

**Memorandum of Agreement
between
Township of West Milford
and
AFSCME NJ Council 63
Local No. 3301**

1. This Agreement is being entered into as a successor to that which expired on December 31, 2023.
2. The duration of this contract shall be January 1, 2024 through December 31, 2026.
3. Article V, Section A, Paragraph 4 shall state that the Township agrees that all employees covered by this agreement shall be on paid leave when Town Hall closes; the Municipal Emergency Management Coordinator declares a local state of emergency that requires the closing of all municipal offices or the State of New Jersey declares travel restrictions for New Jersey roads in West Milford or in municipalities contiguous to West Milford.
4. Article VII, Section B shall be amended to add a new paragraph requiring that the Township provide a vacation time payout statement within 15 workdays of an employee submitting their notice of retirement.
5. Article XI, Section D, Paragraph 2 shall be amended to require the Township to provide a sick time payout statement within 15 workdays of an employee submitting their notice of retirement.

6. Article XIV, Salary and Benefits is amended to provide the following salary increases:

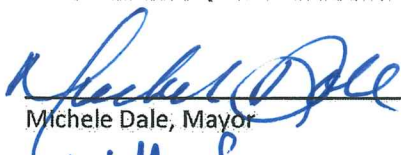
Year	Rate
2024	1.75%
2025	2.25%
2026	2.25%

The increase for 2024 shall be retroactive to January 1, 2024.

7. Schedule A shall be amended by adding the job title of Building Subcode Official/Fire Protection Subcode Official at Grade 31.
8. Schedule G, Section A shall state "When the Town Hall closes early in accordance with Article V, Section A, Paragraph 4, Public Safety Communicators on duty that day shall receive compensatory time for the hours that Town Hall was closed. When Town Hall closes for the entire day in accordance with Article V, Section A, Paragraph, 4, Public Safety Communicators on duty during the daytime shift shall receive twelve (12) hours in compensatory time.
9. Schedule G, Paragraph J shall be changed effective 2025 to require Public Safety Communicators to work New Year's Eve and Christmas Eve in order to be entitled to receive compensation time of four (4) hours for each of those days worked.

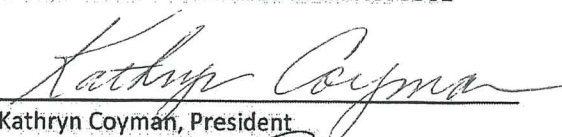
10. All other existing provisions continue except as modified by this Memorandum of Agreement. Changes made by this Memorandum of Agreement are to be incorporated in the Collective Bargaining Agreement, along with the changes made by the prior Memorandum of Agreements dated December 12, 2017 and August 30, 2021 and the three (3) Sidebar Agreements concerning the job titles:
- a. Fire Prevention Specialist,
 - b. Assistant Zoning Officer,
 - c. Recreation Aide and
 - d. Recreation Leader.
11. This agreement is subject to the ratification of the Township Council and the Union Membership.
12. 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. 3301


Kathryn Coyman, President


AGUSTIN SANCHEZ, AFSCME NJ Co. 63
STAFF REPRESENTATIVE

Date: June 12, 2024