

## 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 1/1/2024 thru 12/31/2028.

Employer: South Orange Village

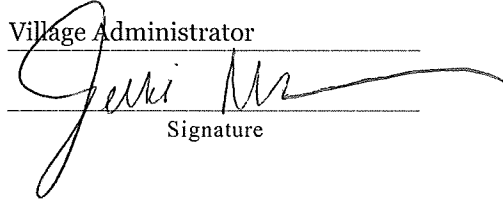
County: Essex

Date: 10/1/2024

Name: Julie Doran

Print Name

Title: Village Administrator

  
Signature

# **MEMORANDUM OF AGREEMENT**

The Township of South Orange Village (herein the "Village") and the South Orange Police Benevolent Association, Local No. 12 (herein the "PBA") hereby agree to this Memorandum of Agreement with respect to a successor collective negotiations agreement ("CNA") between the parties. This Memorandum is subject to ratification of the parties. The parties agree to recommend ratification of this agreement to their respective membership (the Village Board of Trustees and PBA members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2024 to December 31, 2028.
2. All terms of the existing collective negotiations agreement shall remain in full force and effect, except as modified by this Memorandum.
3. The parties shall mutually create and agree upon a successor collective bargaining agreement, including salary guides, from the terms of this Memorandum.
4. Change all Roman Numerals to Arabic Numbers.
5. **Article 16 – Holidays**

Modify the 13 holidays as follows:

- a. Lincoln's Birthday shall be changed to President's Day.
- b. Washington's Birthday shall be eliminated from the list of holidays.
- c. Columbus Day will be changed to Indigenous People Day.
- d. Juneteenth shall be added as a holiday.

6. Article 17 – Clothing Allowance

a. An annual clothing allowance of \$1,250 shall be payable to officers not otherwise at top step in two equal installments, the first to be paid in the first pay period in April and the second in the first pay period in August.

b. Cleaning and maintenance allowance shall be increased to \$575 per year.

7. Article 8 – Wages

a. Wages shall be increased at top step only as follows:

1/1/24 -	2.75%
1/1/25 -	2.75%
1/1/26 -	2.75%
1/1/27 -	2.25%
1/1/28 -	2.25%

See attached salary guide.

b. Increase the detective stipend to \$3,500 per year.

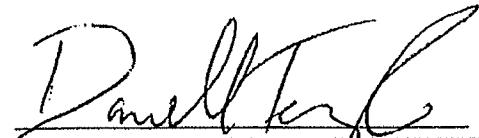
8. Article 20 – Miscellaneous

Eliminate Acting Capacity Pay in paragraph 4 from the contract.

9. Article 37 – Term and Renewal

Change dates to be consistent with this 5-year contract term.

FOR PBA LOCAL NO. 12

  
DARRELL TERRY JR., PRESIDENT

DATED: 4/30/2024

FOR THE VILLAGE OF SOUTH  
ORANGE

\_\_\_\_\_  
JULIE DORAN, ADMINISTRATOR

DATED: \_\_\_\_\_

# PBA 2024-2028 Salary Guide

		INCREASE:		2.75%		2.75%		2.75%		2.25%		2.25%	
POSITION	STEP	STEPS	2023	2024	2025	2026	2027	2028					
<b>ONLY TOP STEP CHANGES</b>													
PATROLMAN HIRED BEFORE 01/01/2019	1	9	\$ 36,708.00	\$ 36,708.00	\$ 36,708.00	\$ 36,708.00	\$ 36,708.00	\$ 36,708.00					
PATROLMAN HIRED BEFORE 01/01/2019	2	9	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00					
PATROLMAN HIRED BEFORE 01/01/2019	3	9	\$ 53,065.00	\$ 53,065.00	\$ 53,065.00	\$ 53,065.00	\$ 53,065.00	\$ 53,065.00					
PATROLMAN HIRED BEFORE 01/01/2019	4	9	\$ 61,241.00	\$ 61,241.00	\$ 61,241.00	\$ 61,241.00	\$ 61,241.00	\$ 61,241.00					
PATROLMAN HIRED BEFORE 01/01/2019	5	9	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00					
PATROLMAN HIRED BEFORE 01/01/2019	6	9	\$ 77,598.00	\$ 77,598.00	\$ 77,598.00	\$ 77,598.00	\$ 77,598.00	\$ 77,598.00					
PATROLMAN HIRED BEFORE 01/01/2019	7	9	\$ 85,776.00	\$ 85,776.00	\$ 85,776.00	\$ 85,776.00	\$ 85,776.00	\$ 85,776.00					
PATROLMAN HIRED BEFORE 01/01/2019	8	9	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00					
PATROLMAN HIRED BEFORE 01/01/2019	8.5	9	\$ 105,174.60	\$ 106,775.05	\$ 108,419.51	\$ 110,109.19	\$ 111,529.68	\$ 112,982.12					
PATROLMAN HIRED BEFORE 01/01/2019	9	9	\$ 116,396.19	\$ 119,597.09	\$ 122,886.01	\$ 126,265.38	\$ 129,106.35	\$ 132,011.24					
<b>ONLY TOP STEP CHANGES</b>													
PATROLMAN HIRED ON OR AFTER 01/01/2019	1	12	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00					
PATROLMAN HIRED ON OR AFTER 01/01/2019	2	12	\$ 48,512.00	\$ 48,512.00	\$ 48,512.00	\$ 48,512.00	\$ 48,512.00	\$ 48,512.00					
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PATROLMAN HIRED ON OR AFTER 01/01/2019	5	12	\$ 66,148.00	\$ 66,148.00	\$ 66,148.00	\$ 66,148.00	\$ 66,148.00	\$ 66,148.00					
PATROLMAN HIRED ON OR AFTER 01/01/2019	6	12	\$ 72,060.00	\$ 72,060.00	\$ 72,060.00	\$ 72,060.00	\$ 72,060.00	\$ 72,060.00					
PATROLMAN HIRED ON OR AFTER 01/01/2019	7	12	\$ 77,972.00	\$ 77,972.00	\$ 77,972.00	\$ 77,972.00	\$ 77,972.00	\$ 77,972.00					
PATROLMAN HIRED ON OR AFTER 01/01/2019	8	12	\$ 83,884.00	\$ 83,884.00	\$ 83,884.00	\$ 83,884.00	\$ 83,884.00	\$ 83,884.00					
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PATROLMAN HIRED ON OR AFTER 01/01/2019	10	12	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00					
PATROLMAN HIRED ON OR AFTER 01/01/2019	11	12	\$ 101,620.00	\$ 101,620.00	\$ 101,620.00	\$ 101,620.00	\$ 101,620.00	\$ 101,620.00					
PATROLMAN HIRED ON OR AFTER 01/01/2019	12	12	\$ 116,396.19	\$ 119,597.09	\$ 122,886.01	\$ 126,265.38	\$ 129,106.35	\$ 132,011.24					

\*STEP 8.5 represents 50% of the Step 9 rate on an officer's anniversary date with the officer then moving to 100% of the Step 9 rate six months after the anniversary date.

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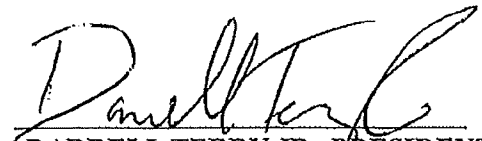
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FOR PBA LOCAL NO. 12

  
DARRELL TERRY JR., PRESIDENT

DATED: 4/30/2024

FOR THE VILLAGE OF SOUTH  
ORANGE

  
JULIE DORAN, ADMINISTRATOR

DATED: 5/14/24

# PBA 2024-2028 Salary Guide

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PATROLMAN HIRED BEFORE 01/01/2019	2	9	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00	\$ 44,886.00
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PATROLMAN HIRED BEFORE 01/01/2019	5	9	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00	\$ 69,420.00
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PATROLMAN HIRED BEFORE 01/01/2019	8	9	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00	\$ 93,953.00
PATROLMAN HIRED BEFORE 01/01/2019	8.5	9	\$ 105,174.60	\$ 106,775.05	\$ 108,419.51	\$ 110,109.19	\$ 111,529.68	\$ 112,982.12	\$ 114,529.68	\$ 116,109.19	\$ 117,629.68	\$ 119,182.12	\$ 120,764.60
PATROLMAN HIRED BEFORE 01/01/2019	9	9	\$ 116,396.19	\$ 119,597.09	\$ 122,886.01	\$ 126,265.38	\$ 129,106.35	\$ 132,011.24	\$ 134,982.12	\$ 137,929.68	\$ 140,953.00	\$ 143,982.12	\$ 147,011.24
<b>ONLY TOP STEP CHANGES</b>													
PATROLMAN HIRED ON OR AFTER 01/01/2019	1	12	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00	\$ 42,500.00
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PATROLMAN HIRED ON OR AFTER 01/01/2019	10	12	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00	\$ 95,708.00
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**SOUTH ORANGE VILLAGE**  
**Municipal Offices**  
76 South Orange Ave  
Suite 302  
South Orange  
Essex County  
New Jersey 07079

www.southorange.org  
P 973.378.7715  
F 973.763.0987



## **RESOLUTION #2024-132**

**May 13, 2024**

### **RESOLUTION APPROVING THE MEMORANDUM OF AGREEMENT WITH PBA LOCAL 12**

**WHEREAS**, South Orange Village ("Village") and PBA Local 12 ("PBA") have been in negotiations for a successor collective negotiations agreement (hereinafter "agreement") for the police officers covered by the PBA agreement; and

**WHEREAS**, pursuant to those negotiations, the Village and PBA have reached a Memorandum of Agreement, concerning the terms and conditions of employment for the police officers covered by the PBA agreement; and

**WHEREAS**, the successor collective negotiations agreement will be effective from January 1, 2024 through December 31, 2028; and

**WHEREAS**, the Village Administrator has recommended ratification of the Memorandum of Agreement reached with the PBA; and

**WHEREAS**, the Village Council, having reviewed the Memorandum of Agreement and finding ratification is in the best interests of the Village.

**NOW THEREFORE BE IT RESOLVED**, by the Village Council of South Orange Village, that the Board hereby ratifies and accepts the Memorandum of Agreement between the Village and the PBA on a successor collective negotiations agreement.

**NOW THEREFORE BE IT FURTHER RESOLVED**, by the Village Council of South Orange Village that the Village Administrator is authorized, with the assistance of Labor Counsel, to amend the prior collective negotiations agreement between the Village and the PBA consistent with the Memorandum of Agreement, and that the Village Mayor and Administrator are hereby authorized to execute the new collective negotiations agreement once it has been amended and approved by Labor Counsel.

This Resolution shall be effective immediately.






Council Member	Motion	Second	Ayes	Nays	Abstain	Absent
Brown			X			
Greenberg		X	X			
Haskins			X			
Hartshorn Hilton			X			
Jones	X		X			
Lewis-Chang			X			

**CERTIFICATION**

I, Ojetti E. Davis, Village Clerk of South Orange Village, County of Essex, State of New Jersey, do hereby certify that this is a true and correct copy of the Resolution adopted by the Village Council at their regular meeting held on Monday, May 13, 2024.

  
Ojetti E. Davis  
Village Clerk