

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the Township of West Orange ("Employer") and the West Orange Policemen's Benevolent Association, West Orange, PBA Local # 25 and the West Orange Police Superior Officers Association, ("Employees"). The following terms shall be incorporated into a new collective bargaining agreement between the Employer and the Union, the term of said agreement being January 1, 2014 through December 31, 2017. Except as set forth below, the terms of the 2010-2013 collective bargaining agreement between the parties shall remain in full force and effect.

DURATION: January 1, 2014 to December 31, 2017

WAGES:	Effective	1-1-2014	0 %
	Effective	1-1-2015	0 %
	Effective	1-1-2016	2 %
	Effective	1-1-2017	2 %

HOLIDAY PAY: Holiday pay shall be increased by one point six two percent (1.62%) for all members of the bargaining unit effective January 1, 2015.

PERSONAL DAYS: Personal days shall be increased from three (3) days to four (4) days for all members of the bargaining unit effective January 1, 2016. All days shall be considered "on demand days" and shall be allocated as per West Orange Police Department directive 3:6, Special Time Off/Switches, specifically in accordance with section 4b.

EXTRA DUTY EMPLOYMENT : This memorandum of agreement is contingent upon **Ordinance # 1955-04** being revised and approved by the Mayor and the West Orange Township Council.

It is understood that the individuals signing below on behalf of the Unions have full authority to execute this Memorandum of Agreement, and that the same has been ratified by the membership. It is further understood that the individual signing this agreement on behalf of the Township is signing subject to the approval of the Township Council.

For the Union, WOPBA LOCAL 25:

Chris Jackovic

Print

Signature

President

Title

Dated: July 21, 2015

For the Employer:

Print

Signature

Title

Dated: July , 2015

For the Union, WOPSOA:

Robert Martin

Print

Signature

President

Title

Dated: July 21, 2015