

**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.**