

**Memorandum of Agreement
Between
Roxbury Township
And
Roxbury Township Public Employees Association**

This Memorandum of Agreement (MOA) is by and between Roxbury Township and the Roxbury Township Public Employees Association (RTPEA). The following is hereby agreed to by the parties.

1. Wage increases for all covered employees shall be as follows:
 - January 1, 2019 2%
 - January 1, 2020 2%
 - January 1, 2021 2%

In order to qualify for the above-stated wage increase, an employee shall be employed by the Township on the effective date of this MOA.

2. The weekly hours of the Animal Control Officer shall be 37.5 hours per week and shall occur between the normal daily hours of 8:00 am to 4:30 pm at the direction of the Township. There will be no change in salary because of the change in hours. This change in weekly hours shall begin the Monday after the effective date of this MOA.
3. Any current RTPEA employee, at the effective date of this MOA, with 10 years of full-time service to the Township, shall be eligible for the existing retiree health care benefit which includes Medicare Part B reimbursement in accordance with current practices and policies. To clarify, the current program requires an employee contribution at the maximum Chapter 78 level. Dependents of retirees shall be permitted to maintain health care benefits as per current practice and policy.

For any current RTPEA employee who has not been a full-time employee of Roxbury Township for at least 10 years from the effective date of this MOA, the current retiree benefit program shall remain as currently exists except for the current practice of the Township reimbursing the employee, and dependent if applicable, for their contribution to Medicare Part B. For this group of employees, the Township shall not provide a reimbursement to the employee, and dependent if applicable, for any Medicare Part B costs. As with the previously described group of employees, the current program requires an employee contribution at the maximum Chapter 78 level. Dependents of retirees shall be permitted to maintain health care benefits as per current practice and policy.

For any future RTPEA employee, the Township shall permit a retiree and dependent to maintain healthcare after the retiree reaches their statutory retirement age. The retiree

shall be responsible for all costs of the health insurance. The Township shall not be responsible for any costs of the healthcare for the retiree or any dependent. Once a retiree and dependent reach the age of 65, the Township will offer, if available, a supplemental healthcare plan in addition to Medicare Part B. The retiree shall be responsible for all costs of the supplemental health insurance. The Township shall not be responsible for any costs of the supplemental healthcare for the retiree or any dependent. In the event that the retiree does not remit payment for any healthcare plan, defined in this section, for a period of two months, the Township shall have the right to cancel the insurance coverage after providing notice to the retiree that the policy will be cancelled. Additionally, the Township shall not provide a reimbursement to the retiree, and dependent if applicable, for any Medicare Part B costs.

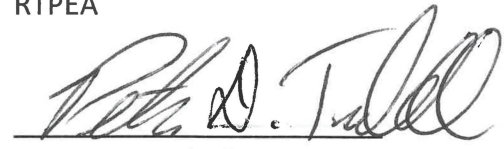
4. The effective date of this MOA is October 21, 2020.

ROXBURY TOWNSHIP



John M. Shepherd
Township Manager

RTPEA



Peter D. Turnbull
Chairperson