

Memorandum of Agreement
Between
Primary Level Supervisor's Association
&
Wayne Township
February 16, 2023

The negotiation committees of the Wayne Township and the Primary Level Supervisor's Association have agreed upon the following terms for a successor agreement to the Collective Negotiations Agreement (CNA) that expired December 31, 2018:

DUES & FEES (ARTICLE IV):

Delete Section 2, Paragraph A in its entirety.

SALARIES (ARTICLE VI):

Section 1:

- Effective and retroactive to January 1, 2019 – 2.0% or \$1300, whichever is greater, per employee added to base salary;
- Effective and retroactive to January 1, 2020 – 2.0% or \$1300, whichever is greater, per employee added to base salary;
- Effective and retroactive to January 1, 2021 – 2.0% or \$1400, whichever is greater, per employee added to base salary;
- Effective and retroactive to January 1, 2022 – 1.75% or \$1500, whichever is greater, per employee added to base salary.
- Effective and retroactive to January 1, 2022 – Section D increase \$500 to \$850 per license.

Section 4:

- Increase Duty Officer Stipend to \$2250 effective January 1, 2022. Add Sewer Treatment Plant Employees at a \$5,000 stipend retroactive to January 1, 2022 less what has already been paid.

SICK LEAVE (ARTICLE VIII):

Beginning January 1, 2022, all employees shall be allowed to take two (2) Sick Days in hourly increments.

Beginning January 1, 2022, all employees may use two (2) personal days in hourly increments.

INSURANCE (ARTICLE X):

A. The following will be added to the end, "All full-time employees shall contribute towards his/her health insurance benefits at the Tier IV rates set forth in Ch. 78, P.L. 2011, or as amended by New Jersey Law."

Section 2, A. The following will be added, "Except for those retirees who have twenty 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 insurance benefit at the Tier IV rates set forth in Ch. 78, P.L. 2011, or as amended by New Jersey Law. "

SAFETY AND HEALTH (ARTICLE XVI), Section 5

Each year the Township shall provide a clothing allowance to employees working in the job titles found in Schedule C. Effective January 1, 2019 the clothing allowance shall increase to \$750 and the difference to be paid retroactively. Effective January 1, 2020 the clothing allowance shall increase to \$850 and the difference to be paid retroactively. Effective January 1, 2021 the clothing allowance shall increase to \$900 and the difference to be paid retroactively. Effective January 1, 2022 the clothing allowance shall increase to \$1000 and the difference to be paid retroactively.

DURATION (ARTICLE XXVII, pg. 57): January 1, 2019 through December 31, 2022

SCHEDULE B

MINIMUM & MAXIMUM SALARY GUIDE

GRADE	JANUARY 1, 2015	January 1, 2016	January 1, 2017	January 1, 2018
	MIN. MAX.	MIN. MAX.	MIN. MAX.	MIN. MAX.
P9	\$43,741 \$88,305	\$43,741 \$89,630	\$43,741 \$91,199	\$43,741 \$92,795
P10	\$47,912 \$89,199	\$47,912 \$90,537	\$47,912 \$92,121	\$47,912 \$94,649
P11	\$54,385 \$99,563	\$54,385 \$101,056	\$54,385 \$102,824	\$54,385 \$104,623

GRADE	JANUARY 1, 2019	January 1, 2020	January 1, 2021	January 1, 2022
	MIN. MAX.	MIN. MAX.	MIN. MAX.	MIN. MAX.
P9	\$43,741 \$88,305	\$43,741 \$89,630	\$43,741 \$91,199	\$43,741 \$92,795
P10	\$47,912 \$94,649	\$47,912 \$94,649	\$47,912 \$94,649	\$47,912 \$94,649
P11	\$54,385 \$99,563	\$54,385 \$101,056	\$54,385 \$102,824	\$54,385 \$104,623

When necessary the maximum will be increased as required to maintain all salaries within the guides. Any combination salary for those holding multiple positions shall not affect the maximums.

The contract shall include new positions in **Schedule A** as follows:

- P9 Police Technology Coordinator
- P9 Help Desk Manager

- P10 Operations Project Manager

The contract shall include new and current positions retroactively in **Schedule C** as follows:

- P9 Police Technology Coordinator
- P9 Help Desk Manager
- P9 Systems Analyst
- P10 Operations Project Manager
- P10 Network Administrator

The contract shall include newly hired positions in **Schedule D** as follows:

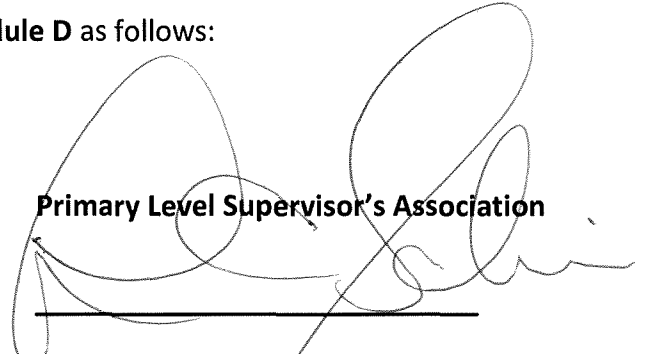
- P9 Police Technology Coordinator
- P10 Operations Project Manager

Wayne Township



Christopher J. Tietjen
Business Administrator

Primary Level Supervisor's Association



Leonard C. Schiro

