

**Memorandum of Agreement
between
Township of West Milford
and
AFSCME NJ Council 63
Local No. 2275**

1. Change AFSCME Council 52 to AFSCME NJ Council 63.
2. This Agreement is being entered into as a successor to that which expired on December 31, 2019.
3. The duration of this contract shall be January 1, 2020 through December 31, 2022.
4. Salary increase for those at the top of the salary guide are as follows:

| Year | Rate |
|------|------|
| 2020 | 0.0% |
| 2021 | 2.5% |
| 2022 | 2.5% |

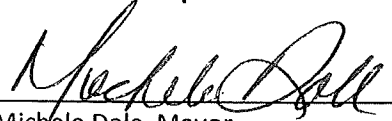
5. Amend Article IV, Section B, Subsection 6 to allow no more than 120 hours of compensatory time to be earned from November 1st through October 31st and that payments for unused compensatory time are to be made in the second payroll of December.
6. Effective January 1, 2021, Schedule C, Section A is amended to include Brine Truck, Bucket Truck, Mower, Stump Grinder as equipment connected with a Heavy Equipment Operator.
7. Effective January 1, 2021, Schedule C, Section B is amended to include Chainsaw as equipment connected with an Equipment Operator.
8. Article XVI, Section B shall be amended to state that each employee shall be provided a choice of a single heavy jacket or two (2) light jackets every two (2) years.
9. Article XVII, Section A shall be amended to require receipts for the purchase of boots to be submitted by November 1st for each contract year.
10. Article XI, Section D to be amended to include a detailed explanation of each dental plan.
11. Article XXII shall be amended to provide the union president and alternate up to a total of 10 days every other year to attend the State Union Convention. The existing language in Article IX, Section F shall be removed.
12. Article XXIII, Section A, Subsection 1 shall be amended by adding the following:

Dues deducted by the Township shall be transmitted to the designated Union official of the American Federation of State, County and Municipal Employees, New Jersey Council 63, AFL-CIO. The Township agrees to provide the Union, on a monthly basis, a complete

up-to-date electronic listing of all employees covered by this Contract. Such listing shall be in Excel format and include the employee's department, job classification, work location, home address, employment status, membership status and the amount of the dues deducted as it appears on the records of the Township. For the purpose of the deduction of dues for titles covered by this agreement; Any member working 40 or fewer, but more than 20 hours per week shall be considered a full-time member, any member working 20 or fewer, but more than 12 hours per week shall be considered a part-time member, and any member working 12 or fewer hours per week shall be considered a lower part-time member. The Union shall provide a secure e-mail address for the receipt of the electronic listing and disclose such information only to its officials and representatives whose duties require access. The Township shall provide the Union with a list of departmental payroll codes in order to identify the Department name on the above-mentioned electronic listing.

13. Schedule A is amended to also include that everyone in the bargaining unit is required to possess a CDL Class B in order to attain Maximum Pay grade 4 or higher. Any existing employees that are presently at Maximum Pay grade 4 or higher has until December 31, 2022 to obtain a CDL Class B. A CDL license is not required for Pay Grade 4 (Entry Level).
14. Schedule B shall be amended listing Assistant Foreman/Supervisor as a Pay Grade 7.
15. Schedule D shall reflect a 2021 salary of \$22.00 for Pay Grade 4 (Entry Level).
16. Township may select to provide paystubs solely in digital format.
17. All other existing provisions continue except as modified by this Memorandum of Agreement. Changes are to be incorporated in Collective Bargaining Agreement.
18. This agreement is subject to the ratification of the Township Council and the Union Membership.
19. Respective Committees to recommend ratification of this Memorandum of Agreement.

For the Township of West Milford

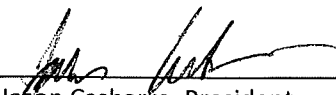


Michele Dale, Mayor

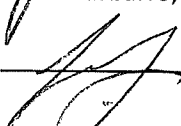


William Senande, Township Administrator


For AFSCME NJ Council 63 Local No. 2275



Jason Casbarfo, President



AGUSTIN SANCHEZ, AFSCME NJ
COUNCIL 63



Lewis Rose Jr Vice President

Date: October 6, 2020