

Memorandum of Agreement  
By and Between  
Burlington County Prosecutor and PBA Local 320 Detectives/Investigators

WHEREAS, the Prosecutor and PBA Local 320 Detectives/Investigators (PBA) are parties to a series of successor collective negotiations agreements (CNAs), the most recent of which covers the period of January 1, 2017 to December 31, 2019;

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, 2020 to December 31, 2022.
2. **Article IX Stand-By Duty:** Crime Scene Investigator Stand-by compensation shall be increased from \$135 for each assigned week of Stand-by duty to \$150.

Also, detective Stand-by compensation shall be increased from \$200 for each assigned week to \$250.

3. **Bereavement Leave:** Employees shall be granted a leave of absence with pay, separate and apart from any other paid leave, in the event of a death of a family member as follows:
  - Five (5) days in the event of the death of a spouse, domestic partner, common law spouse, child, mother, father, brother sister, step child, step mother, step father, step sibling, or guardian;
  - Three (3) days in the event of the death of a grandparent, mother-in-law, father-in-law, sister-in-law, brother-in-law, cousin or other "close relative" agreed upon by authorization of the Prosecutor.

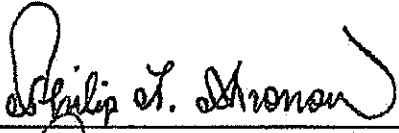
In the event additional bereavement leave is requested, the Prosecutor, for good cause, shall at his discretion grant more time to the employee than set forth above.

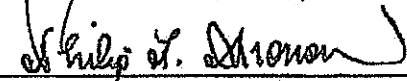
4. **Article XIX Insurance Benefits:** New Paragraph: Any Detective/Investigator that waives Health Benefit coverage shall receive a "health benefit care discontinuance stipend" of \$750. Employee must submit proof of other coverage. Said stipend shall be paid in November of each calendar year of the Agreement.
5. **Article XX1 Other Benefits:** Paragraph C shall be amended so as to extend the uniform maintenance allowance of \$300 to employees assigned to the High-Tech Crimes Unit in addition to those assigned to the Crime Scene Unit.
6. **Article XXX Salary:** This article shall be revised as to reflect the following:


- The Salary Guide for the years 2020 through 2022 shall be as set forth in the attached Exhibit "A."
- Those members at Step 3 in 2019 (**\$65,748**) shall go to Step 4 in 2020 (**\$69,000**) and shall also receive a **\$250** lump sum stipend, payable in the first pay period after the ratification of this Agreement by both parties.
- Those members at Step 4 in 2019 (**\$70,262**) shall go to Step 5 in 2020 (**\$72,500**) and shall also receive a **\$1,000** lump sum stipend, payable in accordance with the above stipend.
- Those members at Step 5 in 2019 (**\$73,378**) shall go to Step 6 (**\$76,000**) in 2020 and shall also receive a **\$1,000** lump sum stipend, payable in accordance with the above stipends.
- Those members at Step 6 in 2019 (**\$78,905**) shall go to Step 8 (**\$83,000**) in 2020.
- Those members at Step 7 in 2019 (**\$81,667**) shall go to Step 9 (**\$86,500**) in 2020.
- Those members at Step 10 in 2019 (**\$101,163**) shall go to **\$104,600** in 2020 and shall receive future annual "off guide" increases of 1.75% in 2021 and 2022, respectively.
- Once any member reaches **\$104,000** (with exception of those at Step 10 in 2019, as described above) "Senior" Salary Step, his/her future annual increases shall be "off guide." The "off guide" increases shall be 1.75% in 2021 and 2022, respectively.
- The Prosecutor may not place a "new hire" at a salary greater than that of the highest paid detective.
- Subject to the above, all annual salary step progressions as set forth in the Salary Guide shall take place on January 1<sup>st</sup> of the given contract year.
- All members will be paid 2020 increases or duty compensation (where applicable) retroactive to January 1.


7. Unless otherwise provided herein, all terms set forth in the 2017 – 2019 CNA shall be retained.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

  
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WITNESSETH: 01/15/20  
PHILIP S. ARONOW, EAP

  
\_\_\_\_\_  
01/15/20  
PHILIP S. ARONOW  
FIRST ASSISTANT PROSECUTOR

  
\_\_\_\_\_  
Scott A. Coffina, County Prosecutor  
Date: 1/15/20

  
\_\_\_\_\_  
PBA Local #320  
Date: 01/15/2020

Burlington County Prosecutor's Office PBA #320  
Detectives/Investigators

Attachment A

Salary Guide 2020 - 2022

DET	Current	2020	2021	2022
Step 1	58,830	58,500	58,500	58,500
Step 2	61,974	62,000	62,000	62,000
Step 3	65,748	65,500	65,500	65,500
Step 4	70,262	69,000	69,000	69,000
Step 5	73,378	72,500	72,500	72,500
Step 6	78,905	76,000	76,000	76,000
Step 7	81,667	79,500	79,500	79,500
Step 8	85,333	83,000	83,000	83,000
Step 9	90,441	86,500	86,500	86,500
Step 10	101,163	90,000	90,000	90,000
Step 11	N/A	93,500	93,500	93,500
Step 12	N/A	97,000	97,000	97,000
Step 13	N/A	100,500	100,500	100,500
Senior	N/A	104,000	104,000	104,000