

MEMORANDUM OF AGREEMENT

May 9, 2023

HUDSON COUNTY CORRECTIONS

AND

PBA LOCAL109

The parties in the above matter have reached the following tentative agreement to their contract negotiations, subject to approval by the county and ratification by the PBA. The undersigned hereby agree to recommend the following

For the 2023- 24 year the new starting salary will be 48,500.

The new contract will provide for post bids by seniority with 10% of the positions carved out and not subject to bid. THE CARVE OUT POSITIONS WILL BE DEFINED BY MUTUAL AGREEMENT WITHIN 10 DAYS

New employees effective 1/1 2023 will be working 12 hour shifts ; the pay rate for the 12 hours shirt will be prorated off the 8 hour shift. The ot for 12 hour employees will be over 84 hours in a two week cycle. Leve time will be pro rated based on 12 hours.

For employees moving to a 12 hours shift the effective date will be July1, 2023.

One time per year employees, for a period of one month in THE MONTH WILL BE DETERMINED BY MUTUAL AGREEMENT WITHIN 10 DAYS employees on the 8 hour shift may voluntarily move to the 12 hour shift

The wait period to get to top step will be reduced to four years.

Vacation – new language a minimum of no less than 15% of a shift will be scheduled for vacation – assuming there is a demand up to 15%. The minimum manning language in the current agreement remains.

New hires: the county may hire new employees and credit them with on the job experience. Employees will be placed on the Hudson County guide at the next highest salary.

Salary guides as per attached.- 13 STEPS – 4 YEAR WAIT FROM NEXT TO LAST STEP TO TOP STEP, 124,000 top last year of the contract , subject to the parties final agreement

The arbitrator will retain jurisdiction

For the County



For the PBA



PBA 109 Rank & File Correctional Officers 5-2 Step Guide for Years 2023-2027

	5-2 1/1/2023	5-2 1/1/2024	5-2 1/1/2025	5-2 1/1/2026	5-2 12/31/2027 1/1/2027
Step 1	\$48,500	\$50,000	\$51,000	\$51,000	\$52,000
Step 2	\$50,000	\$55,500	\$57,000	\$57,000	\$57,000
Step 3	\$52,000	\$57,000	\$62,500	\$63,000	\$63,000
Step 4	\$55,000	\$59,000	\$64,000	\$68,500	\$69,000
Step 5	\$60,000	\$62,000	\$66,000	\$70,000	\$74,500
Step 6	\$65,000	\$67,000	\$69,000	\$72,000	\$76,000
Step 7	\$70,000	\$72,000	\$74,000	\$75,000	\$78,000
Step 8	\$75,000	\$77,000	\$79,000	\$80,000	\$81,000
Step 9	\$80,000	\$82,000	\$84,000	\$85,000	\$86,000
Step 10	\$85,000	\$87,000	\$89,000	\$90,000	\$91,000
Step 11	\$90,000	\$92,000	\$94,000	\$95,000	\$96,000
Step 12	\$103,000	\$104,000	\$105,000	\$106,000	\$108,000 112,000
STEP 12A effective 1/1/27.					118,000
Step 13*	\$107,500	\$112,000	\$116,000	\$120,000	\$124,000

*STEP 13 TAKES PLACE ON THE JANUARY 1ST AFTER THE SIXTEENTH YEAR OF SERVICE IS COMPLETE For years 2023-26.

in the ~~2023~~²⁰²⁷ year a new STEP 12A is added. Employees on STEP 12 will wait 2 years to move to STEP 12A.

Employees on 12A - in 2027, will

wait 2 years to move to 13. ^{County} ~~City~~ ^{Sup Div}

That (LC) (HE) TERMS OF PRIOR MOA OF MAY 9 remain in EFFECT. ~~Edwards~~