

MEMORANDUM OF AGREEMENT

The Township of Wayne and the Foremen's Association have agreed upon the following terms for a successor agreement to the Collective Negotiating Agreement (CNA) that expired December 31, 2018.

1. The term of the agreement shall be January 1, 2019 through December 31, 2022.
2. The following annual salary adjustments shall be applied.

- 2019 – Effective January 1, 2019 2.00% (retroactive)
- 2020 – Effective January 1, 2020 2.00% (retroactive)
- 2021 – Effective January 1, 2021 2.00% (retroactive)
- 2022 – Effective January 1, 2022 1.75% (retroactive)

3. Clothing allowance shall be increased as follows:

- 2019 - \$750 (retroactive less what has already been paid)
- 2020 - \$850 (retroactive less what has already been paid)
- 2021 - \$900 (retroactive less what has already been paid)
- 2022 - \$1000 payable in the manner as set forth in the CNA

4. The following Chapter 78 language will be added to the CNA

All employees shall contribute towards his/hers health insurance benefits at the Tier IV rates set forth in Ch. 78, P.L.2011, or as may be amended by applicable law.

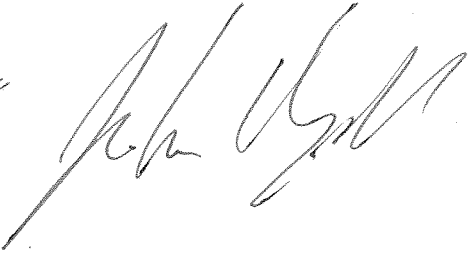
Except for those retirees who have twenty (20) or more years of creditable service in one or more State or locally-administered retirement systems as of December 31, 2014, all qualifying retirees shall contribute towards his/her health benefits at Tier IV rates as set forth in Ch. 78, P.L. 2011, or as may be amended by applicable law.

5. The Township shall prepare the CNA incorporating this MOA.
6. The parties agree to recommend that their respective bodies ratify this MOA.
7. All terms and conditions of the CNA shall remain incorporated in the new agreement.
8. All issues agreed to herein shall be incorporated into the new agreement. Any proposals or counter-proposals not contained herein are withdrawn and void. All

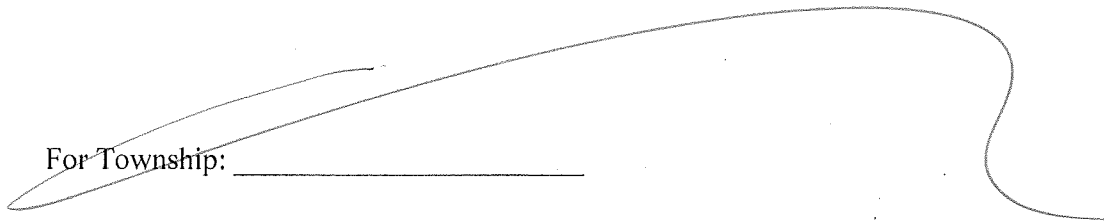
other language on the contract that expired December 31, 2018 shall continue in the new contract and will remain the status quo.

The Township of Wayne and the Foremen's Association have agreed upon these terms for a successor agreement to the CNA that expired December 31, 2018.

For Foremen's Association

For Township:



Date:

2/22/2022