

**MEMORANDUM OF AGREEMENT  
BETWEEN THE BOROUGH OF ORADELL AND  
UNITED PUBLIC SERVICE EMPLOYEES UNION**

The Borough of Oradell (“Oradell” or the “Borough”) and United Public Service Employees Union (“UPSEU” or the “Union”) hereby agree to the following amendments to the current Collective Negotiations Agreement (“CNA”). All other provisions of the CNA shall remain in full force and effect.

**1. Preamble:** This contract shall commence on January 1, 2023 and shall expire on December 31, 2026.

**2. Article V Non-Discrimination:** Replace in its entirety with the following: Neither the Borough nor the Union shall discriminate against any employee because of race (perceived or actual), creed, religion, color, age, sex, national origin, disability or perceived disability, union membership, affectional or sexual orientation, gender identity, marital, domestic partnership or civil union status, genetic information or atypical cellular or blood trait, liability for military service or any other protected class.

**3. Article VI Work week and Overtime:** Add provision that the Borough and the Union shall meet during the month of April each year to discuss a possible implementation of “summer hours”. The Borough shall be under no contractual obligation to implement “summer hours”.

**4. Article VII Salaries:** Amend section A to include the annexed salary guide which shall be retroactive to January 1<sup>st</sup> for calendar year 2024 only.

- B. Replace to reflect that Off guide employees received a 2.5% increase for 2023. For the remaining years of the contract, all off guide employees shall receive an increase of 3.25%.
- Add paragraph: “An employee who returns to the Borough’s employment within six (6) months of their separation shall be brought back at their previous salary and shall retain their seniority”.

**5. Article IX Standby:** Standby by shall be increased from \$200 to \$250 for calendar year 2023, retroactive to January 1, 2023. Standby pay shall be increased from \$200 to \$300 for calendar years 2024, 2025, and 2026. For calendar year 2024, standby pay shall be retroactive to January 1<sup>st</sup>.

**6. Article X Vacations:** Replace subsections C and D as follows:

C. Vacations shall begin to accrue on January 1 of each year except for newly hired employees. Any new employee hired in July-December, shall not be deemed to reach his/her second year of employment until January following his/her anniversary date of hire. Vacation time shall be accrued throughout the calendar year based upon continuous service as set forth above. Notwithstanding the above, any employee absent from work due to a disability shall only continue to accrue vacation time during the first calendar year of any leave of absence caused by disability.

If the leave of absence continues into the next calendar year, the accrual of time shall be frozen until the Employee returns to active employment. The parties recognize vacation time is accrued and not granted. However, Department Heads may consider personal requests to advance current year vacation time not yet accrued for Employees in good standing based on business demands and such request for an advancement shall not be unreasonably withheld. Any employee taking vacation time not yet accrued who leaves the Borough's employ before time is accrued shall have said vacation time deducted from final pay. Continuous service is defined as the Employee's years of service based upon their anniversary date of hire. However, with respect to any permanent employee hired on or after May 1, 2005, who resigns or is terminated for any reason, shall be entitled to vacation days based upon length of service and the number of full calendar months of employment subsequent to January 1 of the year in which resignation or termination becomes effective.

D. Vacation time which is not taken within the calendar year in which it is earned due to Borough business demands may roll over up to ten days of vacation time to the following calendar year only. Any rolled over vacation time must be taken prior to December 31 of the following year. Any such days may be carried over to the following year but must be used by December 31st of said year or forfeited.

**Article XI Holidays:** Amended to add Juneteenth and ½ day for Christmas Eve day.

**Article XVI Bereavement Leave:** paragraph A is amended from three (3) to five (5) days.

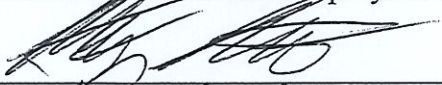
**Article XXV Miscellaneous:** Paragraph F is amended to reflected Lead man compensation as follows:

- Retroactive to 1/1/2024: \$1,000
- 1/1/2025: \$1,300.00
- 1/1/2026: \$1,650.00

Add: Lead Mechanic shall receive a one time stipend payment of \$5,000.00 during the last pay period of 2024. Assistant Mechanic shall receive a one-time stipend payment of \$2,500.00 during the last pay period of 2024. Thereafter, the purchase of any specialty tool needed shall be presented to the Superintendent for purchase. If the purchase is approved and paid for by the Borough, the specialty tools shall be owned by the Borough.

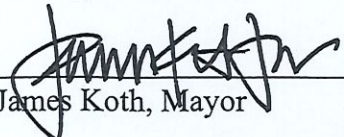
United Public Service Employees Union

Dated: 5/22/23

By:   
Name: MARK A. MCLAIN  
Title: LABOR RELATIONS REPRESENTATIVE

Borough of Oradell

Dated: 29-May-2024

By:   
James Koth, Mayor

**White Collar**

<b>Step</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
1	\$ 41,000	\$ 43,875	\$ 44,250	\$ 45,000
2	\$ 42,727	\$ 45,336	\$ 45,676	\$ 46,357
3	\$ 44,454	\$ 46,826	\$ 47,135	\$ 47,754
4	\$ 46,181	\$ 48,341	\$ 48,623	\$ 49,186
5	\$ 47,908	\$ 49,888	\$ 50,146	\$ 50,663
6	\$ 49,635	\$ 51,468	\$ 51,707	\$ 52,185
7	\$ 51,362	\$ 53,087	\$ 53,312	\$ 53,762
8	\$ 53,089	\$ 54,742	\$ 54,958	\$ 55,389
9	\$ 54,816	\$ 56,433	\$ 56,644	\$ 57,066
10	\$ 56,543	\$ 58,160	\$ 58,371	\$ 58,793
11	\$ 58,270	\$ 59,923	\$ 60,139	\$ 60,570
12	\$ 62,424	\$ 63,048	\$ 63,678	\$ 64,315

**Mechanics**

<b>Step</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
1	\$ 43,000	\$ 51,948	\$ 53,115	\$ 55,450
2	\$ 45,818	\$ 53,940	\$ 54,999	\$ 57,118
3	\$ 48,636	\$ 55,967	\$ 56,923	\$ 58,836
4	\$ 51,454	\$ 58,049	\$ 58,909	\$ 60,629
5	\$ 54,272	\$ 60,166	\$ 60,935	\$ 62,473
6	\$ 57,090	\$ 62,319	\$ 63,001	\$ 64,365
7	\$ 59,908	\$ 64,508	\$ 65,108	\$ 66,308
8	\$ 62,726	\$ 66,751	\$ 67,276	\$ 68,326
9	\$ 65,544	\$ 69,030	\$ 69,485	\$ 70,394
10	\$ 68,362	\$ 71,363	\$ 71,754	\$ 72,537
11	\$ 71,180	\$ 73,732	\$ 74,065	\$ 74,731
12	\$ 76,990	\$ 77,760	\$ 78,538	\$ 79,323

**Blue Collar**

<b>Step</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
1	\$ 42,000	\$ 49,313	\$ 50,157	\$ 51,000
2	\$ 44,727	\$ 51,589	\$ 52,381	\$ 53,173
3	\$ 47,454	\$ 53,865	\$ 54,605	\$ 55,345
4	\$ 50,181	\$ 56,141	\$ 56,829	\$ 57,517
5	\$ 52,908	\$ 58,417	\$ 59,053	\$ 59,689
6	\$ 55,635	\$ 60,693	\$ 61,277	\$ 61,861
7	\$ 58,362	\$ 62,969	\$ 63,501	\$ 64,033
8	\$ 61,089	\$ 65,245	\$ 65,725	\$ 66,205
9	\$ 63,816	\$ 67,521	\$ 67,949	\$ 68,377
10	\$ 66,543	\$ 69,797	\$ 70,172	\$ 70,547
11	\$ 69,270	\$ 72,073	\$ 72,396	\$ 72,719
12	\$ 74,909	\$ 75,658	\$ 76,415	\$ 77,179