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AGREEMENT entered into this 15 day of August, 1975,

By and Between

MAYOR AND BOARD OF ALDERMEN OF THE TOWN OF BOONTON, a Municipal Corporation of the State of New Jersey, with offices at 100 Washington Street, in the Town of Boonton, County of Morris and State of New Jersey,

(hereinafter referred to as TOWN),

And

THE TOWN OF BOONTON ASSOCIATION OF STREET AND WATER EMPLOYEES,

(hereinafter referred to as ASSOCIATION),

WITNESSETH:

WHEREAS, pursuant to and in accordance with the terms and spirit of Chapter 303 of Public Laws of 1968, the Town and Association have met and negotiated the terms and conditions of the employment of the employees of the Street and Water Departments of the Town of Boonton; and

WHEREAS, these negotiations have resulted in an agreement respecting the terms and conditions of employment;

NOW, THEREFORE, in consideration of the mutual promises and covenants herein contained, it is mutually agreed by and between the parties as follows:

SECTION 1. RECOGNITION

The Town agrees to recognize the Association as the exclusive representative of the employees of the Street and Water Departments of the Town of Boonton for collective negotiations with the Town in accordance with the New Jersey Public Employees Relations Act (N.J.S.A. 34:13A-1 et seq) and the amendments and supplements thereto.

SCHEDULE ONE

SECTION 2. PURPOSE AND DURATION OF AGREEMENT

It is intended that this Agreement shall cover all matters pertaining to employment, wages, salaries, hours and working conditions concerning the employees of the Water and Street Departments of the Town of Boonton. This Agreement shall be effective as of April 1, 1975, and shall remain in full force and effect until midnight December 31, 1976. The parties shall begin negotiations for the subsequent agreement not later than June 1, 1976, and make every effort for completion by the end of the year 1976.

SECTION 3. SALARIES AND WAGES

All salaries and wages shall be paid every two weeks in accordance with "Schedule A" for 1975 and "Schedule B" for 1976.

SECTION 4. LONGEVITY

In addition to base pay, employees shall be entitled to compensation for longevity of service based upon the anniversary date of employment in accordance with the following schedule:

1 through 3 years	-	0 percent of base pay
4 through 7 years	-	1 percent of base pay
8 through 11 years	-	2 percent of base pay
12 through 15 years	-	3 percent of base pay
16 through 19 years	-	4 percent of base pay
20 years and over	-	5 percent of base pay

SECTION 5. VACATIONS

Vacations shall be scheduled through the Department Superintendents and shall be available as follows:

- (1) 12 working days after 1 year employment
- (2) 15 working days after 7 year employment
- (3) 20 working days after 12 year employment
- (4) 25 working days after 17 year employment

## SECTION 6. HOLIDAYS

Employees shall be entitled to the following 12 paid holidays per year:

New Year's Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	General Election Day
Good Friday	Veterans' Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Employees called into work on a holiday will receive regular pay, plus time and a half for hours worked.

## SECTION 7. OVERTIME

Employees will be paid time and a half for all hours worked in excess of the basic 8 hour shift. An employee shall be paid for a minimum of 4 hours overtime within a 24 hour period.

## SECTION 8. SICK TIME AND LEAVE

(a) Each employee shall be entitled to fifteen (15) days sick leave per year, all of which shall be cumulative from year to year. A Doctor's certificate shall be required for an absence of more than three (3) days. Upon retirement after twenty-five (25) years of employment by the Town, an employee will receive a lump sum payment of Fifteen Dollars (\$15.00) per day of unused accumulated sick leave, not to exceed, however, a maximum of two hundred (200) days.

(b) Each employee shall be entitled to three (3) days leave with pay on the occasion of the death of a member of the employee's family. For the purpose of this section a family member shall include parents, parents-in-law, spouse, children, grandparents, brothers and sisters.

SECTION 9. MISCELLANEOUS

(a) Clothing Allowance and Requirements

Each employee shall be allowed a maximum of Two Hundred (\$200.00) Dollars per year for the purchase of proper clothing as specified by the Town. Said allowance shall cover the cost of all clothing including jackets and safety shoes. Said allowance shall be paid upon the presentation and approval of receipt, voucher or other documents.

Safety shoes and jackets shall be worn at all times.

(b) Education Benefit

The Town will reimburse employees for the cost of books and tuition expenses for any job-related course of study upon successful completion by the employee.

(c) Grievance

Upon the request by an employee, a meeting will be held with the Chairman of the Committee and the Superintendent of the Department to which the employee is assigned to discuss and consider any grievance which an employee may have. Said employee may be accompanied at said meeting by a representative of the Association. -

(d) Step Guide

The Mayor and Board of Aldermen agrees to study and consider any inequities in employee wages and also agrees to include a step guide in the subsequent contract with the Association.

SECTION 10. MEDICAL INSURANCE

Full Blue Cross and Blue Shield coverage including Rider "J" to be provided at the Town's expense for employees and all

members of the employee's immediate family and Major Medical, all as provided in accordance with coverage under the State of New Jersey Employees' Policy.

Any employee who has completed twenty-five (25) years of service with the Town of Boonton and upon retirement, will be carried on the rolls under the New Jersey State Plan with the effective date of May 1, 1973, for the employee plus his/her spouse provided the employee is not eligible to receive such benefits from any other source.

After the age of sixty-five (65) years has been attained, the employee and their spouse will be automatically dropped from the Plan and will be required to sign up for Parts A and B of the Medicare Program. If the employee has enrolled for the Medicare Program prior to reaching the age of sixty-five (65) years the Town of Boonton will carry the employee and spouse under the Plan at a reduced rate for such coverage.

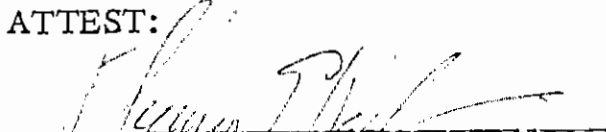
SECTION 11. PENSION

Contributions shall continue in accordance with the Public Employment Retirement System/

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

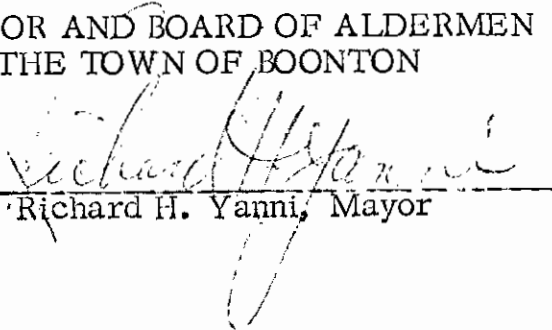
MAYOR AND BOARD OF ALDERMEN  
OF THE TOWN OF BOONTON

ATTEST:

  
\_\_\_\_\_  
Thomas E. Hopkins, Clerk

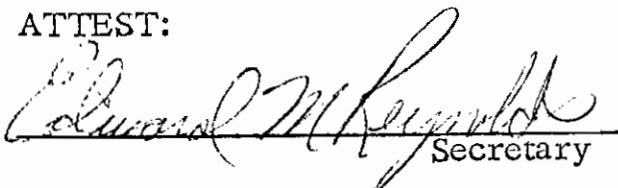
(SEAL)

BY:

  
\_\_\_\_\_  
Richard H. Yanni, Mayor

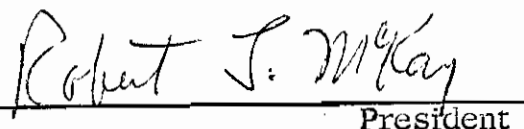
THE TOWN OF BOONTON ASSOCIATION  
OF STREET AND WATER EMPLOYEES

ATTEST:

  
\_\_\_\_\_  
Edward M. Reynolds  
Secretary

(SEAL)

BY:

  
\_\_\_\_\_  
Robert J. McKay  
President

1975

STREETS

Name	Hour	Annual Base Salary and Wages
E. Jurkovich	\$ 6.42	\$ 13,404.96
J. Mahoney	5.80	12,110.40
R. McKay	5.42	11,316.96
D. Westura	5.19	10,836.72
J. Steinhauser	5.01	10,460.88
S. Stanlick	5.19	10,836.72
T. DeMouth	5.14	10,732.32
E. Reynolds	4.24	8,853.12
V. Carabello	4.11	8,581.68
D. Osborne	3.98	8,310.24
V. Scerbo	5.33	11,129.04

WATER

J. Valletta	6.42	13,404.96
S. Koval	5.71	11,922.48
R. Emerick	5.37	11,212.56
E. Babbitt	5.37	11,212.56
M. Pepe	5.19	10,836.72
E. Stephens	4.11	8,581.68
M. Petonak	4.11	8,581.68

SCHEDULE A

1976

STREETS

Annual Base  
Salary and Wages

<u>Name</u>	<u>Hour</u>	
E. Jurkovich	\$6.90	\$ 14,462.40
J. Mahoney	6.28	13,162.88
R. McKay	5.91	12,387.36
J. Steinhauser	5.49	11,507.04
S. Stanlick	5.67	11,884.32
D. Westura	5.67 <i>PEJ</i>	11,884.32 <i>PEJ</i>
T. DeMouth	5.62	11,779.52
E. Reynolds	4.72	9,893.32
V. Carabello	4.59	9,620.64
D. Osborne	4.46	9,348.16
V. Scerbo	5.81	12,177.76

WATER

J. Valletta	6.90	14,462.40
S. Koval	6.19	12,974.24
R. Emerick	5.85	12,261.60
E. Babbitt	5.85	12,261.60
M. Pepe		
E. Stephens	4.59	9,620.64
M. Petonak	4.59	9,620.64

SCHEDULE B