

RESOLUTION 18-26 – 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, the Forts Ferry, and five (5) airport facilities; and

WHEREAS, sworn non-supervisory employee police officers 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 FOP Lodge 14 negotiated and executed a Collective Bargaining Agreement (the “Agreement”) which expired on December 31, 2017; and

WHEREAS, the purpose of the Agreement was to promote and maintain a harmonious relationship between the Authority and its employees; and

WHEREAS, the Authority and FOP Lodge 14 have negotiated a new collective bargaining agreement and desire to execute such agreement (“New Agreement”); and

WHEREAS, the Personnel Committee has reviewed the terms of the New Agreement and has recommended approval thereof by the Commissioners; and

WHEREAS, the provisions of the New Agreement shall be retroactive to January 1, 2018, and expire on December 31, 2022; and

WHEREAS, the Authority desires to approve the New 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 New Agreement.

A motion to approve Resolution 18-26 was made by Commissioner Ransome, seconded by Commissioner Decker, and approved by a roll call vote of 12-0.

Resolution 18-26 Executive Summary Sheet

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

Committee: Personnel Committee

Committee Date: July 17, 2018

Board Date: July 17, 2018

Purpose of Resolution:

To approve a five (5)-year collective bargaining agreement (CBA) between the Delaware River and Bay Authority (the “Authority”) and the Fraternal Order of Police Lodge No. 14 (“Union”).

Background for Resolution:

Negotiations have been ongoing since the expiration of the Agreement. The Authority and Union concluded negotiations on July 11, 2018 with a Tentative Agreement.

This collective bargaining agreement includes the following terms:

1. Five (5) year contract;
2. Rank nomenclature changed to Recruit and Patrol Officers 1 through 5;
3. Recruit (entry level) salary increased by \$2,700 in 2018, retroactive to January 1;
4. A 2019 wage scale increase of \$1,000 plus 1%, effective January 1
5. A 2020 wage scale increase of \$1,000 plus 1%, effective January 1.
6. A 2021 wage scale increase of \$1,000 plus 1%, effective January 1.
7. A 2022 wage scale increase of \$1,000 plus 1%, effective January 1.
8. Wage scale maximum point increased from 17 years to 18 years.
9. In lieu of an hourly shift differential payment, a flat shift differential supplement of \$2,000 per officer will be paid annually.

Commissioner Lowe made a motion to consider a Resolution not on the Agenda, changing the date of the August meeting to August 14, 2018. The motion was seconded by Commissioner Decker, and the Resolution was approved by a roll call vote of 12-0.