



**2021
BOROUGH OF DUMONT
RESOLUTION**

MEMBERS	AYE	NAY	ABSTAIN	ABSENT
CHAE	✓			
ENGLESE				✓
GORMAN				✓
HARVILLA	✓			
ROSSILLO	✓			
STEWART	✓			
MAYOR LaBRUNO				
TOTALS	4			2

Resolution No. 280
Date: December 22, 2021
Page: 1 of 6
Subject: PBA Local 377
Purpose: Authorization of Memorandum of Agreement
Dollar Amount: _____
Prepared By: Arthur Thibault, Esq.

Offered by: Chae
Seconded by: Rossillo

Certified as a true copy of a Resolution adopted by the Borough of Dumont on above date at a Regular Meeting by:



Jeanine E. Siek, RMC, Municipal Clerk
Borough of Dumont, Bergen County, New Jersey

MEMORANDUM OF AGREEMENT WITH PBA LOCAL 377

WHEREAS, the Borough of Dumont (“Borough”) and PBA Local 377 (“PBA”) have been in negotiations for a successor collective negotiations agreement for police officers covered by the PBA agreement; and

WHEREAS, pursuant to those negotiations, the Borough and PBA have reached a Memorandum of Agreement for a successor collective negotiations agreement concerning the terms and conditions of employment for the police officers covered by the PBA collective negotiations agreement; and

WHEREAS, the successor collective negotiations agreement will be effective from January 1,

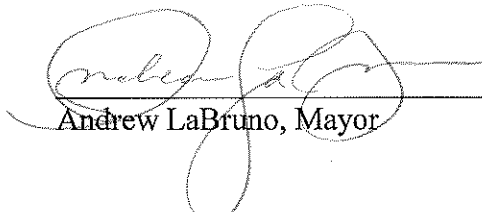
2022 through December 31, 2024; and

WHEREAS, the Borough Administrator has recommended ratification of the Memorandum of Agreement reached with the PBA; and

WHEREAS, the Mayor and Council have reviewed the Memorandum of Agreement and find ratification is in the best interests of the Borough.

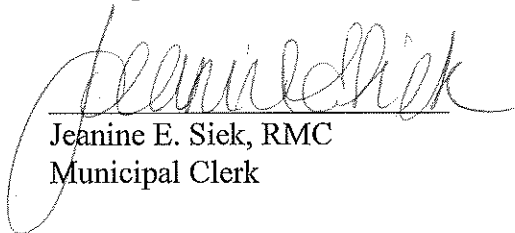
NOW THEREFORE BE IT RESOLVED, by the Mayor and Council of the Borough of Dumont, that the Mayor and Council hereby ratify and accept the Memorandum of Agreement between the Borough and the PBA on a successor collective negotiations agreement.

NOW THEREFORE BE IT FURTHER RESOLVED, by the Mayor and Council of the Borough of Dumont that the Borough Administrator is authorized, with the assistance of Labor Counsel, to amend the prior collective negotiations agreement between the Borough and PBA consistent with the Memorandum of Agreement, and that the Mayor and Administrator are hereby authorized to execute the new collective negotiations agreement once it has been amended and approved by Labor Counsel. This Resolution shall be effective immediately.



Andrew LaBruno, Mayor

I hereby certify the foregoing to be a true copy of a resolution adopted by Governing Body of the Borough of Dumont at a meeting held on December 22, 2021.



Jeanine E. Siek, RMC
Municipal Clerk

MEMORANDUM OF AGREEMENT

The **BOROUGH OF DUMONT, New Jersey** (hereinafter called the “**Borough**” or “**Employer**”) and the **PATROLMEN’S BENEVOLENT ASSOCIATION (PBA) LOCAL 377** (hereinafter called the “**PBA Local 377**” or “**Union**”) hereby agree to this Memorandum of Agreement dated December 1, 2021 with respect to a successor collective negotiations agreement between the parties. This Agreement is subject to ratification of the parties. The parties agree to recommend ratification of this Agreement to their respective membership (the Borough Council and Union members, respectively).

The terms of the Memorandum are as follows:

(1) The term of the successor agreement shall be from January 1, 2022 to December 31, 2024. Unless otherwise noted, the terms herein are effective on ratification.

(2) All terms of the existing contract shall remain in full force and effect, except as modified by this memorandum.

(3) The parties shall mutually create and agree upon a successor collective negotiations agreement from the terms of this memorandum. All other terms and conditions previously agreed to by the parties shall be deemed incorporated into this memorandum.

(4) Change all Roman Numerals to Arabic Numbers.

(5) **Article 9 Salaries**

The following wages increases will be effective across the board from Patrol Officer to Captain as of January 1 of each year of the contract:

2022: 1.85%
2023: 1.95%
2024: 2.20%

A new 12th step will be added to the salary guide for officers hired on or after January 1, 2022.

The Academy step will be increased to \$14.00 per hour, or \$29,210. Effective January 1, 2024, the Academy step will be increased to \$15.00 per hour, or \$31,290.

End of Academy step will be \$35,000.

All officers assigned as a Detective on or after 12/1/21, will receive an increase in base pay of \$4,000 per year over their patrol officer salary step for so long as they remain a detective and will not be placed on the Detective Step in the Salary Guide. All officers assigned as Detectives before 12/1/21 will remain in the Detective Step on the Salary Guide.

Increase differential between Patrol Officer and Sergeant included in base pay as follows:

2022: \$1,000
2023: \$1,500

Increase differential between Sergeant and Lieutenant included in base pay as follows:

2022: \$1,000
2023: \$1,500

Increase differential between Lieutenant and Captain included in base pay as follows:

2022: \$1,000
2023: \$1,500

New salary guides will be prepared to reflect the wage increases set forth herein.

(6) **Article 17** Longevity

Officers hired on or after January 1, 2022 will receive longevity as follows:

0-12 years	0%
Start of 12 year:	2%
Start of 17 year:	4%
Start of 21 year:	6%
Start of 25 year:	8%

(7) **Article 19** Vacation

New Paragraph D: The fifth (5th) week of vacation for police officers hired after January 1, 2022 is eliminated.

Renumber current Paragraphs D through G.

Add that all vacation time will be maintained and tracked by Finance Department.

(8) **Article 21** **Personal Leave**

Modify the last sentence of Paragraph C to reflect that the Borough will keep track of the rates for personal days through the Borough's Finance Department.

Modify Paragraph C to add new subsections:

- (1) Officers hired on or after January 1, 2022, cannot bank personal time. Personal time granted shall be used or forfeited per Paragraph D.
- (2) Officers hired after January 1, 2017 and before January 1, 2022 can bank up to \$2,500.00 of accrued personal time.
- (3) Officers hired prior to January 1, 2017 can bank up to \$5,000.00 of accrued personal time.
- (4) Notwithstanding the cap in paragraphs C.2. and C.3. above, any officer hired prior to January 1, 2022 whose personal time bank as of 12/1/21 exceeds the personal time caps as set forth in those paragraphs, will have their current accrued leave time frozen at its current number, up to a maximum of \$10,000.00. Any accrued amount in excess of this amount must be used prior to retirement and will not be available for payout at retirement.
- (5) Officers will be paid for their accrued leave at retirement after twenty-five (25) years with the Borough based on the caps set forth above.

New Paragraph D:

As set forth in Subsection A of this Article, all officers will receive three (3) personal days per year. Effective January 1, 2022, officers hired after this date will not be able to bank unused personal days; they must be used or will be forfeited. Current officers may bank personal days up to the caps in Paragraph C. Officers who, as of 12/31/21, have banked personal days above the caps in Paragraph C, may use days in their bank if they need to use more than the three (3) granted in a calendar year.

(9) **Article 27** **Medical Coverage**

Modify Paragraph H to reflect that “officers shall contribute 35% of the total cost of their health benefits provided for in this Article. The Borough will provide retiree medical and prescription benefits to those officers who retire after at least 25 years of service with the Borough. Any officer who retires after January 1, 2022 shall contribute, upon retirement, to the cost of their retiree medical and prescription coverage in accordance with the rates established by the Tier IV grid in P.L. 2011, Ch. 78.”

(10) **Article 45** **Terminal Leave**

Add: Terminal Leave is eliminated for officers hired on or after January 1, 2022.

Add: Effective for officers who retire after January 1, 2022, all accrued and unused vacation time, compensatory time and personal time shall be combined with terminal leave (for those eligible) and paid out over six years, with the first payment due within 90 days of the retirement effective date.

Add: All time-related benefits will be maintained and tracked by the finance department.

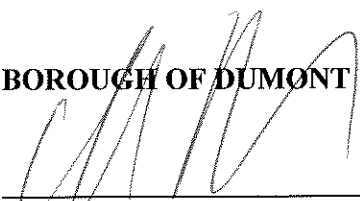
(11) **Article 51** **Term and Renewal**

Modify the current Article to reflect the term of this Agreement as January 1, 2022 to December 31, 2024.

PBA LOCAL 377


Richard Correa, President

BOROUGH OF DUMONT


Chris Tully, Administrator