

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE BOROUGH OF SADDLE RIVER AND LOCAL 108 PUBLIC SECTOR
DIVISION, RWDSU, UFCW, AFL-CIO**

THIS MEMORANDUM OF UNDERSTANDING, by and between the BOROUGH OF SADDLE RIVER (hereinafter referred to as the “Employer”) and LOCAL 108 PUBLIC SECTOR DIVISION, RWDSU, UFCW, AFL-CIO (hereinafter referred to as “Union”), made and entered into on this ____day of December, 2020.

WHEREAS, the parties above have engaged in negotiations in good faith in an effort to arrive at a successor agreement to the Collective Bargaining Agreement between the Employer and the Union that will expire on December 31, 2020 (the “2018-2020 CBA”); and,

WHEREAS, the parties have arrived at a tentative successor agreement.

NOW, THEREFORE, and in consideration of the mutual covenants contained herein, the parties hereto stipulate and agree as follows:

1. The provisions of this Memorandum of Understanding are subject to ratification by the respective parties to the contract.
2. The signatories below agree to recommend this Memorandum of Understanding for ratification by their respective constituencies.
3. A copy of this Memorandum has been furnished to representatives of the Employer and the Union.
4. All proposals not covered herein made by either party during the course of negotiations have been deemed withdrawn.
5. All provisions of the 2018-2020 CBA shall be carried forward except as hereinafter provided.
6. Unless otherwise notified, all dates involving the duration of the Agreement shall be conformed to the duration of this proposed negotiated Memorandum of Understanding.
7. Duration: January 1, 2021 through December 31, 2024
8. Wages (Article 22): A 2.25% annual increase to each employee’s annual base salary for each year of the new contract.

9. Communications Officers Salaries (Article 24): Upon completion of the ninety (90) day Probationary Period, the annual base salary for Communications Officers shall be \$36,500. The annual base salary for Communications Officers shall be \$41,000 following two (2) years of employment.

10. Senior Communications Officers (Article 24): Upon completion of two (2) years of employment as a Senior Communications Officer, the annual base salary of a Senior Communications Officer shall be \$45,500.

Upon completion of five (5) years of employment as a Senior Communications Officer, the annual base salary for a Senior Communications Officer shall be \$45,500.

11. Operations Department/Public Work (Article 24): The following shall be the annual base salaries for the Operations Department/Public Works:

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| a. Starting: | \$34,000 to \$37,000 |
| b. Upon completion of probationary period (90 days): | \$35,000 to \$38,000 |
| c. Upon completion of first full year after probation: | \$43,000 |
| d. Upon completion of second full year after probation: | \$47,000 |
| e. Upon completion of third full year after probation: | \$51,000 |
| f. Upon completion of fourth full year after probation: | \$55,000 |
| g. Upon completion of fifth full year after probation: | \$61,000 |
| h. Upon completion of sixth full year after probation: | \$68,000 |
| i. Upon completion of seventh full year after probation: | \$71,000 |

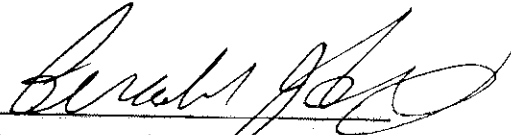
12. Agency Fee: Section 4 of Article 2 shall be deleted in its entirety.

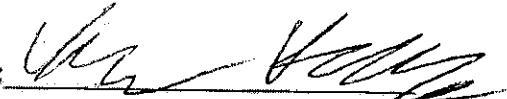
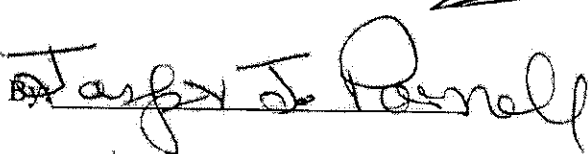
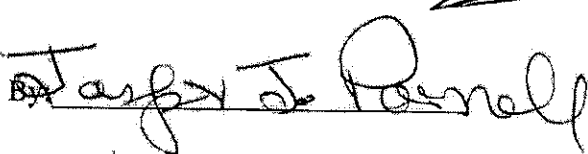
13. Health and Welfare Benefit Contributions: No change will be made to the amount of the employees' contributions to the cost of their medical insurance premiums set forth in Article 10 of the 2018-2020 CBA.

14. Salary Increase to Ms. Lipnick (Article 24): Ms. Lipnick shall receive a one-time increase of \$2,500.00 to her annual base salary as of January 1, 2021, however, she shall forego in 2021 the 2.25% per annum salary increase set forth in paragraph 8 hereof.

BOROUGH OF SADDLE RIVER

LOCAL 108 PUBLIC SECTOR DIVISION,
RWDSU, UFCW, AFL-CIO

By: 
Pursuant to R199-20
Approved by Council on
Dec. 22, 2020

By: 

By: 

Dated:

Dated: 12/21/20