

2023-004A
7/19/23

**Memorandum of Agreement
By and Between
Burlington County Prosecutor and PBA Local 320 Sergeants/Lieutenants**

WHEREAS, the Prosecutor and PBA Local 320 Sergeants/Lieutenants (PBA) are parties to a series of successor Collective Negotiations Agreements (CNAs), the most recent of which covers the period of January 1, 2020 to December 31, 2022;

WHEREAS, the parties have tentatively agreed, subject to the ratification by the Board of Chosen Freeholders and the PBA's membership, to the following terms and conditions relative a new CNA:

1. **Duration:** January 1, 2023 to December 31, 2025.

2. **Article XIII, Hours and Overtime:**
 - a. The work day will be changed from eight and one-half (8 ½) hour to eight (8) hours, inclusive of a half-hour paid lunch. The change shall be reflected in the regular working hours and schedule effective September 5, 2023.

 - b. Remove all language regarding comp time must be used within forty-five (45) days from the date earned.

3. **Article XIV, Holidays:**
 - A. Add Juneteenth, celebrated on third Friday in June.

4. **New Article, Retirement:**

Each Employee who is granted sick leave shall be entitled upon retirement to receive as a lump sum payment as supplemental compensation for each full day earned and unused accumulated sick leave which is credited to her/him on the effective date of retirement.

The amount of supplemental compensation payment shall be computed at the rate of one-half (1/2) of the eligible employee's daily rate of pay for each day earned and unused accumulated sick leave based upon the average annual compensation received during the last year of employment prior to the effective date of retirement, provided, however, that no lump sum supplemental compensation payment shall exceed Fifteen Thousand Dollars (\$15,000.00).

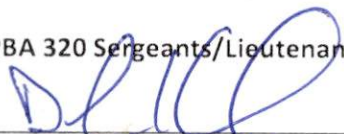
5. **Article XXX Salary:** As reflected on the attached Exhibit A, this Article shall be revised as to reflect the following:
 - A. Existing Lieutenants presently making \$132,315 shall receive an increase of \$12,000 to base, effective January 1, 2023, \$3,000 to base effective January 1, 2024 and \$3,000 to base effective January 1, 2025.

- B. Existing Sergeants presently making \$121,066 shall receive an increase of \$12,000 to base, effective January 1, 2023, \$3,000 to base effective January 1, 2024 and \$3,000 to base effective January 1, 2025.
- C. Existing Sergeants presently making \$116,815 shall receive an increase of \$12,000 to base, effective January 1, 2023, \$3,000 to base effective January 1, 2024 and \$3,000 to base effective January 1, 2025.
- D. Existing Sergeants presently making \$111,789 shall receive an increase of \$17,026 to base, effective January 1, 2023, \$3,000 to base effective January 1, 2024 and \$3,000 to base effective January 1, 2025.
- E. Existing Sergeants presently making \$107,976 shall receive an increase of \$6,000 to base, effective January 1, 2023, \$6,000 to base effective January 1, 2024 and \$6,000 to base effective January 1, 2025.
- F. The starting salary for all newly promoted Sergeants in 2023 shall be \$108,000, provided however if the Detective's salary is more than \$98,000, then the increase shall be \$10,000 to their current base salary. Then \$6,000 to base effective January 1, 2024 and \$6,000 to base effective January 1, 2025.
- G. The starting salary for all newly promoted Sergeants in 2024 shall be \$111,000, provided however if the Detective's salary is more than \$101,000, then the increase shall be \$10,000 to their current base salary. Then \$6,000 to base effective January 1, 2025.
- H. The starting salary for all newly promoted Sergeants in 2025 shall be \$114,000, provided however if the Detective's salary is more than \$104,000, then the increase shall be \$10,000 to their current base salary.
- I. The starting salary for all Sergeants that are promoted to Lieutenant shall be the base salary for Lieutenants for the year in which the promotion occurs, with a \$3,000 increase to base for each contract year thereafter.

6. Unless otherwise provided herein, all terms set forth in the 2020 – 2022 CNA shall be retained.

IN WITNESS WHEREOF, the Parties have affixed their signatures confirming and memorializing these agreement.

PBA 320 Sergeants/Lieutenants



 DAVID KOHLER

Dated: 7/27/2023

BURLINGTON COUNTY PROSECUTOR

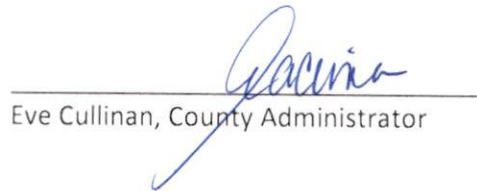

LaChia L. Bradshaw, County Prosecutor

Dated: 7/26/23

BURLINGTON COUNTY BOARD OF COMMISSIONERS


Felicia Hopson, Commissioner Director

Dated: August 7, 2023


Eve Cullinan, County Administrator

Dated: 8/7/2023

Exh: A

Position	Employee Name	CURRENT	2023		2024		2025		2026	
		YEAR	INCREASE	TOTAL	INCREASE	TOTAL	INCREASE	TOTAL	INCREASE	TOTAL
LT		\$ 132,315.00	\$ 12,000.00	\$ 144,315.00	\$ 3,000.00	\$ 147,315.00	\$ 3,000.00	\$ 150,315.00	\$ 3,000.00	\$ 153,315.00
LT		\$ 132,315.00	\$ 12,000.00	\$ 144,315.00	\$ 3,000.00	\$ 147,315.00	\$ 3,000.00	\$ 150,315.00	\$ 3,000.00	\$ 153,315.00
LT		\$ 132,315.00	\$ 12,000.00	\$ 144,315.00	\$ 3,000.00	\$ 147,315.00	\$ 3,000.00	\$ 150,315.00	\$ 3,000.00	\$ 153,315.00
SGT		\$ 121,066.00	\$ 12,000.00	\$ 133,066.00	\$ 3,000.00	\$ 136,066.00	\$ 3,000.00	\$ 139,066.00	\$ 3,000.00	\$ 142,066.00
SGT		\$ 119,815.00	\$ 12,000.00	\$ 131,815.00	\$ 3,000.00	\$ 134,815.00	\$ 3,000.00	\$ 137,815.00	\$ 3,000.00	\$ 140,815.00
SGT		\$ 118,564.00	\$ 12,000.00	\$ 130,564.00	\$ 3,000.00	\$ 133,564.00	\$ 3,000.00	\$ 136,564.00	\$ 3,000.00	\$ 139,564.00
SGT		\$ 117,313.00	\$ 12,000.00	\$ 129,313.00	\$ 3,000.00	\$ 132,313.00	\$ 3,000.00	\$ 135,313.00	\$ 3,000.00	\$ 138,313.00
SGT		\$ 116,062.00	\$ 12,000.00	\$ 128,062.00	\$ 3,000.00	\$ 131,062.00	\$ 3,000.00	\$ 134,062.00	\$ 3,000.00	\$ 137,062.00
SGT		\$ 114,811.00	\$ 12,000.00	\$ 126,811.00	\$ 3,000.00	\$ 129,811.00	\$ 3,000.00	\$ 132,811.00	\$ 3,000.00	\$ 135,811.00
SGT		\$ 113,560.00	\$ 12,000.00	\$ 125,560.00	\$ 3,000.00	\$ 128,560.00	\$ 3,000.00	\$ 131,560.00	\$ 3,000.00	\$ 134,560.00
SGT		\$ 112,309.00	\$ 12,000.00	\$ 124,309.00	\$ 3,000.00	\$ 127,309.00	\$ 3,000.00	\$ 130,309.00	\$ 3,000.00	\$ 133,309.00
SGT		\$ 111,058.00	\$ 12,000.00	\$ 123,058.00	\$ 3,000.00	\$ 126,058.00	\$ 3,000.00	\$ 129,058.00	\$ 3,000.00	\$ 132,058.00
SGT		\$ 109,807.00	\$ 12,000.00	\$ 121,807.00	\$ 3,000.00	\$ 124,807.00	\$ 3,000.00	\$ 127,807.00	\$ 3,000.00	\$ 130,807.00
SGT		\$ 108,556.00	\$ 12,000.00	\$ 120,556.00	\$ 3,000.00	\$ 123,556.00	\$ 3,000.00	\$ 126,556.00	\$ 3,000.00	\$ 129,556.00
SGT		\$ 107,305.00	\$ 12,000.00	\$ 119,305.00	\$ 3,000.00	\$ 122,305.00	\$ 3,000.00	\$ 125,305.00	\$ 3,000.00	\$ 128,305.00
		\$ 1,553,309.00	\$ 143,028.00	\$ 1,696,329.00	\$ 40,000.00	\$ 1,744,329.00	\$ 40,000.00	\$ 1,791,329.00	\$ 40,000.00	\$ 1,838,329.00

NEW SERGEANT 2023

\$108,000

\$6,000

\$114,000

\$6,000

\$120,000

NEW SERGEANT 2024

\$111,000

\$6,000

\$117,000

NEW SERGEANT 2025

\$120,000

\$114,000

MINIMUM INCREASE FOR
NEW SERGEANT

NEW LEUTENANT TO BE INCREASED TO PREVAILING LEUTENANT SALARY

2023-00418
7/19/23

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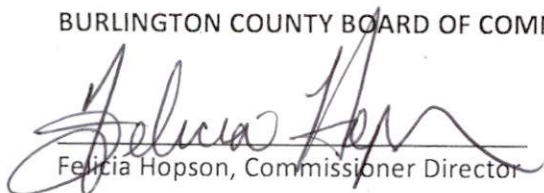
Dated: 7/27/2023

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LaChia L. Bradshaw, County Prosecutor

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SGT		\$ 116,815.00	\$ 12,000.00	\$ 128,815.00	\$ 3,000.00	\$ 131,815.00	\$ 3,000.00	\$ 134,815.00
SGT		\$ 116,815.00	\$ 12,000.00	\$ 128,815.00	\$ 3,000.00	\$ 131,815.00	\$ 3,000.00	\$ 134,815.00
SGT		\$ 115,815.00	\$ 12,000.00	\$ 127,815.00	\$ 3,000.00	\$ 130,815.00	\$ 3,000.00	\$ 133,815.00
SGT		\$ 111,782.00	\$ 17,026.00	\$ 128,808.00	\$ 3,000.00	\$ 131,808.00	\$ 3,000.00	\$ 134,808.00
SGT		\$ 107,976.00	\$ 6,000.00	\$ 113,976.00	\$ 6,000.00	\$ 119,976.00	\$ 6,000.00	\$ 125,976.00
SGT		\$ 107,976.00	\$ 6,000.00	\$ 113,976.00	\$ 6,000.00	\$ 119,976.00	\$ 6,000.00	\$ 125,976.00
SGT		\$ 107,976.00	\$ 6,000.00	\$ 113,976.00	\$ 6,000.00	\$ 119,976.00	\$ 6,000.00	\$ 125,976.00
		\$ 1,553,303.00	\$ 143,028.00	\$ 1,696,329.00	\$ 48,000.00	\$ 1,744,329.00	\$ 48,000.00	\$ 1,792,329.00

NEW SERGEANT 2023 \$108,000

NEW SERGEANT 2024 \$6,000 \$114,000 \$6,000 \$120,000

NEW SERGEANT 2025 \$11,000 \$125,000 \$8,000 \$133,000

MINIMUM INCREASE FOR NEW SERGEANT \$20,000 \$174,000

NEW LIEUTENANT TO BE INCREASED TO PREVAILING LIEUTENANT SALARY