MEMORANDUM OF AGREEMENT
BY AND BETWEEN THE VILLAGE OF HASTINGS-ON-HUDSON
AND THE VILLAGE OF HASTINGS-ON-HUDSON
POLICE BENEVOLENT ASSOCIATION

This Memorandum of Agreement is entered into by and between the negotiating teams for the Village of Hastings-on-Hudson (hereinafter “Employer”) and the Village of Hastings-on-Hudson 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 has an expiration date of May 31, 2013; 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, 2013 to May 31, 2018, 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, which the parties’ representatives to this Memorandum of Agreement shall support and recommend ratification before their respective bodies, 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.

Article II Salaries and Grades of Policemen
Paragraph 1

Amend Article II, “Salaries and Grades of Policemen” to provide that wages for bargaining unit members shall be increased by:

a. 1.5% effective June 1, 2013
b. 2.0% effective June 1, 2014
c. 2.0% effective June 1, 2015
d. 2.0% effective June 1, 2016
e. 2.0% effective June 1, 2017
Article VI  
Paragraph 1

Bereavement

Add father-in-law to the list of relatives.

Article IX  
Paragraph 3

Welfare Benefits

Paragraph 3 shall be amended to require that the Employer continue to pay retiree health benefits for the spouse and unemancipated children of a retired member, provided such member was eligible for retiree health benefits at the time of his/her death. Said benefits shall terminate upon the remarriage of said spouse, or in the event that said spouse becomes employed by an employer who had made provision to provide the same or substantially the same benefits to the spouse and unemancipated children.

Article IX  
Paragraph 8

Welfare Opt-Out Provision

Increase the opt-out payout by One Thousand Dollars per step, to wit: $5,500.00 family/$3,250.00 individual.

Article XXV  
Duration

This Agreement is an extension of the Collective Bargaining Agreement covering the period of June 1, 2013 through May 31, 2018. This Memorandum of Agreement is effective from June 1, 2013 to May 31, 2018.

Additional Agreements:

All wage increases, benefits and other payments, as required by this Agreement, shall be made retroactive to June 1, 2013, from the date of ratification and signing of this Memorandum of Agreement.

This Agreement is subject to ratification by the members of the bargaining unit and by the Village Board of Trustees. The negotiating committees shall recommend ratification to their respective bodies.
Dated: April 25, 2014

ACCEPTED AND AGREED AS STATED ABOVE:

For the Village of Hastings-on-Hudson

Fran Frobel
Village Manager

For the Hastings PBA:

Donald Pavone
PBA President

5/8/14
## CONTRACT CHANGES - SCHEDULE A

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