

Resolution 2024-90

BOROUGH OF HIGHTSTOWN
COUNTY OF MERCER
STATE OF NEW JERSEY

AUTHORIZING A SIDE LETTER OF AGREEMENT WITH THE FOP LODGE 140 (RANK & FILE) WITH RESPECT TO THE STARTING SALARY FOR NEWLY HIRED OFFICERS

WHEREAS, the Borough of Hightstown and the Fraternal Order of Police (FOP) Lodge 140 have engaged in negotiations regarding the provisions related to the starting salary for newly hired police officers;

WHEREAS, the Borough of Hightstown has proposed revisions to Appendix "A" to add language to the salary guides as follows: *"New officers will be compensated at the Academy/Probationary Step for their first year of employment only if they are required to attend the police academy at the time of hire. Officers who have completed Academy training and are ready to start as a sworn law enforcement officer will be placed at Step 1."*

NOW, THEREFORE, BE IT RESOLVED that the Mayor is hereby authorized to sign a side letter of agreement with FOP Lodge 140 for the limited purpose of revising the provisions regarding the starting salary for newly hired officers as detailed herein.

BE IT FURTHER RESOLVED that the Mayor and Council of the Borough of Hightstown acknowledges and approves the proposed revisions as outlined in the side letter of agreement.

CERTIFICATION

I hereby certify the foregoing to be a true copy of a resolution adopted by the Borough Council at a meeting held on April 15, 2024.

A handwritten signature in black ink, appearing to read "Margaret Riggio", is written over a horizontal line.

Margaret Riggio
Borough Clerk

SIDE LETTER OF AGREEMENT

Representatives of FOP Lodge 140 (Rank & File) and the Borough of Hightstown hereby agree as follows with respect to the collective negotiations agreement with a term from May 1, 2022 through December 31, 2025 (the "Agreement"):

1. The parties agree to reopen the agreement for the limited purpose of revising the provisions regarding the starting salary for newly hired officers.
2. Effective upon execution of this side letter of agreement, the parties agree to amend Appendix A to add the following language after the Salary Guides:
New Officers will be compensated at the Academy/Probationary Step for their first year of employment only if they are required to attend the police academy at the time of hire. Officers who have completed Academy training and are ready to start as a sworn law enforcement officer will be placed at Step 1.
3. This Side Letter of Agreement will be considered part of the Agreement between the parties and enforceable as such.

BOROUGH OF HIGHTSTOWN

Susan Bluth

Susan Bluth, Mayor

DATE: 4/15/2024

HIGHTSTOWN OFFICERS FOP LODGE NO. 140 (RANK AND FILE)

Jerry Mecca
Name:

Scott T. Cox

DATE: 4/12/2024

4/12/2024