

TOWN OF HARRISON

COUNTY OF HUDSON

ORDINANCE NO. 1408

AN ORDINANCE TO AMEND ORDINANCE NO. 1217, 1282 AND 1329 TO PROVIDE SALARY INCREASES FOR MEMBERS OF THE HARRISON POLICE DEPARTMENT - - PBA LOCAL 22A

BE IT ORDAINED, by the Mayor and Council of the Town of Harrison, County of Hudson and State of New Jersey, that:

Section 1. There is hereby established a new salary schedule for members of the Town of Harrison Police Department, Harrison Policemen’s Benevolent Association Local No. 22A (PBA 22A), effective January 1 of the year indicated:

<u>Superior Rank</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Lieutenant Step 2	134,708	138,749	142,912	147,556
Lieutenant Step 1	128,472	132,326	136,296	140,725
Sergeant Step 2	122,830	126,515	130,310	134,545
Sergeant Step 1	112,122	115,485	118,950	122,816

Section 2. All of the terms and conditions set forth in the February 4, 2020 Memorandum of Agreement (“MOA”) between the Town of Harrison and PBA Local 22A, attached hereto and made a part hereof, are incorporated herein by reference as if set forth at length herein, and the Town Attorney’s execution of same is hereby ratified and confirmed. No terms of the Collective Bargaining Agreement have been altered by the MOA or this Ordinance except for the salaries set forth above in Section 1.

Section 3. All conditions not covered by this Ordinance shall continue to be governed, controlled and interpreted by reference to the Town’s ordinances, resolutions, rules and regulations. Any and all present benefits which are enjoyed by employees covered by this Ordinance, that have not been included in this Ordinance or changed by the Collective Bargaining Agreement, shall be continued, if legal.

Section 4. The Mayor and Town Clerk are hereby authorized to execute a new Collective Bargaining Agreement that contains the foregoing terms.

Section 5. Any existing ordinances or parts thereof which are inconsistent with the provisions herein are hereby repealed.

Section 6. This Ordinance shall take effect immediately upon final passage according to law.

/s/ Ellen Mendoza
Councilwoman Ellen Mendoza

Introduced: 02-04-2020

I, Paul J. Zarbetski, Town Clerk of the Town of Harrison, County of Hudson, State of New Jersey, hereby certify that at a Meeting of the Mayor and Council held on February 4, 2020 the foregoing Ordinance passed on first reading.

Paul J. Zarbetski, Town Clerk

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT	X		X			
M. CAMANO			X			
M. DOLAGHAN			X			
J. DORAN			X			
J. HUARANGA		X	X			
E. MENDOZA			X			
F. NASCIMENTO			X			
E. VILLALTA						X
J. FIFE						X

Adopted: 03-03-2020

Approved: _____
Mayor James A. Fife

I, Paul J. Zarbetski, Town Clerk of the Town of Harrison, County of Hudson, State of New Jersey, hereby certify that at a Meeting of the Mayor and Council duly held on March 3, 2020 the foregoing Ordinance, previously published according to law, was adopted on second reading, approved by the Mayor, spread in full in the ordinance book, and published according to law.

Paul J. Zarbetski, Town Clerk

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT	X		X			
M. CAMANO		X	X			
M. DOLAGHAN			X			
J. DORAN						X
J. HUARANGA			X			
E. MENDOZA			X			
F. NASCIMENTO						X
E. VILLALTA			X			
J. FIFE			X			

MEMORANDUM OF AGREEMENT
between
the TOWN OF HARRISON and
HARRISON POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL NO. 22A
SUPERIOR OFFICERS' ASSOCIATION

THIS MEMORANDUM OF AGREEMENT is made this 4th day of February, 2020, by and between the TOWN OF HARRISON, a Municipal Corporation of the State of New Jersey ("Town"), with an address of 318 Harrison Avenue, Harrison, New Jersey, 07029-1796, and the HARRISON POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL NO. 22A Superior Officers' Association ("Association"), with an address of 318 Harrison Avenue, Harrison, New Jersey 07029-1796 (also collectively known as the "Parties").

Whereas, the Town and the Association have engaged in negotiations pursuant to New Jersey law for a new collective bargaining agreement (the "new CBA") between the Parties, as the current CBA expired December 31, 2019 (the "current CBA"); and

Whereas, the Town and the Association wish to enter into this Memorandum of Agreement (the "MOA") setting forth the terms for a successor (to be drafted) CBA for 2020-2023.

Now therefore, in consideration of the promises and agreements hereinafter contained and the payments hereinafter provided to be made, the Parties agree as follows:

1. Except as this MOA shall otherwise provide, the terms of the current CBA which expired December 31, 2019 shall continue.
2. The new CBA shall commence on January 1, 2020 and end December 31, 2023. Negotiations for a successor CBA covering the terms and conditions of employment for all sworn members of the Harrison Police Department Superiors ("Members") shall commence in 2023 pursuant to the rules of the New Jersey Public Relations Commission, but in no event later than September 15, 2023.
3. This Agreement shall replace the current CBA covering January 1, 2016 - December 31, 2019. As soon as possible after execution of this Agreement, a comprehensive new CBA incorporating all of the terms set forth below, as well as any operative terms and conditions of employment which are not set forth in the predecessor CBAs or this Agreement but otherwise agreed upon

by the Parties shall be drafted and executed by the Parties.

4. This Agreement is subject to ratification by the membership of the Association and the Town of Harrison Mayor and Council.

5. The following terms are agreed to between the Parties:

a. The CBA shall be for a 4-year period, commencing 1/1/2020 and ending 12/31/2023.

b. Salary increases shall be as follows:

<u>Superior Rank</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Lieutenant Step 2	134,708	138,749	142,912	147,556
Lieutenant Step 1	128,472	132,326	136,296	140,725
Sergeant Step 2	122,830	126,515	130,310	134,545
Sergeant Step 1	112,122	115,485	118,950	122,816

i. Notwithstanding the foregoing, all Members shall receive the above-referenced raise for 2020 retroactive to January 1, 2020 (this shall not be applicable to Overtime earned before implementation of the new salary).

IN WITNESS WHEREOF, the Parties have caused this Agreement to be signed by their respective representatives.

Harrison PBA, Local No. 22A

Town of Harrison

PAUL YARZNBOWICZ, President

PAUL J. ZARBETSKI, Town Attorney¹

Dated: _____

Dated: _____

¹ The signature of the Town Attorney is subject to ratification by the Town Council at the February 4, 2020 Town Meeting.