

**Township of West Milford**  
Passaic County, New Jersey

**~ Resolution 2023 – 469 ~**

**RESOLUTION APPROVING THE TERMS OF A MEMORANDUM OF AGREEMENT TO THE COLLECTIVE BARGAINING AGREEMENT WITH THE PBA LOCAL No. 162**

**WHEREAS**, the Township of West Milford ("Township") and the PBA Local No. 162 (the "PBA" or "Associations") have been conducting negotiations for successor Collective Bargaining Agreement; and

**WHEREAS**, the Mayor and Township Council desire to approve the terms of a Memorandum of Agreement which shall cover the five-year period from January 1, 2024 through December 31, 2028; and

**WHEREAS**, the Associations have ratified the terms of the Memorandum of Agreement as recommended by all parties involved in the negotiation process; and

**WHEREAS**, the Mayor and Council desires to approve the terms of the Memorandum of Agreement as recommended by the Township Administrator.


**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Council of the Township of West Milford as follows:

- 1. The Parties have reached an agreement; and
- 2. The members of the PBA bargaining unit have ratified the terms of the Memorandum of Agreement which shall modify the terms of the existing bargaining unit agreement and extend the terms thereof to December 31, 2028; and
- 3. The Township desires to ratify the terms of the Memorandum of Agreement.

**NOW, THEREFORE, BE IT RESOLVED** that the Mayor and Township Council of the Township of West Milford, County of Passaic, ratifies the terms contained in the Memorandum of Agreement with the PBA bargaining unit for inclusion in successor Collective Bargaining Agreements and authorizes the appropriate Township Officials to execute said Memorandum of Agreement.

Adopted: December 13, 2023

Adopted this 13<sup>th</sup> day of December 2023  
and certified as a true copy of an original.

  
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William Senande, Township Clerk

**Memorandum of Agreement  
between  
Township of West Milford  
and  
New Jersey State Policemen's Benevolent Association  
Local No. 162**

1. This Agreement is being entered into as a successor to that which expired on December 31, 2023.
2. The duration of this contract shall be January 1, 2024 through December 31, 2028.
3. Salary increases for Patrol Officers and Sergeants at the top of the salary guide are as follows:

<b>Year</b>	<b>Rate</b>
2024	2.00%
2025	2.25%
2026	2.50%
2027	2.50%
2028	2.00%

All officers not otherwise at top step shall receive their annual salary step increment each year. The Academy Pay Step is increased to \$40,000 in 2024.

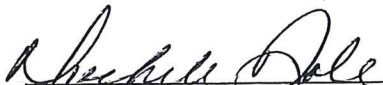
4. Article VI is amended to allow six (6) shift swaps annually without restrictions. Both parties to the swap will have the swap counted toward their allotment. Swaps between Members of the same platoon that require multiple consecutive days to be swapped will count as one (1) swift swap. Swaps at the request of a supervisor will not count towards the allotment. Additional swaps will only be permitted after a member is denied time off due to manpower, and under such circumstances, the swap will also not count towards the allotment of the other party to the swap.
5. Article VI is amended to permit employees on the twelve (12) or ten (10) hour work chart to accumulate, at their option, vacation leave not to exceed their current and previous year accrual.
6. All other existing provisions continue except as modified by this Memorandum of Agreement. Changes are to be incorporated in the Collective Bargaining Agreement.

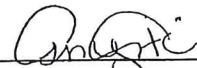
7. This agreement is subject to the ratification of the Township Council and the Union Membership.

8. Respective Committees to recommend ratification of this Memorandum of Agreement.

For the Township of West Milford

For NJ State PBA Local No. 162

  
Michele Dale, Mayor

  
Amy Antonucci, President

  
William Senande, Township Administrator

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Date: December 12, 2023