

## MEMORANDUM OF AGREEMENT

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The Township of Robbinsville (“Township”) and Teamsters Local No. 35, Public Works Employees (“Teamsters”), hereby agree to this Memorandum of Agreement, dated September 12, 2019, with respect to a successor collective negotiations agreement between the parties. This agreement is subject to ratification of the parties. The parties agree to recommend ratification of this agreement to their respective membership (the Township Council and Teamster members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2019 to December 31, 2022 and Article 35 will be modified to reflect these dates.
2. All terms of the existing contract shall remain in full force and effect, except as modified by this Memorandum.
3. The parties shall mutually create and agree upon a successor collective negotiations agreement from the terms of this Memorandum.
4. Article 13, paragraph A will be amended to list the following titles as the titles in the DPW bargaining unit:

Laborer 1

Laborer 2

Driver 1

Driver 2

Groundskeeper

Heavy Equipment Operator

Public Works Coordinator

Mechanic  
Senior Mechanic  
Senior Maintenance Repairer  
Foreman  
DPW Supervisor

5. Effective 7/28/19, salaries for the below listed titles, which titles are contained on Exhibit A, shall be adjusted in Article 13 as follows:

Laborer 1	\$31,200
Laborer 2	\$35,000
Driver 1	\$40,212
Driver 2	\$41,373.60
Groundskeeper	\$40,836.24
Heavy Equipment Operator 1	\$45,000
Public Works Coordinator	\$53,000
Foreman	\$60,000
DPW Supervisor	\$78,000

6. Add to Article 13 that, retroactive to 1/1/19, salaries for employees in the titles of Mechanic, Senior Mechanic, Senior Maintenance Repairer and Heavy Equipment Operator 2 shall be increased 2% over their 2018 salary. See attached Exhibit A for Employee and Title List.

7. Add to Article 13 that all salaries shall thereafter be increased as follows:

1/1/20 - 2%  
1/1/21 - 2%  
1/1/22 - 2%

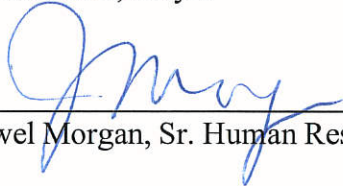
8. Add to Article 13 that any Laborer obtaining a CDL shall receive an additional one-time \$3,000 in base pay for so long as they maintain the CDL.

9. Add to Article 13, Uniforms, that the Township will provide to new hires: 5 shirts, 5 Sweatshirts, and 1 Jacket. After 6 months of employment, a new hire shall be provided with a new pair of boots of their choice, the cost of which shall not to exceed \$150.

TOWNSHIP OF ROBBINSVILLE:

\_\_\_\_\_  
David Fried, Mayor

\_\_\_\_\_  
Date



\_\_\_\_\_  
9/19/19

\_\_\_\_\_  
Jewel Morgan, Sr. Human Resource Generalist

\_\_\_\_\_  
Date

TEAMSTERS LOCAL NO. 35:

\_\_\_\_\_  


\_\_\_\_\_  
9-19-19  
Date

\_\_\_\_\_  


\_\_\_\_\_  
9/19/19  
Date

EXHIBIT A

EMPLOYEES AND TITLES

ADAMS	DRIVER
BOUCHELLE	SR. MAINTENANCE REPAIRER
GRAVATT	DPW SUPERVISOR
GUFFANTI	FOREMAN
INGENBRANDT	LABORER 2
MARTINEZ	GROUNDSKEEPER
MASSERONI	LABORER 2
MESDAY	HEAVY EQUIPMENT OPERATOR 1
MORERA	LABORER 2
NAVARRO	FOREMAN
RILEY	DRIVER 2
RINYU	PUBLIC WORKS COORDINATOR
SCHUSTER	SR. MECHANIC
SPART	MECHANIC
TOZZI	LABORER 2
VARGO	HEAVY EQUIPMENT OPERATOR 2
VONSCHMIDT	FOREMAN
SEILER	LABORER 1