

TOWNSHIP OF NUTLEY AND PBA LOCAL 33/PBA LOCAL 33A (SOA)
MEMORANDUM OF AGREEMENT 2021-2025

The Township of Nutley (referred to herein as "Township") and PBA Local 33 /PBA Local 33A (collectively referred to herein as "PBA") tentatively agree to the following terms and conditions to be incorporated in respective collective negotiations agreements (C.N.A.s) governing the period of January 1, 2021 to December 31, 2025. Unless otherwise stated below, all terms set forth in the parties' respective 2017-2020 C.N.A.s shall be retained, verbatim, in the successor agreements. Additionally, all terms set forth below shall be effective and otherwise retroactive to January 1, 2021 and applicable to any and all officers who retired since December 31, 2020, again, unless otherwise stipulated below.

DURATION. Five (5) years: January 1, 2021 through December 31, 2025.

ARTICLE VII – SALARIES.

Paragraph 1. Across-the board annual salary raises shall be as follows: **2021:**3%; **2022:** 2.5%; **2023:** 2%; **2024:** 2%; and **2025:** 2%. The new salary guides are attached hereto.

Notwithstanding the above, the Deputy Chief salary for 2021 through 2025 shall be as follows:

	2021	2022	2023	2024	2025
Dep. Ch. 1 st	\$166,809	\$170,979	\$174,399	\$177,887	\$181,445
Dep. Ch. 2 nd	\$173,481	\$177,818	\$181,374	\$185,002	\$188,702
Dep. Ch. 3 rd	\$180,417	\$184,927	\$188,626	\$192,398	\$196,246

Also, there shall be a one-time non-pensionable stipend of \$1,500, payable in one lump sum and within 60 days of ratification of this M.O.A. by the Township and the PBA.

Paragraph 2 (PBA C.N.A.). Effective upon the ratification of this M.O.A. by both parties, the Academy Step shall be eliminated.

ARTICLE VIII – CLOTHING AND MAINTENANCE ALLOWANCE.

Paragraph 1. Effective January 1, 2023, the clothing allowance shall be increased from \$625 to \$750 in 2023; \$875 in 2024; and \$1,000 in 2025.

ARTICLE IX – HOURS OF WORK AND OVERTIME.

Paragraph 2. Effective upon ratification of this M.O.A. by the Township and the PBA, the minimum call-in guaranty shall be increased from 2 hours to 3 hours and from 2 hours to 4 hours for all court appearances other than the Township's municipal court.

Paragraph 3. The annual mandatory forty (40) hours training time shall be increased as follows: forty-four (44) in 2023; forty-six (46) hours in 2024; and forty-eight (48) hours in 2025.

Also, effective January 1, 2023, the annual training stipend shall be increased to \$3,100.

ARTICLE XVI – BEREAVEMENT LEAVE.

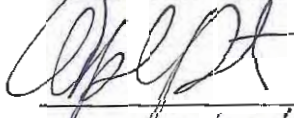
The first paragraph shall be revised so as to clarify that the 4-day and 1-day leave entitlements shall not be deemed “calendar days” but “work days” and shall not include regular days off, holidays and/or compensatory time.

ARTICLE XXV – OUTSIDE EMPLOYMENT

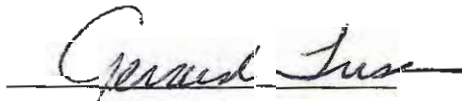
First, upon the ratification of this M.O.A. by the Township and the PBA, the outside employment rate shall be increased from \$65.00 to \$85.00 inclusive of a 4-hour minimum guaranty for any on-scene cancellation.

The terms of this M.O.A. are subject to ratification by the membership of the PBA and the Township’s Governing Body. All issues not included in this M.O.A. shall be considered withdrawn.

TOWNSHIP OF NUTLEY


DATED: 9/19/2023

PBA LOCAL 33/PBA LOCAL 33A (SOA)


DATED:

SCHEDULE A

(Ptl. Officers/Sgts. Hired before January 1, 2012)

RANK	1/1/21	1/1/22	1/1/23	1/1/24	1/1/25
Academy (0-6 mos.)	N/A	N/A	N/A	N/A	N/A
Ptl. Off./1 st Step (7-12 mos.)	\$63,555	\$65,144	\$66,447	\$67,776	\$69,131
Ptl. Off./2 nd Step (13-24 mos.)	\$81,686	\$83,728	\$85,403	\$87,111	\$88,853
Ptl. Off./3 rd Step (25-36 mos.)	\$99,818	\$102,314	\$104,360	\$106,447	\$108,576
Ptl. Off./4 th Step (37-48 mos.)	\$105,020	\$107,645	\$109,798	\$111,994	\$114,234
Ptl. Off./5 th Step (49-60 mos.)	\$110,221	\$112,977	\$115,236	\$117,541	\$119,892
Sgt./1 st Step	\$116,824	\$119,744	\$122,139	\$124,582	\$127,073
Sgt./2 nd Step	\$123,427	\$126,513	\$129,043	\$131,624	\$134,256

SCHEDULE B

(Ptl. Officers/Sgts. Hired on or after January 1, 2012)

RANK	1/1/21	1/1/22	1/1/23	1/1/24	1/1/25
Academy (0-6 mos.)	\$25,750	\$26,394	N/A	N/A	N/A
Ptl. Off./1 st Step (7-12 mos.)	\$37,645	\$38,587	\$39,358	\$40,145	\$40,948
Ptl. Off./2 nd Step (13-24 mos.)	\$47,997	\$49,197	\$50,181	\$51,184	\$52,208
Ptl. Off./3 rd Step (25-36 mos.)	\$58,349	\$59,808	\$61,004	\$62,224	\$63,469
Ptl. Off./4 th Step (37-48 mos.)	\$68,702	\$70,419	\$71,828	\$73,264	\$74,730
Ptl. Off./5 th Step (49-60 mos.)	\$79,054	\$81,031	\$82,651	\$84,304	\$85,991
Ptl. Off./6 th Step (61-72 mos.)	\$89,407	\$91,642	\$93,475	\$95,345	\$97,251
Ptl. Off./7 th Step (73-84 mos.)	\$99,758	\$102,252	\$104,298	\$106,383	\$108,511
Ptl. Off./8 th Step (85-96 mos.)	\$110,221	\$112,977	\$115,236	\$117,541	\$119,892
Sgt./1 st Step	\$116,824	\$119,744	\$122,139	\$124,582	\$127,073
Sgt./2 nd Step	\$123,427	\$126,513	\$129,043	\$131,624	\$134,256

SCHEDULE C

(Lts./Captns. and Dep. Chief)

RANK	1/1/21	1/1/22	1/1/23	1/1/24	1/1/25
Lt./1 st Step	\$128,379	\$131,589	\$134,220	\$136,905	\$139,643
Lt./2 nd Step	\$133,331	\$136,665	\$139,398	\$142,186	\$145,030
Lt. 3 rd Step	\$138,283	\$141,740	\$144,574	\$147,466	\$150,415
Captn./1 st Step	\$143,856	\$147,452	\$150,401	\$153,409	\$156,478
Captn./2 nd Step	\$149,427	\$153,163	\$156,226	\$159,351	\$162,538
Captn. 3 rd Step	\$154,999	\$158,874	\$162,052	\$165,293	\$168,599
Dep. Ch./1 st Step	\$166,809	\$170,979	\$174,399	\$177,887	\$181,445
Dep. Ch./2 nd Step	\$173,481	\$177,818	\$181,374	\$185,002	\$188,702
Dep. Ch./3 rd Step	\$180,417	\$184,927	\$188,626	\$192,398	\$196,246