



RUDERMAN & ROTH, LLC

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MARK S. RUDERMAN, ESQ.
Senior Partner
New Jersey – New York

August 14, 2023

Via email estraub@fopnjlc.org

Eric W. Straub, Staff Representative
FOP Labor Council
108 West State Street
Trenton, NJ 08608

Re: Borough of Palmyra and FOP Lodge #2

Dear Eric:

Per our conversation, I am adding the following sentence to the Memorandum of Agreement:

3. Article 13 – Holidays

Effective January 1, 2024, Juneteenth Day will be added to the list of holidays specified in 13.1. Eight hours pay shall be added to the base salary.

Please arrange for Union ratification.

Sincerely,
RUDERMAN & ROTH, LLC
Mark S. Ruderman

Mark S. Ruderman
mruderman@rrlaborlaw.com

MSR/ig
cc: John Gural (via email)
Donna Condo (via email)

MEMORANDUM OF AGREEMENT

This Agreement represents the complete and final understanding between the Borough of Palmyra (hereinafter "Borough") and Palmyra Police Association FOP Lodge #2 (hereinafter "Lodge") for all terms and conditions of employment for the period January 1, 2024 through December 31, 2027.

1. Article 11 – Hours of Work

- a. Remove duplicate sentence in 11.12.
- b. Commencing January 1, 2025, the rate for third party work shall be \$90 per hour with four (4) hour minimum and \$110 per hour for emergency requests, holidays and weekends.
- c. Commencing January 1, 2025, the rate for non-profits and schools shall be \$70 per hour with a two (2) hour minimum.

2. Article 12 - Salary

- a. Effective January 1, 2024, all steps of the guides shall be increased by 2.75%
- b. Effective January 1, 2025, all steps of the guides shall be increased by 3.00%
- c. Effective January 1, 2026, all steps of the guides shall be increased by 3.00%
- d. Effective January 1, 2027, all steps of the guides shall be increased by 3.00%
- e. A foreign language translator designated by the head of the Department as an official translator for the Department shall receive \$1,000 per year stipend. A Court interpreter shall certify that the translator shows a mastery of foreign language.

3. Article 13 - Holidays

Effective January 1, 2024, Juneteenth Day will be added to the list of holidays specified in 13.1. Eight hours pay shall be added to base salary.

4. Article 16 Personal Time

Change 3 paid personal holidays to thirty-six (36) hours of personal time. No change in time off.

5. Article 20 – Education

Effective January 1, 2024, the educational reimbursement rate shall increase from \$6,000 to \$8,000 to be used for college credits and training which leads to the payment of stipend. Mandated training is not included in the \$8,000 figure.

6. Article 23 – Clothing and Maintenance Allowance

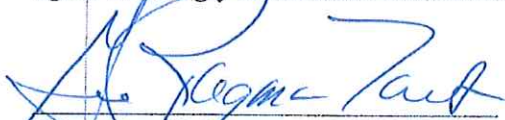
Specify sunglasses must be ballistic eyewear only.

7. Article 27 – Existing Benefits in Contract

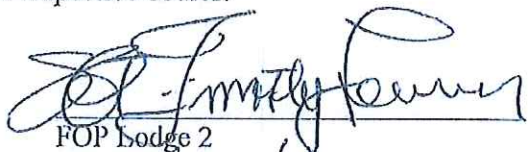
The following language is added:

Police vehicles are not permitted to be taken home for commuting purposes and may only be taken home for specific assignments of a limited duration with the specific written approval of the Chief of Police and/or his designee.

All the proposals not appearing in this Memorandum are hereby withdrawn. Both parties agree to strongly recommend ratification to their respective bodies.


Borough of Palmyra

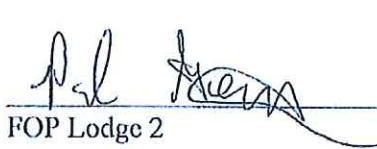
8/21/2023
Date

 PRES.
PROA

8/15/2023
Date

 V.P.
FOP Lodge 2

8/15/2023
Date

 Treasurer
FOP Lodge 2

08/15/2023
Date

John Gural

From: Eric Straub <estraub@fopnjlc.org>
Sent: Wednesday, August 16, 2023 9:29 AM
To: John Gural; Mark Ruderman
Cc: Sean; Theresa; gleusner221@comcast.net
Subject: Palmyra Police Officers Association FOP Lodge 2
Attachments: Scan0015.pdf

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Good Morning Gentlemen,

We had a meeting with the Palmyra Police Officers Association FOP Lodge 2, and the MOU that was negotiated and drafted was accepted by the membership.

We want to thank all that were involved in the possess of obtaining this contract. We at the FOP look forward to have a continued working relationship with the Borough of Palmyra in the future. Thank you again.

Respectfully submitted,

Eric

Eric W. Straub
Staff Representative
FOP Labor Council
108 West State Street
Trenton, NJ 08608
(609)599-3222 Office
(609)335-8637 Cell

John Gural

From: John Gural
Sent: Wednesday, August 16, 2023 9:41 AM
To: Eric Straub; Mark Ruderman
Cc: Sean; Theresa; gleusner221@comcast.net; Donna Condo; Doretha Jackson; Gina Tait; 'Council President Timothy Howard'; Michelle Mccann
Subject: RE: Palmyra Police Officers Association FOP Lodge 2
Attachments: Scan0015.pdf

Great news Eric, thank you very much!

We too look forward to continuing our relationship with the members of the PPA/FOP and working towards the betterment of our community as partners.

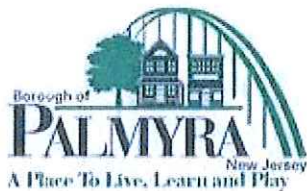
We'll be presenting the MOA to the Governing Body for their consideration/ratification on Monday night, August 21st.

Thanks again to you and the team!

Best,

John

John J. Gural, CPM
Borough Administrator



Palmyra Borough Hall
20 W. Broad Street
Palmyra, New Jersey 08065
(856) 829-6100 ext. 125
(856) 829-4096 fax
Website: www.boroughofpalmyra.com
Email: jgural@boroughofpalmyra.com

John Gural

From: John Gural
Sent: Tuesday, August 22, 2023 10:26 AM
To: 'Eric Straub'; 'Mark Ruderman'
Cc: 'Sean'; 'Theresa'; 'gleusner221@comcast.net'; Donna Condo; Doretha Jackson; Gina Tait; 'Council President Timothy Howard'; Michelle Mccann
Subject: RE: Palmyra Police Officers Association FOP Lodge 2
Attachments: PPA-FOP_Memo of Agreement_08-21-2023.pdf

Importance: High

Good morning Eric,

Please see attached the executed Memorandum of Agreement approved by Council.

While discussing the settlement agreement last night Mayor Tait queried whether there was anything more the Borough could do to better attract new and qualified recruits. After some discussion Council agreed to double the sign-up bonuses from \$1,000/\$2,000 to \$2,000/\$4,000 with the same six-year commitment and penalties if the officer would leave prior to that. I reminded the Governing Body that this would first need approval from the PPA/FOP but that I didn't think it would be an issue.

Taking this additional step would certainly set Palmyra apart from neighboring communities of our size and help us fill our roster of 18 police officers.

Please advise if acceptable and we'll include in the CBA for everyone's signature.

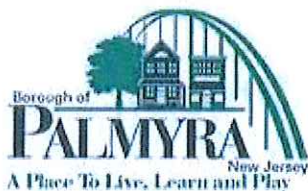
Thinking more about it, we could even make that provision effective at an earlier date so as to not lose a recruit in the interim.

And speaking of the CBA it'll take us some time to prepare the salary guides as we need to include the Juneteenth holiday in the base of course. We'll send when complete.

Thanks again for a smooth and fruitful negotiations process!

John

John J. Gural, CPM
Borough Administrator



John Gural

From: Eric Straub <estraub@fopnjlc.org>
Sent: Thursday, August 24, 2023 9:19 AM
To: John Gural; Donna Condo
Cc: Mark Ruderman; Gina Tait; Timothy Howard; Michelle Mccann; Doretha Jackson; gleusner221@comcast.net; Sean
Subject: Re: Palmyra Police Officers Association FOP Lodge 2

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Good Morning, John,

just to follow up with our phone conversation the FOP will be acceptable of starting that for October 1 for the new hire bonus. Thank you again.

Eric

Eric W. Straub
Staff Representative
FOP Labor Council
108 West State Street
Trenton, NJ 08608
(609)599-3222 Office
(609)335-8637 Cell