

**Memorandum of Agreement
between
Township of West Milford
and
West Milford Superior Officer Association
Local No. 162**

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, 2028.
3. Salary increases for members at the top of the salary guide are as follows:

Year	Rate
2024	2.00%
2025	2.25%
2026	2.50%
2027	2.50%
2028	2.00%

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

4. Article VI is amended to permit employees covered under the contract to accumulate, at their option, vacation leave not to exceed their current and previous year accrual.
5. Article XII, Section E is amended to include that up to a full year allotment of unused administrative compensatory days not used by December 15th shall be paid at straight time rate upon the request of a member.
6. Article XIV is amended to allow four (4) shift swaps annually without restrictions. Both parties to the swap will have the swap counted toward their allotment. Swaps between Members of the same platoon that require multiple consecutive days to be swapped will count as one (1) swift swap. Swaps at the request of a supervisor will not count towards the allotment. Additional swaps will only be permitted after a member is denied time off due to manpower, and under such circumstances, the swap will not count towards the allotment of either Member.

7. All other existing provisions continue except as modified by this Memorandum of Agreement. Changes are to be incorporated in the Collective Bargaining Agreement.
8. This agreement is subject to the ratification of the Township Council and the Union Membership.
9. Respective Committees to recommend ratification of this Memorandum of Agreement.

For the Township of West Milford

For WMSOA Local No. 162



Michele Dale, Mayor



Matthew Kloo



William Senande, Township Administrator

Date: February 2, 2024