

MEMORANDUM OF AGREEMENT

The Township of Robbinsville (“Township”) and Teamsters Local No. 35, Dispatchers (“Teamsters”), hereby agree to this Memorandum of Agreement, dated December 9, 2024, with respect to a successor collective negotiations agreement between the parties. This agreement is subject to ratification of the parties. The parties agree to recommend ratification of this agreement to their respective membership (the Township Council and Teamster members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2024 to December 31, 2026 and **Article 39** will be modified to reflect these dates.
2. All terms of the existing contract shall remain in full force and effect, except as modified by this Memorandum.
3. The parties shall mutually create and agree upon a successor collective negotiations agreement from the terms of this Memorandum.
4. **Article 8 Sick Leave**
 - a. Replace last sentence of the second paragraph of paragraph B with “Sick time shall not be used in conjunction with any other time related benefit.”
 - b. Add to the third paragraph of paragraph B that the sell back option does not apply to employees hired on or after May 21, 2010.
 - c. Clarify the last sentence of paragraph J that employees hired on or after May 21, 2010 must retire from PERS to be eligible for this benefit.
5. **Article 10 Insurance Protection**

Add as the last sentence of the second paragraph of Article 10E as follows:

“Notwithstanding the prior sentence, effective upon ratification, employees eligible for Township-provided health benefits in retirement and who retire on or before July 1, 2024, will pay 10% of the premium.”

6. **Article 11** **Holidays**

Clarify article to provide that dispatchers who are regularly scheduled to work a shift that falls on a Township holiday will receive their regular 8 hours of pay plus half time for hours worked on the holiday.

7. **Article 12** **Vacations**

Add to paragraph A.3. that for employees hired on or after May 21, 2010, the forty (40) hours of earned and accumulated vacation time may be carried over into the next calendar year when an employee is unable to use such time due to pressures of Township operations. Any vacation days carried over and not used in the next calendar year will be forfeited. Notwithstanding the preceding two sentences, for employees hired on or after May 21, 2010, vacation time that an employee is unable to take because of duties directly related to a governor-declared state of emergency may be carried over until the days are used.

8. **Article 13** **Salaries**

a. The salaries shall be increased across the board as follows:

2.25% retroactive to January 1, 2024 over 2023 salaries;

2.25% on January 1, 2025 over 2024 salaries; and

2% on January 1, 2026 over 2025 salaries.

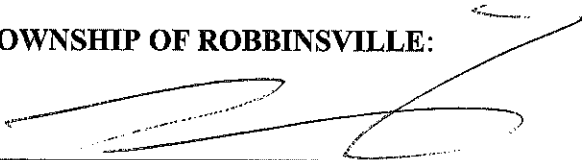
b. Add new paragraph to **Article 13** which will provide a stipend of \$2,500.00 per year, effective in 2025, to two employees who will serve as Certified Training Officers (“CTO”), which stipend shall be paid in a lump sum in November.

c. Add new paragraph to **Article 13** which will create the position of Lead Communications Officer as part of this unit at a yearly salary of \$92,500. The Township will endeavor to establish the position during the life of this contract.

9. **Article 27** **Union Rights**


Add the following language to the last sentence of paragraph C: “The Township’s obligation to deduct this representation fee and to comply with the procedures of this paragraph is contingent upon the submission of written consent by the dispatcher to do so on a form to be provided by the Union.”

TOWNSHIP OF ROBBINSVILLE:



David Fried, Mayor

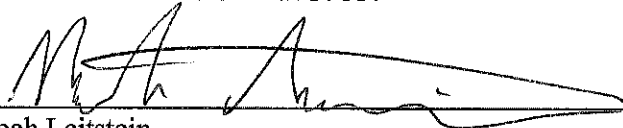
Date



Bruce R. Darvas, Township Administrator

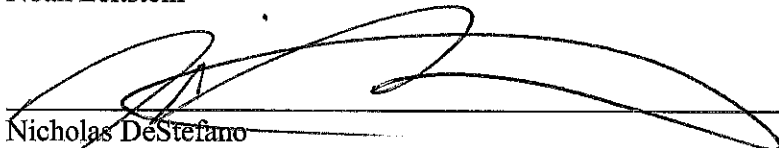
1/8/2025
Date

TEAMSTERS LOCAL NO. 35:



Noah Leitstein

1/2/2025
Date



Nicholas DeStefano

1/2/2025
Date



Roger Grover, President Teamsters Local No. 35

1/2/2025
Date