

MEMORANDUM OF AGREEMENT
between the
CLIFFSIDE PARK PBA LOCAL NO. 96
and the
BOROUGH OF CLIFFSIDE PARK

This Memorandum of Agreement ("MOA") incorporates the full, final and complete Agreement between the Cliffside Park PBA Local No. 96 (the "PBA") and the Borough of Cliffside Park (the "Borough") (collectively, the "parties") through their respective representatives, and incorporates the terms set forth below.

The parties agree that they shall submit the within agreement for ratification vote. As such, this agreement is subject to and conditioned upon ratification by the membership of the PBA and the Borough. This MOA will not become binding until fully ratified.

I. Term: 3 years – January 1, 2023 to December 31, 2025 with an option for calendar year 2026 and 2027 based on the same terms contained herein.

II. Salaries:

The parties agree to the following annual salary increases to the salary guides attached hereto. All salaries have been consolidated into one salary guide.

III. Step Movement:

All offices in-step shall receive their step increases effective July 1, 2023 and each July 1st thereafter until such time as they reach the rank of Senior Officer.

IV. Longevity:

There shall be no change in the longevity provision.

V. Holiday Pay:

Four (4) additional 8-hour holidays will be folded in to the base salaries on the salary guide effective July 1, 2023 making the total number of holidays included in the base pay sixteen (16). This adjustment is reflected in the salary guides attached hereto.

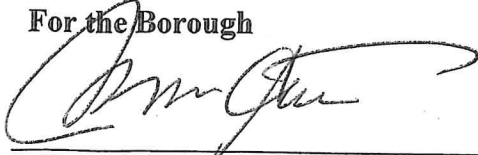
VI. Sick Time:

There shall be no change in the sick time provision.

VII. Health Insurance Contributions:

There shall be no change to the employee required health insurance contributions. The employee contribution shall max out at 25%.

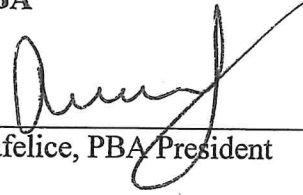
For the Borough



Joseph Rutch, Borough Administrator

Dated: February 13, 2023

For the PBA



Anthony Iafelice, PBA President

**BOROUGH OF CLIFFSIDE PARK
SALARY GUIDES**

GUIDE "A" - ALL EMPLOYEES									
Captain Differential over Lieutenant ---->		N/A		7.0%		7.0%		7.0%	
Lieutenant Differential over Sergeant ---->		N/A		6.0%		6.0%		6.0%	
Sergeant and Senior Officer ---->		0.0%		3.57%		2.0%		2.0%	
Patrol In Steps ---->		0.0%		1.54%		0.0%		0.0%	
Rank		Existing 2022		1/1/2023		7/1/2023		7/1/2024	