

**Memorandum of Agreement
between
Township of West Milford
and
Teamsters Local Union 560**

1. This Agreement is being entered into as a successor to that which expired on December 31, 2022.
2. The duration of this contract shall be January 1, 2023 through December 31, 2026.
3. Salary increase for those at the top of the salary guide are as follows.

| Year | Rate |
|-------------|---|
| 2023 | 2.5% |
| 2024 | Supervisors increased to \$95,000 Assistant Director remains \$105,000 |
| 2025 | 1.75% |
| 2026 | 1.75% |

The increase for 2023 shall be retroactive to January 1, 2023.

4. Article VI is amended by replacing Section A.2, effective January 1, 2024, with language providing 20 days of Vacation Leave annually to all new collective bargaining unit members, as well as to any member serving in the title of Assistant Director.
5. Article VII is changed to provide all current members with 5 personal days with 24-hour advised notice that may be waived by the Department Director. All future members will be entitled to 2 personal days with no advance notice.
6. Article V, Section A is changed, effective 2024, to replace Lincoln's Birthday with Martin Luther King Jr. Day.
7. Article V, Section D, which is provided below, is eliminated.

In the event a national holiday is declared by the President of the United States, the Township agreed to add this day to the approved list of authorized holidays, provided, however the day declared a holiday occurs between April 1 and November 30. Should the day declared as a holiday by the President occur between December 1 and March 31, employees shall be granted an additional personal day to be scheduled pursuant to Article VII.

8. Article X, Section C.4, which is provided below, is eliminated.

Any full-time employee may trade 80 hours (10 accrued sick leave days) for 40 hours (5 vacation days) annually provided he/she has a minimum remaining balance of 420 hours (60 accrued sick leave days) in the calendar year in which the trade is made, subject to the recommendation of his/her department head and approval of the Township Administrator. Such acquired vacation days shall be approved in advance as prescribed in Article VI and may no be accumulated beyond the year acquired.

9. Article X, Section D.1, which is provided below, is eliminated.

An employee shall be reimbursed for accrued sick leave earned prior to January 1, 1983 at the time of termination of his employment in good standing at the rate of 10 dollars (\$10.00) for each unused sick leave day, and at the rate of twenty dollar (\$20.00) for each unused sick leave day earned on or after January 1, 1983. Termination in good standing shall not be deemed to be attained if the employee fails to provide the Township with at least fourteen (14) days advance written notice of his termination.

10. Article X, Section D.2 is amended to provide that collective bargaining unit members shall be paid half of their daily rate for each accrued sick leave day upon retirement.

11. Article X, Section D.3, which is provided below, is eliminated.

Any full-time employee at the time of retirement who has accumulated in excess of one hundred fifty (150) unused sick days shall receive a retirement bonus of \$500 in addition to any payment made pursuant to Section D.1 and D.2 of this Article. This benefit shall not apply to employees hired after October 18, 2017.

12. Article XIII is amended by eliminating longevity for all collective bargaining unit members beginning 2024.

13. Article XV is amendment to provide \$2,000 annual salary increase to members serving in the title of Supervisor beginning the year after obtaining their Certified Public Works Manager certificate and will continue to be provided as long as a valid certificate is maintained.

14. Addendum A is added to the contract to incorporate representation of provisional blue-collar supervisors.

15. Schedule A is amended to add the job title of Assistant Director at a salary of \$105,000.
16. All other existing provisions continue except as modified by this Memorandum of Agreement. Changes are to be incorporated in Collective Bargaining Agreement.
17. This agreement is subject to the ratification of the Township Council and the Union Membership.
18. Respective Committees to recommend ratification of this Memorandum of Agreement.

For the Township of West Milford

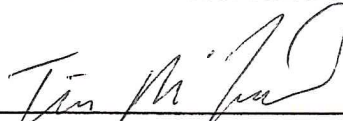


Michele Dale, Mayor

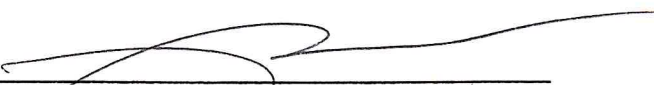


William Senande, Township Administrator

For Teamster Local Union 560



Tim McQuaid, Shop Steward



Nicholas Jayme, ~~President~~ BA / TRUSTEE

Date: October 18, 2023