

MEMORANDUM OF UNDERSTANDING

Agreement made this ____ day of October 2015 represents the complete and final understanding on all negotiable issues between the City of East Orange, the Board of Water Commissioners of the City of East Orange, New Jersey and East Orange Public Library Board of Trustees (hereinafter referred to collectively as ("the City"), and the Engineering Supervisory Personnel Association of East Orange (hereinafter referred to as "ESPA").

WHEREAS, the City and ESPA are parties to collective negotiations agreement covering the period July 1, 2010 to December 31, 2013, which has expired; and

WHEREAS, the parties have engaged in good faith collective negotiations in an effort to reach agreement or otherwise resolve terms and conditions for a new labor agreement; and

WHEREAS, the parties have reached an Understanding on terms and conditions for a new agreement subject to ratification by the ESPA and approval by the Governing Body; and

WHEREAS, the negotiating committees for the City and ESPA unanimously agree to recommend this Understanding for ratification and approval:

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

1. **Article XXXI- Term:**

January 1, 2014 through December 31, 2018

2. **Article X- Salary Increase:**

Effective January 1, 2014	0%
Effective January 1, 2015	1.25%
Effective January 1, 2016	1.6%
Effective January 1, 2017	2.0%
Effective January 1, 2018	2.0%

3. Article X- Stipend:

The City will pay members of the ESPA a one-time \$300.00 stipend in the second payroll after both parties' ratification of the Memorandum of Understanding.

4. Article X- Digital Checks

Employees will receive electronic pay stubs for each individual pay period. All employees shall designate an email address to Human Resources to be used for receipt of the electronic pay stub, to guarantee the prompt transmittal of payroll records to all employees.

5. Article X- Pay Cycle

The number of pay periods shall be changed from twenty-six (26) to twenty-four (24) effective January 1, 2016.

6. Article XI-Vacations:

1) Effective January 1, 2016, the vacation schedule for City and Board employees as set forth in paragraph 1 will be amended as follows:

- a) Initial year of employment- one (1) working day for each month of paid service for the remainder of the calendar year following date of employment, probationary or permanent. A fraction of a month shall be considered as a full month for this provision;
- b) One (1) year to five (5) years, inclusive- twelve (12) working days of vacation per year;
- c) Six (6) years to fifteen (15) years, inclusive- seventeen (17) working days of vacation per year;
- d) Sixteen (16) years to nineteen (19) years, inclusive- nineteen (19) working days of vacation per year;
- e) Twenty (20) years to twenty-four (24) years, inclusive- twenty-three (23) working days of vacation per year;
- f) Twenty-five (25) years and over, inclusive- twenty-five (25) working days of vacation per year;
- g) Employees with twenty-five (25) to twenty-nine (29) years inclusive with the City prior to January 1, 2016 shall be subject to the following schedule: Twenty-six (26) working days of vacation per year;
- h) Employees with thirty (30) years and over with the City prior to January 1, 2016 shall be subject to the following schedule: Twenty-eight (28) working days of vacation per year.

7. **Article XXIII- Healthcare**

◦ **Modify**

- Add "All employees and retirees shall continue to contribute to his/her health care coverage consistent with the terms of Chapter 78, P.L. 2011."
- Add paragraph to include a provision that retirees shall receive the same level of health care benefits (including deductibles, co-pays and prescription co-pays) as provided to current employees.

◦ **Revise 3(a)**

- Effective upon thirty (30) days notice, the City shall provide a co-pay prescription plan for each covered employee and his/her dependents enrolled in the POS Plans as follows: \$5.00 for generic prescriptions and \$25.00 for brand name prescriptions for a 30-day supply.

◦ **Revise 3(b)**

- Effective upon thirty (30) days notice, the City shall provide a co-pay mail order prescription plan for each covered employee and his/her dependents enrolled in the POS plans as follows: \$10.00 for generic prescriptions and \$50.00 for brand name prescriptions for a 90-day supply.

◦ **Modify 3(f)**

- 1) Effective January 1, 2016, the employees enrolled in the Plan 1 shall pay a \$20.00 copay for each office visit and a \$25.00 copay for each Specialist office visit.

Effective January 1, 2018, the employees enrolled in the Plan 1 shall pay a \$25.00 copay for each office visit and a \$30.00 copay for each Specialist office visit.

◦ **Add-Hospital and Outpatient Surgery Co-Pays**

(1) Effective upon thirty (30) days notice, the employees enrolled in the POS Plans shall pay a \$125 copay per admission at a Hospital or "Skilled Nursing Facility."

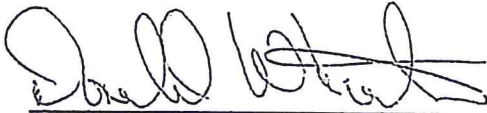
(2) Effective upon thirty (30) days notice, the employees enrolled in the POS Plans shall pay a \$75 copay for each out-patient surgery.

◦ **Add-Emergency Room Co-Pay**

Effective upon thirty (30) days notice, the employees enrolled in the POS Plans shall pay a \$150 copay for each Emergency Room visit and a \$50 copay for Urgent Care office visits.

8. Yahya Raafi, Assistant Supervisor Maintenance Repairer in the Library, will be provided double increments each year of the contract so that he will be paid no less than the minimum amount set at the bottom step of Tier 4 by no later than January 1, 2018. Thereafter, he will receive Tier 4 payments and increments consistent with Tier 4.

Donald Wharton, ESPA President



Donald Wharton

Lester E. Taylor, III, Mayor
City of East Orange



Lester E. Taylor, III

CITY COUNCIL OF EAST ORANGE

CITY CLERK'S OFFICE
EAST ORANGE, N.J.
RESOLUTION
No. 1 17

Resolution offered by Council Member TALMADGE

RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT WITH THE ENGINEERING SUPERVISORY PERSONNEL ASSOCIATION, INC.

WHEREAS, the City of East Orange has entered into labor negotiations with the Engineering Supervisory Personnel Association, Inc., for the purpose of reaching a labor agreement; and

WHEREAS, an agreement acceptable to both sides was reached; and

WHEREAS, a part of the agreement authorizes salary adjustments as follows:

- a. Effective January 1, 2014 through December 31, 2014, base salaries of the unit members shall be increased by zero percent (0%);
- b. Effective January 1, 2015 through December 31, 2015, base salaries of the unit members shall be increased by 1.25%;
- c. Effective January 1, 2016 through December 31, 2016, base salaries of the unit members shall be increased by 1.6%;
- d. Effective January 1, 2017 through December 31, 2017, base salaries of the unit members shall be increased by 2.0%;
- e. Effective January 1, 2018 through December 31, 2018, base salaries of the unit members shall be increased by 2.0%; and

WHEREAS, the aforesaid agreement attached hereto and incorporated herein is deemed to be fair and equitable by the City Council of the City of East Orange; and

NOW, THEREFORE, BE IT RESOLVED, that the attached Memorandums of Agreement are hereby ratified by the City Council of the City of East Orange.

BE IT FURTHER RESOLVED, that the Mayor and City Clerk of the City of East Orange are hereby authorized to execute with the Engineering Supervisory Personnel Association, Inc., pursuant to this Resolution the attached Memorandum of Agreement and a Collective Bargaining Agreement and to make the applicable language changes deemed to be in the best interests of the City of East Orange by the appropriate city officials.

Souncil Member	AYE	NAY	N.V.	A.B
BULLOCK	X			
BRENT	X			
JOHNSON	X			
LEWIS	X			
COOPER	X			

Council Member	AYE	NAY	N.V.	A.B
TALMADGE	X			
JAMES	X			
GOMEZ	X			
HOLMAN	X			
GREEN	X			

X - Indicates Vote A.B. - Absent
Action on Veto - ✓ To Sustain

N.V - Not Voting (Abstained or Excused)
✓ To Over-Ride

VOTES REQUIRED _____

Approved as to: William Sensude Department Head Appropriation William Sensude Comptroller

Factual Contents _____

Form and Legality John R. [Signature] Council

Tabled _____ Removed from Table _____

Presented to Mayor January 12, 2016 Adopted January 11 2016

Approved January 13, 2016 City Council-Chairman

Vetoed _____ City Clerk

[Signature] Mayor Entered on Council Minutes, Page _____

TO BE A TRUE COPY
 OF RESOLUTION DO
 COUNCIL OF EAST ORANGE AT ITS MEETING HELD
 [Signature]
 CITY CLERK, EAST ORANGE, NJ

Certification

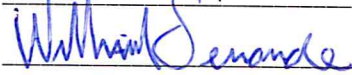
I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2014 thru 12/31/2018.

Employer: City of East Orange

County: Essex

Date: 9/11/2017

Name: William Senande
Print Name

Title: City Administrator/CFO

Signature