

MEMORANDUM OF AGREEMENT

THIS AGREEMENT, made and executed by and between the Township of Verona (the "Township") and the Office and Professional Employees International Union, Local 153 AFL-CIO (hereinafter "Union").

WITNESSETH:

WHEREAS, the Township is the public employer of all members of the Union;
and

WHEREAS, the Union represents for the purposes of collective negotiations all permanent full time blue and white collar employees working at least twenty-five hours per week referenced in the expired Collective Bargaining Agreement covering the period January 1, 2022 through December 31, 2024 (hereinafter "Agreement"); and

WHEREAS, the parties have negotiated in good faith regarding terms and conditions of employment for a successor collective negotiations agreement covering the period from January 1, 2025, through December 31, 2027; and

WHEREAS, the parties wish to memorialize those terms and conditions of employment governing the parties' labor relations for the aforesaid period of time.

NOW, THEREFORE, in consideration of the promises and the mutual covenants herein contained, and for other good and valuable consideration, the parties agree as follows:


1. All terms and conditions of employment contained in the parties' Agreement dated January 1, 2022 through December 31, 2024 shall remain in full force and effect, except as expressly modified herein.
2. The salary table for Blue and White Collar employees and Dispatchers shall be modified as detailed in Exhibits A and B. Furthermore, the Union has reviewed and confirmed the calculations contained in Exhibit C.
3. Current employees who have a higher maximum salary on the existing salary table shall progress to the grade and step that is closest to their current maximum salary and thereafter will not have further movement on the guide unless negotiated:
 - Heather Dorsey – Will progress to Grade 2 Step 4
 - Raymond Farro – Will progress to Grade 2 Step 1
 - Elizabeth Shust – Will progress to Grade 2 Step 4

10. Article XX – Miscellaneous – Paragraph B Job Posting shall be amended to read “When a permanent vacancy in a bargaining unit position is to be filled or a new position created the Township shall post a notice of such vacancy or new position on the bulletin board and Township website for a period of five working days. The positing shall contain the date the position is to be filled, title of the position, requirements, and rate of pay. The Township may select any individual in the bargaining unit or not in filling the vacancy.”

11. Article XX – Miscellaneous – Paragraph O shall be amended to effective January 1, 2026 to read “Effective January 1, 2026 Public Safety Telecommunicators who possess a certification as a Basic Telecommunicator’s Officer Instructor or equivalent shall receive a \$700 stipend. The stipend shall be payable on the first payroll in July to all Public Safety Telecommunicators possessing the certification and employed by the Township on July 1st of each year. Public Safety Telecommunicators possessing an Emergency Medical Dispatch Instructor certification shall receive a \$350 stipend. The stipend for Emergency Medical Dispatch Instructor shall be payable on the first payroll in July to all Public Safety Telecommunicators possessing the certification and employed by the township on July 1st of each year.”


IN WITNESS WHEREOF, the parties have set their hands and seals the day and year first above written.

ATTEST:



WITNESS

Township of Verona



Kevin O'Sullivan, Township Manager

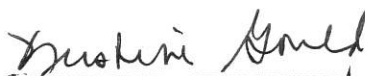
OPIEU Local 153 AFL-CIO



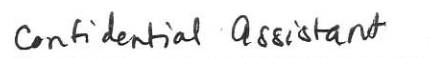
WITNESS



Head Shop Steward



Confidential Assistant



Confidential Assistant