

**10420. RESOLUTION 11-33 - COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE DELAWARE RIVER AND BAY AUTHORITY AND FRATERNAL
ORDER OF POLICE LODGE NO. 14, FOR SWORN NON-SUPERVISORY
EMPLOYEE POLICE OFFICERS**

WHEREAS, the Delaware River and Bay Authority (the "DRBA" or "Authority") operates the Delaware Memorial Bridge, Cape May-Lewes Ferry, Three-Forts Ferry, and five (5) airport facilities; and

WHEREAS, sworn non-supervisory employee police officers to include Patrol Officer, Patrol Officer First Class, Corporal, Senior Corporal and Master Corporal voluntarily designated the Fraternal Order of Police, Lodge No. 14 ("Union"), to represent them in an election on February 19, 2010; and

WHEREAS, the Authority and the Union have negotiated the first Collective Bargaining Agreement (the "Agreement") and desire to execute such Agreement; and

WHEREAS, it is the purpose of the Agreement to promote and maintain a harmonious relationship between the Authority and its employees covered by this Agreement; and

WHEREAS, the wages for members of the bargaining unit for the three-year contract caps at an average of 2% over the life of the three-year contract; and

WHEREAS, the agreement makes clear that the Authority is not subject to bargaining impasse resolution methods such as mediation or binding interest arbitration; and

WHEREAS, the Personnel Committee of the Authority's Board of Commissioners has reviewed the terms as stated in the Agreement and has recommended approval thereof by the Commissioners; and

WHEREAS, the provisions of this Agreement shall be retroactive to January 1, 2010, and expire on December 31, 2012; and

WHEREAS, the Authority desires to approve the Agreement.

NOW, THEREFORE, BE IT RESOLVED, that with the advice of Counsel, the Chairperson, Vice Chairperson, and Executive Director are hereby authorized and directed to execute such Agreement.

A motion to approve Resolution 11-33 was made by Commissioner Downes, seconded by Commissioner Favre, and approved by a roll call vote of 11-0.

Resolution 11-33 Executive Summary Sheet

Resolution: Execute a Memorandum of Agreement Between the Delaware River and Bay Authority and the Fraternal Order of Police, Lodge No. 14

Committee: Personnel Committee

Committee/Board Date:

July 19, 2011

Purpose of Resolution:

To approve the first three-year collective bargaining agreement between Delaware River and Bay Authority (the "Authority") and the Fraternal Order of Police Lodge No. 14 ("Union").

Background for Resolution:

This process began on May 9, 2009 with the Union's request to serve as the exclusive bargaining agent for certain employees. The sworn non-supervisory employee police officers to include Patrol Officer, Patrol Officer First Class, Corporal, Senior Corporal and Master Corporal voluntarily designated the Fraternal Order of Police, Lodge No. 14 ("Union"), to represent them in an election on February 19, 2010. This Union currently consists of 33 members.

The Authority and Union began negotiating this contract on July 27, 2010 and ended negotiations on April 11, 2011 with a tentative agreement.

This collective bargaining agreement includes the following:

1. Multi-year (3-year) contract;
2. 2010-2012 contract salary increase totaling \$117,818 (average of 2.0% over life of three-year contract):
 - a. 2010 increase - \$68,211 (3.6% increase); includes one time-in-job step increase for those eligible or 2.0% general increase
 - b. 2011 increase - \$0 (0.0% increase); no time-in-job step increases or general increases
 - c. 2012 increase - \$49,507 (2.5% increase); includes no time-in-job step increases; includes 2.5% general increase for all members
3. Bargaining impasse resolution methods do not include mediation or binding interest arbitration; and
4. All Police Directives shall remain in force.

The Union's membership is scheduled to ratify the Agreement prior to Board action on July 19, 2011.