January 1, 2021, and 2% effective January 1, 2022, and 2023. Guides attached hereto.

**Detective/Administrative Clothing Allowance -** Shall be \$650 for each year of the contract paid on or before June 1<sup>st</sup> of each year.

**Detective Stipend -** Increased to \$2,000 annually for each year of the contract.

**Section 2 - Shift Differential -** \$2 per hour in 2019 and every year thereafter for the term of this contract.

**Section 3 - Detectives -** Add the following:

Detectives will receive \$250 per week for each week he/she is on-call. Detectives will be compensated a minimum of three (3) hours, calculated at time and a half, for each call-out, and overtime for any time worked thereafter.

### CORPORALS' SALARY GUIDE

	2019	2020	2021	2022	2023
5 Plus Years	\$111,803.5	\$ 114,319	\$ 116,891	\$ 119,229	\$ 121,614
10 Plus Years	\$ 112,884.5	\$ 115,424	\$ 118,021	\$ 120,381	\$ 122,789
15 Plus Years	\$ 113,534	\$ 116,089	\$ 118,701	\$ 121,075	\$ 123,497
20 Plus Years	\$ 114,337	\$ 116,910	\$ 119,540	\$ 121,931	\$ 124,370

### SERGEANTS' SALARY GUIDE

	2019	2020	2021	2022	2023
5 Plus Years	\$116,001.84	\$118,611.88	\$121,280.65	\$123,706.27	\$126,180.39
10 Plus Years	\$117,666.08	\$120,313.57	\$123,020.00	\$125,480.00	\$127,990.00
15 Plus Years	\$118,220.82	\$120,880.79	\$123,601.00	\$126,073.00	\$128,594.00
20 Plus Years	\$119,330.32	\$122,015.25	\$124,760.59	\$127,255.80	\$129,800.92

### LIEUTENANTS' SALARY GUIDE

	2019 2.5%	2020 2.25%	2021 2.25%	2022 2%	2023 2%
	\$ 128,659	\$131,554	\$134,514	\$137,205	\$139,949

**New Section 4, Court Time - Shall read:**

**Court Time:** Each officer required to appear in court other than during his/her regular working shift, shall be compensated at a minimum of three (3) hours, calculated at time and a half, for each court appearance, and overtime for any time worked thereafter.

7. **ARTICLE XXVII, EDUCATION AIDE** - Added the following as new second paragraph:

All officers shall be required to submit a written request seeking reimbursement for any job related college course(s) to the Chief of Police no later than October 31 of the prior calendar year. The tuition cost shall be based upon and equal to the Fairleigh Dickinson University on-campus per credit tuition rate. Any tuition above the rate offered by Fairleigh Dickinson shall be the responsibility of the Officer.

8. **ARTICLE XXVIII, DURATION** - Changed dates accordingly.

9. All other proposals from the PBA and the City of Woodbury are withdrawn.

The parties will make a good faith effort to ratify this MOA as soon as possible and will make a good faith effort to execute a CNA within 30 days of ratification of the MOA.

The undersigned hereby agree to recommend ratification and approval.

**CITY OF WOODBURY**

By: [Signature]  
By: Tracey Parker  
By: Danica D. Ross

Dated: 10-22-2019

**PBA LOCAL 122**

By: Det. A. #3025  
By: Sgt. B. #3026  
By: LT. W. M. Pelee +377

Dated: 10/21/19