

**MEMORANDUM OF AGREEMENT
CITY OF ABSECON
AND
PBA MAINLAND LOCAL #77
SUPERIOR OFFICERS ASSOCIATION**

WHEREAS, the City of Absecon (the City) and the PBA Mainland Local #77 SUPERIOR OFFICERS ASSOCIATION (the SOA or Union) are parties to a collective negotiations agreement covering the period January 1, 2020 through December 31, 2023.

The City and the SOA have engaged in collective bargaining negotiations regarding a new agreement to replace the current agreement between the parties which expired on December 31, 2023. The City and the SOA have reached a tentative agreement as to changes to be included in the new agreement and the purpose of this Memorandum of Agreement is, on this 29th day of February, 2024 to confirm those understandings as follow:

1. Preamble

Revise Date

2. Article VIII – Holidays

Revise as follows:

A. Holidays have been eliminated through negotiations.

B. ~~Employees covered under this agreement shall receive any other day or half day given to other City employees.~~ Effective January 1, 2024, in the event a new Holiday is declared by the President of the United States, Governor of the State of New Jersey or the Absecon City Council which results in the closure of City Hall, the employee covered under this agreement shall receive eight (8) hours of which shall be added to the employee's compensatory time bank.

C. It is understood that employees covered under this agreement are essential personnel. In the event City Hall is closed due to an emergency situation, including but not limited to a weather related event, employees covered under this agreement shall work their regular schedule and no additional compensation shall be provided.

3. Compensatory Time

On the last pay of December, any employee over 480 compensatory time hours shall be brought down to 480 and paid for any hours in excess of 480 at the current rate.

4. Hospitalization Insurance

The language shall be revised to update the benefits to the current HIF benefits.

The City shall utilize any rebate monies provided by the HIF to offset the premium costs in the succeeding year to the extent permissible by law and the HIF.

If the City does receive a rebate check for health insurance premiums, PBA Members shall receive pro rated reimbursement based on their Chapter 78 contributions. (ie. if City receives a 5% of premium back then employees shall receive 5% of their Chapter 78 contributions back).

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5. Contract Duration

Agree to a 4 year contract.

6. Article II – Employee Representative

Agree to modify section (C) as follows:

“Pursuant to N.J.S.A. 40A:14-177, the Shop Steward and Assistant Shop Steward will be permitted to attend the New Jersey State Mini-Convention as duly authorized representatives.”

7. Article VIII – Holidays

As part of the overall wage proposal, the City proposes to add \$500 to the wage guide effective January 1, 2024, as compensation for the Juneteenth Holiday. Roll in of the holiday shall be illustrated on the wage proposal.

8. Article IX – Vacations

Agree to change paragraph A(1) from “...up to 80 hours of vacation time...” to “...up to ninety-six (96) hours of vacation time...”

Add : 240 hours of vacation time for 23 years or more of service.

9. Article X – Leaves of Absence

Funeral Leave – Paragraph 1:

Reject change to hours. Counter: Add “For the purposes of this paragraph, a working day shall mean the employee’s regular day worked, regardless of the number of hours.”

Funeral Leave – Paragraph 3:

Reject change to hours and additional time. Counter: Add “For purposes of this paragraph, a working day shall mean the employee’s regular day worked, regardless of the number of hours.”

10. Article XI – Salary, Longevity, and Overtime

Salary guide as attached.

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11. Article XV – Clothing Allowance

Has been eliminated by negotiations.

Add:

Every employee, both uniformed and non-uniformed is responsible for cleaning, maintenance and purchase of his/her clothing and uniforms.

The individual officer shall be dressed accordingly to department rules and regulations or may be subject to disciplinary actions.

12. HOLIDAYS:

Eliminate the following:

Employees scheduled to work, and working on any of the following holidays shall be paid one (1) hour overtime for every two (2) hours worked:

Independence Day

Thanksgiving Day

Christmas Day

Add: The SOA members shall have off on Christmas, Thanksgiving, and New Year's Day. This shall apply to the actual date or City observed date.

13. No other changes.

This MOA is subject to the ratification of the SOA and approval by the City. The bargaining committees of the SOA and City agree to recommend, without reservation, approval to their respective bodies.

All parties acknowledge these terms and conditions are subject to ratification.

City of Absecon

PBA Mainland Local #77- SOA

Date:

Date:

Top Step % Inc.	1.0325				1.0325		1.035	
	2023	2024	ADJUSTMENT		2025	2026	2027	2027
Captain	\$ 118,718	\$ 133,211	\$ 134,911	\$	139,772	\$ 144,664	\$ 150,421	
Lieutenant	\$ 114,152	\$ 123,344	\$ 125,044	\$	129,419	\$ 133,948	\$ 138,957	
Sergeant	\$ 109,759	\$ 114,207	\$ 115,907	\$	119,832	\$ 124,026	\$ 128,367	

	Juneteenth				500		1200	
	Clothing				2024		ADJUSTMENT	
	2024	2025	2026	2027	2025	2026	2027	
Step 16	\$ 101,479	\$ 104,777	\$ 106,477	\$ 109,938	\$ 113,785	\$ 117,768		
Step 15	\$ 95,986	\$ 97,000	\$ 98,700	\$ 100,870	\$ 104,280	\$ 109,033		
Step 14	\$ 92,215	\$ 93,700	\$ 96,337	\$ 99,527	\$ 103,839	\$ 108,839		
Step 13	\$ 88,442	\$ 87,000	\$ 88,700	\$ 91,803	\$ 94,774	\$ 97,839		
Step 12	\$ 84,672	\$ 83,000	\$ 84,700	\$ 87,269	\$ 90,022	\$ 92,857		
Step 11	\$ 81,392	\$ 76,000	\$ 77,700	\$ 82,736	\$ 85,269	\$ 87,875		
Step 10	\$ 78,113	\$ 72,000	\$ 73,700	\$ 78,202	\$ 80,516	\$ 82,893		
Step 9	\$ 74,835	\$ 68,000	\$ 69,700	\$ 73,668	\$ 75,764	\$ 77,911		
Step 8	\$ 71,556	\$ 64,500	\$ 66,200	\$ 69,135	\$ 71,011	\$ 72,929		
Step 7	\$ 68,273	\$ 60,500	\$ 62,200	\$ 64,601	\$ 66,258	\$ 67,946		
Step 6	\$ 64,995	\$ 56,500	\$ 58,200	\$ 60,067	\$ 61,505	\$ 62,964		
Step 5	\$ 61,716	\$ 52,500	\$ 54,200	\$ 55,534	\$ 56,753	\$ 57,982		
Step 4	\$ 58,436	\$ 48,500	\$ 50,200	\$ 51,000	\$ 52,000	\$ 53,000		
Step 3	\$ 55,157							
Step 2	\$ 51,293							
Step 1	\$ 47,714							