


**Memorandum of Agreement
between
Township of West Milford
and
New Jersey State Policemen's Benevolent Association
and
Superior Officers Association
Local No. 162**

1. This Agreement is being entered into as a successor to that which expired on December 31, 2018.
2. The duration of this contract shall be January 1, 2019 through December 31, 2023.
3. Salary increases for Patrol Officers, Sergeants, Lieutenants and Captains at the top of the salary guide are as follows:

| Year | Rate |
|-------------|-------------|
| 2019 | 0.0% |
| 2020 | 0.0% |
| 2021 | 3.00% |
| 2022 | 3.00% |
| 2023 | 3.00% |

All officers not otherwise at top step shall receive their annual salary step increment each year.

4. Article IV to be amended as of January 1, 2021 to reflect that approval for Compensatory Time Off is subject to minimum staffing requirements and must not result in overtime.
5. Article IV, Schedule B, Provision 8(b) to be amended to require the payout of Comp Time to be made in a separate check.
6. Article IV to be amended to add that Employees assigned to the Detective Bureau be compensated one (1) hour of administrative compensatory time off per day equating to a total of seven (7) hours per week during their monthly rotating "On Call" week. Compensatory time off must be used in the current calendar year or will be forfeited without compensation.
7. Article V, Section B to be replaced with language stating that the granting of administrative leave to non-emergency employees due to inclement weather or equipment failure, or the

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dictates of higher authorities, is not extended to those employees, including police officers, whose duties require their attendance to the needs of the residents of the Township. Any required attendance that is outside of the scope of their normal work schedule shall be compensated by corresponding compensatory time off or overtime pay.

8. Article VI, Section B to be amended to state that Employees hired on or after January 1, 2021 will be entitled to the monthly prorated value of vacation and sick time for the current year and any vacation leave or sick time which may have been carried over from the preceding calendar year(s) upon separation.
9. Article VII shall be amended to require a doctor's note if an Employee takes a sick day the day immediately preceding or after a holiday listed in Article V, Section A and there is evidence of abuse in the prior 2 of 5 holidays.
10. Article VII, Sections E shall be amended to reflect that doctor's note are to be obtained from Employee's own physician, rather than from Township designated physician at the Township's expense.
11. Article XIV shall be amended to state that personal leave time may not be accumulated but shall be paid for at the end of November for the 12-month period beginning December 1st of the preceding year. Payment shall be made in a separate check.
12. Article XVI, Section C shall be amended to reflect that meal allowances shall be paid at rate of \$8.
13. Article XVIII, Section B shall be amended to read:

Each employee shall be entitled to bereavement leave of three (3) working days (to include date of funeral) in the immediate family. In the event the burial takes place out of state and outside a radius of 200 miles from West Milford, up to two (2) additional working days travel time may be taken. This leave shall be with pay. Deaths in the immediate family covered by this section shall mean spouse, civil union partner, parent, aunt, uncle, parent-in-law, child, sibling, grandparent and grandchild.
14. Township may select to provide paystubs solely in digital format.
15. All officers not at top step at the expiration of the Agreement shall continue to receive step increments while the parties negotiate a new Agreement.
16. All other existing provisions continue except as modified by this Memorandum of Agreement. Changes are to be incorporated in the Collective Bargaining Agreement.

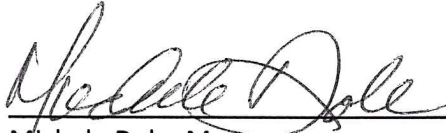
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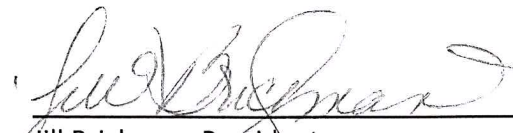
17. This agreement is subject to the ratification of the Township Council and the Union Membership.

18. Respective Committees to recommend ratification of this Memorandum of Agreement.


For the Township of West Milford

For NJ State PBA/SOA Local No. 162


Michele Dale, Mayor


Jill Brickman, President


William Senande, Township Administrator


Shannon Sommerville

Date: September 23, 2020