

## **MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement is entered into by and between the negotiating teams for the Village of Mamaroneck (hereinafter "Employer") and the Village of Mamaroneck Police Benevolent Association ("hereinafter "PBA"). The Employer and PBA are collectively referred to as "parties".

**WHEREAS**, the Employer and PBA are parties to a Collective Bargaining Agreement which expired on May 31, 2025; and

**WHEREAS**, the parties have now reached an agreement as of the date of execution of this Memorandum of Agreement on the terms and conditions for a successor collective bargaining agreement for the period of June 1, 2025 to May 31, 2030, and wish to memorialize their understanding, in writing, pending the signing of the new collective bargaining agreement;

**NOW, THEREFORE**, in consideration of the promises and mutual covenants contained herein, upon ratification by the PBA and approval by the Village Board by resolution, the parties agree that a successor collective bargaining agreement to the expired agreement shall reflect the following changes; all other terms and conditions not specifically referenced herein shall, by agreement of the parties, remain in full force and effect. The negotiating committees for each Party shall recommend ratification to their respective bodies.

### **1. Article IV – Period of Agreement**

Period of Agreement: June 1, 2025 to May 31, 2030.

### **2. Article VI - Compensation (Appendix A - Salary Schedule)**

The parties agree that the salary schedule set forth in Appendix A shall be adjusted as follows:

6/1/2025	2%
6/1/2026	2.5%
6/1/2027	2.75%
6/1/2028	3%
6/1/2029	3%

### 3. Article VI - Compensation

The parties agree to modify Section (c), the longevity schedule, as follows:

	<u>6/1/2025</u>	<u>6/1/2026</u>	<u>6/1/2027</u>	<u>6/1/2028</u>	<u>6/1/2029</u>
5 years	\$1325	\$1325	\$1375	\$1375	\$1425
10 years	\$1550	\$1550	\$1600	\$1600	\$1650
15 years	\$2100	\$2100	\$2150	\$2150	\$2200
20 years	\$2400	\$2400	\$2450	\$2450	\$2500
For each year over 20 years of service	-	Longevity for 20 years of service plus 2% of longevity pay for that year over 20 years			

### 4. Article X – Holidays

Effective calendar year 2025, include Juneteenth as a contractual holiday.

### 5. Article XIII - Benefits Plan

Revise Section A (2) as applicable to provide: “Employees hired on or after June 27, 2022, will contribute toward the premium cost of their health insurance as follows:

Years 1 – 6	-	25%
Years 7 – 20	-	20%

After completion of twenty (20) years of service within the NYS Police and Fire Retirement System, with at least ten (10) years being with the Village of Mamaroneck Police Department, the Village shall assume the total cost of health insurance coverage for the qualifying active employee for the life of the employee in his/her retirement (i.e., cannot work in any capacity within the NYS Retirement System).

The Village shall provide full paid individual or family health insurance coverage, as applicable based on the employee’s coverage at the time of retirement, without contributions from the employee. No retiree can enroll for family coverage that includes a spouse to whom they were not married at the time of their retirement.

If a retired employee completes the requisite twenty (20) years of service within the NYS Police and Fire Retirement System, but less than ten (10) years with the Village

of Mamaroneck Police Department, the employee will not be eligible for retiree health insurance through the Village of Mamaroneck.

#### **5. Article XIV - Welfare Fund**

The Village shall contribute annually to the Welfare Fund as follows:

	<u>2025</u>	<u>2026</u>	<u>2027</u>
Members w/ eligible dependents	\$2,250	\$2,250	\$2,300
Members w/o eligible dependents	\$1,900	\$1,900	\$1,925

On October 1, 2027, and for a period of thirty (30) days thereafter, the PBA may request to reopen this article (Article XIV - Welfare Fund) exclusively to determine and negotiate a modification to the 2027 Welfare Fund contribution rate listed above, if deemed necessary, for the remaining years of this Agreement. The PBA shall provide the Village with information to support such modification, upon request.

#### **6. Article XVI - Clothing Allowance**

The annual Clothing, Cleaning and Shoe Allowances shall be adjusted as follows:

	<u>6/1/2025</u>	<u>6/1/2026</u>	<u>6/1/2027</u>	<u>6/1/2028</u>	<u>6/1/2029</u>
Clothing:	\$1,275	\$1,300	\$1,325	\$1,350	\$1,350
Cleaning:	\$710	\$730	\$750	\$770	\$770
Shoes:	\$390	\$405	\$420	\$435	\$435

#### **7. Add new Article XXX – FTO Incentive**

Include new Article that provides: “Field Training Officer (FTO) – It shall be at the discretion of the Chief of Police to assign a Police Officer(s) as a certified FTOs to train and develop newly appointed Police Officers within the Village of Mamaroneck. A Police Officer assigned as an FTO shall receive two (2) hours of compensatory time for each eight (8) hour tour of duty assigned by the Chief. The assigned FTO shall submit their time for the purpose of receiving the compensatory time credits at the completion of the field training assignment.”

Dated: July \_\_\_\_, 2025

ACCEPTED AND AGREED AS STATED ABOVE:

**For the Village of Mamaroneck:**

\_\_\_\_\_  
Kathleen Gill  
Village Manager

**For the Mamaroneck PBA:**

  
Dominick Carelli Jr.  
PBA President

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