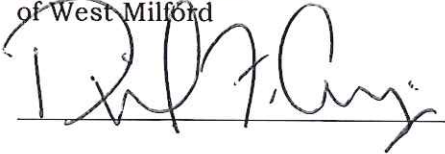


**Memorandum of Agreement
between
Township of West Milford
and
AFSCME, Local 3301, AFSCME**

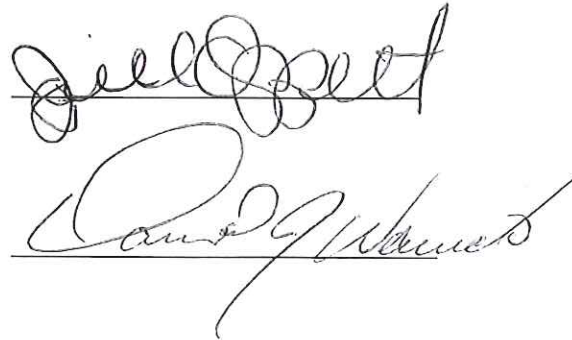
- (1) This Agreement is being entered into as a successor to that which expired on December 31, 2014;
- (2) The duration of this contract shall be January 1, 2015 through December 31, 2019;
- (3) Salary increase as follows:
 - 1/1/2015 - 1.5%
 - 1/1/2016 - 1.0 %
 - 1/1/2017 - 1.5%
 - 1/1/2018 - 1.5%
 - 1/1/2019 - 1.0%
- (4) Effective 12/12/2017 - the Township shall reimburse each full-time employee for up to \$250.00 per year for costs associated with eyeglasses and eye examination. The reimbursement can be used by either the employee, dependent or spouse. A prescription must be submitted with the request for reimbursement;
- (5) Article VIII, Personal Days - modify paragraph to reflect that forty-eight (48) hours notice may be given prior to personal day leave which are not accumulative except that employees may use personal time without 48-hours notice for emergencies. Department Head may require proof of the emergency if 48-hour notice is not provided.
- (6) Article XI, Sick leave - modify Paragraph B2 to add medical appointments as a permissible reason for employee's to utilize sick leave.
- (7) For new employees hired after December 12, 2017:
 - (a) New vacation schedule: 1 day for each month in the year of hire; From January 1st following the starting date, 12 working days through the completion of eight years of service. Fifteen (15) working days from year 9 through year 20. After 20 years, 1 day for each additional year up to 25 years.
 - (b) No personal days.
- (8) A new schedule of steps, grades and titles will be incorporated into the agreement reflecting the annual increases and current Civil Service titles. The parties will agree on these titles prior to final printing.
- (9) As reflected in sidebar agreements from May and December 2016, the titles of Assistant Treasurer and Fire Prevention Specialist (or their Civil Service equivalents) will be incorporated into the above-referenced schedule.

- (10) All other proposals dropped; All other existing provisions continue except as modified by agreement; changes to be incorporated in agreement.
- (11) This agreement is subject to the ratification of the Township Council and the Union Membership. The Mediator retains jurisdiction until ratification.
- (12) Respective Committees to Recommend Ratification of this Memorandum of Agreement.

For the Township
of West Milford



For Local 3301,
AFSCME



Dated: December 12, 2017