

**BOROUGH OF ENGLISHTOWN
RESOLUTION NO. 2021-094**

**RESOLUTION OF THE BOROUGH OF ENGLISHTOWN
TO EXECUTE A MEMORANDUM OF AGREEMENT
WITH POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL NO. 166**

WHEREAS, the labor contract between the Borough of Englishtown and Policemen's Benevolent Association Local No. 166 ("PBA") expired on December 31, 2019 and;

WHEREAS, the Borough and PBA have been discussing a new agreement throughout the years 2020 and 2021; and

WHEREAS, the Borough have reached an agreement as set forth in the Memorandum of Agreement dated April 2021, executed by the PBA; and

WHEREAS, the Borough finds this agreement to be acceptable and is desirous of completing negotiations with the PBA in accordance with this agreement;

NOW THEREFORE BE IT RESOLVED that the Borough Council hereby authorizes the Mayor to execute the Memorandum of Agreement dated May 2021 setting forth the terms of the new labor agreement to be effective January 1, 2020 and in force through December 31, 2023; and

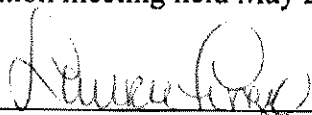
BE IT FURTHER RESOLVED that the Clerk's Office is authorized to forward a copy of this Resolution to the Borough Attorney, Police Lieutenant and Borough Administrator.

Offered by: C/Mann

Seconded by: C/Wojyn

Roll Call: Ayes: C/Francisco, C/Krawiec, C/Mann, C/Marter, C/Robilotti, C/Wojyn
Nays: None
Abstain: None
Absent: None

I do hereby certify the above to be a true copy of a resolution adopted by the Governing Body of the Borough of Englishtown at the reorganization meeting held May 26, 2021.



Laurie Finger, Deputy Municipal Clerk

MEMORANDUM OF AGREEMENT

Agreement made this 26th day of ~~April~~ ^{May}, 2021 by and between the Borough of Englishtown (herein the "Employer" or "Borough") and the Policemen's Benevolent Association Local No. 166 (Englishtown Unit) (herein the "PBA").

WHEREAS, the Employer and PBA are parties to a collective bargaining agreement ("CBA") covering the period January 1, 2017 through December 31, 2019; and

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

WHEREAS, the Employer and PBA have reached agreement on new terms and conditions subject to ratification by the membership of the PBA and approval by the Borough Council; and

WHEREAS, the negotiating committees for the Employer and PBA unanimously agree to recommend their 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 January 1, 2017 through December 31, 2019 CBA between the Employer and PBA shall remain in full force and effect.

2. Change all dates in contract to coincide with new term.

3. **DURATION OF CONTRACT**

This contract is effective for four (4) years, from January 1, 2020 through December 31, 2023.

4. **ARTICLE 5, NEGOTIATIONS OF SUCCESSOR AGREEMENT**

Section 5.3: Revise as follows:

This agreement shall be in full force and effect from ~~January 1, 2017 through December 31, 2019~~ January 1, 2020 through December 31, 2023.

5. **ARTICLE 8, WORKING HOURS/OVERTIME**

Section 8.4: The third sentence shall be amended as follows:

The maximum amount of compensatory time that an officer may accrue shall be ~~100 hours effective January 1, 2017; 110 hours effective January 1, 2018 and 120 hours effective January 1, 2019.~~

6. **ARTICLE 9, SALARY/WAGES**

a. Section I, Patrol Officers: Shall be revised as follows:

The salary schedules for all Patrol Officers and Sergeants ~~hired on or before June 25, 2014~~ is set forth in Schedule A, annexed hereto. ~~The salary schedules for all officers hired after June 25, 2014 is attached hereto as Schedule B.~~ All officers shall receive their vertical step on their anniversary date of hire. The step guides contained in Schedules A ~~and B~~ shall not expire at the end of this agreement and officers shall receive their vertical step even after this agreement has expired and even if a new agreement has not been reached by the PBA and the Borough. For clarification purposes, at the expiration of this contract, each officer will continue to be compensated at the step to which he is entitled based on his anniversary date, at the rate set forth for that step for ~~2019~~ 2023, until such time as a new contract has been negotiated and approved.

b. Salaries will be increased across-the-board as follows:

Effective and retroactive to January 1, 2020 – 2.0% across the board

Effective and retroactive to January 1, 2021 – 2.0% across the board

Effective January 1, 2022 – 2.0% across the board

Effective January 1, 2023 – 2.0% across the board

c. The salary guide is attached hereto as Schedule A. Schedule B in the current contract shall be eliminated and all officers currently on Schedule B shall be placed on Schedule A, attached hereto, effective and retroactive to January 1, 2020.

d. Employees shall advance horizontally on the salary guide on January 1 of each year and vertically on the salary guide on their anniversary date each year as set forth in Section I, above. Any officer on the "After 9 years" step as of December 31, 2020 shall advance to the new "After 10 years" step effective and retroactive to January 1, 2021.

e. All salary increases are retroactive to January 1, 2020.

f. Section II, Subsection B, Sergeants: Shall be revised as follows:

Any officer promoted to the position of Sergeant will receive a salary additive of 5% above that of the top step in the Salary Schedule (Sergeant Step).

Any officer promoted to the position of Sergeant after the date this agreement is executed that is not on the top step of the Salary Schedule will receive a salary additive of 5% above their current rate of pay at their current step, until they reach the Sergeant salary as set forth in the Salary Schedule.

7. **ARTICLE 31, OUTSIDE EMPLOYMENT**

Section 31.3: shall be revised as follows:

The Borough shall adopt an ordinance establishing a minimum rate of pay for all "jobs-in-blue." This rate of pay shall be as follows:

~~Effective immediately, the rate of pay shall be \$65.00 per hour~~

Effective December 31, 2015, the rate of pay shall be increased to \$75.00 per hour.

Effective January 1, 2021, the rate of pay shall be \$80.00 per hour.

Any officer who works a "jobs-in blue" shall receive payment for same in the next pay period after the time worked.

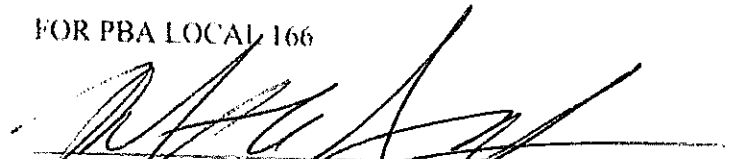
8. **ARTICLE 38, TERM OF CONTRACT**

This Article shall be revised as follows:

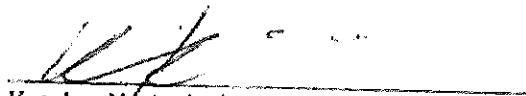
This Agreement shall continue in full force and effect from the effective date of ~~January 1, 2017 through December 31, 2019~~ January 1, 2020 through December 31, 2023 and shall be retroactive to January 1st, 2017 2020 for all current employees.

9. All issues not addressed herein are withdrawn by the parties.
10. This Agreement is subject to ratification by the membership of the PBA and approval by the Mayor and Council of the Borough.


FOR PBA LOCAL 166


Peter Santa, President PBA Local 166

Dated: 6/11/21



Katelyn Kwiecinski, PBA Representative

Dated: 6/10/21


Alex DiNicola, Representative

Dated: 6/9/21

FOR THE BOROUGH OF ENGLISHTOWN


Thomas Reynolds, Mayor

Dated: 5-26-21

SCHEDULE A

Step	1/1/2020 (2.0%)	1/1/2021 (2.0%)	1/1/2022 (2.0%)	1/1/2023 (2.0%)
Academy Hire	\$ 38,197	\$ 38,961	\$ 39,740	\$ 40,535
Probationary Off.	\$ 42,800	\$ 43,656	\$ 44,529	\$ 45,420
After 1 year	\$ 44,846	\$ 45,743	\$ 46,658	\$ 47,591
After 2 years	\$ 47,196	\$ 48,140	\$ 49,103	\$ 50,085
After 3 years	\$ 49,902	\$ 50,901	\$ 51,919	\$ 52,957
After 4 years	\$ 53,013	\$ 54,074	\$ 55,155	\$ 56,258
After 5 years	\$ 56,590	\$ 57,721	\$ 58,876	\$ 60,053
After 6 years	\$ 60,703	\$ 61,917	\$ 63,156	\$ 64,419
After 7 years	\$ 65,432	\$ 66,741	\$ 68,075	\$ 69,437
After 8 years	\$ 70,873	\$ 72,290	\$ 73,736	\$ 75,211
After 9 years	\$ 77,128	\$ 78,671	\$ 80,244	\$ 81,849
After 10 years		\$ 79,691	\$ 81,284	\$ 82,911
Sergeant	\$ 80,985	\$ 83,676	\$ 85,348	\$ 87,054