

# MEMORANDUM OF UNDERSTANDING

## City of Millville and Policemen's Benevolent Association Local 213 February 11, 2025

**Whereas**, a Collective Bargaining Agreement was in effect from January 1, 2020 through December 31, 2023.

**Whereas**, the parties negotiated in good faith a successor contract;

**The following are contractual changes agreed to by the parties. Any prior contractual language not altered below shall continue in full force and effect.**

### 1. **Article IV**- Grievance Procedures-

Section 2- ADD- Failure of the City to respond to a grievance through any of the steps shall be considered a denial of the grievance at that level.

Section 3- Change from 15 business days to 20 business days to file a grievance.

### 2. **Article V** Salaries-

Modify Section 1 to account for the salary guide as revised below.

Remove sections 2, 4, 5

Modify Section 6 to include those officers currently enrolled in or retired from the PERS.

Replace Section 8 - Step Increases shall apply for the duration of this contract and upon the expiration of this contract.

	Adjustment	\$1,500					
	COLA	4.50%			top	3.25%	3.25%
			3.25%		3.25%	3.25%	3.25%
	<b>2023</b>	<b>2024</b>	<b>1/1/2025</b>		<b>1/1/2026</b>	<b>1/1/2027</b>	<b>1/1/2028</b>
<b>Step 1</b>	\$47,812	\$51,464	\$53,136	<b>Step 1</b>	\$54,863	\$56,646	\$58,487
<b>Step 2</b>	\$51,174	\$54,977	\$56,764	<b>Step 2</b>	\$58,608	\$60,513	\$62,480
<b>Step 3</b>	\$54,536	\$58,490	\$60,391	<b>Step 3</b>	\$62,354	\$64,380	\$66,473
<b>Step 4</b>	\$57,897	\$62,002	\$64,017	<b>Step 4</b>	\$66,098	\$68,246	\$70,464
<b>Step 5</b>	\$61,259	\$65,516	\$67,645	<b>Step 5</b>	\$69,843	\$72,113	\$74,457
<b>Step 6</b>	\$64,620	\$69,028	\$71,271	<b>Step 6</b>	\$73,588	\$75,979	\$78,449
<b>Step 7</b>	\$67,982	\$72,541	\$74,899	<b>Step 7</b>	\$77,333	\$79,846	\$82,441
<b>Step 8</b>	\$71,343	\$76,053	\$78,525	<b>Step 8</b>	\$81,077	\$83,712	\$86,433
<b>Step 9</b>	\$74,704	\$79,566	\$82,152	<b>Step 9</b>	\$84,821	\$87,578	\$90,424
<b>Step 10</b>	\$78,066	\$83,079	\$85,779	<b>Step 10</b>	\$88,567	\$91,445	\$94,417
<b>Step 11</b>	\$81,427	\$86,591	\$89,405	<b>Step 11</b>	\$92,311	\$95,311	\$98,409
<b>Step 12</b>	\$84,789	\$90,105	\$93,033	<b>Step 12</b>	\$96,056	\$99,178	\$102,402
<b>Step 13</b>	\$88,150	\$93,617	\$96,659	<b>Step 13</b>	\$99,801	\$103,044	\$106,393
<b>Step 14</b>	\$91,512	\$97,130	\$100,287	<b>Step 14</b>	\$104,484	\$107,880	\$112,000
<b>Step 15</b>	\$92,354	\$98,010	\$101,195				

3. **Article IX** - Legal Aid to be revised in contract draft consistent with N.J.S.A. 40a:14-155. Specifically language in paragraph two shall be revised to remove references criminal complaints filed by the City. The reference should be to criminal complaints filed against and officer arising out of and in the performance of their official duties.

4. **Article X**- Discrimination or Coercion- To be modified to include all protected classes as defined by the Law Against Discrimination.

5. **Article XIII-** Medical and Dental Benefits-

Section 8 - Modify to provide that retirees receive Direct 15 or equal to or better coverage.

Section 9 -Remove second and third paragraph. Add- the City will provide notice to all PBA members about the City's offer, if any, for health insurance opt out at the time of open enrollment each year.

6. **Article XIV-** Add provision from contract covering those hired before 2016 including the 20+ years 240 hours.

7. **Article XV-** Schooling-

Section 1 to be replaced as follows: The base salaries in this shall reflect the successful attainment of college credits, provided said college credits are those earned in courses/subjects including but not limited to: criminal justice, criminology, psychology, sociology, accounting, forensics, technology, social work, and political science. Any degree not specifically listed can be approved by the chief of police. Employees who obtained college credits or degree prior to or during employment shall be compensated as follows:

Associate's Degree (or 60 credits completed): Annual Salary + \$1,000.00

Bachelor's Degree: Annual Salary + \$1,700.00

Master's Degree: Annual Salary + \$2,000.00

Education increments shall be incorporated in the employee's salary on or about the 1st day of January or the 1st day of July following the attainment of approved credits or degrees.

**8. Article XVI-**

Section 1 Paragraph B- Incorporate the allowed uses for sick leave from the NJ State Earned Sick Leave Law

Section 2 (C) remove payable upon death language.

Section 3 and Section 4 - remove references to patrol division as the provisions apply to all officers.

Section 4 (b) remove complete section

**9. Article XVII-** Revise article to provide for complete listing of initial issue clothing. Further include in listing the outer carriers that are approved by the chief. Initial carriers are for new hires, current officers can get as a replacement as needed per chief's approval.

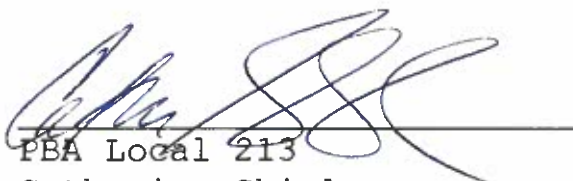
Include the employer agrees to maintain a voucher system for replacement of uniforms.

**10. Article XVIII-** Court appearances all increased to 100.00

**11. Article XIX** Section 2 Replace first sentence- With the approval of the Chief of Police, the Employer shall grant the Local PBA President or designee(S) the right to attend to local PBA business as long as it does not interfere with Department operation.


12. **Article XX** Miscellaneous- Remove Section 4 B, F  
Modify Current Section d. provide that the City or member health insurance carrier. The City shall reimburse any deductibles and co-pays.
13. **Article XXII** K-9 Unit officers  
Increase rate in section 1 to \$20 per hour.
14. **Article XXIII** - Add with language that the City agrees to follow the Attorney General's Pregnancy Policy for Law Enforcement.
15. **Appendix X**- incorporate into contract. Revise provision in accordance with Janus decision.
16. **Exhibit A**- Incorporate into salary article- Increase detective allowance to \$1500.
17. **Add Holidays Article** - Any officer working on Thanksgiving and/or Christmas shall receive time and one half compensation regardless if the shift qualifies the officer for overtime. This occurs from 0001 to 2359 of the day of the holiday.
18. **New article Field Training**- For each new officer assigned to field training a \$1000 stipend shall be paid on a prorated basis to the training officer(s). Should there be more than one training officer for the trainee, said \$1000 stipend shall be divided on a prorated basis for each officer's share of the training at the completion of the training.

This agreement is subject to ratification of the PBA and the City Commissioners. The respective negotiating committees agree to recommend the adoption of the agreement by their respective bodies.



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PBA Local 213  
Catherine Shipley  
President



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City of Millville  
Stephen Watson  
Commissioner of R&F



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City of Millville  
Joseph Calchi