MEMORANDUM OF AGREEMENT

Agreement made this 19th day of August, 2025 by and between **Policemen's Benevolent Association Local 188** (hereinafter **"PBA Local 188"**) and the **Borough of High Bridge** (hereinafter **"the Borough"**).

WHEREAS, the Borough and PBA Local 188 are parties to a Collective Negotiations Agreement (CNA) covering the period January 1, 2021 through December 31, 2024; and

WHEREAS, the Borough 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 Borough 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 Borough; and

WHERERAS, the negotiating committees for the Borough 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, 2021 through December 31, 2024 CNA between the Borough 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, 2028.

3. All typographical errors shall be corrected and non-substantive language shall be cleaned up and / or clarified.

4. **ARTICLE IX – HOLIDAYS**

a. Section 1: Shall be amended as follows:

The following ~~fourteen (14)~~ fifteen (15) days are recognized by the Borough as holidays:

New Year's Day	Martin Luther King, Jr. Day
President's Day	Good Friday
Memorial Day	Juneteenth
Independence Day	Labor Day
Columbus Day	Veteran's Day
Thanksgiving Day	Thanksgiving Friday
Christmas Eve	Christmas Day
New Year's Eve	

b. Section 4: Shall be amended as follows:

Holiday pay in the amount of ~~144~~ 156 hours shall be included with and considered to be part of an officer's base annual salary for all purposes and shall be paid with the regular payroll periods in equal installments in lieu of the above stated provisions in this Article. The salary schedule set forth in Article XVI reflects the addition of holiday pay.

5. **ARTICLE X – VACATION**

a. Section 1: Shall be replaced with the following:

Employees are eligible for annual paid vacation as follows:

Number of Years Completed	Vacation Allotment
6 months but less than 1 year	60 hours
1 year but less than 5 years	120 hours
5 years but less than 10 years	180 hours
10 years but less than 15 years	240 hours
15 years but less than 20 years	252 hours
20 years but less than 25 years	264 hours
25 years or more	276 hours

b. Section 5: Shall be revised as follows:

Employees, at their discretion, may cash in up to ~~forty-two (42)~~ forty-eight (48) vacation hours per year. Requests to cash in vacation time must be submitted by October 31 of each year and payment shall be made no later than the first pay period in December.

6. **ARTICLE XVI – SALARIES**

This Article shall be replaced with the following:

1. The following base salary schedule shall be effective and retroactive to January 1, 2025:

Rank	2025	2026	2027	2028
Sergeant	$131,542.66	$135,488.94	$139,553.61	$143,740.22
1	$120,931.69	$124,559.64	$128,296.43	$132,145.32
2	$117,559.41	$121,086.19	$124,718.78	$128,460.34
3	$113,954.41	$117,373.04	$120,894.23	$124,521.06
4	$105,200.00	$108,356.00	$111,606.68	$114,954.88
5	$99,000.00	$101,970.00	$105,029.10	$108,179.97
6	$92,800.00	$95,584.00	$98,451.52	$101,405.07
7	$86,600.00	$89,198.00	$91,873.94	$94,630.16
8	$80,400.00	$82,812.00	$85,296.36	$87,855.25
9	$74,200.00	$76,426.00	$78,718.78	$81,080.34
10	$68,000.00	$70,040.00	$72,141.20	$74,305.44
11	$61,500.00	$63,345.00	$65,245.35	$67,202.71
Probationary	$55,000.00	$56,650.00	$58,349.50	$60,099.99
Recruit	$45,000.00	$46,350.00	$47,740.50	$49,172.72

2. Officers shall move horizontally on the salary guide on January 1 of each year and vertically on their anniversary date each year

3. Effective January 1, 2025, Officers shall be placed on the following steps, and shall move horizontally on the salary guide on January 1 of each year and vertically on their anniversary date each year..

Jared Skobo	Sergeant
Jeff Andruczyk	Step 1
Edward Schaffer	Step 2
Matthew Lazier	Step 2
Jonathan Danberry	Step 3
Brian Shipps	Step 2
Stephan Stein	Step 9

4. Retroactive payments shall be made upon the ratification of this Memorandum of Agreement by the PBA and approval by the Borough.

7. **ARTICLE XVII – LONGEVITY**

This Article shall be removed. No Officer shall receive a reduction in compensation as a result of the removal of this Article.

All remaining Articles shall be renumbered in the CNA incorporating the changes pursuant to this Memorandum of Agreement.

8. **ARTICLE XXVIV – BEREAVEMENT**

Section 1: Shall be amended as follows:

Leave not to exceed three (3) working days will be allowed for each death in the immediate family. Family is understood to mean ~~father, mother, grandparents, brothers, sisters, parent-in-law, son-in-law, daughter-in-law, wife, husband, child, step children or grandchildren or other members of the household~~ spouse, parents, parents in law, children, brothers, sisters, grandparents, grandchildren, step parents, step children, foster parents, foster children, guardianship relationships, brother-in-law, sister-in-law, same sex and opposite sex domestic partners and spouses or domestic partners of the aforementioned. The three (3) working days shall be consecutive starting with the first day of absence.

9. **ARTICLE XXV – PERSONAL LEAVE**

The following paragraph shall be added at the end of the current language:

Employees shall not be required to disclose the reason for requesting a personal day. No reasonable request for a personal day shall be unreasonably denied; however, all such requests are subject to: (1) the approval of the Chief of Police; and (2) the operational staffing needs of the Department. Staffing needs are defined as those that impact the minimum staffing level as determined by the Chief of Police. In the event a personal day request causing staffing levels below the minimum, such coverage will be offered as voluntary overtime to available employees. Available employees will be those regularly scheduled off and shall not cause for more than the maximum shift hours. In the event it is determined that Department staffing requirements necessitate the employee's presence, the request may be denied. Employees shall provide no less than seven (7) days' notice for personal day requests, except in cases of emergency. Such requests will be reviewed and decided upon as soon as is practicable.

10. **ARTICLE XXXII – INSURANCE**

a. Section 2: Shall be replaced with the following:

The Borough shall pay the full cost of the employee's chosen SHBP plan, except that employees shall contribute 20% of the premium or the contribution set forth in Tier 4 of P.L. 2011, c. 78, for the employee's chosen plan, whichever is less.

11. Articles and Sections of the CNA shall be revised to conform with the above.

12. This Agreement is subject to ratification by the PBA Local 188 membership and the Mayor and Council of the Borough.

FOR PBA LOCAL 188

Frank Emanuele, President PBA Local 188

Date: 08/15/25

Brian McNally, Business Manager
PBA Local 188

Date: 08/15/25

Jared Skobo, PBA Local 188 Rep. 8/18/25

Date:

Jonathan Danberry, PBA Local 188 Rep. 8/17/25

Date:

FOR THE BOROUGH OF HIGH BRIDGE

Michele Lee, Mayor

Date: 8/19/2025

Date:

Date: