

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/31/2025 thru 12/31/2028.

Employer: Borough of Dumont

County: Bergen

Date: 11/1/2024

Name: Jeanine Siek

Print Name

Title: Borough Administrator



Signature





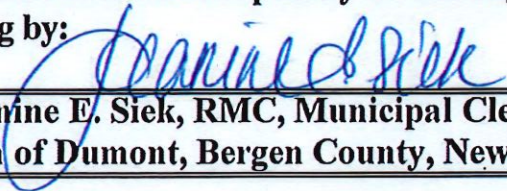
2024
BOROUGH OF DUMONT
RESOLUTION

MEMBERS	AYE	NAY	ABSTAIN	ABSENT
APONTE	✓			
KELLY				✓
KOURELAKOS	✓			
LaBARBERA	✓			
MORRELL	✓			
STEWART	✓			
MAYOR RUSSELL				
TOTALS	5			1

Resolution No. 290
Date: October 22, 2024
Page: 1 of 2
Subject: Dumont PBA Local No. 377
Memorandum of Agreement
Purpose: Authorization of Execution
Dollar Amount: _____
Prepared By: Matthew Giacobbe, Esq.

Offered by: Morrell
Seconded by: Stewart

Certified as a true copy of a Resolution adopted by the Borough of Dumont on above date at a Regular Meeting by:



Jeanine E. Siek, RMC, Municipal Clerk
Borough of Dumont, Bergen County, New Jersey

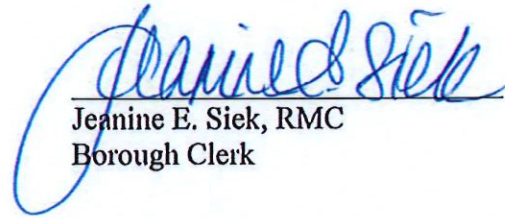
AUTHORIZATION OF EXECUTION OF DUMONT PBA LOCAL NO. 377
MEMORANDUM OF AGREEMENT

BE IT RESOLVED, the Borough Council does hereby ratify the Memorandum of Agreement and Salary Guide with the Dumont PBA Local No. 377 for the period of January 1, 2025 through December 31, 2028.

BE IT FURTHER RESOLVED, the Borough Council authorizes the Mayor to sign the Collective Negotiations Agreement once same is updated with the terms and salary guide contained in the Memorandum of Agreement.

BE IT FURTHER RESOLVED, copies shall be provided to the CFO, Auditor, Finance, Dumont PBA President and OIC Captain Lezette.

I, Jeanine E. Siek, Borough Clerk of the Borough of Dumont, Bergen County, New Jersey do hereby certify that the foregoing Resolution was adopted by the Mayor and Council of the Borough of Dumont at a meeting held on October 22, 2024.


Jeanine E. Siek, RMC
Borough Clerk

MEMORANDUM OF AGREEMENT
BETWEEN
THE BOROUGH OF DUMONT
AND
THE DUMONT POLICEMEN'S BENEVOLENT ASSOCIATION
PBA LOCAL NO. 377

The Borough of Dumont Negotiations Team and the Dumont Policemen's Benevolent Association, PBA Local 377 Negotiations Team agree to the following modifications to the parties' Collective Negotiations Agreement, subject to ratification by their respective membership:

CONTRACT DURATION

Four (4) Years – January 1, 2025 through December 31, 2028

ARTICLE 1 – POLICE OFFICERS BASIC RIGHTS

Starting on January 1, 2025 the Borough will pay for all licensing fees required under the new license directive from the Police Training Commission. These fees include for all new hires that have to apply for and pay for a new license. Additionally, the fee for all renewals of all current and active members with the PBA.

ARTICLE 3 – PERSONAL EQUIPMENT

Add cell phones to the list of personal items that an officer could be reimbursed for if damaged during the performance of their duties and responsibilities. Increase the maximum reimbursement to \$400.00.

ARTICLE 9 – SALARIES

See salary guide attached.

ARTICLE 10 – WORK DAY, WORK WEEK AND OVERTIME

Each officer working the twelve (12) hour schedule will receive one-hundred and twenty (120) scheduled adjustment hours per year (Kelly Time). The schedule adjustment hours must be used within the calendar year or they will be lost, as modified herein.

ARTICLE 18 – UNIFORMS

Modify Section A as follows: The Borough will supply each current employee with an outer carrier free of charge.



Add following language to Section B: The Employer will pay each officer during the term of this Agreement the sum of \$1,000.00 as an annual clothing allowance payable the first pay period in May less all applicable deductions.

ARTICLE 22 – HOLIDAYS

Add Juneteenth to the list of holidays members are entitled to be paid.

ARTICLE 39 – MILEAGE ALLOWANCE

Mileage to be compensated at the IRS business reimbursement rate.

ARTICLE 42 – YEARLY CALENDAR

Modify Section B to read: The calendar showing the yearly schedule rotations and assignments shall be posted at a conspicuous location and be available for review by police officers no later than December 15th of the prior year.

BOROUGH OF DUMONT

Andrew Stewart
Deborah Banta
[Signature]

Dated: *10/2/24*

PBA LOCAL NO.: 377

PBA President

Samuel Schlamowitz

[Signature]

Dated: *10/1/2024*

[Signature]

ATTACH A – SALARY GUIDE

Hired After 1/1/2022*				
	2025	2026 2.5%	2027 2.5%	2028 2.5%
Start of 1 st	\$40,000	\$41,000	\$42,025	\$43,076
Start of 2 nd	\$50,000	\$51,250	\$52,531	\$53,845
Start of 3 rd	\$60,000	\$61,500	\$63,038	\$64,613
Start of 4 th	\$70,000	\$71,750	\$73,544	\$75,382
Start of 5 th	\$80,000	\$82,000	\$84,050	\$86,151
Start of 6 th	\$90,000	\$92,250	\$94,556	\$96,920
Start of 7 th	\$100,000	\$102,500	\$105,063	\$107,689
Start of 8 th	\$110,000	\$112,750	\$115,569	\$118,458
Start of 9 th	\$120,000	\$123,000	\$126,075	\$129,227
Start of 10 th	\$130,000	\$133,250	\$136,581	\$139,996
Start of 11 th	\$140,000	\$143,500	\$147,088	\$150,765
Sergeant	\$150,000	\$153,750	\$157,594	\$161,534
Lieutenant	\$160,000	\$164,000	\$168,100	\$172,303
Captain	\$170,000	\$174,250	\$178,606	\$183,071

*Any officer at top step will remain at top step.

Step movement is on an officer's hiring anniversary date. Cost of living adjustments occur on January 1st of each year.