

MEMORANDUM OF AGREEMENT

The Township of Pohatcong ("Township") and Pohatcong PBA Local 280 ("PBA"), hereby agree to this Memorandum of Agreement, dated April 21, 2020, with respect to a successor collective bargaining agreement between the parties. This agreement is subject to ratification of the parties. The parties agree to recommend ratification of this agreement to their respective membership (the Township Committee and PBA members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2020 to December 31, 2021.
2. All terms of the existing agreement (dated January 1, 2016 to December 31, 2019) shall remain in full force and effect, except as modified by this Memorandum.
3. The parties shall mutually create and agree upon a successor collective bargaining agreement, including salary guides, from the terms of this agreement.
4. **ARTICLE IX – HOLIDAYS**
 - a. Amend section A to be observed legal holidays instead of traditional
5. **ARTICLE XVII – SALARIES**
 - a. Salaries will be increased across the board as follows: 1/1/2020 – 1.5%, 1/1/2021 – 1.5%
 - b. New salary guide will be as follows:

	2020 Base Salary	2021 Base salary
Raise	<i>1.5%</i>	<i>1.5%</i>
Probation	\$40,839.32	\$41,451.91
10th Class	\$44,458.57	\$45,125.45
9th Class	\$49,383.23	\$50,123.98
8th Class	\$54,307.89	\$55,122.51
7th Class	\$59,232.55	\$60,121.04
6th Class	\$64,157.22	\$65,119.57
5th Class	\$69,081.88	\$70,118.11
4th Class	\$74,006.54	\$75,116.64
3rd Class	\$80,951.88	\$82,166.16
2nd Class	\$84,809.93	\$86,082.08
1st Class	\$94,189.74	\$95,602.58

See Back

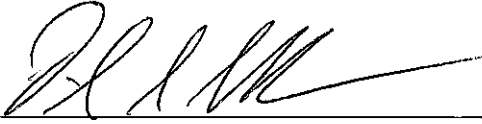
6. ARTICLE XXVII – TERM AND RENEWAL

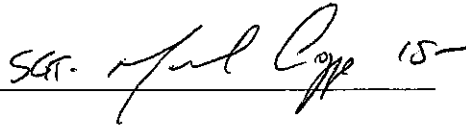
- a. Modify dates for a 2-year contract – January 1, 2020 through December 31, 2021.

We hereby agree to the above changes, additions, and modifications to the collective negotiation agreement.

TOWNSHIP OF POHATCONG

PBA LOCAL NO. 280





Dated: 6-22-20