

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE BOROUGH OF HILLSDALE AND  
HILLSDALE PBA LOCAL NO. 207**

**THIS MEMORANDUM OF UNDERSTANDING (“MOU”),** by and between the **BOROUGH OF HILLSDALE (THE “BOROUGH”)** and **HILLSDALE PBA LOCAL NO. 207 (THE “PBA”),** is made and entered into on this 2 day of May, 2023.

**WHEREAS,** the Borough and the PBA are parties to a Collective Bargaining Agreement (“CBA”) for the term January 1, 2020 through December 31, 2024; and

**WHEREAS,** the Borough and the PBA have conducted negotiations so as to agree on certain modifications to the CBA as more particularly set forth herein;

**NOW, THEREFORE,** and in consideration of the mutual covenant contained herein, the parties hereinabove referred hereby stipulate and agree as follows:

1. The provisions of this MOU are subject to ratification by the respective parties to the CBA.
2. The signatories below agree to recommend this MOU for ratification by their respective constituencies.
3. A copy of this MOU has been furnished to representatives of the Borough and the PBA.
4. All proposals not covered herein made by either party during the course of negotiations have been deemed withdrawn.
5. All provisions of the CBA shall be carried forward except as hereinafter provided.
6. The CBA between the Borough and the PBA shall be modified as follows:
  - Salaries (Article 25) – Appendix A-3 of the CBA is replaced with the attached Salary Guide (“Substitute Appendix A-3”) which shall become effective commencing on the first day of the pay period immediately following ratification of this MOU by both parties (the “Effective Date”).

- As of the Effective Date, those police officers identified on the attached Schedule A-4 shall move from their "current step" to the "proposed step" on the Substitute Appendix A-3.


BOROUGH OF HILLSDALE

HILLSDALE PBA LOCAL NO. 207

By: 

By: 

Dated: 5/3/23

By: 

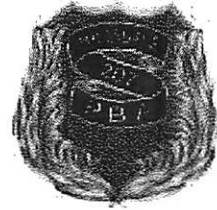
Dated:



NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION,  
INC.

**HILLSDALE P.B.A. LOCAL #207**

PO BOX 207 · HILLSDALE, NEW JERSEY · 07642



This payscale displays the elimination of step 1&2 in the current contract:

<b>Current:</b>			<b>Proposed:</b>		
<b>Step</b>	<b>2023</b>	<b>2024</b>	<b>Step</b>	<b>2023</b>	<b>2024</b>
1st Year	\$39,265	\$40,050	1st Year	\$52,459	\$53,508
2nd Year	\$43,279	\$44,145	2nd Year	\$61,641	\$62,874
3rd Year	\$52,459	\$53,508	3rd Year	\$70,822	\$72,238
4th Year	\$61,641	\$62,874	4th Year	\$80,003	\$81,603
5th Year	\$70,822	\$72,238	5th Year	\$89,184	\$90,968
6th Year	\$80,003	\$81,603	6th Year	\$98,365	\$100,332
7th Year	\$89,184	\$90,968	7th Year	\$107,546	\$109,697
8th Year	\$98,365	\$100,332	8th Year	\$116,728	\$119,063
9th Year	\$107,546	\$109,697	9th Year	\$125,908	\$128,426
10th Year	\$116,728	\$119,063	10th Year	\$138,253	\$141,018
11th Step	\$125,908	\$128,426			
12th Step	\$138,253	\$141,018			

To keep pay aligned with seniority the following changes would have to be made. The officers listed below would assume a new step date of when this proposition takes effect:

<b>Name</b>	<b>DOE</b>	<b>Current Step</b>	<b>Proposed Step</b>
Cottrell	9/4/2019	4	3
Roma	12/13/2020	3	2
Marro	12/13/2021	2	1
Gadomski	03/07/2022	2	1
Bruce	11/14/2022	1	1
Speciale	01/10/2023	1	1

\*Everyone outside the listed employees would remain unchanged.