

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN  
TOWNSHIP OF TEANECK  
AND TEANECK POLICE PBA LOCAL NO. 215

This Memorandum of Understanding is entered into on this \_\_\_\_ day of \_\_\_\_\_, 2021, by and between the TOWNSHIP OF TEANECK, a Municipal Corporation of the State of New Jersey (hereinafter referred to as the "Township"), and Teaneck Police PBA Local No. 215 (hereinafter referred to as "Local 215")

For and in consideration of the mutual promises and conditions hereinafter contained, the parties agree, subject to ratification by the Township Council, Local 215, that the terms of the parties Collective Negotiation Agreement dated January 1, 2018 through December 31, 2021, will be amended as follows:

1. A new four (4) year Collective Negotiation Agreement, beginning January 1, 2022 through December 31, 2026 will be prepared, by the Township Attorney.
2. The base salaries for all members of Local 215 who were hired prior to January 1, 2022 will be paid the salaries as set forth on Schedule A-1, annexed hereto and made part hereof.
3. The base salaries for all members of Local 215 who were hired on or after January 1, 2022 will be paid the salaries as set forth on Schedule A-2, annexed hereto and made part hereof.
4. Paragraph (C) of Article XIX, Terminal Leave, is hereby amended to read as follows:

“(C) Any Employee entitled to terminal leave under this Article may elect, if the Township is advised at least ninety (90) days prior to the calendar year in which payment is to be made, to receive the terminal leave benefit in a lump sum, or in installment payments, of up to three (3) separate installments over a three (3) year period without interest. Note, the first installment is taxed on the full amount of the lump sum.”

5. All other terms contained in the parties prior Collective Negotiation Agreement, which ran from January 1, 2018 through December 31, 2021 will remain the same and be incorporated into the new Agreement.

It is understood and agreed to by and between the parties that the within agreement is expressly subject to and conditioned upon the Council of the Township of Teaneck enacting the appropriate ordinance/resolutions necessary for the approval and implementation of the agreement. It is further conditioned upon ratification by the parties.

**SCHEDULE A-1 (2022-2026)**

**BASE SALARIES FOR MEMBERS OF THE BARGAINING UNIT HIRED  
PRIOR JANUARY 1, 2022**

<b>Police Officer</b>	<b>Effective 01/01/202 2</b>	<b>Effective 01/01/202 3</b>	<b>Effective 01/01/202 4</b>	<b>Effective 01/01/202 5</b>	<b>Effective 01/01/202 6</b>
0 - 6 Months	\$35,000	\$35,875	\$36,772	\$37,691	\$38,633
6 Months - 1 Year	\$42,974	\$44,049	\$45,150	\$46,278	\$47,435
2nd Year	\$52,544	\$53,857	\$55,204	\$56,584	\$57,998
3rd Year	\$63,703	\$65,295	\$66,928	\$68,601	\$70,316
4th Year	\$74,867	\$76,739	\$78,657	\$80,624	\$82,639
5th Year	\$86,031	\$88,182	\$90,387	\$92,646	\$94,962
6th Year	\$95,178	\$97,558	\$99,997	\$102,497	\$105,059
7th Year	\$122,155	\$125,209	\$128,340	\$131,548	\$134,837
Max Pay with \$2,000.00 Senior Officer Pay	\$124,155	\$127,209	\$130,340	\$133,548	\$136,837

## SCHEDULE A-2 (2022-2026)

### BASE SALARIES FOR MEMBERS OF THE BARGAINING UNIT HIRED ON OR AFTER JANUARY1, 2022

Police Officer	Effective 01/01/202 2	Effective 01/01/202 3	Effective 01/01/202 4	Effective 01/01/202 5	Effective 01/01/202 6
1st Year	\$42,974	\$44,049	\$45,150	\$46,278	\$47,435
2nd Year	\$52,544	\$53,857	\$55,204	\$56,584	\$57,998
3rd Year	\$63,703	\$65,295	\$66,928	\$68,601	\$70,316
4th Year	\$74,867	\$76,739	\$78,657	\$80,624	\$82,639
5th Year	\$86,031	\$88,182	\$90,387	\$92,646	\$94,962
6th Year	\$95,178	\$97,558	\$99,997	\$102,497	\$105,059
7th Year	\$104,171	\$106,775	\$109,444	\$112,181	\$114,985
8th Year	\$113,163	\$115,992	\$118,892	\$121,864	\$124,911
9th Year	\$122,155	\$125,209	\$128,340	\$131,548	\$134,837
Max Pay with \$2,000.00 Senior Officer Pay	\$124,155	\$127,209	\$130,340	\$133,548	\$136,837

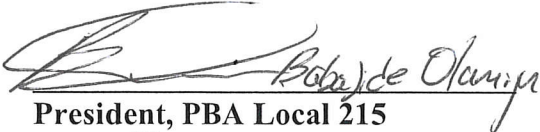
IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the date specified below:

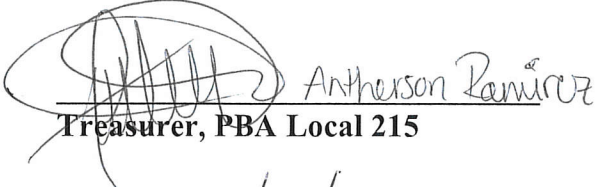
**TEANECK POLICE PBA LOCAL NO. 215**

**TOWNSHIP OF TEANECK  
BERGEN COUNTY, N. J.**

**By:**

**By:**

  
President, PBA Local 215

  
Treasurer, PBA Local 215

Dated: 11/16/2021

  
Municipal Manager

Dated: 11/16/21 