

MEMORANDUM OF AGREEMENT

The Borough of Paramus and the Teamsters Local 97, being that their collective negotiations agreement having expired and subject to ratification and approval, hereby agree to resolve all issues through the collective negotiations process as follows:

1. Five (5) year duration January 1, 2023 through December 31, 2027.
2. Article 21 - Wage increases to the pensionable base:
 - a. Effective January 1, 2023, movement on the guide only (new pay guide scale presented); employees over above the step guide shall receive 3%.
 - b. Effective January 1, 2024, each employee shall move forward one step on the salary guide and employee's annual wages shall increase 2%.
 - c. Effective January 1, 2025, each employee shall move forward one step on the salary guide and employee's annual wages shall increase 2%.
 - d. Effective January 1, 2026, each employee shall move forward one step on the salary guide and employee's annual wages shall increase 2%.
 - e. Effective January 1, 2027, each employee shall move forward one step on the salary guide and employee's annual wages shall increase 2%.
3. Article 28 – Health Benefits
 - a. Effective January 1, 2023, employees shall pay a contribution at the Tier 4 rate.
 - b. Effective January 1, 2024, employees shall pay a contribution at the Tier 3 rate.
 - c. Employees shall pay a contribution at the Tier 4 rate at the conclusion of this agreement and execution of a new agreement.
4. Article 28 – Health Benefits
 - a. Effective January 1, 2024, new employees shall no longer be eligible for Direct 10 or its equivalent.
 - b. Effective January 1, 2024, new employees shall be responsible for the payment of Medicare Parts A and B.
 - c. The Teamsters members will be enrolled into the Teamsters Local 97 Benefits Fund Prescription Plan (as attached) covered by the Borough. This term replaces paragraphs #3.
5. Article 29 – Miscellaneous
 - a. Effective January 1, 2024, employees shall be entitled to \$200.00 boot allowance twice a year if boots purchased through the Borough vendor.

- b. Effective January 1, 2024, employees shall be entitled to a reimbursement of \$125.00 boot allowance twice a year if the purchased by employee directly.
- c. Effective January 1, 2024, Buildings and Grounds employees shall be entitled to a tool stipend in the amount of \$500.00 per year for the use of their own tools.

6. The parties agree that the terms of this Memorandum of Agreement shall not be altered other than upon written agreement by the parties, pending the finalization of language terms.

7. All Borough practices that are in conflict with this Agreement shall be null and void and shall not survive this Agreement and all known or unknown contract violations as of the date of this Memorandum are hereby waived. Currently pending arbitrations are excluded from this provision.

THE BOROUGH OF PARAMUS

TEAMSTERS LOCAL 97

By: 



Dated:

Dated: 3/15/2024

[illegible]

2024												
TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
HVY EQUIPMENT OPERATOR	\$ 54,871	\$ 57,233	\$ 59,595	\$ 61,957	\$ 64,317	\$ 66,679	\$ 69,041	\$ 71,403	\$ 73,764	\$ 76,122	\$ 77,655	\$ 79,207
EQUIPMENT OPERATOR	\$ 47,362	\$ 49,488	\$ 51,615	\$ 53,741	\$ 55,867	\$ 57,993	\$ 60,120	\$ 62,244	\$ 64,371	\$ 66,503	\$ 67,843	\$ 69,210
MASTER HVY EQUIP OPERATOR *	\$ 59,681	\$ 61,627	\$ 63,574	\$ 65,520	\$ 67,466	\$ 69,412	\$ 71,358	\$ 73,304	\$ 75,251	\$ 77,197	\$ 79,143	\$ 81,090
HEAVY TRUCK DRIVER	\$ 54,871	\$ 57,233	\$ 59,595	\$ 61,957	\$ 64,317	\$ 66,679	\$ 69,041	\$ 71,403	\$ 73,764	\$ 76,122	\$ 77,655	\$ 79,217
TRUCK DRIVER	\$ 43,104	\$ 45,704	\$ 48,305	\$ 50,906	\$ 53,506	\$ 56,107	\$ 58,708	\$ 61,308	\$ 63,909	\$ 66,503	\$ 67,843	\$ 69,893
LABORER-1	\$ 37,489	\$ 40,230	\$ 42,970	\$ 45,707	\$ 48,447	\$ 51,186	\$ 53,913	\$ 56,664	\$ 59,403	\$ 62,146	\$ 62,879	\$ 64,780
LABORER-2	\$ 39,689	\$ 42,484	\$ 45,279	\$ 48,075	\$ 50,869	\$ 53,665	\$ 56,460	\$ 59,255	\$ 62,051	\$ 64,845	\$ 66,152	\$ 68,152
MASTER MECHANIC	\$ 57,743	\$ 59,887	\$ 62,031	\$ 64,175	\$ 66,319	\$ 68,463	\$ 70,607	\$ 72,752	\$ 74,896	\$ 77,040	\$ 79,184	\$ 81,328
MASTER MECHANIC TECHNICIAN	\$ 68,180	\$ 69,837	\$ 71,495	\$ 73,152	\$ 74,810	\$ 76,467	\$ 78,125	\$ 79,782	\$ 81,440	\$ 83,097	\$ 84,755	\$ 86,415
MECHANIC	\$ 46,214	\$ 48,478	\$ 50,742	\$ 53,005	\$ 55,269	\$ 57,532	\$ 59,796	\$ 62,060	\$ 64,323	\$ 66,587	\$ 68,851	\$ 71,114
SR. MECHANIC TECHNICIAN	\$ 62,615	\$ 64,527	\$ 66,440	\$ 68,352	\$ 70,265	\$ 72,177	\$ 74,090	\$ 76,002	\$ 77,915	\$ 79,827	\$ 81,740	\$ 83,652
TREE CLIMBER ELEC UTILITY	\$ 60,078	\$ 62,105	\$ 64,131	\$ 66,159	\$ 68,183	\$ 70,213	\$ 72,240	\$ 74,267	\$ 76,294	\$ 78,322	\$ 79,899	\$ 82,311
SENIOR TREE CLIMBER	\$ 54,871	\$ 57,233	\$ 59,595	\$ 61,957	\$ 64,317	\$ 66,679	\$ 69,041	\$ 71,403	\$ 73,764	\$ 76,122	\$ 77,655	\$ 80,000
SEWER TECHNICIAN	\$ 54,871	\$ 57,233	\$ 59,595	\$ 61,957	\$ 64,317	\$ 66,679	\$ 69,041	\$ 71,403	\$ 73,764	\$ 76,122	\$ 77,655	\$ 80,000
SENIOR SEWER TECHNICIAN	\$ 60,078	\$ 62,105	\$ 64,131	\$ 66,159	\$ 68,183	\$ 70,213	\$ 72,240	\$ 74,267	\$ 76,294	\$ 78,322	\$ 79,899	\$ 82,311
MASTER SEWER TECHNICIAN *	\$ 67,670	\$ 69,326	\$ 70,982	\$ 72,638	\$ 74,295	\$ 75,951	\$ 77,589	\$ 79,264	\$ 80,921	\$ 82,550	\$ 84,211	\$ 85,905
TREE CLIMBER	\$ 47,362	\$ 49,488	\$ 51,615	\$ 53,741	\$ 55,867	\$ 57,993	\$ 60,120	\$ 62,244	\$ 64,371	\$ 66,503	\$ 67,843	\$ 69,893
LEAD SUPERVISOR	\$ 66,013	\$ 67,670	\$ 69,326	\$ 70,982	\$ 72,638	\$ 74,295	\$ 75,951	\$ 77,608	\$ 79,264	\$ 80,921	\$ 82,550	\$ 85,041
SKILLED TRADESMAN	\$ 42,942	\$ 45,462	\$ 47,983	\$ 50,502	\$ 53,023	\$ 55,542	\$ 58,061	\$ 60,582	\$ 63,101	\$ 65,622	\$ 66,945	\$ 68,968
MASTER TRADESMAN *	\$ 57,233	\$ 59,595	\$ 61,957	\$ 64,317	\$ 66,679	\$ 69,041	\$ 71,403	\$ 73,764	\$ 76,122	\$ 77,655	\$ 79,218	\$ 80,813
NEW TITLES ADDED *												