

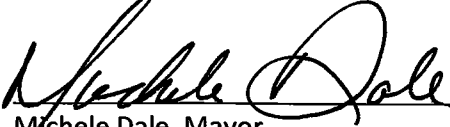
**Memorandum of Agreement
between
Township of West Milford
and
Teamsters Local Union 560**

1. This Agreement is being entered into as a successor to that which expired on December 31, 2019.
2. The duration of this contract shall be January 1, 2020 through December 31, 2022.
3. Salary increase for those at the top of the salary guide are as follows:

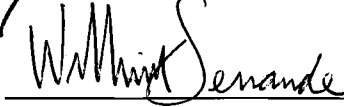
Year	Rate
2020	0.0%
2021	2.5%
2022	2.5%

4. Amend Article IV, Section F (enumerated as second Section E) to allow no more than 120 hours of compensatory time to be earned from November 1st through October 31st and that payments for unused compensatory time are to be made in the second payroll of December.
5. Article XVII, Section A shall be amended to require receipts for the purchase of boots to be submitted by November 1st for each contract year.
6. Township may select to provide paystubs solely in digital format.
7. All other existing provisions continue except as modified by this Memorandum of Agreement. Changes are to be incorporated in 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



Michele Dale, Mayor

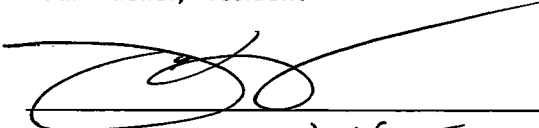


William Senande, Township Administrator

For Teamster Local Union 560



Paul Mueller, President



NICHOLAS JAYME
BA/ TRUSTEE 560

Date: December 11, 2020