

MEMORANDUM OF AGREEMENT

The Township of Mahwah and Mahwah PBA Local 143 hereby agree to the following terms:

1. Term of the Agreement: 5 years covering the period from January 1, 2022 through December 31, 2026.
2. Salaries: 2.35% across-the-board raises

Guide for Employees hired before 1/1/19

Step	1/1/22	1/1/23	1/1/24	1/1/25	1/1/26
First 6 Months	\$42,838	\$43,844	\$44,875	\$45,929	\$47,008
Second 6 Months	\$47,977	\$49,104	\$50,258	\$51,439	\$52,648
Second Year	\$60,729	\$62,157	\$63,617	\$65,112	\$66,642
Third Year	\$73,482	\$75,209	\$76,976	\$78,785	\$80,637
Fourth Year	\$86,236	\$88,263	\$90,337	\$92,460	\$94,632
Fifth Year	\$98,989	\$101,315	\$103,696	\$106,133	\$108,627
Sixth Year	\$111,743	\$114,369	\$117,056	\$119,807	\$122,623
Seventh Year	\$130,786	\$133,860	\$137,006	\$140,225	\$143,521
Eighth Year	\$149,128	\$152,633	\$156,219	\$159,891	\$163,648
Detective	\$153,937	\$157,555	\$161,258	\$165,047	\$168,926
Sergeant	\$158,743	\$162,473	\$166,291	\$170,199	\$174,199
Detective Sergeant	\$163,546	\$167,389	\$171,323	\$175,349	\$179,470
Lieutenant	\$168,354	\$172,311	\$176,360	\$180,505	\$184,746
Detective Lieutenant	\$173,160	\$177,229	\$181,394	\$185,657	\$190,020

Guide for Employees hired on or after 1/1/19

Step	1/1/22	1/1/23	1/1/24	1/1/25	1/1/26
First 6 Months	\$42,838	\$43,844	\$44,875	\$45,929	\$47,008
Second 6 Months	\$47,977	\$49,104	\$50,258	\$51,439	\$52,648
Second Year	\$56,266	\$57,588	\$58,941	\$60,327	\$61,744
Third Year	\$64,555	\$66,072	\$67,625	\$69,214	\$70,841
Fourth Year	\$72,845	\$74,556	\$76,308	\$78,102	\$79,937
Fifth Year	\$81,134	\$83,041	\$84,992	\$86,989	\$89,034
Sixth Year	\$89,423	\$91,525	\$93,675	\$95,877	\$98,130
Seventh Year	\$97,713	\$100,009	\$102,359	\$104,764	\$107,226
Eighth Year	\$106,002	\$108,493	\$111,042	\$113,652	\$116,323
Ninth Year	\$114,291	\$116,977	\$119,726	\$122,540	\$125,419
Tenth Year	\$122,581	\$125,461	\$128,409	\$131,427	\$134,516
Eleventh Year	\$130,870	\$133,945	\$137,093	\$140,317	\$143,612
Twelfth Year	\$149,128	\$152,633	\$156,219	\$159,891	\$163,648
Detective	\$153,937	\$157,555	\$161,258	\$165,047	\$168,926
Sergeant	\$158,743	\$162,473	\$166,291	\$170,199	\$174,199
Detective Sergeant	\$163,546	\$167,389	\$171,323	\$175,349	\$179,470
Lieutenant	\$168,354	\$172,311	\$176,360	\$180,505	\$184,746
Detective Lieutenant	\$173,160	\$177,229	\$181,394	\$185,657	\$190,020

3. Article VI.A.2.g. shall be added and read: If squad changes are needed for the following year, they must be posted no later than November 15th each year.
4. Article VI.A.2.h. shall be added and state: Priority for Patrol Overtime shall go to members of the Patrol Division, first, including supervisors. If a shift is not filled after two (2) requests, the members of the Detective Bureau can be used to fill those vacant positions.

5. Article IX, Paragraph D shall be amended as follows:

Special Detail

Officers performing special details shall be paid at the top step patrol overtime rate. The Township shall accept all County work within the Township of Mahwah and agrees that officers performing these details shall be paid at the top step patrol overtime rate with the Township covering the difference between the current County Rate and Mahwah PD Overtime rate.

Overtime details involving the Township's annual in-town road program, inclusive of milling, paving, and concrete work, shall be paid at \$90/hour.

6. Article XII shall now state that Officers shall receive 12 hours of Kelly Time for Juneteenth.

7. Article XXI, Paragraph D shall be amended as follows:

Those employees who did not have twenty (20) years of creditable service in the PFRS pension system as of the effective date, June 28, 2011, of Ch. 78, P.L. 2011, shall be entitled to retiree benefits at the rate of fourteen percent (14%) of the premium rate in the employee's final year of service. The provision specifically referring to the "rate in the final year of service" will expire at the end of this contract after which the rate will be "fourteen percent (14%) of the current plan premium."

NEW – Officers who are injured in the line of duty and are required to retire on permanent disability will be provided health benefits as outlined in Paragraph D

8. Article XXI, Paragraph G shall be amended as follows:

"The Township will agree to endeavor to reassess an additional optical plan and submit a new plan for Union review no later than June 30, 2022"

9. Article XII, Paragraph G shall be amended as follows:

Personal Days: In addition to and exclusive of any other vacation or holiday, each Employee shall be entitled to four (4) personal days off at his regular rate of pay. These four (4) days can be used as follows:

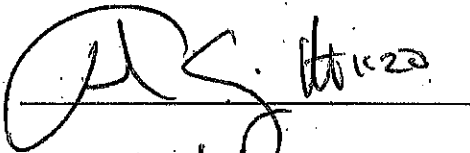
- must be used only as a full shift
- days must be requested 3 hours before the start of the shift to the on-duty supervisor.
- use of these four (4) days shall not be denied because they will cause overtime
- bumping privileges shall not be permitted for the four (4) Personal Days within this category.
- one supervisor and two patrolmen are permitted to use a personal day per shift

Requests falling on Fourth of July, Thanksgiving, Christmas Eve, Christmas, New

Year's Eve, or New Year's Day shall be denied unless the Personal Time requested can be fully staffed through overtime without an officer being ordered to work overtime. These requests should be submitted ten (10) days before the holiday. Seniority shall take precedence where more than one request has been submitted.

The parties acknowledge that the above provisions shall not be binding until they are ratified by the PBA and approved by the Mayor and Council.

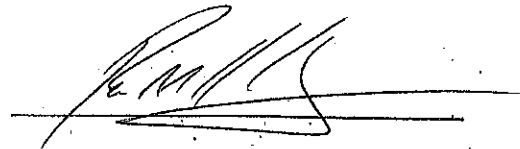
For Mahwah PBA Local 143



Dated:

4/7/22

For the Township of Mahwah



Dated:

5/2/22