

MEMORANDUM OF AGREEMENT

The Borough of Franklin Lakes and Franklin Lakes PBA Local 150 hereby agree to the following terms:

1. Term of the Agreement: 5 years covering the period from January 1, 2019 through December 31, 2023.
2. Effective January 1, 2019, all employees hired prior to 2018 who have an anniversary date other than January 1st, shall move up to the next step on the salary guide. Thereafter, step movement for these employees shall occur on January 1st each year. Those employees hired in 2018 and after shall continue to move steps on their anniversary date of hire.
3. Effective January 1, 2019, officers at the Academy rate (Tani and Heffner) shall move to Step 2 on the salary guide and Pelligrino will move to Step 3.
4. Across the board salary increases on January 1st of each year of the contract as follows:

2019 - 2%
2020 - 2%
2021 - 2.5%
2022 - 2.5%
2023 - 2.25%

5. Members who separate from service after one year of service shall receive vacation and personal time as follows:

January - March	3 months of time
April - June	6 months of time
July - September	9 months of time
October - December	Full year of time

6. Members hired on or after May 21, 2010 will be able to carry unused sick time either as a) carry over one-half of the unused sick days as UST; or b) put one-half of the unused sick days in a retirement leave bank, which shall be capped at \$15,000.

7. For those employees who retire after the effective date of this contract, Article VIII. D. shall be changed to include the language "at the same level of such benefits received at the time of retirement, provided such coverage is available in the market."

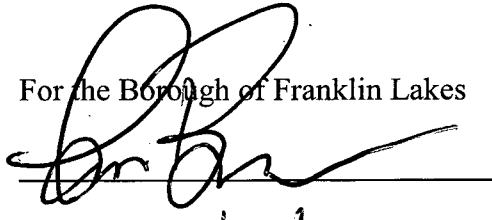
The parties acknowledge that the above provisions shall not be binding until they are ratified by the PBA and approved by the Mayor and Council.

For Franklin Lakes PBA Local 150



Dated: 4/13/2019

For the Borough of Franklin Lakes



Dated: 4/26/19