

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE BOROUGH OF HILLSDALE AND TEAMSTERS LOCAL 125

THIS MEMORANDUM OF UNDERSTANDING, by and between the **BOROUGH OF HILLSDALE** (hereinafter referred to as the “Employer”) and the **TEAMSTERS LOCAL 125** (hereinafter referred to as “Union”), made and entered into on this ____ day of November, 2023.

WHEREAS, the parties above have previously 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 which expired on December 31, 2023 (the “2019-2023 CBA”); and,

WHEREAS, as a result of such prior negotiations, the negotiation committees for the parties wish to memorialize the proposed terms of agreement.

NOW, THEREFORE, and in consideration of the mutual covenant contained herein, the parties hereinabove referred hereby stipulated 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 All proposals not covered herein made by either party during the course of negotiations have been deemed withdrawn.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 prior Agreement 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. **Term of Contract (Article XXXII):** A three (3) year agreement commencing January 1, 2024 and expiring on December 31, 2026. However, should the Borough of Hillsdale enter into a shared services agreement effective January 1, 2026, the duration of the contract will be two (2) years.
8. **Salaries (Article V):** A 3% increase in each year of the contract. The titles of “Building and Ground Lead” and “Assistant Mechanic” shall be added to the salary schedule subject to the prevailing “General Assignment” salary guide.

9. Salaries (Appendix "A"): Effective January 1, 2024, Step movement shall take place on one year intervals effective on January 1st of each contract year.

10. Salaries (Appendix "A"): The base salary of the Head Mechanic as of December 31, 2023 will reflect \$88,872.67, with no retro payable. He shall then receive a 3% salary increase in each year of the contract.

11. Holidays (Article XI): Juneteenth shall be added to the approved holiday schedule on such date as may be provided for in the annual Borough calendar.

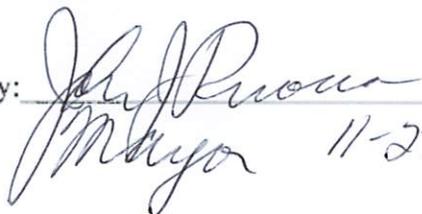
12. Uniforms (Article XVIII): The annual uniform allowance shall be increased from \$250 per year to \$350 per year.

13. Standby (Article XIX): The standby rate shall be increased from \$300 per week to \$350 per week, and the minimum call out period shall be increased from 2 hours to 3 hours.

14. Work in Higher Grade (Article XXVI): The title of DPW Superintendent shall be added to this Article.

15. Other: In the event that Borough Hall is closed due to inclement weather, DPW employees shall receive comp time from the time of Borough Hall closure until 3:00 p.m. By way of example, if Borough Hall closes at 11:00 a.m., DPW employees would receive 4 hours of comp time.

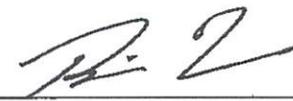
BOROUGH OF HILLSDALE

By: 
Mayor 11-27-23

Dated:

TEAMSTERS LOCAL 125

By: 
PAXTON RYAN - PRESIDENT

By: 
Dated: BRIAN GULLACE - BUSINESS AGENT
11/06/23

BOROUGH OF HILLSDALE
RESOLUTION 23276

**APPROVAL TO SUBMIT A GRANT APPLICATION WITH THE NEW JERSEY
DEPARTMENT OF COMMUNITY AFFAIRS (DCA) FOR FUNDING UNDER
THE 2024 STREAM STABILIZATION GRANT PROGRAM**

WHEREAS, the Borough of Hillsdale in conjunction with the Borough of Westwood desires to apply for and obtain a grant from the New Jersey Department of Community Affairs (DCA) for approximately \$200,000.00 to carry out a project to assess the potential of adopting a forecast informed approach to the operations of the Woodcliff Lake Reservoir; and

BE IT THEREFORE RESOLVED, that the Mayor and Council of the Borough of Hillsdale does hereby authorize the application for such a grant; and

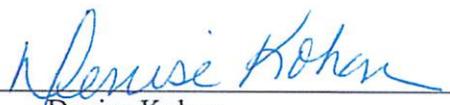
BE IT FURTHER RESOLVED, that the Mayor and Council of the Borough of Hillsdale recognizes and accepts that the Department may offer a lesser or greater amount and therefore, upon receipt of the grant agreement from the New Jersey Department of Community Affairs, does further authorize the execution of any such grant; and also upon receipt of the fully executed agreement from the Department, does further authorize the expenditure of funds pursuant to the terms of the agreement between the Borough of Hillsdale and the New Jersey Department of Community Affairs; and

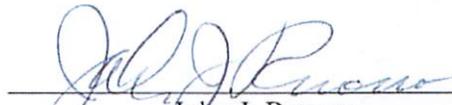
WHEREAS, the Mayor and Council hereby authorizes the Borough Administrator to be a signatory for the aforesaid grant agreement; and

NOW, THEREFORE, BE IT RESOLVED that the Governing Body of the Borough of Hillsdale hereby confirms endorsement of the aforesaid grant application.

Council member	Motion	Second	Yes	No	Absent	Abstain	Recuse
DeRosa, Anthony			X				
Escobar, John			X				
Fox, Justin			X				
Horvath, Zoltan			X				
Lundy, Abby	X		X				
Trochimiuk, Janetta		X	X				
Ruocco, John							

Adopted: November 9, 2023

Attest: 
Denise Kohan
Municipal Clerk


John J. Ruocco
Mayor

**BOROUGH OF HILLSDALE
RESOLUTION 23283**

**RESOLUTION APPROVING THE MEMORANDUM OF
UNDERSTANDING BETWEEN THE BOROUGH OF
HILLSDALE AND THE TEAMSTERS LOCAL 125**

WHEREAS, the Collective Bargaining Agreement between the Borough of Hillsdale (“Hillsdale”) and the Hillsdale Department of Public Works (the “DPW”) Local 125 will expire on December 31, 2023; and

WHEREAS, Negotiating Committees for Hillsdale and the DPW have engaged in ongoing negotiations to discuss and agree upon the terms and conditions of a successor Agreement; and

WHEREAS, the Negotiating Committees for Hillsdale and the DPW have agreed upon the terms of a successor Agreement for the term January 1, 2024 through December 31, 2026, the terms of which are set forth in a Memorandum of Understanding, the terms of which are incorporated by reference herein; and

WHEREAS, Hillsdale wishes to memorialize its approval of the Memorandum of Understanding.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of Hillsdale that the Memorandum of Understanding as between the Borough of Hillsdale and the Hillsdale Department of Public Works, Local #125 for the term January 1, 2024 through December 31, 2026, be and hereby is **APPROVED**; and

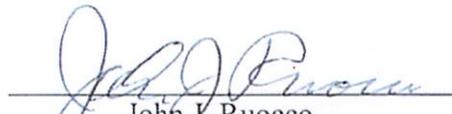
BE IT FURTHER RESOLVED that the Mayor, the Borough Administrator and the Borough Labor Attorney are authorized to take all appropriate actions so as to implement this Resolution.

Council member	Motion	Second	Yes	No	Absent	Abstain	Recuse
DeRosa, Anthony	X		X				
Escobar, John			X				
Fox, Justin			X				
Horvath, Zoltan			X				
Lundy, Abby		X	X				
Trochimiuk, Janetta			X				
Ruocco, John							

Adopted: November 9, 2023

Attest:


Denise Kohan
Municipal Clerk


John J. Ruocco
Mayor