

MEMORANDUM OF AGREEMENT

The Township of Clark (“Township”) and the Union Council No. 8, I.F.P.T.E., AFL-CIO (Council 8) (White Collar Employees) hereby agree as follows with respect to negotiations for a successor collective negotiations agreement:

1. Four (4) year agreement: January 1, 2024 through December 31, 2027.

2. **Article 7, Section 1.**

Each employee base salary shall be increased by 3.5% on January 1 for each year of the agreement beginning on January 1, 2024

3. **Article 10(a).** Each employee shall receive the following amounts in addition to their current annual salary on the first payroll of the calendar year subsequent to the anniversary year.

5 years of continuous employment single payment of \$750.00

10 years of continuous employment single payment of \$1,250

15 years of continuous employment single payment of \$1,750

20 years of continuous employment single payment of \$2,250

4. **Article 12.** Revise to read as follows

The employees shall receive the official 13 holidays each year as determined by the governing body on or before each reorganization meeting, plus one floating day of the employee's choice for a total of 14 holidays

Paragraph 2 is deleted.

5. **Article 14**

Section 1. Change last sentence to allow for sick leave accrual to a maximum of \$15,000 payout at retirement.

Section 3 Military Leave. Revise to read as follows:

All military leave, both paid and unpaid, will be provided in accordance with applicable

New Jersey State and Federal law. An employee who requests a leave of absence for military leave of any type must provide the Township Administrator with a copy of their military orders and military base pay documentation, and subsequently with a copy of their orders terminating their active duty. Failure to provide the required documentation may result in the denial of applicable pay during the period of the leave.

6. All other terms and conditions contained in the collective negotiations agreement between the parties for the term of January 1, 2020 through December 31, 2023 shall remain in full force and effect.

For the Township of Clark



Mayor Sal Bonaccorso

For Union Council No. 8, I.F.P.T.E., AFL-CIO

