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RESOLUTION RATIFYING THE AGREEMENT BETWEEN THE CITY OF CAMDEN
AND THE FRATERNAL ORDER OF POLICE, CAMDEN LODGE #1, THE
CAMDEN ORGANIZATION OF POLICE SUPERIOR OFFICERS, INTERNATIONAL
ASSOCIATION OF FIRE FIREFIGHTERS LOCAL 788 AND INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS LOCAL 2578

WHEREAS, the City of Camden has been a part of labor negotiations with the Fraternal Order of Police, Camden Lodge #1, the Camden Organization of Police Superior Officers, International Association of Fire Firefighters Local 788 and International Association of Fire Fighters Local 2578 of the City of Camden as represented by their bargaining units, and

WHEREAS, the City of Camden and the representatives of the bargaining units have agreed to the terms in the Memorandum of Agreement; and

WHEREAS, said agreement is deemed to be in the best interest of the City of Camden; now, therefore

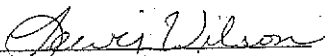
BE IT RESOLVED, by the City Council of the City of Camden, that, the proper officers of the City of Camden, including the Business Administrator, are hereby authorized to execute a memorandum of understanding and a formalized contract incorporating the terms, conditions and provisions of the agreement as agreed upon between representatives of the City of Camden and the authorized representatives of the bargaining units Fraternal Order of Police, Camden Lodge #1, the Camden Organization of Police Superior Officers, International Association of Fire Firefighters Local 788 and International Association of Fire Fighters Local 2578. The proper officers of the City of Camden, as set forth in the Administrative Code of the City of Camden, are hereby authorized to take any and all necessary action to make said memorandum of understanding and formalized contract operative.

BE IT FURTHER RESOLVED, that pursuant to N.J.S.A. 52:27BBB-23, a true copy of this resolution shall be forwarded to the Chief Operating Officer, who shall have ten days from the receipt thereof to approve or veto this resolution. Notice of approval or veto shall be filed in the office of the Municipal Clerk.

On Motion Of: _____

Dated: February 24, 2005

The above has been reviewed
and approved as to form.


LEWIS WILSON
City Attorney

ANGEL FUENTES
President, City Council

APPROVED: _____

ATTEST: _____
LUIS PASTORIZA
Municipal Clerk

REQUEST FOR CITY COUNCIL ACTION

Date of Council Meeting February 24, 2005

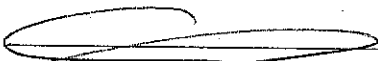
Department Making Request: Administration

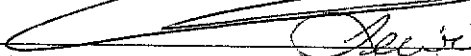
Type of Request: Resolution

Title of Resolution: Resolution ratifying the memorandum of agreement between the City of Camden and the Fraternal Order of Police, Camden Lodge #1, the Camden Organization of Police Superior Officers, International Association of Fire Fighters Local 788 and International Association of Fire Fighters Local 2578.

Brief Description of Proposed Action: Memorandum of Agreement between the City of Camden and the above referenced unions for the period of 1-1-05 through 12-31-2008.

Prepared by: Christine T.J. Tucker, Business Administrator

Approved by Business Administrator:  2/3/05

Approved by City Attorney:  2-9-05

Received by Municipal Clerk: _____

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Memorandum of Agreement

The following represents the agreement between the parties, The City of Camden, the Fraternal Order of Police Lodge #1, the Camden Organization of Police Superior Officers, IAFF Local 788 and IAFF Local 2578.

All parties agreed that the collective bargaining agreement currently in affect for the period ending December 31, 2004 shall remain if full effect force for a period of four years beginning January 1, 2005 and ending December 31, 2008, except as modified below:

Beginning January 1, 2005 all covered employees covered by the specified groups shall have an increase in their base salary:

Article XXVI WAGES Section 1 FOP Lodge 1

\$1,500 to base salary, on January 1, 2005
2% to base on January 1, 2006
2% to base, on July 1, 2006
2.5% to base, on January 1, 2007
3% to base on July 1, 2007
4% to base on January 1, 2008

Article XXVI WAGES Section 1COPS

\$1,500 to base salary, on January 1, 2005
2% to base on January 1, 2006
2% to base, on July 1, 2006
2.5% to base, on January 1, 2007
3% to base on July 1, 2007
4% to base on January 1, 2008

Article XXVI WAGES Section 1 IAFF Local 788

\$1,500 to base salary, on January 1, 2005
2% to base on January 1, 2006
2% to base, on July 1, 2006
1% to base, on January 1, 2007
3% to base on July 1, 2007
4% to base on January 1, 2008

Article XXVI WAGES Section 1 IAFF Local 2578

\$1,500 to base, on January 1, 2005

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2% to base on January 1, 2006
2% to base, on July 1, 2006
1% plus \$450 to base, on January 1, 2007
3% to base on July 1, 2007
4% to base on January 1, 2008

Article XXX INSURANCE HEALTH & WELFARE Section 11 FOP Lodge 1

Article XXX Section 11 INSURANCE HEALTH & WELFARE COPS

Article XXX Section 11 INSURANCE HEALTH & WELFARE IAFF Local 788

Article XXX Section 11 INSURANCE HEALTH & WELFARE IAFF Local 2578

Beginning with the re-enrollment for December 1, 2005 all groups will be entitled to the current plan in the City of Camden Health Benefit Program referred to as Aetna V as the base plan for the employees, premium co pays will be the difference in premiums established for that plan and any higher amount of an optional plans an employee may choose.. Premium Co-pay for the employees opting to remain in the Aetna Self Insured Plan will become an optional plan but shall not exceed \$25 per month on December 1, 2005, \$35 on December 1, 2006, \$50 in December 1, 2007 base plan per month. The FOP shall maintain the existing provisions with only a change in the base plan referenced above.

Section 10

Change \$85 to \$125

Section 14

The current co-pays of \$5 for generic, \$10 for brand name and free for mail order will continue until June 30, 2006 and then on July 1, 2006 the co-pay will be \$12 for brand name and \$7.00 for generic. Mail order will remain at no cost.

Section 9

Add to existing language: Employees retiring with 25 or more years of credible service in the PFRS and at least 20 years of service with the City of Camden shall be eligible to retain such coverage as they have at the time of retirement if appropriate under NJSA 40A: 10-23. The appropriate Ordinance of the City providing such coverage as defined in the stated provisions of the statute shall be implemented and maintained as of July 1, 2005.

Article XXVI Wages Section 2 IAFF Local 2578

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(B)

Holiday pay for all employees covered under Local 2578 will be included in base at all levels of the salary grade and will be used for all calculations regarding payment. Holiday leave time on the promotion will be prorated to the time of promotion and the employee shall be libel to the City for any time used in excess of the amount earned.

Article XXVI Wages Section 2 FOP Lodge 1, IAFF Local 788 & IAFF Local 2578, and COPs

Section 2 will be deleted. The "second step" of senior pay will be eliminated and the time converted to salary will be carried in the form of leave time subject to the pertinent articles of the agreement. The 18-year step will represent the maximum of the salary grid.

Article XXXI IAFF Holidays Local 2578

Deleted in entirety

Article XXXI IAFF Holidays Local 788

Section 1 Delete current language

Add: Employees shall receive 13 paid Holidays per year for 2005 and 2006, they shall receive 14 paid Holiday per year effective January 1, 2007.

Article XXXI Section 4 Holidays FOP

Section 4 Delete current language replace with:

Add: Any officer-not able to utilize their time in accordance with this section may carry that time to be used in subsequent years but shall be limited to 20 days accumulation for pay out at separation or retirement.

Article VII Vacations Section 2 IAFF Local 2578

Add at end of current language:

Subject to section 1 a. of this article.

Article VII Section 4 Vacations FOP Lodge 1

Delete the existing language

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Add: Any officer not able to utilize their time in accordance with this section may carry that time to be used in subsequent years but shall be limited to 30 days accumulation for pay out at separation or retirement.

Article IX Work Week COPS & FOP Lodge 1

Delete Current Language and Replace with:

The workweek will be as follows:

Section 1

A.

There shall be three rotating shifts for Mobilized Patrol, Central Complaint and Telecommunications Units:

The first shift which shall be from 2300 to 0700 hours which shall be an eight (8) hour shift

The second shift which shall be from 0700 to 1700 hours, which shall be a ten (10) hour shift

The third shift which shall be from 1500 to 0100 hours which shall be a ten (10) hour shift

The rotation of these shifts shall be in clockwise rotation.

The personnel assigned to these rotating shifts shall be paid a shift differential of 7.5% for each day they shift they actually work.

Section 2

A. Supplemental Patrols

The Chief of Police may establish supplemental patrol units:

1.) Special Tactical Force

The City shall continue Special Tactical Force as a modification to the work schedule. Appointment to this unit shall be by voluntary request of the officers desiring this assignment. There may be a 4 -2 work schedule consisting of eight (8) hours tours or a 4-3 work schedule consisting of ten (10) hour tours for this assignment, so long as there is no work schedule that exceeds 84 hours in the 14 day cycle cited under the FLSA.

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Personnel assigned shall be compensated with an 11% pay incentive on the days they actually work in this unit. The Chief of Police shall have the right to alter the hours when deemed necessary for the provision of public safety after consultation with the union prior to making the change.

2.) Supplemental Patrol / Anti Crime Shift

The Chief of Police may deploy a Supplemental Patrol / Anti - Crime Unit which shall have a work schedule of 1600 - 0200 hours. The workweek will consist of a 4 -3 shift. The Chief of Police shall have the right to alter the hours when deemed necessary for the provision of public safety after consultation with the union seven (7) days prior to making the change. Assignment to the Supplemental Patrol Power Shift shall be voluntary, however, where the number of volunteers does not meet management's staffing allocation, the Chief of Police may assign personnel based on seniority. Those assigned to this unit shall be entitled to an 11% shift differential for the time actually worked.

It is understood that the City has agreed to supplement the salary increase for 2007 (as set forth in the Wage and Salary Schedule) to reflect the Chief of Police's authority set forth herein to deploy the Supplemental Patrol / Anti-Crime Unit. In the event that any additional changes are needed to address the public safety, the parties agree to negotiate any potential implications and the impact upon bargaining unit employees.

Section 3.

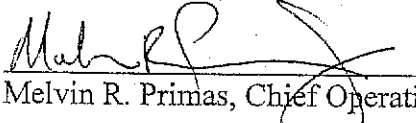
The City will not change or alter any employee's work schedule for the purpose of avoiding payment of overtime.

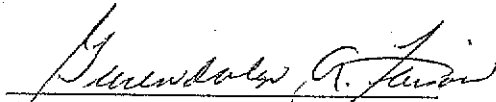
These are the only changes to be made to the existing agreements between the parties; such changes are subject to the ratification of the membership of the individual organizations, approval of the pertinent State officials, and the ratification of the City Council. The changes will become effective immediately upon such approvals and any modification of the agreements during the course of this agreement shall be done through the appropriate negotiation of any matter that the parties feel should be addressed for the common good of the City and its employees.

[Handwritten signature]
1-2-05

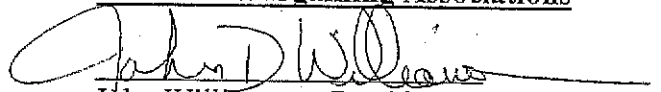
Signed on the ___ day of February, 2005.

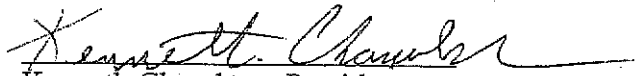
City of Camden

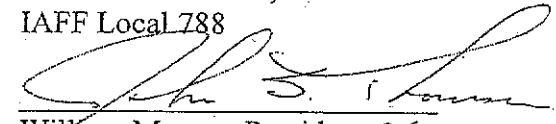

Melvin R. Primas, Chief Operating Officer

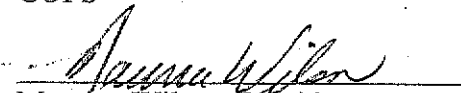

Gwendolyn A. Faison, Mayor

Collective Bargaining Associations


John Williamson, President
Fraternal Order of Police Lodge 1


Kenneth Chambers, President
IAFF Local 788


~~William Murray, President~~
COPS ~~John S. Thomson, Trustee~~


Maurice Wilson, President
IAFF Local 2578

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