

Township of West Milford

Passaic County, New Jersey

~ Resolution 2024 – 102 ~

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

WHEREAS, the Township of West Milford (“Township”) and the SOA Local No. 162 (the “SOA” 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 SOA 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 SOA bargaining unit for inclusion in successor Collective Bargaining Agreements and authorizes the appropriate Township Officials to execute said Memorandum of Agreement.

Adopted: February 14, 2024

Adopted this 14th day of February 2024
and certified as a true copy of an original.



William Senande, Township Clerk

**Memorandum of Agreement
between
Township of West Milford
and
West Milford Superior Officer 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 members at the top of the salary guide are as follows:

Year	Rate
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.

4. Article VI is amended to permit employees covered under the contract to accumulate, at their option, vacation leave not to exceed their current and previous year accrual.
5. Article XII, Section E is amended to include that up to a full year allotment of unused administrative compensatory days not used by December 15th shall be paid at straight time rate upon the request of a member.
6. Article XIV is amended to allow four (4) 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 not count towards the allotment of either Member.

7. All other existing provisions continue except as modified by this Memorandum of Agreement. Changes are to be incorporated in the Collective Bargaining Agreement.
8. This agreement is subject to the ratification of the Township Council and the Union Membership.
9. Respective Committees to recommend ratification of this Memorandum of Agreement.

For the Township of West Milford


For WMSOA Local No. 162



Michele Dale, Mayor



Matthew Kloo



William Senande, Township Administrator

Date: February 2, 2024