

BOROUGH OF RIVER EDGE

-and-

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS
LOCAL 125 (BLUE COLLAR UNIT)**

MEMORANDUM OF UNDERSTANDING

WHEREAS, the Borough of River Edge (the “Borough”) and the International Brotherhood of Teamsters, Local 125 (Blue Collar Unit) (the “IBT”) are parties to a collective bargaining agreement for the period of January 1, 2019 to December 31, 2022; and

WHEREAS, the IBT is the exclusive bargaining unit for Borough employees working in the River Edge Department of Public Works employed in the positions of Trainee, Laborer, Tree Trimmer, Equipment Operator, General Repairman, Mechanic, Part-Time Bus/Van Driver, and Part-Time Recycling Employee; and

WHEREAS, the above-referenced collective bargaining agreement sets forth the salary schedule for the various positions comprising the IBT for each year of the collective bargaining agreement’s term; and

WHEREAS, the 2021 Step 1 starting salary rate for new employees hired in the Laborer II position is \$37,142.00; and

WHEREAS, the 2022 Step 4 salary rate for employees working in the Laborer II position is \$43,637.00; and

WHEREAS, on December 15, 2021, the Borough received correspondence from the Superintendent of River Edge Department of Public Works, Jason Milito, requesting that the Borough consider raising the Step 1 starting salary for the Laborer II position to the 2022 Step 4 salary rate of \$43,637.00; and

WHEREAS, the December 15, 2021 correspondence further advised that the Department of Public Works posted a Laborer II job opening on November 15, 2021 with a starting salary of \$37,142.00 and received no applications prior to the application closing date of November 29, 2021; and

WHEREAS, the December 15, 2021 correspondence further advised that, given the substantially higher starting salaries offered by other municipalities to new employees in the Laborer II position, it would be in the Borough’s best interest to raise the Step 1 starting salary for the Laborer II position to the 2022 Step 4 rate of \$43,637.00; and

WHEREAS, the December 15, 2021 correspondence further advised that, if the Borough approved the request to increase the Laborer II starting salary for 2022, an adjustment would need to be made for the posted Laborer II job opening to increase the starting salary for such position from \$37,142.00 to \$43,637.00, a difference in cost of \$6,495.00; and

WHEREAS, the December 15, 2021 correspondence further advised that, if the Borough approved the request to increase the Laborer II starting salary for 2022, adjustments in salary would need to be made for the following Department of Public Works employees:

- Joseph LaRosa: current salary of \$39,022.00 increased to \$43,637.00 in 2022, a difference in cost of \$4,615.00; and
- Matthew Polandick: current salary of \$37,142 increased to \$43,637.00 in 2022, a difference in cost of \$6,495.00; and
- Zachary Link: current salary of \$37,142 increased to \$43,637.00 in 2022, a difference in cost of \$6,495.00; and

WHEREAS, the December 15, 2021 correspondence also requested that an adjustment be made to the salary of Jason DeCarlo from the 2021 Step 5 Laborer II salary rate of \$50,297.00 to the 2022 Step 7 Laborer II salary rate of \$53,862.00, a difference in cost of \$3,565.00, based upon Mr. DeCarlo's length of service and recent vacancies created in the Department of Public Works; and

WHEREAS, the December 15, 2021 correspondence also requested that an adjustment be made to the salary of Peter Stitz from the 2021 Step 3 Mechanic I salary rate of \$83,632.00 to the 2022 Step 4 Mechanic I salary rate of \$86,413.00, a difference in cost of \$2,781.00, based upon Mr. Stitz's length of service and recent vacancies created in the Department of Public Works; and

WHEREAS, the December 15, 2021 correspondence further advised that the total cost to the Borough if all of the above-referenced salary increases and adjustments are approved will be \$30,446.00; and

WHEREAS, the Borough of River Edge has diligently considered the requested salary increases and adjustments set forth in the December 15, 2021 correspondence and has determined that such increases and adjustments are in the best interests of the Borough; and

WHEREAS, the Borough of River Edge is desirous of establishing a compensation and benefits package that will allow the Borough to effectively compete and maintain qualified personnel in its employ and to ensure that salaries and benefits are equitable and commensurate with the duties performed by each employee

NOW, THEREFORE, IT IS HEREBY AGREED by and between the Borough of River Edge and the IBT as follows:

1. Effective January 1, 2022, the Step 1 starting salary for new Department of Public Works employees hired to the Laborer II position shall be increased to the Step 4 Laborer II salary rate of \$43,637.00.
2. Effective January 1, 2022, Joseph LaRosa's annual salary for 2022 shall be set at the Step 4 Laborer II salary rate of \$43,637.00.

3. Matthew Polandick's annual salary for 2022 shall be set at the Step 4 Laborer II salary rate of \$43,637.00, to be effective upon his attainment of his CDL Class B license.

4. Zachary Link's annual salary for 2022 shall be set at the Step 4 Laborer II salary rate of \$43,637.00, to be effective upon his attainment of his CDL Class B license.

5. Effective January 1, 2022, Jason DeCarlo's annual salary for 2022 shall be set at the Step 7 Laborer II salary rate of \$53,862.00.

6. Effective January 1, 2022, Peter Stitz's annual salary for 2022 shall be set at the Step 4 Mechanic I salary rate of \$86,413.00.

7. The starting salary for the Laborer II job opening initially posted by the Department of Public Works on November 15, 2021 shall be increased to the Step 4 Laborer II salary rate of \$43,637.00.

8. This Memorandum of Understanding represents the parties' final binding agreement on this matter.

9. Neither party will be entitled to any other relief not specifically provided for in this Memorandum of Understanding.

10. This Memorandum of Understanding shall not be construed as an admission by either party or representative, nor as a violation of any federal or state law, administrative code, ordinance, regulation, or violation of any public policy.

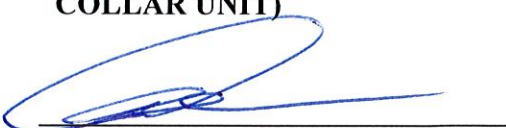
11. This Memorandum of Understanding is entered into with the understanding that it is without precedent and shall not be referred to in any other case or matter between the Borough of River Edge or any other employee of the Borough or the IBT.

BOROUGH OF RIVER EDGE



Dated: 1/13/2021

IBT, LOCAL 125 (BLUE COLLAR UNIT)



Dated: 12/28/2021