

**MEMORANDUM OF AGREEMENT #2  
BETWEEN THE COUNTY OF BURLINGTON AND PBA LOCAL #249**

The Board of Commissioners of the County of Burlington ("Burlington") and PBA Local #249 ("the Local") (collectively referred to as "the parties"), having engaged in collective negotiations, hereby mutually agree as follows with respect to modification of the terms of the Collective Negotiations Agreement, which is scheduled to expire on the date of December 31, 2025.

1. The parties acknowledge the following facts:
  - a. After the expiration of the Collective Negotiations Agreement that had a start date of January 1, 2012 and an expiration date of December 31, 2020, the parties engaged in collective negotiations that failed to consummate a negotiated agreement.
  - b. Thereafter, the parties participated in an Interest Arbitration proceeding bearing NJPERC Interest Arbitration Docket Number 2021-023.
  - c. The Interest Arbitration was presided over by Interest Arbitrator Brian Kronick who rendered an Award dated January 19, 2022.
  - d. Subsequent to the award being rendered, the parties failed to agree on the Interpretation of the salary portion of the Interest Arbitrator's award that resulted in litigation bearing NJPERC Grievance Docket Number AR-2022-444 (Incorrect Pay Grievance) and NJPERC Scope of Negotiations Docket number SN-2022-040.
  - e. The Parties hereto entered into a Memorandum of Agreement executed by the Local on December 12, 2022 and by Burlington on December 15, 2022 (attached hereto as "Exhibit A") by which the Parties reached agreement as to additional compensation.
  - f. The parties have re-engaged in collective negotiations that have resulted in the following resolution:
2. **Expired Collective Negotiations Agreement:**

The terms of the prior 2012-2020 Collective Negotiations Agreement between the parties shall remain in full force and effect except as limited by the terms of that Agreement or as modified herein.

3. **Interest Arbitration Award 2021-023:**  
The Interest Arbitration award bearing Interest Arbitration Docket Number 2021-023 shall remain in full force and effect except as modified herein.
4. **2022 Memorandum of Agreement (Exhibit A):**  
The Memorandum of Agreement executed by the Local on December 12, 2022 and by Burlington on December 15, 2022 (attached hereto as "Exhibit A") by which the Parties reached agreement as to additional compensation shall remain in full force and effect except as modified herein.
5. **Duration and Renewal (Article XXXVII (37)):**  
The term of the Collective Negotiations Agreement shall be for a period of five (5) years, effective January 1, 2021 through December 31, 2025.
6. **New Salary Guide (Article II (2)):**  
  
The Salary article shall be amended to include the following:
  - a. Effective July 1, 2024, the starting salary for newly hired Corrections Officers shall be increased by \$10,000.00, with the new starting salary being \$58,836.00.
  - b. Effective July 1, 2024, each Step on the Step Guide implemented by virtue of Exhibit A shall be increased by \$10,000.00, resulting in each officer's base salary being increased by \$10,000.00.
  - c. Effective January 1, 2025, each Step of the new July 2024 Step Guide created by virtue of Paragraph 6(b) above will be increased by two and one quarter percent (2.25%). Immediately thereafter, all bargaining unit members who are not on the top step of the salary guide shall move one (1) step on the salary guide.
  - d. Effective January 1, 2025 the new starting salary shall be \$60,159.00.
7. This Memorandum of Agreement #2, together with the prior December 15, 2022 Memorandum of Agreement (Exhibit A), the Collective Negotiations Agreement between the parties, and the Interest Arbitration Award bearing Docket Number IA-2021-023 represents the complete and final agreement between the parties, and is contingent upon ratification and approval of the Local's membership and the Burlington County Board of Commissioners.
8. The Local and Burlington agree that so long as this Memorandum of Agreement #2 is approved by both the Local's General Membership and the Burlington County Commissioners, the parties will collaborate to produce a

collective negotiations agreement that includes the relevant terms from this Memorandum of Agreement #2, together with the prior December 15, 2022 Memorandum of Agreement (Exhibit A), the Collective Negotiations Agreement between the parties, and the Interest Arbitration Award bearing Docket Number IA-2021-023

9. All other proposals, whether written or oral, presented by the parties during course of negotiations are deemed withdrawn and are not a part of this Agreement.
10. This Agreement cannot be modified except by a writing signed by the parties.

**PBA Local #249**

**BURLINGTON COUNTY BOARD OF COMMISSIONERS**

Eric Belmont

Delicia Hays

Jane Boden

Carmin

Date: 6/12/24

Date: 6/12/24

**PBA 249 CORRECTION OFFICERS - Current Agreement 2021-2025**

Step Guide - Current

Steps	2023	2024 (+2.25%)	2025 (+2.25%)
1	47,761	48,836	49,934
2	49,216	50,323	51,456
3	50,575	51,713	52,876
4	51,933	53,101	54,296
5	54,368	55,591	56,842
6	55,270	56,514	57,785
7	57,716	59,015	60,342
8	60,098	61,451	62,833
9	62,789	64,201	65,646
10	65,480	66,953	68,459
11	68,200	69,735	71,304
12	70,921	72,516	74,148
13	75,226	76,919	78,650
14	77,412	79,154	80,935
15	86,085	88,022	90,002

**\*\*PROPOSED STEP GUIDE EFFECTIVE 7/1/2024 +\$10,000\*\***

Step	2023	1/1/24 - 6/30/24 (+2.25%)	7/1/24 - 12/31/24 (+\$10k)	2025 (+2.25%)
1	47,761	48,836	58,836	60,159
2	49,216	50,323	60,323	61,681
3	50,575	51,713	61,713	63,101
4	51,933	53,101	63,101	64,521
5	54,368	55,591	65,591	67,067
6	55,270	56,514	66,514	68,010
7	57,716	59,015	69,015	70,567
8	60,098	61,451	71,451	73,058
9	62,789	64,201	74,201	75,871
10	65,480	66,953	76,953	78,684
11	68,200	69,735	79,735	81,529
12	70,921	72,516	82,516	84,373
13	75,226	76,919	86,919	88,875
14	77,412	79,154	89,154	91,160
15	86,085	88,022	98,022	100,227