

**MEMORANDUM OF UNDERSTANDING BETWEEN  
THE BOROUGH OF ALLENDALE AND UPSEU (WHITE COLLAR UNIT)**

It is hereby agreed by and between the negotiation committee of the Borough of Allendale (the "Borough") and UPSEU (White Collar UNIT) ("Union"), as follows:

1. Duration (Article XXXVI) - A four year contract commencing January 1, 2020 and expiring December 31, 2023.

2. Maintenance of Work Operations (Article III) - A new Paragraph E shall be added to the referenced article so as to provide for the following overtime priority when covering the absence of a full time dispatcher:

- \* The overtime opportunity shall first be extended to a full time dispatcher.
- \* The overtime opportunity shall next be extended to a part time dispatcher.
- \* The overtime opportunity shall then be extended to a per diem dispatcher.
- \* Within each category, during each year, every effort will be made to distribute overtime opportunities equitably.

3. Grievance (Article IV) - Paragraph D shall be amended to delete the word "verbally" at Step One of the grievance procedure.

4. Hours of Work (Article VII) - A new Paragraph E shall be added to the referenced article so as to provide that mandated training shall be considered working hours for which employees are entitled to compensation.

A new Paragraph F shall be added so as to indicate that the scheduling of work hours for the Administrative Assistant-Police shall be set by the Chief of Police or his designee.

5. Holidays (Article VIII) - the referenced article shall be amended to provide that any full time dispatcher working on one of the enumerated holidays shall receive an additional day off during that calendar year.

6. Vacations (Article IX) - Paragraph D of this article shall be amended so as to substitute June 30 for March 31 as the vacation carryover date.

In addition, the referenced article shall be modified to provide that each full time employee covered by the contract shall receive three (3) weeks of vacation effective January 1, 2021.

7. Bereavement (Article XI) - The referenced article shall be modified to provide that each employee shall receive five (5) days of bereavement leave upon the death of a spouse or a child.

8. Salaries and Compensation (Article XV) - A two (2%) percent per annum salary increase during each year of the contract. In addition, effective January 1, 2021, January 1, 2022 and January 1, 2023, each full time dispatcher and the administrative asst to the chief of police shall also receive the following additional annual salary increase:

- \* \$1,000 effective January 1, 2021
- \* \$1,000 effective January 1, 2022
- \* \$550 effective January 1, 2023

The salary schedule shall also be amended to reflect a part time dispatcher salary range of \$18-20 per hour.

9. Uniform Allowance (New) - Full time dispatchers shall receive the following annual uniform allowance:

- \* \$250 effective January 1, 2021
- \* \$275 effective January 1, 2022
- \* \$300 effective January 1, 2023

10. Except as modified by this Memorandum of Understanding, the current Agreement shall remain in effect. All other proposals are deemed withdrawn.

11. The terms of this MOU are subject to a ratification vote by the Union and adoption of a Resolution of approval by the Borough.

FOR BOROUGH



FOR UNION

*Diana Bradley* 12/3/2020  
*Deborah J. Upseu* 12/3/20  
*Sa* 12/3/20