

RESOLUTION 22-62 – 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 expires on December 31, 2022; 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 commence on January 1, 2023, and expire on December 31, 2025; 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.

Resolution 22-62 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: November 15, 2022

Board Date: November 15, 2022

Purpose of Resolution:

To approve a three (3)-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 began earlier this year. The Authority and Union concluded negotiations on October 25, 2022, and the Union membership unanimously ratified the new CBA on October 26, 2022.

This collective bargaining agreement includes the following terms:

1. Three (3)-year contract.
2. Removal of some obsolete contract language.
3. Wage scale maximum point increased from 18 years’ service to 25 years’ service (equal to normal DRBA Police retirement).
4. The existing longevity wage scale of 1-18 years was extended to 25 years.
 - Year 1-5 and 16-25 increase at 2% per year of longevity.
 - For years 6-15 of experience, there is a one-time average adjustment of 5.4%.
5. A 2024 wage scale increase of 2%, effective January 1, 2024.
6. A 2025 wage scale increase of 2%, effective January 1, 2025.
7. Each officer will receive a \$3,000 bonus per year for achieving CALEA accreditation.