

RESOLUTION NO. 2018 - 450

A RESOLUTION APPROVING AGREEMENT WITH THE
POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL 266
FROM JANUARY 1, 2019 THROUGH DECEMBER 31, 2019.

WHEREAS, the Policemen's Benevolent Association (PBA), Local 266 is the sole and exclusive representative of certain City of Vineland employees of the Police Department for the purpose of negotiations concerning wages, salaries and other negotiable terms and conditions of employment; and

WHEREAS, the represented employees are those full-time employees in the following titles pursuant to the Certification Docket No. R0-93-116 by the NJ Public Employment Relations Commission dated March 1, 1993, as follows:

All police officers employed by the City of Vineland excluding all managerial executive, confidential employees, professional employees, fire employees, craft workers, supervisors within the meaning of the Act; superior officers, dispatchers, non-police employees and all other employees employed by the City of Vineland; and

WHEREAS, negotiations have been undertaken, and an agreement has been reached between the City of Vineland and PBA, Local 266 with ratification of the attached Memorandum of Agreement (MOA) by the Union on November 1, 2018.

NOW THEREFORE BE IT RESOLVED, by the Council of the City of Vineland that said MOA is ratified, and a Collective Bargaining Agreement between the parties from January 1, 2019 through December 31, 2019 shall be prepared consistent with the MOA, and the execution thereof for and on behalf of the City of Vineland is hereby authorized and directed; and

BE IT FURTHER RESOLVED, that the City of Vineland may enact any ordinance, rule or regulation required to fully carry out the terms and conditions of the agreement herein approved.

Adopted:

President of Council

ATTEST:

City Clerk

October 31, 2018

Proposal to PBA

Wages:

- Wages as set forth in guide provided.
- The City will ensure that employees are on the proper step.
- Academy to Step 1 shall occur on the following January 1 only (no July 1). Same rules as previous contract (at least 14 weeks after graduation of academy for FTO time).
- Intergovernmental Transfers shall be credited with years of service equivalent to step for wage purposes only. For example, a transfer employee who is placed on Step 9 upon hire shall move to Step 10 the following year.

Term:

- One-year contract.

Health Benefits:

- Effective January 1, 2019, the City shall provide, as the base plan, the State Health Benefits Plan, New Jersey Horizon Direct 15/25 Plan or Aetna Freedom 15/25 Plan. In the event the employee chooses a plan with a higher premium, the employee shall pay the difference in the premium between the NJ Direct 15/25 or Freedom 15/25 Plan and the plan selected. No reimbursements or compensation will be paid in the event an employee chooses a plan with a lower premium than the NJ Direct 15/25 or Freedom 15/25. The City retains the unilateral right to select the insurance carrier or to be self-insured for the provision of any health benefits, so long as the overall level of benefits or administrative procedures is substantially similar to the plans and coverages provided from time to time under the current plan.
- Remove wording from §2:
The parties agree to meet during the term of this contract to discuss implementing an alternative health benefit plan with the intent being to achieve a cost savings for both the City and the PBA members. In the event an alternative benefit plan is not agreed upon during the term of this agreement, the PBA shall not be entitled to any step movement or increases effective January 1, 2019.

FTO Trainers:

- Any employee assigned to train an FTO employee shall receive two compensatory hours at the straight time rate for each full shift that training is conducted. This shall be in addition to any normal overtime that may occur on said shift.

Concession:

- The City recognizes the efforts of the PBA for ratifying this Agreement on such short notice.

Step	2018	2019
A	\$44,000	\$44,000
1	\$50,000	\$50,000
2	\$54,000	\$54,000
3	\$57,000	\$57,000
4	\$60,000	\$60,000
5	\$61,000	\$63,000
6	\$64,000	\$67,000
7	\$68,000	\$71,000
8	\$71,000	\$74,000
9	\$74,000	\$77,000
10	\$76,000	\$80,000
11	\$79,000	\$83,000
12	\$82,000	\$85,000
13	\$84,000	\$89,000
14	\$89,000	\$92,000
15	\$92,000	\$94,000
16	\$95,000	\$97,000
17	\$96,000	\$98,000
18	\$97,000	\$99,000
19	\$98,000	\$100,000
20	\$99,000	\$102,000
21	\$100,000	\$103,000