

MEMORANDUM OF AGREEMENT

Agreement made this __6th__ day of February 2025, by and between **Policemen's Benevolent Association Local 188** (hereinafter "**PBA Local 188**") and the **Township of Holland** (hereinafter "**the Township**").

WHEREAS, the Township and PBA Local 188 are parties to a Collective Negotiations Agreement (CNA) covering the period January 1, 2020 through December 31, 2024; and

WHEREAS, the Township and PBA Local 188 have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CNA; and

WHEREAS, the Township and PBA Local 188 have reached agreement on new terms and conditions subject to ratification by the membership of PBA Local 188 and approval by the Mayor and Council of the Township; and

WHEREAS, the negotiating committees for the Township and PBA Local 188 unanimously agree to recommend this agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertaking herein set forth, the parties agree as follows:

1. Except as herein modified, the terms and conditions set forth in the January 1, 2020 through December 31, 2024 CNA between the Township and PBA Local 188 shall remain in full force and effect.
2. Where applicable, dates throughout the agreement shall be adjusted to reflect the term of January 1, 2025 through December 31, 2029.
3. All typographical errors shall be corrected and non-substantive language shall be cleaned up and / or clarified.

4. **ARTICLE 1 – TERM OF AGREEMENT**

The first sentence shall be amended as set forth below and all other language shall remain the same:

This Agreement shall be effective as of ~~January 1, 2020~~ January 1, 2025 and shall continue in full force and effect until ~~December 31, 2024~~ December 31, 2029.

5. **ARTICLE 10 – HOSPITAL, MEDICAL AND SURGICAL INSURANCE**

The following shall be added as a new paragraph between the paragraph beginning “The above coverage is currently furnished by the NJSHB program, unless other wise stated” and the paragraph beginning “The Township agrees to pay for dental coverage for all full time employees and their eligible dependents.”:

The Township reserves the right to change health benefit insurance carriers provided that the benefits are equal to or better than the current benefits. For the duration of this Agreement (January 1, 2025 through December 31, 2029), the Township may move employees to the NJ Direct 2035 Plan if, and only if, the Township provides a medical reimbursement account (Difference Card) which will pay the difference in co-pays, deductibles, co-insurance and any and all out-of-pocket expenses equal to the benefits provided by NJ Direct 10 and NJ Direct 15 for which the respective employees are eligible. The health reimbursement account (Difference Card) must be funded with sufficient funds to cover the difference between the co-pays, deductibles, co-insurance and any other out-of-pocket expenses. The minimum amount of health reimbursement account (Difference Card) funding is \$14,720.00 in 2025 for a family plan. This amount will increase annually.

The purpose of any such change is to ensure that employees suffer no increased costs as a result of the changes from the NJ Direct 10 Plan and NJ Direct 15 Plan. In the event that the Township is unable to secure a health reimbursement account (Difference Card) and properly fund such account, employees shall be returned to the NJ Direct 10 or NJ Direct 15 Plan for which they are eligible.

In the event that the Township elects to move to the NJ Direct 2035 Plan with a medical reimbursement account, employees shall only make health benefit contributions pursuant to P.L. 2011, c. 78 on the cost of the NJ Direct 2025 Plan, as contributions towards the health reimbursement account (Difference Card) violate the Internal Revenue Code.

6. **ARTICLE 20 – SALARIES**

This Article shall be replaced with the following:

A. **Basic Annual Salary**

Effective and retroactive to January 01, 2025, there will be one (1) new salary schedule established for full-time service by employees. Employees shall advance one step on their

anniversary date each year. The Academy Salary Step shall pertain for an employee's entire time while attending an approved academy. After completion of an approved academy, the employee will move to Class 13 and remain in that step for one (1) full year before advancing to the next step each subsequent year on their anniversary date. The start date at Class 13 becomes that officer's date of employment or anniversary date, and probationary start date, for all benefits under this Agreement.

The Township reserves the sole right to start a new employee at a salary step of its choice with respect to the new employee's training and experience level. The Township also reserves the right to ask the Chief or his designee for a salary step recommendation. This step as assigned by the Township will be considered the employee's probationary step.

Employees shall be placed on the following salary steps effective and retroactive to January 1, 2025. Patrolman 1 Class and Sergeants will receive their salary increases on January 1 of each year. Patrolmen below Patrolman 1 Class will receive their step movement on their anniversary date each year.

For illustrative purposes, step movement throughout the term of this agreement is set forth below. In the event that a successor agreement is not executed prior to 1/1/2030, step movement shall continue on each employee's anniversary date.

Young – Patrolman 1 Class + Sergeant

Heilig – Patrolman 1 Class

Costello – Patrolman 11 Class 1/1/2025 to 7/4/2025; Patrolman 10 Class 7/5/2025 to 7/4/2026; Patrolman 9 Class 7/5/2026 to 7/4/2027; Patrolman 8 Class 7/5/2027 to 7/4/2028; Patrolman 7 Class 7/5/2028 to 7/4/2029; Patrolman 6 Class 7/5/2029.

Dugan - Patrolman 11 Class 1/1/2025 to 12/31/2025; Patrolman 10 Class 1/1/2026 to 12/31/2026; Patrolman 9 Class 1/1/2027 to 12/31/2027; Patrolman 8 Class 1/1/2028 to 1/1/2028; Patrolman 7 Class 1/1/2029 to 12/31/2029.

B. Salary Schedule

Effective and retroactive to January 1, 2025, the Salary Schedule shall be as set forth below. Salary increases reflected in the Salary Schedule are as follows:

Effective and retroactive to January 1, 2025 - \$7,000.00 increase to all steps (Sgt. Young shall receive \$7,000.00 plus Sergeant compensation; Ptl. Heilig shall receive \$7,000.00 at Patrolman 1st Class; Officer Spuler, Officer Costello and Officer Dugan will receive \$7,000.00 each plus applicable step movement).

Effective January 1, 2026: 3.0% increase across-the board, step movement for all officers not at Patrolman 1st Class.

Effective January 1, 2027: 3.0% increase across-the board, step movement for all officers not at Patrolman 1st Class.

Effective January 1, 2028: 3.0% increase across-the board, step movement for all officers not at Patrolman 1st Class.

Effective January 1, 2029: 3.0% increase across-the board, step movement for all officers not at Patrolman 1st Class.

Specific step movements set forth in Section A, above.

	2024*	2025	2026	2027	2028	2029
Academy	\$ 33,122.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00
Patrolman 13 Class	\$ 48,168.00	\$ 55,168.00	\$ 56,823.04	\$ 58,527.73	\$ 60,283.56	\$ 62,092.07
Patrolman 12 Class	\$ 53,580.00	\$ 60,580.00	\$ 62,397.40	\$ 64,269.32	\$ 66,197.40	\$ 68,183.32
Patrolman 11 Class	\$ 58,993.00	\$ 65,993.00	\$ 67,972.79	\$ 70,011.97	\$ 72,112.33	\$ 74,275.70
Patrolman 10 Class	\$ 64,405.00	\$ 71,405.00	\$ 73,547.15	\$ 75,753.56	\$ 78,026.17	\$ 80,366.96
Patrolman 9 Class	\$ 69,817.00	\$ 76,817.00	\$ 79,121.51	\$ 81,495.16	\$ 83,940.01	\$ 86,458.21
Patrolman 8 Class	\$ 75,229.00	\$ 82,229.00	\$ 84,695.87	\$ 87,236.75	\$ 89,853.85	\$ 92,549.46
Patrolman 7 Class	\$ 80,641.00	\$ 87,641.00	\$ 90,270.23	\$ 92,978.34	\$ 95,767.69	\$ 98,640.72
Patrolman 6 Class	\$ 86,053.00	\$ 93,053.00	\$ 95,844.59	\$ 98,719.93	\$ 101,681.53	\$ 104,731.97
Patrolman 5 Class	\$ 91,466.00	\$ 98,466.00	\$ 101,419.98	\$ 104,462.58	\$ 107,596.46	\$ 110,824.35
Patrolman 4 Class	\$ 96,878.00	\$ 103,878.00	\$ 106,994.34	\$ 110,204.17	\$ 113,510.30	\$ 116,915.60
Patrolman 3 Class	\$ 102,290.00	\$ 109,290.00	\$ 112,568.70	\$ 115,945.76	\$ 119,424.13	\$ 123,006.86
Patrolman 2 Class	\$ 107,161.00	\$ 114,161.00	\$ 117,585.83	\$ 121,113.40	\$ 124,746.81	\$ 128,489.21
Patrolman 1 Class	\$ 111,573.00	\$ 118,573.00	\$ 122,130.19	\$ 125,794.10	\$ 129,567.92	\$ 133,454.96

*2024 salaries for illustrative purposes.

The parties may mutually agree to discuss increasing the Academy Step during the term of this Agreement. If an increase to the Academy Step is agreed upon, the parties will enter into a Side Bar Agreement memorializing same.

C. Longevity Increase

Removed as of January 1, 2015.

D. Sergeant's Salary

An employee promoted to the rank of Sergeant shall receive the following additional amounts, which shall be included in his or her pensionable base pay. All increases are effective and retroactive to January 1, 2025.

Sergeant	2025	2026	2027	2028	2029
1 st through 6 th year	\$8,000.00	\$8,000.00	\$8,000.00	\$8,000.00	\$8,000.00
7 years +	\$9,000.00	\$9,000.00	\$9,000.00	\$9,000.00	\$9,000.00

E. Corporals and Detectives

Effective and retroactive to January 1, 2025, an employee promoted to the rank of Corporal by the Township Committee, shall receive an additional \$2,500.00 per year, which shall be included in his or her pensionable base pay.

Effective and retroactive to January 1, 2025, an employee assigned as a Detective approved by the Township Committee shall receive an additional \$3,000.00 per year, which shall be included in his or her pensionable base pay.

F. Stipends

In addition to the payments set forth above, employees shall receive the following stipends:

SRO, CIT, TAC, ABC, firearms instructor, animal control, internal affairs and AlcoTest9510 Certifications – additional \$300.00 per year

All stipends shall be paid in a separate check by July 1 of each year upon certification by the Chief of Police.


8. This Agreement is subject to ratification by the PBA Local 188 membership and approval by the Mayor and Council of the Township.

FOR PBA LOCAL 188

FOR THE TOWNSHIP OF HOLLAND



Paul Murphy, President PBA Local 188
Date: 2/6/2025


Daniel Bush, Mayor
Date: 2-18-25

Brian McNally, Business Manager
PBA Local 188

Date:


Scott Heilig, PBA Local 188 Rep.

Date: 02/06/2025

MEMORANDUM OF AGREEMENT
Township of Holland
AND
Hunterdon County PBA Local 188

WHEREAS, the Township of Holland and Hunterdon County PBA Local 188 ("Union") are parties to a Memorandum of Agreement ("Agreement") dated February 4, 2025, and;

WHEREAS, the Township has been made aware of certain issues regarding its funding requirements for employee "Health Reimbursement Accounts" that need to be amended in accordance with guidance from the State Health Benefits Plan, and;

WHEREAS, the parties have previously reached an agreement on the use of a Health Reimbursement Account, and;

WHEREAS, this Side Letter of Agreement shall be incorporated by reference and shall amend, supplement and revise the Memorandum of Agreement but shall alter no other terms of said Agreement, and;

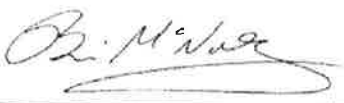
NOW THEREFORE, the parties agree that consistent with the terms of the Memorandum of Agreement between the parties:

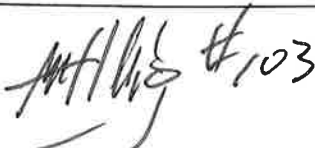
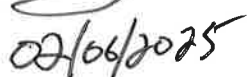
2. The Township agrees to provide employees enrolling in the NJD 2035 with a health reimbursement program for 2025 and for those years thereafter which the Township elects to utilize the NJD 2035.
 - a. For 2025 and for each year which the Township utilizes the NJD 2035, it will fund at least \$14,720 into an HRA account for each employee regardless of their level of coverage (single, member/spouse, parent/child or family).

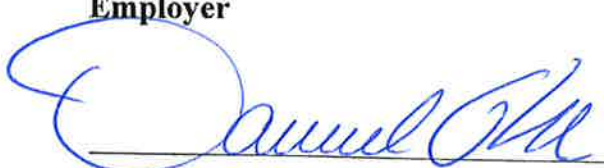
In witness whereof, this Memorandum of Agreement is executed on February 4, 2025.

Local

Employer




Dated: 



Dated: 