

MEMORANDUM OF AGREEMENT

Between

Jersey City Public Employees, Inc., Local 245 ("Local 245")

-and-

The City of Jersey City ("Jersey City")

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Jersey City and Local 245 (collectively "Parties") hereby agree to the following terms and conditions of employment for a successor collective negotiations agreement ("Agreement").

This Memorandum of Agreement ("MOA") is subject to ratification by the membership of Local 245 and final approval of Jersey City's Municipal Council. The amendments set forth in this MOA shall be effective upon ratification by the membership of Local 245 and final approval of Jersey City's Municipal Council.

This MOA adopts the Agreement between the Parties for the period of July 1, 2011 through December 31, 2014, subject to the amendments set forth herein. The provisions of the Agreement are changed only to the extent indicated herein and remain otherwise unchanged and in full force and effect until changed.

This MOA is also subject to the laws and regulations of the State of New Jersey, including, but not limited to, the Employer-Employee Relations Act and the New Jersey Civil Service Act as well as the regulations promulgated pursuant to these Acts.

1. Duration - This MOA shall continue in full force and effect from the date of ratification by Local 245 and final approval by the Jersey City Municipal Council through December 31, 2019.

2. Insurance, Health and Welfare - Article 28 is amended as follows:

- (a) The co-pay for Emergency Room visits shall be increased to \$50, unless the employee is admitted to the hospital, in which case the co-pay shall be waived.
- (b) The employee shall meet the following deductibles prior to reimbursement for any out-of-network medical services: (i) \$250 annually for individuals and (ii) \$500 annually for husband/spouse and families. Once the above out-of-network deductible(s) are met,

reimbursements for out-of-network services shall be made at 70% of the usual, customary, and reasonable charges based on the FAIR Health rate schedule.

- (c) The co-pays for prescription medications shall be a three-tier program: (i) Generic - \$5; (ii) Preferred Brand - \$25; (iii) Non-Preferred Brand - \$35 and shall only include medications on National Preferred Formulary Program list. Prescription coverage does not include compound medication unless, upon appeal exercised by the employee, it is determined that the compound prescription is medically necessary and there is no other alternative prescription. It is mandatory the employee shall accept, when available, the generic version of a prescription medication.

**3. Wages** - Article 29 is amended as follows:

- (a) Salary increases set forth in Paragraph A shall be amended as follows:

- o 2015 - \$1,125 (retroactive to January 1, 2015)
- o 2016 - \$1,125 (retroactive to January 1, 2016)
- o 2017 - \$1,400 (retroactive to January 1, 2017)
- o 2018 - \$1,500 (retroactive to January 1, 2018)
- o 2019 - \$1,600 (effective on January 1, 2019)

- (b) All references to "paycheck" or similar terms shall be replaced by "direct deposit"

**4. Overtime** - The following language shall be added to Article 15(B)(11): "Employees who work during a State of Emergency covering the City of Jersey City, as declared by the Governor of New Jersey, will received double time pay for all hours worked during the State of Emergency."

**5. Mechanic's Tools/Uniforms/Boots/Commercial Driver's Licenses** - The following paragraphs shall be added to Article 18:

- (a) Paragraph F(6) regarding uniform maintenance shall be deleted.

- (b) The following language shall replace Paragraph F(7): "Field employees in the Department of Public Works, Divisions of Automotive, Parks & Forestry and Buildings & Streets as well the Department of Water shall receive \$100 per calendar year for work boots. Employees who

perform asphalt work shall receive a \$200 reimbursement per calendar year for work boots. Said payments shall be made by Jersey City on or about January 1<sup>st</sup> of each year."

(c) Paragraph G shall be added as follows: "Mechanic employees will be provided with \$150 annually for a tool allowance."

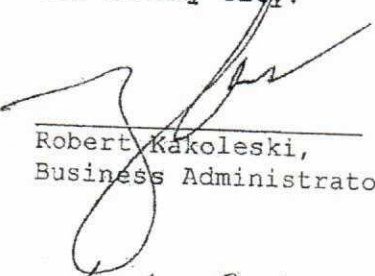
(d) Paragraph H shall be added as follows: "The costs to any Employee of maintaining an existing Commercial Driver's License, including but not limited to fingerprints or physicals, shall be reimbursed by the City, provided that possession of the Commercial Driver's License is required by the Employee's job description."

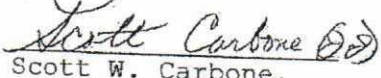
6. **Vacancies** - The following language shall replace the second sentence of Article 19(D): "Such vacancy shall be filled by the most senior eligible employee that bids for the particular schedule."

7. **Out-of-Title Work** - Article 27 shall be amended to increase the daily out-of-title pay from \$5.00/day to \$10.00/day.

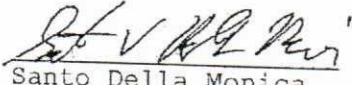
**SO AGREED:**


For Jersey City:

  
Robert Kakoleski,  
Business Administrator

  
Scott W. Carbone,  
Assistant Corporation Counsel

For Local 245:

  
Santo Della Monica,  
President

  
Al Lynch,  
Vice President

DATED:

DATED:

# Resolution of the City of Jersey City, N.J.

City Clerk File No. Res. 18-089

Agenda No. 10.D

Approved: FEB 14 2018

TITLE:



**RESOLUTION AUTHORIZING THE EXECUTION OF AN AGREEMENT BETWEEN  
THE CITY OF JERSEY AND JERSEY CITY PUBLIC EMPLOYEES, INC., LOCAL 245**

COUNCIL OFFERED AND MOVED  
ADOPTION OF THE FOLLOWING RESOLUTION:

WHEREAS, a tentative agreement has been entered into after bargaining sessions by and between the City of Jersey City and the Jersey City Public Employees, Inc., Local 245; and

WHEREAS, it is the desire of the Municipal Council of the City of Jersey City to approve the attached Memorandum of Agreement covering the contractual term from January 1, 2015 through December 31, 2019; and

NOW, THEREFORE, BE IT RESOLVED by the Municipal Council of the City of Jersey City that:

1. The Memorandum of Agreement attached hereto, entered into by and between the City of Jersey City and the Jersey City Public Employees, Inc., Local 245, is hereby approved; and
2. The Mayor or Business Administrator is hereby authorized to sign a formal labor contract on behalf of the City of Jersey City in accordance with the attached Memorandum of Agreement.

SWC/dc  
1/31/18

APPROVED: \_\_\_\_\_

APPROVED AS TO LEGAL FORM

APPROVED: \_\_\_\_\_

Business Administrator

Corporation Counsel

Certification Required

Not Required

APPROVED 9-0

RECORD OF COUNCIL VOTE ON FINAL PASSAGE 2.14.18											
COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.
RIDLEY	✓			YUN	✓			RIVERA	✓		
PRINZ-AREY	✓			SOLOMON	✓			WATTERMAN	✓		
BOGGIANO	✓			ROBINSON	✓			LAVARRO, PRES.	✓		

✓ Indicates Vote

N.V.-Not Voting (Abstain)

Adopted at a meeting of the Municipal Council of the City of Jersey City N.J.

\_\_\_\_\_  
Rolando R. Lavarro, Jr., President of Council

\_\_\_\_\_  
Robert Byrne, City Clerk

**RESOLUTION FACT SHEET**

This summary sheet is to be attached to the front of any resolution that is submitted for Council Consideration. Incomplete or vague fact sheets will be returned with the resolution.

**Full Title of Ordinance/Resolution**

**RESOLUTION AUTHORIZING THE EXECUTION OF AN AGREEMENT BETWEEN THE CITY OF JERSEY CITY AND THE JERSEY CITY PUBLIC EMPLOYEES, INC., LOCAL 245**

**Initiator**

Department/Division	Department of Administration	
Name/Title	Robert J. Kakoleski	Business Administrator
Phone/email	(201) 547-5147	RKakoleski@jcnj.org

Note: Initiator must be available by phone during the agenda meeting (Wednesday prior to council meeting @ 4:00 p.m.)

**Resolution Purpose**

The Collective Bargaining Agreement between the City of Jersey City ("City") and the Jersey City Public Employees, Inc., Local 245 ("Local 245") expired on December 31, 2014. After numerous bargaining sessions, the City and Local 245 have entered into a successor agreement, which terms are enunciated in the attached Memorandum of Agreement ("MOA"). This Resolution will authorize the Mayor or Business Administrator to sign a formal labor contract on behalf of the City, the term of which shall be January 1, 2015 through December 31, 2019.

  
\_\_\_\_\_  
**Signature of Department Director**

07/18  
\_\_\_\_\_  
**Date**