

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

4. Article V – Salaries, Longevity, Work Week & WWTP On Call Section C Paragraph 10 shall be amended to read “Public Safety Telecommunicators working 12 or more consecutive hours shall be provided a 1-hour meal break. If a 1-hour meal break is not able to be taken, at any time during the 12-hour shift, based upon work needs and the written direction of the supervising officer, an additional hour of straight time shall be paid to the employee. This shall also apply to a Public Safety Telecommunicator who is working an overtime shift”
5. Article V – Salaries, Longevity, Work Week & WWTP On Call Section D shall be amended to include “ 7. WWTP On Call shall also include eligible Well Water Treatment Duty Officer(s), remaining on call to monitor and respond to events impacting the Township’s Wells. The Superintendent of Public Works shall maintain a list of employees who can be on call for after hour monitoring and emergency notifications. Payment for on-call time shall be governed by paragraph 4 of this article and payment for physical response to a Township well(s) shall be governed by paragraphs 5 and 6 of this article.”
6. Article VI – Overtime & Compensatory Time Section F Paragraph 1 shall be amended to read “Employees shall earn compensatory time at a rate of 1.5 hours earned for every hour worked. Employees shall be paid overtime and no employee shall be permitted to accumulate more than seven 12-hour shifts (84 hours) of Compensatory Time at any given time.”
7. Article VI – Overtime & Compensatory Time Section F Paragraph 2 shall be amended to read “Effective January 1, 2026 all Public Safety Telecommunicators serving as a Communication Training Officer shall receive one hour of compensatory time off per four hours served as a communications training officer.”
8. Article VII – Vacations Section J shall be amended to include “4. Years of Service on January 1 shall determine annual vacation award.”
9. Article XIX – Personal Days shall be amended to include “D. An employee whose employment with the Township ends, for any purpose, shall not be entitled to payment for unused personal days. Upon separation of employment for any reason, including termination, a calculation shall be completed determining if the separating employee utilized more personal time than they had accrued during the calendar year. For the purposes of this calculation the annual award of personal days shall be prorated on a monthly basis, for example if an employee receives four personal days per year they accrue 1/3 of a day per month. In the event that the calculation indicates that the employee utilized more personal days than earned, the employee shall be required to reimburse the Township.”

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

Camela J. Griscare

WITNESS

Dustin Gould

Headshop Steward

Confidential Assistant

