

**Memorandum of Agreement**  
**between**  
**Township of West Milford**  
**and**  
**AFSCME NJ Council 63**  
**Local No. 2275**

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, 2025.
3. Article III, Section C, Step Three, Part (a) to increase from ten (10) business days to fifteen (15) business days for arbitration requests effective 2024.
4. Article IV, Section B(6) is amended to reduce notice requirement for all compensatory time to 24 hours beginning in 2024.
5. Article V is amended to add Martin Luther King Day and Juneteenth as holidays beginning in 2024. Juneteenth will be observed on the same date as the State, which is currently the 3rd Friday in June. Lincoln's Birthday is removed from the list of holidays.
6. Salary increase for those at the top of the salary guide are as follows and be retroactive to January 1, 2023:

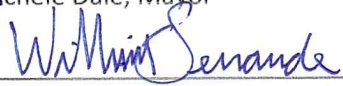
<b>Year</b>	<b>Rate</b>
2023	2.0%
2024	1.75%
2025	1.75%

7. Article X, Section D.1 is eliminated.
8. 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.
9. Article X, Section D.3 is eliminate.
10. Article X, Section D.4 is amended to replace "Department of Personnel (formerly Civil Service" procedures" with "statutes and regulations", and the reference to D.3 shall be removed. Language shall also be added stating that the total payout shall not exceed the maximum payment allowed by law, which is currently set at \$15,000 by N.J.S.A. 11A:6-19.1 and N.J.S.A. 11A:6-19.2.
11. Article XV is amended to reduce the required years of service from four (4) to one (1) beginning in 2024.

12. Article XVIII, Paragraph K is amended to reduce ten (10) consecutive work days to five (5) in order for an Acting Foreman to receive compensation equivalent to that of a Foreman beginning in 2024.
13. Schedule A is amended to require employees to be moved to maximum level step on January 1<sup>st</sup> following acquiring a CDL B license. This clause shall take affect beginning on January 1, 2024.
14. Schedule E, Paragraph C from "released at 11:30 a.m." to "released no later than 11:00 a.m." If released on a regularly scheduled workday, compensation and leave time will not be impacted for the remainder of the workday.
15. All other existing provisions continue except as modified by this Memorandum of Agreement. Changes are to be incorporated in Collective Bargaining Agreement.
16. This agreement is subject to the ratification of the Township Council and the Union Membership.
17. Respective Committees to recommend ratification of this Memorandum of Agreement.

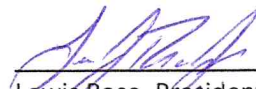
For the Township of West Milford

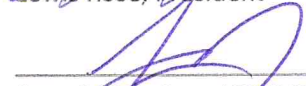
  
\_\_\_\_\_  
Michele Dale, Mayor


  
\_\_\_\_\_  
William Senande, Township Administrator

Date: October 31, 2023

For AFSCME NJ Council 63 Local No. 2275

  
\_\_\_\_\_  
Lewis Rose, President

  
\_\_\_\_\_  
Agustin Sanchez, AFSCME NJ Council 63

  
\_\_\_\_\_  
RICHARD HERTZOG