

**Memorandum of Agreement between the Township of Pohatcong
and the Teamsters Local Union No. 469
for the Pohatcong Township D. P. W.**

This Memorandum of Agreement amends the current 2009-2012 collective bargaining agreement.

This Memorandum of Agreement shall be subject to ratification by a majority of the full membership of both parties. The signatories of this agreement will recommend the same to their respective constituents without reservation.

This Memorandum of Agreement consist of the following:

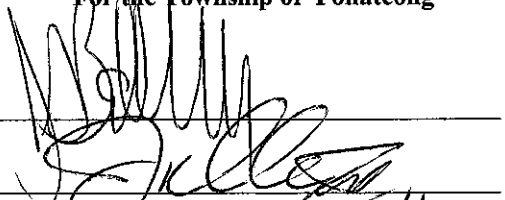
Effective 07/01/2011 the members of Teamsters Local Union No. 469 representing the Pohatcong Township D. P. W. has agreed that the members shall begin contributing 1.5 % of their regular base salary towards the cost of health care benefits. The regular base salary for 2012 will stay the same, minus the 1.5% towards the cost of health care benefits.

The Township of Pohatcong has agreed to a one {1} year extension of the current collective bargaining agreement { to expire 12/31/ 2013 }. This extension shall consist exclusively of a 2% base salary increment increase for all members effective 01/01/2013. All other terms and conditions of the current collective bargaining agreement shall remain full force and unaffected by the one {1} year extension.

Absent a significant and unforeseeable economic situation which adversely impacts the Township's fiscal budget and/or ability to provide for thorough and efficient D. P. W. services the Township of Pohatcong has no intention whatsoever in further reducing departmental staff during the terms of this Agreement.

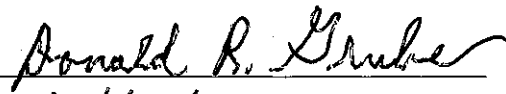
For the Township of Pohatcong


For the Pohatcong D. P. W. Local 469



Wanda L. Kutzner

Date June 21, 2011



Donald R. Gruber


Stephen J. Henley

Date June 21, 2011