



PORT AUTHORITY POLICE BENEVOLENT ASSOCIATION, INC.  
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FRANK CONTI, PRESIDENT

December 5, 2022

Dear Members,

The PBA Negotiating Team is proud to bring you a proposed new contract covering the period July 21, 2022 through September 20, 2024. We have been able to take advantage of an unusual opportunity. Instead of delaying discussions, the Port Authority wanted to negotiate immediately. Instead of seeking a long list of unreasonable changes, the Port Authority wanted to keep the agreement simple. As a result, the current negotiations have not turned into the drawn out battle that we faced last time.

This package provides strong improvements in base salary (\$7,560.32 at top step or a 6.09% compounded increase over the current contract). The improved base salary will increase nearly every other payment you receive. At maximum longevity, our compensation will improve from \$142,765 in 2021 to \$147,047.67 in 2022 and \$151,459.10 in 2023.

Unlike the prior contract, the Port Authority sought only one work policy change: mandatory body-worn cameras for all patrol officers. The PBA Negotiating Team was able to negotiate favorable limits on a policy plus a \$3,000 annual payment to address additional work and responsibilities associated with using the body camera system. This payment is equivalent to similar programs for other large New York departments. New Jersey departments are not compensated for utilizing body camera systems. The policy will explicitly provide each officer the right to review his or her camera footage.

Beyond the economic aspects of the proposed contract, the agreement extends out our other terms and conditions of employment without modification for the entire 26 month term. The Port Authority did not seek other major changes in basic contractual benefits. No modifications will be made to health benefits or contributions towards benefits.

All in all, the PBA Negotiating Team feels that this opportunity to do this short contract is too good to pass up. We encourage you to review this package in detail. We believe that this proposal provides fair compensation as well as protecting our hard won contractual benefits.

Fraternally,

Frank Conti  
 Steve Ekizian  
 Nick Brucato

Michael Mollahan  
 Brian Ahern  
 John McAusland, Gen. Counsel

Cesar Morales  
 Shaun Kehoe

**THE PBA NEGOTIATING TEAM STRONGLY RECOMMENDS THAT YOU VOTE “YES” TO RATIFY THIS CONTRACT!!**

# PROPOSED CONTRACT OFFER

1. **TERM:** July 21, 2022 to September 20, 2024

2. **WAGE INCREASES:**

a. **Increases to all guide steps effective at date shown:**

July 21, 2022	3.00%	\$127,868
August 21, 2023	3.00%	\$131,704

b. **Selected Salary Plus Longevity At Year of Service Post Ratification**

Hired before 12/2018				Hired After 12/2018			
Year of Service	Current	July 21 2022	Aug. 21 2023	Year of Service	Current	July 21 2022	Aug. 21 2023
Year 1	\$44,827.12	\$46,171.93	\$47,557.09	Academy Year 1	\$44,259.54	\$45,587.33	\$46,954.95
Year 5	\$103,160.82	\$106,255.64	\$109,443.31	Year 1	\$46,958.34	\$48,367.09	\$49,818.10
Year 6	\$119,292.05	\$122,870.81	\$126,556.93	Year 2	\$58,331.08	\$60,081.01	\$61,883.44
Year 7	\$124,179.69	\$127,905.08	\$131,742.24	Year 3	\$68,207.07	\$70,253.28	\$72,360.88
Year 8	\$129,108.97	\$132,982.24	\$136,971.71	Year 4	\$78,177.78	\$80,523.11	\$82,938.80
Year 10	\$130,350.40	\$134,260.91	\$138,288.74	Year 5	\$84,646.53	\$87,185.93	\$89,801.50
Year 15	\$133,453.98	\$137,457.60	\$141,581.33	Year 6	\$91,174.92	\$93,910.17	\$96,727.47
Year 20	\$136,557.56	\$140,654.29	\$144,873.92	Year 7	\$102,790.55	\$105,874.27	\$109,050.49
Year 25	\$139,661.15	\$143,850.98	\$148,166.51	Year 8	\$119,004.66	\$122,574.80	\$126,252.05
Year 30	\$142,764.73	\$147,047.67	\$151,459.10	Year 9	\$122,960.82	\$126,649.65	\$130,449.14
				Year 10	\$130,350.40	\$134,260.91	\$138,288.74
				Year 15	\$133,453.98	\$137,457.60	\$141,581.33
				Year 20	\$136,557.56	\$140,654.29	\$144,873.92
				Year 25	\$139,661.15	\$143,850.98	\$148,166.51
				Year 30	\$142,764.73	\$147,047.67	\$151,459.10

3. **RETROACTIVITY**

All wage increases are fully retroactive to the effective date of July 21, 2022.

4. **BODY CAMERA PROGRAM**

The Employer will pay \$3,000 to each police officer, except as provided below. The body camera compensation will be paid in bi-weekly installments. Payments commence after training on BWC use and implementation at police officer's command. Implementation shall be a phased rollout by Command with full implementation expected by year end 2023.

Once training is complete, payment will be made to all members with three exceptions:

- Police officers not eligible for patrol assignments.
- Police officers on compulsory leave, Superintendent suspension, full (no pay) or administrative (with pay) suspensions lasting longer than a full pay period
- Police officers on sick leave or IOD leave lasting longer than 60 days

The Port Authority will issue a body camera policy providing a right for police officers to review body camera footage similar to the rights enjoyed by NYPD and/or NY State Police.

**THE PBA NEGOTIATING TEAM STRONGLY RECOMMENDS THAT YOU VOTE "YES" TO RATIFY THIS CONTRACT!!**