

Memorandum of Agreement
Between
Teamsters Local 560. Public
Safety Telecommunication Operators
&
Township of West Orange
August 9, 2022

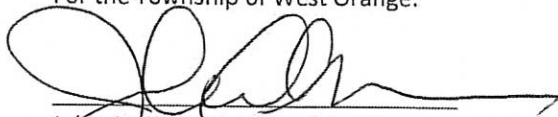
The negotiation committees of the Township of West Orange, New Jersey and Teamsters Local 560. Public Safety Telecommunication Operators agree to the terms of this Memorandum of Agreement, as set forth below.

All other language in the contract that expires December 31, 2022 shall continue in the new contract and will remain the status quo except the following:

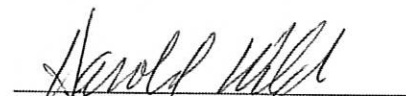
1. Duration: January 1, 2023 through December 31, 2023
2. All base salaries will increase by 3% effective January 1, 2023.
3. *The parties agree to regularly meet to discuss resolving*
 - The parties acknowledge that these terms and conditions are subject to ratification. *the issue of state*
 - All parties agree to recommend these terms and conditions to their respective constituents for *turn over* ratification.
 - All issues agreed to herein shall be incorporated in the new agreement.
 - All issues not mentioned herein are withdrawn for consideration in this agreement.

Signatures: Dated August 9, 2022

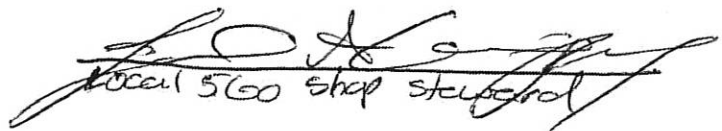
For the Township of West Orange:


John O. Gross, Business Administrator
Township of West Orange

For the Union:


Harold Welsh


Local 560 Shop Steward


Local 560 Shop Steward