



CITY OF PLAINFIELD

HR & Benefits Administration
515 Watchung Avenue
Plainfield NJ, 07060



ADRIAN O. MAPP
MAYOR

ABBY LEVENSON
BUSINESS ADMINISTRATOR &
PERSONNEL DIRECTOR

To: Abby Levenson, Business Administrator & Personnel Director

From: Abby Levenson, Business Administrator & Personnel Director

Date: November 6, 2023

Subject: **An Ordinance Amending the Schedule of Salaries and Wages Adopted Pursuant to Article 14, Chapter 11 of the Municipal Code of the City of Plainfield, New Jersey, 1971 (Salary Amendment) Plainfield Fire Officers Association (PFOA)**

RECOMMENDATION

Adopt the attached Ordinance amending the schedule of salaries and wages adopted pursuant to the Plainfield Municipal Code Article 14, Chapter 11, Plainfield Fire Officers Association (PFOA).

BACKGROUND

The City entered into negotiations with the Plainfield Fire Officers Association (PFOA) for the purpose of negotiating a successor agreement. The City and the Plainfield Fire Officers Association reached an agreement which establishes the cost of living adjustments for the period retroactive to January 1, 2022 through December 31, 2025. The agreement provides for the following cost of living increases:

Period	Negotiated COLA
January 1, 2022- December 31, 2022	4 %
January 1, 2023 - December 31, 2023	2.25%
January 1, 2024 - December 31, 2024	4.75%
January 1, 2025 - December 31, 2025	0%

FISCAL IMPACT

Below is a table reflecting the cost associated with above-noted cost of living adjustments:

Year	Estimated COLA
2022	\$ 165,590.00
2023	\$ 259,685.00
2024	\$ 208,466.00
2025	\$ 15,179.00

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CITY OF PLAINFIELD

MC 2023-38

AN ORDINANCE AMENDING THE SCHEDULE OF SALARIES AND WAGES ADOPTED PURSUANT TO ARTICLE 14, CHAPTER 11 OF THE MUNICIPAL CODE OF THE CITY OF PLAINFIELD, NEW JERSEY, 1971 (SALARY AMENDMENT) PLAINFIELD FIRE OFFICERS ASSOCIATION (PFOA)

Be It Enacted by the Council of the City of Plainfield:

Sec. 1. The schedule of positions, salaries, fringe benefits, and wage ranges of the Firemen's Mutual Benevolent Association/Fire Officers Association (FOA) #207, the amendments and supplements heretofore adopted pursuant to Chapter 11, Article 14 of the Municipal Code of the City of Plainfield, New Jersey, 1971, are hereby amended.

Sec. 2. The following salary, wage range and fringe benefits of the Plainfield Fire Officers Association are hereby adopted pursuant to Section 11:14-1 of the Plainfield Municipal Code

- a. Wage ranges for the following titles are hereby established retroactive to January 1, 2022:

Title	Minimum	Maximum
Fire Lieutenant	75,793	117,057
Battalion Fire Chief	93,814	144,950
Deputy Fire Chief	100,434	155,213

- b. Wage ranges for the following titles are hereby established effective January 1, 2023:

Title	Minimum	Maximum
Fire Lieutenant	77,498	119,691
Battalion Fire Chief	95,925	148,211
Deputy Fire Chief	102,694	158,705

- c. Wage ranges for the following titles are hereby established effective January 1, 2024:

Title	Minimum	Maximum
Fire Lieutenant	80,792	124,778
Battalion Fire Chief	100,002	154,510
Deputy Fire Chief	107,058	165,450

- d. Wage ranges for the following titles are hereby established effective January 1, 2025:

Title	Minimum	Maximum
Fire Lieutenant	80,792	124,778
Battalion Fire Chief	100,002	154,510
Deputy Fire Chief	107,058	165,450

Sec. 3. In addition to the salaries established pursuant to the preceding sections, longevity pay shall be paid to each employee of the Plainfield Fire Officers Association who have completed the number of years shown on the following schedule and shall be payable at the same time in the same manner as the base pay. Longevity pay shall be paid for the full calendar year only and shall be paid to such employees who will qualify for the longevity pay on or before June 30th of the calendar year. Longevity pay shall be subject to the merit conditions set forth in Section 11:4-1 and Section 11:14-1 of the Plainfield Municipal Code and shall be paid in accordance with the following schedules.

a. Longevity schedule

10 Years of Service	\$ 500
15 Years of Service	\$1,000
20 Years of Service	\$1,300
25 Years of Service	\$1,600

b. Longevity for employees hired on or after July 1, 2014 shall be as follows:

Beginning the 15 th year of service	\$1,000 to base pay
Beginning the 20 th year of service	\$1,300 to base pay
Beginning the 25 th year of service	\$1,600 to base pay

Sec. 4. This ordinance shall take effect twenty (20) days after final passage and approval as provided by law.

ADOPTED BY THE MUNICIPAL COUNCIL

December 11, 2023



Abubakar Jalloh, R.M.C.
Municipal Clerk

CLERK'S CERTIFICATION

I, Abubakar Jalloh, City Clerk of the City of Plainfield do hereby certify that the foregoing is a true copy of a resolution duly adopted by the Plainfield City Council.

Abubakar Jalloh, R.M.C.
Municipal Clerk

✓ Vote Record - Ordinance MC 2023-38						
			Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted						
<input type="checkbox"/> Adopted as Amended	Richard Wyatt	Mover	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Charles McRae	Voter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Steve Hockaday	Voter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Repealed	Sean McKenna	Voter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Failed	Terri Briggs Jones	Voter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Vetoed	Robert Graham	Secunder	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Consensus	Barry N. Goode	Voter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MEMORANDUM OF AGREEMENT

Agreement made this ___ day of November 2023, by and between the City of Plainfield (herein the “City”) and Plainfield Fire Officers Association (herein the “PFOA”).

WHEREAS, the City and PFOA are parties to a collective negotiations agreement (“CNA”) covering the period January 1, 2022 through December 31, 2025; and

WHEREAS, the City and PFOA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CNA; and

WHEREAS, the City and PFOA have reached agreement on new terms and conditions subject to ratification by the membership of the PFOA and approval by the Municipal Council for the City; and

WHEREAS, the negotiating committees for the City and PFOA unanimously agree to recommend this agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

1. Except as herein modified, the terms and conditions set forth in the 2022-2025 CNA between the City and PFOA shall remain in full force and effect.
2. Change dates throughout the Agreement to coincide with the new term and general cleanup of language.
3. Counsel for the parties shall review the draft successor agreement and have the authority to correct non-substantive errors such as typos.

4. **Article IX, Salaries**

9.1 Adjust salaries by the following percentages:

Effective and retroactive to January 1, 2022:	4% across the board
Effective January 1, 2023:	2.25% across the board
Effective January 1, 2024:	4.25% across the board

Pending Ratification

Effective January 1, 2025:

0% across the board

5. **Article V, PFOA Rights & Privileges**
 - 5.6 Section 5-6 currently states: “The FMBA shall have the right to use their respective bulletin at Fire Headquarters to post appropriate materials.” Add the term “board” after bulletin.

6. **Article X, Sick Leave**
 - 10.6 Add sick leave incentive as follows: Effective January 1, 2024, officers who do not utilize a sick day for six (6) months will receive a payment of \$500 for each six (6) month period. Payment will be made in the first payroll following July 1st and January 1st. Employees utilizing FMLA either on a continuous or intermittent basis are not eligible for the sick leave incentive. The sick leave incentive program will be on a one (1) year trial basis from January 1, 2024 through December 31, 2024. The City may unilaterally discontinue the program if the goal of reducing overtime associated with sick leave is not realized. The City will make such a determination in December 2024.

7. **Article XIII, Vacation and Holidays**
 - 13.2(a) Add Juneteenth as an additional holiday to bring total holiday count to fourteen (14).

8. **Article XVII, Duration**

4 years – January 1, 2022-December 31, 2025

9. **Other.** Throughout the Agreement, the term “Fire Chief” is used. The City proposes that the parties stipulate to replace “Fire Chief” with “Fire Director.”

10. **Other.** Effective upon the execution of the Agreement, Stand By relief shall be limited to four (4) instances per year.

11. **Modification of General Order 1:3-9 “Other Leave.”** The “Emergency Leave” provision shall be modified to state:

Emergency Leave shall be limited to a total of 24 hours which may be taken in increments of 24, 16, 8 and/or 6 hours.

Pending Ratification

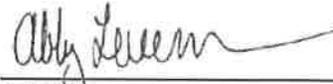
WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS 6th DAY
OF NOVEMBER, 2023

FOR PFOA

FOR THE CITY OF PLAINFIELD

s/Michael Bell

**MICHAEL BELL
PRESIDENT**



**ABBY LEVENSON
BUSINESS ADMINISTRATOR**

Pending Ratification