

RESOLUTION NO. 90.22

**RESOLUTION AUTHORIZING A SIDE AGREEMENT BETWEEN
THE BOROUGH OF PAULSBORO AND PBA LOCAL 122.**

WHEREAS, PBA Local 22's contract with the Borough is due to expire on December 31, 2022; and

WHEREAS, the PBA representatives requested a re-opening of said contract on or about February 2022; and

WHEREAS, the Borough Council, by Resolution #63.22 re-opened the contract for the narrow purpose of discussing and negotiating particular needs related to the retention of Police Officers; and

WHEREAS, after meeting with the Public Safety Committee and the Borough Administrator, a reasonable solution was negotiated.

NOW, THEREFORE, BE IT RESOLVED, by the Borough Council of the Borough of Paulsboro that the attached side agreement be adopted by the Council.

BE IT FURTHER RESOLVED, that the Mayor is authorized to enter into this Agreement on behalf of the Borough.

BE IT FURTHER RESOLVED that this resolution was adopted by the Mayor and Council of the Borough of Paulsboro at a Special Meeting held on the 22nd day of March, 2022.

BOROUGH OF PAULSBORO

ATTEST:



Kathy A. VanScoy, RMC/CMC/CMR
Borough Clerk



Gary C. Stevenson, Mayor

SIDE LETTER AGREEMENT
BETWEEN BOROUGH OF PAULSBORO
AND PBA LOCAL 122

WHEREAS, the Borough of Paulsboro (hereinafter "the Borough") and PBA Local 122 (hereinafter "Local 122") (collectively referred to as the "Parties") entered into a collective negotiations agreement which runs from January 1, 2018 through December 31, 2022; and

WHEREAS, recently, the Borough Police Department has lost a number of experienced officers to other jurisdictions because the Borough Police Department's salary is not competitive with the salary in the Departments in surrounding jurisdictions; and

WHEREAS, with the Police Officers leaving in 2022, the Borough Police Department will be left only with 2 senior Police Officers with sufficient years of experience to run shifts in the Department; and

WHEREAS, the loss of experienced Police Officers poses a serious threat to Department operations and protections of the residents of Paulsboro; and

WHEREAS, the Parties realize the urgent and immediate need to make adjustments to the salary guide to retain qualified, experienced Police Officers to continue to work in the Borough.

The Parties have **AGREED** as follows:

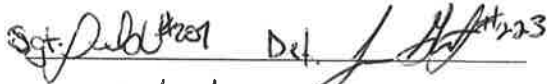
1. Effective April 1, 2022, in accordance with Exhibit A attached hereto, the salary guide set forth in Article XVII, shall increase the annual base salary of all Sergeants and Senior Officers by \$11,500 for 2022, with commensurate increases in the inclusion of the education amounts set forth therein. This increase in base salary will be prorated from April 1 through December 31, 2022, in accordance with the Borough's regular payroll practices. No retro payments shall be made based upon this increase in salary.
2. These changes shall be incorporated in any subsequent contract negotiated between the Parties.
3. Any dispute regarding implementation of this Side Letter Agreement shall be subject to the grievance and arbitration provisions of the Parties' contract.
4. Nothing herein is meant to change or alter any other provisions of the Parties' contract.

On BEHALF OF THE BOROUGH OF
PAULSBORO



Dated: 3/22/2022

On BEHALF OF PBA LOCAL 122



Dated: 3/11/2022

EXHIBIT A
Compensation Effective April 1, 2022
Through December 31, 2022

Education				
		Base	Assoc.	College
SERGEANTS	2022	\$108,500	\$109,400	\$109,600
SENIOR OFFICERS	2022	\$101,500	\$102,400	\$102,600