

MEMORANDUM OF UNDERSTANDING

The Borough of Paramus and the PSEA, being that their collective negotiations agreement having expired and subject to ratification and approval, hereby agree to resolve all issues through the collective negotiations process as follows:

1. Five (5) year duration January 1, 2023 through December 31, 2027.
2. Article 12- Wage increases to the pensionable base:
 - a. Effective January 1, 2023, movement on the guide only (previous adjusted pay scale).
 - b. Effective January 1, 2024, each employee's annual wages shall increase 2%.
 - c. Effective January 1, 2025, each employee's annual wages shall increase 2%.
 - d. Effective January 1, 2026, each employee's annual wages shall increase 3%.
 - e. Effective January 1, 2027, each employee's annual wages shall increase 3%.
3. Article 15 – Insurance Benefits
 - a. Effective January 1, 2023, employees shall pay a contribution at the Tier 4 rate.
 - b. Effective January 1, 2024, employees shall pay a contribution at the Tier 3 rate.
 - c. Employees shall pay a contribution at the Tier 4 rate at the conclusion of this agreement and execution of a new agreement.
4. Article 15 – Insurance Benefits
 - a. Effective January 1, 2024, new employees shall no longer be eligible for Direct 10 or its equivalent.
 - b. Effective January 1, 2024, new employees shall be responsible for the payments of Medicare Parts A and B.
 - c. Effective January 1, 2024, or once the contract is settled employee's prescription plan paid for by the borough, shall be \$5.00/\$10.00 co-pay plan.
 - d. Effective January 1, 2024, employees shall be entitled to \$1,000.00 for a vision plan.
 - e. New language: Retired employee's surviving spouse, i.e. the spouse of the retired employee as of the date of employee's retirement, shall have the option to continue on the retiree's Borough medical coverage at no cost to the spouse until such time as the surviving spouse obtains their own medical coverage or is Medicare eligible, at which time the Borough shall cease the surviving spouse's medical coverage with the Borough.

5. Article 27 – Miscellaneous
 - a. Effective January 1, 2024, employees shall be entitled to \$200.00 boot allowance twice a year if boots purchased through the Borough vendor.
 - b. Effective January 1, 2024, employees shall be entitled to a reimbursement of \$125.00 boot allowance twice a year if the purchased by employee directly.
 - c. Effective January 1, 2024, add Director of Fleet Services shall now be entitled to the boot allowance.
6. Article 34
 - a. Effective January 1, 2024, remove language regarding “pilot program”.
 - b. Effective January 1, 2024, employees under A shall be eligible for a merit award of up to \$1,000.00.
 - c. Effective January 1, 2024, employees under B shall be eligible for a merit award of up to \$1,800.00.
7. The parties agree that the terms of this Memorandum of Understanding shall not be altered other than upon written agreement by the parties, pending the finalization of language terms.
8. All Borough practices that are in conflict with this Agreement shall be null and void and shall not survive this Agreement and all known or unknown contract violations as of the date of this Memorandum are hereby waived. Currently pending arbitrations are excluded from this provision.

BOROUGH OF PARAMUS

PARAMUS SUPERVISORY
EMPLOYEE ASSOCIATION

By: 



Dated: 2/21/24

Dated: 2/12/2024