

**SOUTH ORANGE VILLAGE**  
**Municipal Offices**  
76 South Orange Ave  
Suite 302  
South Orange  
Essex County  
New Jersey 07079

www.southorange.org  
P 973.378.7715  
F 973.763.0987



## **RESOLUTION #2025-117**

**May 27, 2025**

### **RESOLUTION APPROVING THE MEMORANDUM OF AGREEMENT WITH TEAMSTERS LOCAL 125**

**WHEREAS**, South Orange Village ("Village") and Teamsters Local 125 have been in negotiations for a successor collective negotiations agreement (hereinafter "agreement") for the employees covered by the Teamsters Local 125 agreement; and

**WHEREAS**, pursuant to those negotiations, the Village and the Teamsters Local 125 have reached a Memorandum of Agreement, concerning the terms and conditions of employment for the employees covered by the Teamsters Local 125 agreement; and

**WHEREAS**, the successor collective negotiations agreement will be effective from January 1, 2024 through December 31, 2027; and

**WHEREAS**, the Village Administrator has recommended ratification of the Memorandum of Agreement reached with the Teamsters Local 125; and

**WHEREAS**, the Village Council, having reviewed the Memorandum of Agreement and finding ratification is in the best interests of the Village.

**NOW THEREFORE BE IT RESOLVED**, by the Village Council of South Orange Village, that the Board hereby ratifies and accepts the Memorandum of Agreement between the Village and the Teamsters Local 125 on a successor collective negotiations agreement.

**NOW THEREFORE BE IT FURTHER RESOLVED**, by the Village Council of South Orange Village that the Village Administrator is authorized, with the assistance of Labor Counsel, to amend the prior collective negotiations agreement between the Village and the Teamsters Local 125 consistent with the Memorandum of Agreement, and that the Village Mayor and Administrator are hereby authorized to execute the new collective negotiations agreement once it has been amended and approved by Labor Counsel.

This Resolution shall be effective immediately.



Council Member	Motion	Second	Ayes	Nays	Abstain	Absent
Brown			X			
Greenberg		X	X			
Haskins	X		X			
Jones						X
Lewis-Chang			X			
Schnall			X			

**CERTIFICATION**

I, Ojetti E. Davis, Village Clerk of South Orange Village, County of Essex, State of New Jersey, do hereby certify that this is a true and correct copy of the Resolution adopted by the Village Council at their regular meeting held on Tuesday, May 27, 2025.

  
Ojetti E. Davis  
Village Clerk

## MEMORANDUM OF AGREEMENT

V2 – April 28, 2025

---

The **VILLAGE OF SOUTH ORANGE, New Jersey** (hereinafter called the “**VILLAGE**” or “**Employer**”) and **TEAMSTERS LOCAL 125** (hereinafter called the “**Union**”) hereby agree to this Memorandum of Agreement dated \_\_\_\_\_, 2025 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 Village Council and Union 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, 2027. Unless otherwise noted, the terms herein are effective on ratification.

(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 7 Union Business**

Section 1. The Village will recognize one (1) Chief Steward and two (2) Deputy Stewards. The Chief Steward is entitled to 5 days of paid time off to conduct union business or to attend regular Teamsters Local 125 monthly meetings or training seminars: These days shall be converted into hours and used at the discretion of the Chief Steward.

(5) **Article 9 Hours of Work**

Modify Section 1 b) to read: The normal starting time shall be 7:00 a.m. and quitting time 4:00 p.m. DPW year-round. These hours may be adjusted for seasonal operations or in emergencies.

Operators in the D.P.W., however, shall continue to perform weekend stand-by and shall receive pay for performance of said stand-by duties as follows:

\$350.00 per normal two (2) day weekend  
\$525 per three (3) day holiday weekend  
\$700 per four (4) day holiday weekend

The 4:00 pm commencement times shall apply during three-day or four-day holiday weekends, and shall extend until 7:00 am seasonally of the next business day.

**(6) Article 10 Overtime**

Add to Article:

Compensatory time may be accrued up to no more than 120 hours during any calendar year and may be used by the employee in that calendar year. Any overtime above 120 will be paid out in cash at 1 ½ the employee's hourly rate. If not used, the compensatory time may be carried over into the next calendar year.

See Article 15 for Police Dispatcher Overtime.

**(7) Article 15 Police Dispatchers**

Amend Article as follows:

**Hours Of Work**

Commencing with on the first day of the month following execution of this proposal dispatchers shall work 4-on / 4-off, 12-hour work schedules.

The shifts shall be:

1st Shift : 7:00 AM to 7:00 PM  
2nd Shift: 7:00 PM to 7:00 AM

There shall be an annual shift selection conducted by seniority.

Any change of schedule requires a thirty (30) day notice. A dispatcher has the option to waive the thirty (30) day notice.

The schedule change that increases annual hours to above one thousand nine hundred-fifty (1950) will be as follows: An additional 240 hours of annual work will be compensated as an additional 130 hours of base pay and 110 hours of overtime pay. Overtime is predetermined to be 110 hours x the overtime rate, paid out in 24 equal installments.

Any change of the dispatcher schedule that alters the annual hours from 2190 must be negotiated.

Dispatchers shall not exceed working sixteen (16) total working hours within a rolling twenty-four (24) hour period. This applies to normal work shifts, voluntary overtime and involuntary overtime, except in declared states of emergencies.

When on pre-approved leave, a dispatcher will not be mandated to work a shift in the same 24-hour period as the leave, unless during a declared state of emergency (local, state, or national). The desk commander has the discretion to grant an exemption from mandatory work during an emergency if it incurs financial loss in prepaid airfare, hotel, or event tickets, etc. In order to qualify for this exemption, the dispatcher must advise of the travel plans prior to leaving the state.

### **Swaps**

Shift swaps will be permitted. Refer to Department policy

### **Overtime**

Dispatchers will not use leave in advance to take off their regularly scheduled work shift in order to work overtime on a preceding or succeeding shift.

Except in emergencies, Dispatchers will not use leave after they have scheduled overtime in order to take off a preceding or succeeding shift.

If a 12-hour overtime shift cannot be filled, it may be divided into 6-hour shifts if both parts of the shift can be voluntarily filled

Dispatchers may not alter the length of an overtime shift at their discretion.

The call in minimum for dispatcher overtime will be 6 hours, and a dispatcher shall work the full 6 hours

When a dispatcher intends to travel outside the State of New Jersey, they must indicate and document such status at the time they request to use leave. This declaration will exempt a dispatcher from involuntary overtime during the period of their approved leave and the 24 hours immediately preceding and succeeding their approved leave. The desk commander has the discretion to grant an exemption from involuntary overtime if it incurs financial loss in prepaid airfare, hotel, or event tickets, etc. In order to qualify for this exemption, the dispatcher must advise of the travel plans prior to leaving the state.

To calculate the hourly rate base salary will be divided by 2080 hours.

### **Meal Breaks**

A dispatcher's meal break shall be 45 minutes.

A dispatcher shall receive compensatory time for missed meal breaks as follows: In the event a dispatcher cannot take meal break due to a lack of police staffing or a lack of a 911-certified dispatcher or officer, the dispatcher is entitled to one (1) hour of straight compensatory time. This will occur whenever staffing does not permit, or if daily operations prevent an officer being available to cover a dispatcher's meal break. This determination will be made by the Tour Commander on duty

This shall be tallied separately from normal time due and compensatory overtime. All unused straight time for a missed meal break must be cashed out annually. For those in salary steps, the annual cash-out will be at the end of June, and for those at top pay, the annual cash-out will be at the end of December

#### Comp Time (Time Due) – New Section

Specific procedures for the use of Comp Time shall be governed by Department policy

#### Vacation

Vacation and Personal leave shall be scheduled by the Chief of Police or a designee throughout the calendar year consistent with the efficient operation of the Department. All requests for vacation and personal leave to be scheduled by seniority shall be submitted by each employee on or before March 15. Requests to use vacation or personal leave after March 15 shall be granted in order of submission (first-come, first served).

Vacation or personal leave requests by a second dispatcher in the same 24-hour period will only be granted if staffing levels permit, or if the open position is voluntarily worked on an overtime basis by another dispatcher.

Vacation can be taken in 6-hour increments.

#### Sick Leave

Sick leave can be taken in 6-hour increments

#### Personal Leave

Personal can be taken in 6-hour increments

In the event a dispatcher has less than 6 hours of leave remaining the dispatcher will be permitted to use the remaining leave in its entirety once per year.

#### Holidays

All articles remain the same except

- 3) Holiday pay will be rolled into base salary at a rate of 10 hours per day totaling 130 hours.

**(8) Article 16 Sick Leave**

Modify Section 8 to exempt dispatchers. See Article 15 above.

**(9) Article 19 Wages**

The salary guide will be amended to have salary steps up to step, effective 1/1/2024. Specific in-guide salary adjustments have been made.

See attached Step Guide

A one-time payment of \$750 non-pensionable payment will be made to all employees off-guide as of 1/1/2024.

Step progression shall be made in July of each calendar year. In addition, the Village may, upon hire or promotion, place an employee or promotee on a step commensurate with their experience or ability.

Section 2. Effective on ratification, whenever a DPW employee is assigned to perform duties of a higher position, he/she shall be compensated with an out-of-title differential in the amount of three (\$3) (\$dollars per hour for every hour he/she performs the duties of the higher position.

Increase wages those off-guide only as follows:

1/1/24	-	3%
1/1/25	-	2.75%
1/1/26	-	2.25%
1/1/27	-	2.25%

**(10) Article 20 PAYROLL**

Edit to reflect current payroll periods:

The Village will operate on a payroll cycle lesser than twenty-six (26) but no less than twenty-four (24) pay periods in a calendar year.

All employees are required to have their pay forwarded to them via direct deposit.

(11) **Article 24 Arbitration**

Change State Board of Mediation in Section 1 to the Public Employment Relations Commission.

(12) **ARTICLE 21 UNIFORM AND CLOTHING ALLOWANCE**

Section 1. For employees entitled to a clothing allowance, it shall be as follows:  
\$1,000 for DPW employees  
\$900 for Police Dispatchers and Code Enforcement Officers

(13) **ARTICLE 22 CALL IN PAY**

Adjust to exempt dispatchers from this provision; see Article 15 above

(14) **Article 25 Health and Welfare**

Eliminate Section 2. Waiver of healthcare payments is not negotiable.

(15) **Article 27 Termination and Extension of Agreement**

Change dates in Section 1 to conform to the new agreed-upon term.

**For the Village:**

By: Sheena C. Collum

Mayor, Sheena Collum

By: Julie P. Doran

Village Administrator, Julie Doran

**For the Union:**

By: Paxton Ryan

President Paxton Ryan

By: Kenneth P. Greene

Chief Steward, Kenneth Greene