

MEMORANDUM OF AGREEMENT

The **Borough of Elmwood Park** (hereinafter called the “**Borough**” or “**Employer**”) and **PBA Local** (hereinafter called the “**PBA**”) hereby agree to this Memorandum of Agreement dated January 15, 2026 with respect to a successor collective negotiations agreement between the parties. This Agreement is subject to ratification of the parties. The parties agree to recommend ratification of this Agreement to their respective membership (the Borough Council and PBA members, respectively).

The terms of the Memorandum are as follows:

(1) The term of the successor agreement shall be from January 1, 2026 to December 31, 2032. Unless otherwise noted, the terms herein are effective on ratification.

(2) All terms of the existing contract shall remain in full force and effect, except as modified by this memorandum.

(3) The parties shall mutually create and agree upon a successor collective negotiations agreement from the terms of this memorandum.

(4) Replace Roman numerals with Arabic numbers for each Article.

(5) **Article 16** **Salaries**

Salaries during the term of the contract shall be retroactive as set forth in Exhibit A attached hereto and made a part hereof, which includes an increase of 3% in each year of the contract at top step only. All other schedules will be eliminated, except as provided herein. When all officers on the current A-4 Schedule reach top pay, the A-4 schedule will be eliminated, leaving only the one salary guide, referred to as the B-1 schedule.

Officers hired with law enforcement experience will be placed on the salary guide at the discretion of the Chief, with Borough Council consent, in consideration of their prior experience but no higher than Step 4.

Detectives shall be compensated with an additional \$1,500 stipend for years 1-5 in the Bureau; \$2,500 for years 6-10 in the Bureau; and \$3,000 for years 11+.

(6) **Article 7** **Overtime**

Add as new paragraph 7.7 that on-call detectives will be provided with time due in the amount of 140 hours per year (representing 2 hours for each day on-call). The PBA acknowledges and agrees that this is not FLSA compensatory time, there is no cash value to these on-call hours, and they must be used in the year earned or will be lost.

Modify 7.5 to reflect the Pitman schedule or the 4/4 schedule, for officers in the patrol division only, at the discretion of the Chief of Police. The Chief shall give a one-year notice before changing the schedule from the current Pitman schedule to the 4/4 schedule, and vice versa.

Modify 7.2 to reflect the Pitman patrol schedule such that overtime is due for all hours worked in excess of twelve (12) hours in a day.

(7) **Article 10** **Vacation**

Modify 10.2 to reflect conversion of vacation time to hours based on an 8-hour day. For example, 12 working days will equal 96 vacation hours.

Modify 10.3 and change days to hours.

(8) **Article 11** **Insurance, Health and Welfare**

Clarify 11.3 and 11.6 to provide that all employees shall continue to contribute to their Borough-provided health and prescription benefits for themselves and eligible dependents in

accordance with the percentages set forth in the Tier IV grid provided in P.L. 2011, Ch. 78. If the grids of Public Law 2011, Chapter 78 should be invalidated by a court of competent jurisdiction with regard to employee contributions to health insurance, the contributions for all health insurance received under this Agreement will in no instance be less than 1.5% of his/her base salary.

(9) **Article 12** **Sick Leave**

Modify 12.1 to reflect conversion of sick time to hours based on an 8-hour day. For example, 15 working days will equal 120 sick hours per year and any unused time shall accumulate year to year.

Clarify language in 12.2 that "Employees hired on or after May 21, 2010 shall be paid for their accumulated unused sick leave following retirement only, up to a maximum of \$15,000 and are not eligible for a payout of accumulated time over three years."

(10) **Article 13** **Terminal Leave**

Clarify 13.6 to provide that "Employees hired on or after May 21, 2010 shall be paid for their accumulated unused sick leave following retirement only, up to a maximum of \$15,000."

(11) **Article 18** **Miscellaneous Benefits**

Eliminate 18.4 as duplicative of 11.7.

(12) **Article 22** **Agency Shop**

Add language to 22.1 at the end of the first sentence that states "upon written authorization signed by the employee and provided to the Borough."

(13) **Article 23** **Term and Renewal**

Update the dates to reflect the term of the agreement.

(14) **Article 24**

Add to 24.2 that "The parties agree to meet and negotiate the stricken provision to give full intent and effect to this Agreement and the stricken provision."

PBA Local 185

Borough of Elmwood Park

 03/16/26
Thomas Giammanco, President


Michael Foligno, Administrator 3/16/2026

 3-19-2026
WITNESS

EXHIBIT A

A5 Sch.

Steps	3.00% Steps 2026	3.00% Steps 2027	3.00% Steps 2028	3.0% top 2029	3% Steps 2030	3.00% Steps 2031	3.00% Steps 2032
Academy	\$43,924 Academy	\$43,924 Academy	\$43,924 Academy	\$43,924 Academy	\$43,924 Academy	\$43,924 Academy	\$43,924 Academy
1:	\$58,341	1 \$58,341	1 \$58,341	1 \$58,341	1 \$58,341	1 \$58,341	1 \$58,341
2:	\$65,069	2 \$65,069	2 \$65,069	2 \$65,069	2 \$65,069	2 \$65,069	2 \$65,069
3:	\$71,797	3 \$71,797	3 \$71,797	3 \$71,797	3 \$71,797	3 \$71,797	3 \$71,797
4:	\$85,254	4 \$85,254	4 \$85,254	4 \$85,254	4 \$85,254	4 \$85,254	4 \$85,254
5:	\$91,982	5 \$91,982	5 \$91,982	5 \$91,982	5 \$91,982	5 \$91,982	5 \$91,982
6:	\$98,710	6 \$98,710	6 \$98,710	6 \$98,710	6 \$98,710	6 \$98,710	6 \$98,710
7:	\$105,438	7 \$105,438	7 \$105,438	7 \$105,438	7 \$105,438	7 \$105,438	7 \$108,438
8:	\$112,166	8 \$112,166	8 \$112,166	8 \$112,166	8 \$112,166	8 \$112,166	8 \$118,166
9:	\$118,895	9 \$118,895	9 \$118,895	9 \$118,895	9 \$118,895	9 \$118,895	9 \$128,895
10:	\$125,623	10 \$125,623	10 \$125,623	10 \$125,623	10 \$125,623	10 \$125,623	10 \$138,623
11:	\$132,351	11 \$132,351	11 \$132,351	11 \$132,351	11 \$132,351	11 \$132,351	11 \$148,079
12:	\$139,079	12 \$139,079	12 \$139,079	12 \$139,079	12 \$139,079	12 \$139,079	12 \$195,866
13:	\$145,808	13 \$168,956	13 \$174,024	13 \$179,245	13 \$184,623	13 \$190,161	
14:	\$164,035						

1stSGT	\$164,035 1stSGT	\$168,956 1stSGT	\$174,024 1stSGT	\$179,245 1stSGT	\$184,623 1stSGT	\$190,161 1stSGT	\$195,866
2ndSGT	\$178,798 2ndSGT	\$184,162 2ndSGT	\$189,686 2ndSGT	\$195,377 2ndSGT	\$201,238 2ndSGT	\$207,276 2ndSGT	\$213,494
LT	\$193,101 LT	\$198,894 LT	\$204,861 LT	\$211,007 LT	\$217,337 LT	\$223,857 LT	\$230,573
CAPT	\$208,549 CAPT	\$214,806 CAPT	\$221,250 CAPT	\$227,887 CAPT	\$234,724 CAPT	\$241,766 CAPT	\$249,019

A4 Sch

9	\$139,068	9 \$139,068	9 \$139,068	9 \$139,068	9 \$139,068	9 \$139,068	9 \$139,068
10:	\$149,158	10 \$149,158	10 \$149,158	10 \$149,158	10 \$149,158	10 \$149,158	10 \$149,158
11:	\$164,035	11 \$168,956	11 \$174,024	11 \$179,245	11 \$184,623	11 \$190,161	11 \$195,866