

Memorandum of Agreement

The Borough of Paramus and Paramus PBA Local 186 hereby enter into the following Memorandum of Agreement for a successor collective bargaining agreement covering the time period from January 1, 2023, to December 31, 2027, pursuant to the following terms:

1. The parties agree to a five-year contract covering the period from January 1, 2023 to December 31, 2027.

2. There will be an across-the-board increases January 1st each year of the contract as follows:

1/1/2023 - 1.75% across the board increase

1/1/2024 - 2.0% across the board increase

1/1/2025 - 2.0% across the board increase

1/1/2026 - 2.0% across the board increase

1/1/2027 - 2.25% across the board increase

3. Article XLIII - The first sentence shall be removed, and the Borough shall pass an Ordinance stating that the administration fee for Police Services shall be:

2023 - \$26/hour

2024 - \$27/hour

2025 - \$28/hour

2026 - \$29/hour

2027 - \$30/hour

4. Article XXVI shall be revised to include:

No residual sick days may be used to extend the date of retirement or to reach the required date for retirement.

5. Article XIV - Compensatory Time Off Bank shall be changed from 25 days to 35 days.

6. Article XII - Detective Bureau section to be changed to provide that Detectives shall be compensated at the overtime rate of time and a half their hourly rate for work done on continuing investigations. In addition, the compensatory days indicated in this article shall be adjusted as follows:

Detective Lieutenant - 8 days

Detective Sergeant - 6 days

Detective - 3 days

Patrol Lieutenant - 5 days

Patrol Sergeant - 3 days

7. Article XVI - surviving spouses of retired members shall have the option of continuing medical coverage until such time that they receive their own benefits or until they receive Medicare coverage.

8. The parties agree that all other terms and conditions of employment, including past practices, not specifically addressed herein shall remain in full force and effect and shall be included in the new collective bargaining agreement.

9. The parties agree that by signing below they will present and recommend this Memorandum of Agreement to both the Mayor and Council and the membership of the PBA for ratification by those respective entities. All changes in the terms and conditions of this MOA shall become effective only upon ratification of this agreement by both parties.

10. All other proposals by either party are deemed fully and completely withdrawn if not otherwise included in this document.

FOR THE BOROUGH OF PARAMUS:



Dated:

FOR THE PBA:



Dated: