**MEMORANDUM OF UNDERSTANDING**

Subject to ratification by the parties, the following are the terms of a proposed agreement between the City of Hackensack (“City”) and Hackensack DPW/Sanitation Employees Teamsters Local 560 (the “Union”).

1. **Duration of Agreement** – Article 27 (“Duration”) shall be amended to reflect a four-year term commencing on January 1, 2011 and expiring on December 31, 2014.

2. **Wages** – Article 4 (“Wages”) shall be amended to reflect that two schedules shall be applicable to covered employees. Appendix “A” shall apply to all covered employees employed by the City prior to April 1, 2012. Appendix “B” shall apply to all covered employees employed by the City from and after April 1, 2012.

3. **Health BenefitseHealt** – The parties agree that Article 9 (“Health Benefits”) shall be amended to reflect the terms of health benefits currently in effect. The parties agree to work together so as to agree on appropriate language.

4. **Holidays** – The parties agree that Article 14 (“Holidays”) shall be amended to reflect Thanksgiving, Christmas and New Year’s Day as holidays.

5. **Clothing and Tools** - Article 5 shall be amended to reflect at Section 5.2 that street sweeper operators shall receive a $300 per year stipend for tools effective January 1, 2012.

6. Appendix “A” and the Salary Guide related thereto shall be amended as follows as to all covered employees employed by the City prior to April 1, 2012, and who are “off the guide”, i.e. are beyond the 6th Step :

A. A 2% across the board increase for 2011.

B. A 1% across the board increase for 2012.

C. A 1.5% across the board increase for 2013.

D. A 1.5% across the board increase for 2014.

As to all covered employees employed by the City prior to April 1, 2012, who are still “on the guide”, such employees shall receive the guide/step movement reflected on Appendix “A”, but the guide shall not be increased for ensuing years.

7. A new Appendix “B” shall be added to the Contract in the form attached to this Memorandum which shall be applicable to all covered employees employed by the City from and after April 1, 2012.

8. The parties agree that Appendix “A” and Appendix “B” shall reflect that the titles of “Gardener” and “Senior Building Maint” worker shall be moved from Category A to Category C.

9. Section 3 of Appendix “A” shall be modified so as to reflect the continuation of the $300 per year safety adjustment for the years 2011, 2012 and 2013. Such amount shall be increased for 2014 to $550.

**CITY OF HACKENSACK HACKENSACK DPW/SANITATION EMPLOYEES TEAMSTERS LOCAL 560**

By:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ By:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_