

**AGREEMENT BETWEEN**  
**CITY OF PERTH AMBOY**  
**A MUNICIPAL CORPORATION OF THE STATE OF NEW JERSEY**  
**AND**  
**WHITE COLLAR SUPERVISORS, AND**  
**BLUE COLLAR SUPERVISORS LOCAL 32, OPEIU, AFL-CIO**  
**JANUARY 1, 2023 TO DECEMBER 31, 2026**

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## PREAMBLE

This Agreement, effective and retroactive to January 1, 2023 and expiring December 31, 2026, between the City of Perth Amboy, in the County of Middlesex, a municipal corporation of the State of New Jersey, hereinafter referred to as the "City" and White Collar Supervisors and Blue Collar Supervisors of Local 32, Office and Professional Employees International Union, AFL-CIO, hereinafter referred to as the "Union", represents the complete and final understanding on all bargaining issues between the City and the Union and is designed to maintain and promote a harmonious relationship between the City and such of its employees who are covered by Article 1 - Recognition, in order that more efficient and progressive public service may be rendered.

## ARTICLE 1

### RECOGNITION

In accordance with the "Certification of Representative" of the Public Employment Relations Commission, Docket Numbers. RO-501 and RO-598, the City recognizes the Union as the exclusive collective negotiations agent for all white collar supervisors, blue collar employees employed by the Department of Municipal Utilities and Department of Public Works, Department of Code Enforcement, including the following titles, but excluding all other:

#### **Blue Collar Supervisors**

Chief Parking Enforcement Officer  
Maintenance Superintendent  
Maintenance Supervisor Ground  
Marina Supervisor  
Public Works Superintendent  
Road Repair Superintendent  
Road Repair Supervisor  
Sanitation Supervisor  
Supervising Mechanic  
Supervisor Buildings & Grounds  
Supervisor of General Services  
Supervisor Traffic Maintenance

#### **White Collar Supervisor**

Administrative Clerk-Police  
Assistant Recreation Supervisor  
Audio Visual Supervisor  
Chief Clerk  
Collection Representative  
Deputy Registrar  
Parking Enforcement Officer Supervisor  
Recreation Supervisor  
Registrar  
Superintendent of Recreation  
Supervising Account Clerk  
Supervising Accountant  
Supervising Code Enforcement Officer  
Supervising Library Assistant  
Supervisor of Billing and Collections  
Supervisor Public Safety Tele-Communicator  
Supervisor Senior Citizen's Activities  
Technical Assistant Construction Official

Nothing herein shall preclude the parties from mutually agreeing to make arrangements in the above list of titles, as is appropriate.

## **ARTICLE 2**

### **MANAGEMENT RIGHTS**

The Blue Collar Supervisors and White Collar Supervisors of Local 32, OPEIU, AFL-CIO, recognize the administration rights, duties and authority to manage and control the employees of the administration pursuant to the authority conferred on it by the State of New Jersey, and all applicable local, state and federal laws. The administration retains and reserves all rights of management and control of the employees of the administration not limited by this Agreement.

## ARTICLE 3

### NO STRIKE PLEDGE

A. The Union covenants and agrees that during the term of this Agreement neither the Union nor any person acting in its behalf will cause, authorize, support, nor condone, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of an employee from a position, or stoppage of work or absence in whole or part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the City. The Union agrees that such action would constitute a material breach of this Agreement. The City agrees not to lock out.

B. The Union will actively discourage and will take whatever affirmative steps necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action in the City.

C. Nothing contained in this Agreement shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Union or its members.



## ARTICLE 4

### NON-DISCRIMINATION

A. There shall be no discrimination by the City or the Union against any employee on account of race, color, creed, sex, national origin, or political affiliation.

B. There shall be no discrimination, interference, restraint or coercion by the City or any of its representatives against any of the employees covered by this Agreement because of their membership or non-membership in the Union, or because of any lawful activities by such employees covered under this Agreement, who are not members of the local union.

## ARTICLE 5

### DUES CHECK-OFF/AGENCY SHOP PROVISION

A. The City agrees to deduct from the salaries of its employees subject to this Agreement dues for the Union. Such deduction shall be made in compliance with N.J.S.A. 52:14-15.9(e), as amended. Said monies, together with a list of name and amount of dues so deducted, shall be transmitted to the OPEIU Local 32 office by the end of the next month, following the monthly pay period in which deductions were made. If there shall be any change in the rate of membership dues during the life of this Agreement, the Union shall furnish to the City written notice prior to the effective date of such change. The Union is requesting that the dues payment be split between the two pay periods a month.

B. The Union will provide the necessary check-off authorization forms and the Union will secure the signatures of its members on the forms and deliver the signed forms to the designated City Officials, as provided in N.J.S.A. 52:14-15.9(e), as amended.

1. The City shall comply with sections of N.J.S.A. 34:13A-5.13, specifically section c which reads:
  - a. Within 10 calendar days from the date of hire of negotiations unit employees, public employers shall provide the following contact information to an exclusive representative employee organization in an Excel file format or other format agreed to by the exclusive representative employee organization: name, job title, worksite location, home address, work telephone numbers, and any home and personal cellular telephone numbers on file with the public employer, date of hire, and work email address and any personal email address on file with the public employer. Every 120 calendar days beginning on January 1 following the effective date of this act, public employers shall provide exclusive representative employee organizations, in an Excel file or similar format agreed to by the employee organization, the following information for all negotiations unit employees: name, job title, worksite location, home address, work, home and personal cellular telephone numbers, date of hire, and work email address and personal email address on file with the public employer.
  - b. If the aforementioned is revoked, modified or declared unconstitutional any effective provision shall be deleted or revised as appropriate.
  - c. Should any member of this employee bargaining unit decide or wish to opt out of being a full dues paying member, they must do so within 10 days of their Anniversary Date.

The Union shall identify and hold the City harmless against any and all claims, demands, suits and other forms of liability that may arise out of, or by reasons of any action taken or not taken by the City in reliance upon salary deductions in regard to membership dues.

## ARTICLE 6

### HOURS OF WORK

A. The work week for the Department of Public Works, Division of Buildings and Grounds, Division of Code Enforcement and the Division of Electrical Bureau shall consist of five consecutive days, Monday through Friday, a total of thirty-five hours (35) per work week for all employees who are in the above departments with the exception of sanitation supervisors. Traffic maintenance workers, animal control workers and police maintenance workers shall also be assigned to the same work week. The finish-and-go home schedule, as presently maintained and implemented, shall be continued for sanitation supervisors.

B. **Reserved**

C Present lunch periods will continue during the life of this Agreement.

D. Hours of work - (White Collar): Five consecutive days, totaling thirty-five (35) hours per work week, excluding one (1) hour for lunch.

## **ARTICLE 7**

### **SENIORITY**

A newly appointed employee shall be considered probationary and without seniority. Seniority is defined as an employee's length of service with the City Administration beginning with the employee's date of hire. Upon completion of probationary period, seniority shall revert to date of hire and accumulate until there is a break in service.

An employee shall be considered to have job classification seniority upon successful completion of probationary period for that job. Job classification seniority shall accumulate until there is a break in service. A break in continuous service occurs when an employee resigns, is discharged for cause, retires or is laid off. Absence without leave for five (5) days or failure to return from any leave of absence shall be considered a resignation. A laid off employee who is reinstated from any leave of absence shall be considered a resignation. A laid off employee who is reinstated within a two (2) year period shall have the previous seniority reinstated from the date of original hire.

In the case where an employee is promoted but does not successfully complete a thirty (30) days probationary period, the employee may return to the previous job classification. The employee's seniority and job classification will continue to accumulate during such period.

## ARTICLE 8

### OVERTIME

Time and one half (1½) the employee's regular rate of pay shall be paid for work under any of the following conditions:

- A. All work performed in excess of thirty-five (35) hour per week.
- B. Vacation, sick, personal and holiday leave shall be considered the equivalent of work time for the purpose of calculating overtime.
- C. All work performed in excess of the daily work week can either be paid by overtime or compensatory time which is at the option of the employer. Earned compensatory time shall be taken within thirty (30) days of earning same and shall not be accumulated beyond said period.
- D. All work performed on a holiday shall be paid at time and one- half in addition to payment for the holiday. Blue Collar Supervisors effective January 1, 2020: All work performed in excess of twelve (12) consecutive hours will be paid at a double time rate.
- E. Overtime shall be computed based on hourly rate the employee is being paid at the time of the overtime computation.
- F. When an employee works four (4) accumulated hours of scheduled or unscheduled overtime in any department, meal money shall be provided in the amount of six and 50/100 dollars (\$6.50) for each four (4) hour period. This shall be paid semi-monthly along with regular and overtime payroll payment.
- G. Employees not regularly scheduled to work on a weekend, all work performed on a Saturday or Sunday in excess of thirty- five (35) hours per week shall be paid at the rate of one and one-half (1½) times their rate of regular pay.
- H. When the City has enacted an Emergency Closure, employees who are required by their Supervisor to remain working will be compensated at time and one-half for the remainder of their shift.
- I. Employees not regularly scheduled to work on a Sunday that are called in to work on a Sunday due to an emergency circumstance (as determined by their Supervisor) will be compensated at double time.

**ARTICLE 9**  
**CALL BACK PAY**

A. Any employee who is requested and returns to work during periods of other than regularly scheduled shift, shall be guaranteed two (2) hours pay which will be paid at time and one half (1½) their regular rate of pay regardless of the number of hours actually worked; provided, however, if the employee elects to leave upon completion of assignment and such assignment requires two (2) hours or less, said employee will be paid a minimum of two (2) hours at the overtime rate.

B. Call in prior to scheduled work periods shall be considered "call back" time regardless of whether the work assignment overlaps with regularly scheduled shift.

**ARTICLE 10**  
**HOLIDAYS**

The following days are designed as paid holidays by the City:

New Year's Day  
Martin Luther King Day  
President's Day/Washington's Birthday  
Good Friday  
Memorial Day  
Independence Day  
Labor Day  
Columbus Day  
Veteran's Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas

When a holiday falls on a Saturday the Friday before shall be observed as the holiday. When a holiday falls on a Sunday the following Monday shall be observed as the holiday.

It is understood and agreed that any day designated by the Mayor as a holiday for City employees, in addition to those provided above, shall be given to the employees covered by this Agreement.

When holidays are celebrated on either a Friday or Saturday, the employee must work their scheduled shift before such holidays or be subject to discipline for absenteeism. When holidays are celebrated on Monday, the employee must work their first scheduled shift following such holidays. When holidays are celebrated on other days, the employee must work their last scheduled shift before and their first scheduled following such holidays.

If an employee is absent because of illness, a doctor's certificates must be provided. Other reasonable causes for absenteeism or incomplete shifts on the aforementioned qualifying days will be considered on the basis of written excuses presented on return to work to the Director.



**ARTICLE 11**

**VACATIONS**

A. Employees covered by this Agreement shall be entitled to an annual paid vacation to be taken in accordance with Department regulations, in accordance with the following schedule:

<b>YEARS OF FULL TIME EMPLOYMENT WITH THE CITY</b>	<b>VACATION DAYS</b>
1 <sup>st</sup> year of employment per month	One (1) working day
After 1 <sup>st</sup> year through Five (5) years	Fourteen (14) working days
After Five (5) years through Ten (10) years	Seventeen (17) working days
After Ten (10) years through Twenty (20) years	Twenty-three (23) working days
After Twenty (20) years	Twenty-seven (27) working days

B. All full-time permanent employees, or full-time provisional employees, shall be entitled to vacation leave based on their years of continuous service. Periods of leave absence without pay, except military leave, shall be deducted from the employee's total continuous service for purposes of determining the earned credit for vacation leave. Permanent part-time employees shall receive vacation credit allowance on a proportionate or pro-rated basis.

C. The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the payday immediately preceding the employee's vacation pay.

D. Vacation allowance should be taken during the calendar year at such time as requested unless the Appointing Authority determines that it cannot be taken because of pressure of work. Vacation carryover is limited to the value of one (1) years allotment such that no employee may accrue more than two (2) years of vacation at any one time.

E. Any employee who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year pro-rated upon the number of months worked in calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year, except any employee who retires after July 1 of calendar year shall be granted full vacation coverage.

F. In case of death of employee, the Vacation Pay shall be paid to the beneficiary on file. If no beneficiary on file it goes to the employee's estate.

G. Whenever a permanent employee dies, having earned annual vacation leave, there shall be calculated and paid up the employee's estate a sum of money equal to the compensation figured on the employee's salary rate at the time of the death.

H. Employees called back to work while on vacation shall receive time and one-half (1½) for that time.

I. An employee may sell back to the City unused accumulated vacation time in excess of five (5) days at 70% of the employees present rate of pay so long as the City determines that there are sufficient funds and a willingness to do so. (The calculation would be: employee's hourly wage rate X the number of vacation hours the employees seeks and the City agrees to pay x 0.70.)

## ARTICLE 12

### GRIEVANCE PROCEDURE/ARBITRATION

A. To provide for the expeditious and mutually satisfactory settlement of grievances as hereinafter defined, the City and the Union establish this Grievance Procedure. The term "grievance" as used herein means any alleged complaint with respect to the interpretation, application or violation of any term of this Agreement. A grievance must be instituted within ten (10) working days of the occurrence of the event being grieved. Failure to act within the ten (10) working days from the occurrence of the alleged grievance shall be deemed a waiver of the grievance.

B. STEP ONE: An employee with a grievance shall first discuss it with his immediate superintendent, with the purpose in mind of resolving the matter informally.

C. STEP TWO: If the grievant is not satisfied with the disposition of the grievance at Step One or if no decision has been rendered within two (2) working days thereafter, the grievance shall be reduced to writing and submitted to the Department of Superintendent who will arrange a meeting with the employee and the Local Representative not later than five (5) working days after receipt of the written grievance to attempt to resolve the grievance. If no decision is rendered or no meetings is called by the Department Superintendent within five (5) working days, then the grievance shall be deemed to be waived to the next step.

D. STEP THREE: If the grievant is not satisfied with the disposition of the grievance at Step Two or if no decision has been rendered within five (5) working days after the time limit allowed for Step Two, then the grievance shall be submitted to the Department Head who will arrange a meeting with the employee, the Local Representative and Local 32 Representative not later than five (5) working days after receipt of the written grievance to attempt to resolve the grievance. If no decision is rendered or no meeting is called by the Department Head then the grievance shall be waived to the next step.

E. STEP FOUR: The Business Administrator shall arrange a meeting at a mutually agreeable time and place not later than ten (10) working days after receipt of written grievance. The aggrieved party, the Local 32 Representative and the Union Representative shall be entitled to be present at the meeting. The Business Administrator will give a written answer to the grievance of the employee and the Union within ten (10) working days after the meeting, or within such additional period of time that may be mutually agreed upon.

F. STEP FIVE: If the grievance is still unsettled, the Union may within fifteen (15) days after the reply of the Business Administrator is due, by written notice to the Business Administrator, request arbitration.

### ARBITRATION

The arbitration proceeding shall be conducted by an arbitrator to be selected by the Employer and the Union within seven (7) days after notice has been given. If the parties fail to select an arbitrator, the State Mediation and Conciliation Service or the Public Employment Relations Commission shall be requested by either or both parties to provide a panel of five (5) arbitrators. Both the Employer and the union shall have the right to strike two (2) names from the panel. The Union shall strike the first name, the other party shall then strike one (1) name. The process will be repeated, and the remaining person shall be the arbitrator.

The decision of the arbitrator shall be final and binding on the parties and the arbitrator shall issue a decision within thirty (30) days after the conclusion of testimony and argument.

Expenses for the arbitrator's service shall be born equally by the Employer and the Union. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available without charge to the other party and to the arbitrator.

The arbitrators shall have no power to add to, or subtract from, or modify any of the terms of this Agreement.

When the binding arbitration has been made public, it shall be presented to the City Council.

**ARTICLE 13**  
**UNION REPRESENTATIVE**

Representatives of the Union, who are not employees of the City, shall be permitted to visit the employees during working hours at their workstations for the purpose of discussing Union representative matters. Such representatives shall also be recognized between the parties regarding employee representation. The City recognizes and shall deal with the accredited Union Representative or a designee in all matters relating to grievances and interpretation of this Agreement.

A written list of the Representatives shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer promptly of any changes of such Representative.

The City agrees to recognize a maximum of two (2) Representatives selected by the Union. A Representative shall be granted a reasonable amount of time during regular work hours not to exceed one (1) hour, without loss of pay, to interview an employee who has a grievance and to discuss the grievance with the employee's immediate supervisor. The Representative shall be granted a reasonable amount of time during regular work hours, without loss of pay, to present, discuss and adjust grievance with the City. No Representative shall leave their work without first obtaining the permission of their Department Director, which permission shall not be unreasonable withheld. Violation of this paragraph by any Representative may result in disciplinary action.

**ARTICLE 14**  
**WORK UNIFORMS AND ALLOWANCES**

A. . Effective January 1, 2024 each Blue Collar Supervisor employee covered by this Agreement shall receive a one thousand dollar (\$1,000) clothing allowance per year. If the employee's service is less than one (1) full year the monies will be on a pro-rated basis.

B. New employees will not have to wear the uniforms until their probationary period is over. At that time, new employees will be given the same benefits as in Section A. above.

C. The style and color of the uniforms will not be changed during the life of this Contract.

**FOUL WEATHER**

The City agrees to provide one (1) set of foul weather gear at the time of initial employment. Not more than one (1) replacement foul weather gear shall be given to an employee within a reasonable period after he delivers the damaged foul weather gear to the Department Superintendent. This paragraph shall be interpreted to allow for more than one replacement of foul weather gear per year, as appears reasonable, and said interpretation shall not be abused by representatives of the City or the Union. Replacement shall be allowed in cases of reasonable wear and tear but not in cases of neglect or abuse.

Uniforms must be worn. Failure to wear the uniform may result in disciplinary action.

## ARTICLE 15

### SICK LEAVE

A. Sick leave is defined to mean any absence of an employee because of illness, accident or exposure to contagious disease, or quarantine mandated by a Local Board of Health.

B. For employees hired before the execution of this Agreement, during the remainder of the calendar year in which an employee first becomes employed, that employee will accumulate sick leave privileges as earned on the basis of one (1) day per month of service or major fraction thereof. Employees beginning with their second calendar year of employment, shall be entitled to fifteen (15) days sick leave each calendar year on a cumulative basis. The leave is credited in advance at the beginning of the year.

C. For employees hired after the execution of this Agreement, during the remainder of the calendar year in which an employee first becomes employed, that employee will accumulate sick leave privileges as earned on the basis of one-half( $\frac{1}{2}$ ) day per month of service or major fraction thereof. Employees beginning with their second calendar year of employment shall be entitled to twelve (12) days sick leave each calendar year on a cumulative basis. The leave is credited in advance at the beginning of the year.

D. An employee shall notify their immediate supervisor before the start of their regularly scheduled shift that the employee is going on sick leave. Failure to report absences on the physician's certificate must be submitted when an employee is absent four (4) or more consecutive sick leave days. The City may require medical proof of illness at any time there appears to be an abuse of sick leave.

E. Sick leave may be taken in less than full day periods, it being understood and agreed that an absence from work for four (4) hours or less shall be considered one half ( $\frac{1}{2}$ ) day, and an absence from work for four (4) hours or more shall be considered as one (1) full day.

F. Sick days are credited in advance of expectation of continued employment. Reimbursement must be made in cases where the amount of employment does not equal the amount of such time taken within the calendar year.

G. In the event of the death of an employee hired on or before May 21, 2010, accrued sick time shall be paid to the estate of the said employee at the rate consistent with current City policy. Should there be no beneficiary of record, such payment will be made to the Estate of the employee. Employees hired after May 21, 2010 are not eligible for payment of accrued sick leave upon the death of the employee.

H. The past practice of not allowing an employee to charge sick days until they have worked at least one day in a new year, regardless of the number of days the employee has accrued, shall hereby be discontinued. This clause shall in no way modify the existing policy expressed in paragraph F. above which requires reimbursement in those cases where more time has been charged than has been earned. Employees who have used all their sick leave at the close of the prior year shall have sick leave posted to their account at the rate of 1.25 days for the completion of each month.

I. The City shall work with the union to place a voluntary disability insurance program with a private carrier. All premiums shall be fully paid by the employee through payroll deductions.

J. Sick Leave Incentive

1. Any employee who has accrued at least 30 sick days at the end of the calendar year, and who has not taken any sick days in the prior calendar year, shall be entitled to 3 days' pay at the current rate of pay in April of the succeeding year.

2. Any employee who has accrued at least 30 sick days at the end of the calendar year, and who took only 1 sick day in the prior calendar year, shall be entitled to 2 days' pay at the current rate of pay in April of the succeeding year.

3. Any employee who has accrued at least 30 sick days at the end of the calendar year, and who took 2 sick days in the prior calendar year, shall be entitled to 1 days' pay at the current rate of pay in April of the succeeding year.

4. Employees who do not have at least 30 sick days accrued at the end of a calendar year are not eligible for the incentive program.

5. Employees who took 3 or more sick days in the prior calendar year are not eligible for the incentive program.



## **ARTICLE 16**

### **LEAVE OF ABSENCE**

Any employee covered by this Agreement may take a leave of absence without pay from City duties, if recommendation is given by the Department Director, and approval is granted by the Business Administrator. The leave of absence shall not exceed six (6) months within one (1) calendar year, and during the period of said leave, the City shall be under no obligation to pay for the benefits provided for in this Agreement. An employee may be given a leave of absence without pay when requested without using accumulated sick and vacation time first. The date by which time the employee shall be eligible to earn an increment shall be adjusted by the number of days of the leave.

## ARTICLE 17

### INJURY LEAVE

Any employee who is disabled because of occupational injury shall be granted a leave of absence with full pay for a period of not to exceed seven (7) days. Any payments received by the employee attributable to Workmen's Compensation during the period of said injury leave shall be deducted from the employee's salary payable by the City. After seven (7) calendar days, the City will no longer be obligated to pay out any supplement to Workmen's Compensation.

For so long a period as the employee continues to collect Workers' Compensation Insurance, the employee shall remain on injury leave status, and during said period no charge shall be made against other leave to which employee would otherwise be entitled.

## **ARTICLE 18**

### **MATERNITY LEAVE**

All employees shall be entitled to family and medical leave consistent with state law, 34:118-1 et seq., and federal law, 292601, et seq. which shall, to the extent permissible by I law, run concurrently with applicable paid sick, personal, vacation and/or other paid leave.

## ARTICLE 19

### BEREAVEMENT LEAVE

A. All employees covered by this Agreement shall be entitled to five (5) working days leave without loss of pay when a death occurs in the employee's immediate family. For the purpose of this Article, the term "immediate family" is defined to mean husband, wife, child, parent, brother or sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent, grandchild, or any other relative living in the household of the employee.

B. All employees covered by this Agreement shall be entitled to three (3) days leave without loss of pay to attend the funeral of anyone in the non-immediate family. For the purpose of this Article, the term "non-immediate family" is defined to mean aunt, uncle, niece or nephew, brother-in-law or sister-in-law.

C. Any leave taken in excess of the allowance provided above shall be charged to the employee's vacation leave.

## **ARTICLE 20**

### **JURY LEAVE**

Any employee covered by this Agreement who is required to serve on a jury shall be paid their regular City salary and the payment received as a juror. It is understood that the above clause shall not apply to jury leave which is undertaken on a voluntary basis by an employee, it being understood that acceptance by an employee of required jury duty shall not be deemed as voluntary. It is further understood that this clause shall apply to the usual two (2) week petit jury term and the usual grand jury term. If, however, an employee is required to remain after the prescribed period of service, they shall be paid therefore in accordance with the other terms hereof.

## **ARTICLE 21**

### **MILITARY LEAVE**

Any full-time employee covered by this Agreement who is a member of the Reserves of the United States Military or a State National Guard, and is required to engage in annual active duty training, shall be granted a leave of absence in accordance with applicable State law. The employee shall be paid the difference between their regular City salary and their military pay, if the military pay is less than their regular gross city pay for a period of military leave. Taking of military leave shall not reduce any other leave earned by the employee.

The provision of this Article shall not apply to any employee who is drafted into or volunteers for service in the Armed Services of the United States.

## ARTICLE 22

### CONVENTION LEAVE

Any employee of the City who is a duly authorized delegate of the local union may apply for a leave of absence with pay to attend the Education Conferences, Council Assemblies, or International Convention. Said leave of absence shall not exceed five (5) days for any employees, nor shall the number of people so authorized exceed two (2) in number. The City shall approve the application for leave of absence submitted by said duly authorized delegate, so long as the efficient operation of the City permits. Proof of attendance by the employee at the convention shall, upon request, be submitted by the employee to the City. The total number of working days to be used by all employees shall not exceed fifteen (15) days in any calendar year.

**ARTICLE 23**

**LONGEVITY**

Employees covered by this Agreement shall receive, in addition to salary provided in Appendix A attached hereto and in accordance with the following schedule, longevity as follows:

**YEARS OF SERVICE**

Five (5) years of service	Two percent (2%) of salary
Ten (10) years of service	Three and three-fourths percent (3-3/4%) of salary
Fifteen (15) years of service	Five and on-half percent (5-1/2%) of salary
Nineteen (19) years of service	Seven and one-fourth percent (7-1/4%) of salary
Twenty-four (24) years of service	Nine percent (9%) of salary of salary
Twenty-nine (29) years of service	Fourteen and on-fourth percent (14-1/4%) of salary

\*This level only applies to employees with at least 15 years of continuous service to the City as of January 1 2011.

For the purpose of determining longevity, an employee covered by this agreement shall be eligible for a longevity payment commencing with the first full pay period following their anniversary date of their first five (5) years of employment and for the completion of each additional five (5) years. Years of service for purpose of longevity pay shall be computed to original date of employment, need not be continuous or consecutive, but calculated on total years in full pay status. Years of service will be computed because of full time employment only. The requirement for continuous and consecutive service does not apply to a situation where a full-time employee is laid off through no fault of his/her own, and then is rehired. In such circumstance, the employee' service will be deemed continuous and consecutive, but he/she will not be given credit for the period of the layoff.



## ARTICLE 24

### PERSONAL DAYS

- A. All employees covered under this Agreement shall be entitled to two (2) days a year leave of absence with pay for personal business.
- B. No personal days can be accumulated.
- C. Personal days shall not be taken in conjunction with vacation or sick leave and notification and request for personal days must be made twenty-four (24) hours in advance of taking them.
- D. Personal days may be taken in a one-half day increment.

**ARTICLE 25**

**SALARIES**

Attached Appendix A and B

## ARTICLE 26

### HEALTH AND LIFE INSURANCE BENEFITS

A. The City will provide life insurance on the life of each employee covered by this Agreement in the amount of \$5,000.00 for those employees under 65, \$2,000.00 for those employees over 65, and \$1,000.00 for retired employees. In addition, the City will provide accidental death and dismemberment insurance in the amount of at least \$2,000.00 on the life of each employee covered by this Agreement.

B. The City reserves the right to change insurance or Plans carriers so long as substantially similar or better benefits, on balance, are provided by any carrier of Plan.

C. Effective March 11, 1998, the parties agree that the current medical health benefit program shall be replaced by the City of Perth Amboy Flex Plan.

1. The following changes shall be made to the group employee health program shall be replaced by the City affecting all employees:

- a. Doctor's visit co-payments shall be \$10.00 per visit instead of \$5.00 per visit.
- b. Emergency Room admittance shall be \$50.00 per admittance instead of \$25.00 per admittance. As is currently the case, copayment shall not be assessed for emergency room visits resulting in a hospital admission. All other extant terms and conditions shall remain the same.

2. Out of network benefits:

- a. Increase deductible
  - I. From \$100 to \$200 for individuals
  - II. From \$200 to \$400 for families
- b. Increase maximum out of pocket co-payment benefit
  - I. From \$400 to \$800 for individual

II. From \$800 to \$1600 for families

3. Prescription Insurance - Change the following co-payments:

	From	To
a. Generic	10%	5%
b. Brand Name	10%	15%
c. Brand Name (mail Order)	10%	10%
d. Special Conditions*	10%	10%

Section D. Effective, January 1, 2013,

- e. Doctor's visit co-payments shall remain \$10.00 per visit.
- f. Emergency Room admittance shall be \$ 50.00 per admittance. As is currently the case, copayment shall not be assessed for emergency room visits resulting in a hospital admission. All other extant terms and conditions shall remain the same.

4. Out of network benefits:

- a. Increase deductible
  - i. From \$200 to \$400 for individuals
  - ii. From \$400 to \$800 for families
- b. Increase maximum out of pocket co-payment benefit
  - i. From \$800 to \$1600 for individual
  - ii. From \$1600 to \$3200 for families

5. Prescription Insurance - Change the following co-payments:

	From	To
a. Generic	5%	5%
b. Brand Name	15%	20%
c. Brand Name (Mail Order)	10%	15%
d. Special Conditions*	10%	15%

\*This provision would include those cases where generic cannot replace brand name as a matter of medical necessity. The employee must apply to the City and supply a doctor's note certifying the medical necessity of the non-generic form of the drug or the inability to provide the drug on a mail order (90 day supply).

Section D. Dental coverage maximum annual benefit shall be \$2,000.00 and payment for braces under both existing plans offered by the City shall be \$2,000.00.

## ARTICLE 27

### RETIREMENT BENEFITS

Section A. The City agrees to continue to provide retirement benefits in accordance with the applicable law under the Public Employees Retirement System ("PERS").

Section B. An employee hired on or before May 21, 2010 will be paid for one (1) of every two (2) sick days that he/she has accumulated with a ceiling of two hundred (200) sick days paid for upon retirement. For employees hired after May 21, 2010, this benefit is capped at \$15,000.00.

#### Section C. Health Insurance at Retirement

##### 1. DEFINITIONS

**Health Insurance Coverage** means the group health and hospital insurance coverage provided by the City of Perth Amboy at the time of the eligible employee's retirement and thereafter under the terms of the collective bargaining agreement with the employee organization that represented the retiring employee's job title. It includes surviving spouse and any eligible dependent(s) for which coverage was provided at the time of retirement to the extent provided for in the controlling insurance contract in effect at the time. Any changes in insurance plans, benefit levels and/or employee contributions that occur during retirement will be applicable to and binding upon the eligible retiree and dependent(s).

**Eligible Retiree** for purposes of this provision is an individual who was employed full time by the City of Perth Amboy on or before July 1, 2008, and continuously thereafter, who retires:

- a. On a State accidental disability pension as a result of an on- the-job injury while performing services for the City of Perth Amboy; or
- b. After 25 years or more of pensionable service under the New Jersey State Pension System; or
- c. With at least 15 years of employment service in the City of Perth Amboy and reached the age of 62 years or older.

2. Pursuant to N.J.S.A. 40A : 10-23, the City will assume the partial or full premium cost (depending on the practice for full time active employees) of the controlling group health and hospital insurance coverage for employees,

spouse and eligible dependent(s), who retire and satisfy the following conditions:

a. The employee commenced full-time employment for the City of Perth Amboy prior to July 1, 2008, and remained continuously employed (as determined by the Civil Service Commission) full-time by the City through the date of qualifying retirement under a State of New Jersey administered retirement plan; and

b. The employee retired:

i. On a State accidental disability pension as a result of an on-the-job injury sustained while performing services for the City of Perth Amboy; or

ii. After 25 years or more of pensionable service under the New Jersey State Pension System; or

iii. With at least 15 years of pensionable employment service in the City of Perth Amboy and reached the age of 62 years or older.

c. The level of insurance will be the prevailing group coverage that is in effect for the employee organization that represented the retiring employee's job title and the qualifying retiree, and his or her spouse and dependents, will be subject to and responsible for any employee contributions, deductibles and/or co-pays in effect from and throughout retirement.

### 3. Medicare

Upon reaching retirement and age 65, Medicare shall become primary health and hospital insurance coverage for retirees and applicable dependent(s). The City of Perth Amboy Health Plan will provide secondary coverage to Medicare for eligible City of Perth Amboy retirees over age 65 and eligible dependent(s).

**ARTICLE 28**  
**SAFETY AND HEALTH COMMITTEE**

The Employer shall at all times maintain a safe and healthful working condition, and will provide employees with wearing apparel, tools or devices deemed necessary in order to ensure their safety and health. When such materials are issued, they shall be used.

The Employer and the Union shall appoint a Safety Committee of five (5) persons. No more than two (2) members of the local Union shall be members of the Safety Committee. It shall be the joint responsibility of the members to investigate and correct unsafe and unhealthful conditions. The members shall meet periodically as necessary to review the conditions in general and to make recommendations to either or both parties when appropriate. The Safety Committee shall be allowed reasonable opportunity to visit work locations throughout the Employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

If an emergency meeting is necessary said meeting shall be held within seven (7) calendar days from time requested by either party. Any investigation of accidents or proposals to prevent accidents shall be coordinated between the Safety and Health Committee and the Accident Review Board.



**ARTICLE 29**  
**RULES AND REGULATION**

The City may establish reasonable time and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced. Copies of such rules shall be distributed to the Union Representative.

Proposed new rules or modifications or existing rules governing working conditions shall be negotiated with the new Union before they are established (N.J.S.A. 34:13A-5.3).

Section C. The City shall adopt an ordinance establishing the following:

Employees who have been required to be "bona fide" residents of the City of Perth Amboy under Article 4-132 or any other similar ordinance of the City shall be permitted to reside outside the City limits after completing more than ten (10) full years of City residency and employment.

Residency outside of City boundaries shall not be a basis for bias in favor of City residents over their non-city resident coworker in areas such as overtime call-in, lateral title changes or promotional opportunities.

**ARTICLE 30**  
**REST PERIODS**

Employees within this bargaining unit may take a rest period of not more than fifteen (15) minutes for each one-half (1/2) day of work at times scheduled by the immediate supervisor. Such rest periods may not be taken during the first or last hour of any employee's scheduled work day. A REST PERIOD MAY NOT BE USED TO COVER AN EMPLOYEE'S LATE ARRIVAL TO WORK OR EARLY DEPARTURE, NOR MAY IT BE REGARDED AS ACCUMULATIVE, IF NOT TAKEN.

**ARTICLE 31**  
**ACCESS TO PERSONAL FILES**

An employee shall, within five (5) working days of a written request to the Personnel Department, have an opportunity to review his or her personal folder in the presence of an appropriate official of the Personnel Department to examine any criticism, commendation, or any evaluation of his or her work performance or conduct prepared by the City during the term of this Agreement. The personnel files maintained in the City Personnel Office in City Hall shall be the official personnel file.

They shall be allowed to place in such file a response of reasonable length to anything contained therein.

Each regular written evaluation of work shall be reviewed with the employee and evidence of this review shall be the required signature of the employee on the evaluation form. Such signature shall not be construed to mean agreement with the content of the evaluation unless such agreement is stated thereon.

## ARTICLE 32

### LABOR-MANAGEMENT COMMITTEE

The Employer and the Union, having recognized that cooperation between the management and labor is indispensable to the accomplishment of sound and harmonious labor relations, shall jointly maintain and support a Labor-Management Committee.

The Labor-Management Committee shall consider and recommend to the administration changes in the working conditions. The Committee shall not consider items being grieved.

The Labor-Management Committee shall consider and recommend to the administration changes in the working conditions. The Committee shall consist of four (4) members. The Union representative shall be the two (2) of the local union. The administration shall designate two (2) members.

The Committee shall meet at the request of any of the parties within ten (10) days of notification of such meeting. An agenda of the meeting shall be submitted by the party calling for the meeting to the other party no later than five (5) days before scheduled meeting.

**ARTICLE 33**  
**DISCIPLINE AND DISCHARGE**

An Employee may be disciplined or discharged for just cause. Employees shall have the opportunity to be represented by the Union when such employee is advised of disciplinary or discharge action being taken against him/her.

A copy of all disciplinary actions shall be sent to the Union Representative.

**ARTICLE 34**  
**JOB POSTING**

Existing or planned job vacancies will be posted on the bulletin boards. The posting will include a description of the job, any required qualifications, the location of the vacancies and the procedure to be followed by employees interested in making application. Said applications must be made within five (5) working days of posting. A copy of the posting will be given to the Union Representative.

Members of the bargaining unit who are applicants for opening, shall be notified of the disposition of their application prior to the publication of the name of the successful applicant.

If two (2) or more equally qualified employees apply for the position, seniority shall be the determining factor.

## **ARTICLE 35**

### **FULLY BARGAINED PROVISIONS**

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargain able issues which were or could have been the subject of negotiation. During the terms of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by the Agreement, and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

**ARTICLE 36**  
**PRESCRIPTION EYEGLASSES ALLOWANCES**

Vision care benefits shall be increased to provide reimbursement of up to one hundred and fifty dollars (\$150.00) per person and an aggregate limit of five hundred dollars (\$500.00) per family per year. Coverage shall include prescription eyeglasses and/or eye examinations by an optometrist or ophthalmologist.



**ARTICLE 37**

**PAY PERIOD**

Employees covered by this Agreement shall be paid semi-monthly.

**ARTICLE 38**

**REQUIRED LICENSES AND CERTIFICATIONS**

Effective January 1, 2024, the cost of attaining required Employment Licenses and Certifications will be reimbursed to the employee upon the review and prior approval of the Business Administrator and subject to budgetary funds being available.

## **ARTICLE 39**

### **OUT OF TITLE WORK**

Employees who, when authorized by their immediate supervisor, perform work in a high paid classification other than their own for at least four hours (4) or more shall be paid at the rate of the higher classification for the time worked in that classification. The waiting period is to be no more than four (4) hours. The employee shall be paid at the step in the salary guide for the position in which they serve, which is the next higher base salary above their current base salary.

### **TEMPORARY WORK ASSIGNMENT**

Perth Amboy Blue- and White-Collar supervisors of OPEIU Local 32 who are authorized by their Supervisor to assist, train, and or who are placed in a different work assignment temporarily will receive a stipend of up to Six Thousand Dollars yearly or a Two Hundred Fifty Dollar semi- weekly.

## ARTICLE 40

### VOLUNTARY RANDOM AND REASONABLE SUSPICION DRUG AND ALCOHOL TESTING

A. A mandatory Random and Reasonable Suspicion Drug and Alcohol Testing Program shall be implemented in the same manner as the City's existing CDL program. Random Testing shall be provided on a quarterly basis with seven (7) primary and seven (7) substitute employees selected randomly. The date for the test shall be determined by the employer. A union official may be present during the testing procedures.

The covered employees must provide written consent on a form provided by the City

The penalty for testing positive on any random or reasonable suspicion drug or alcohol test shall be as set forth in this Article.

#### **First Offense**

An employee who tests positive for drugs or alcohol while on duty, pursuant to either a random or reasonable suspicion test, shall be suspended from duty without pay and referred to the City's Employee Assistance Program ("EAP") for substance abuse evaluation and determination of the appropriate course of treatment. The employee shall submit, cooperate with and satisfactorily complete such counseling, therapy, treatment and/or rehabilitation program as is recommended to the employee and the City by the EAP's substance abuse professional(s).

Failure to successfully complete the required counseling therapy, treatment and/or rehabilitation program shall result in dismissal.

An employee who has tested positive for drugs or alcohol for the first time and satisfactory completes the recommended counseling, therapy, treatment and/or rehabilitation program will be reinstated to employment upon; (a) the substance abuse professional's submission to the City of the documentation confirming the employee's satisfactory completion of the recommended course of treatment; and (b) the employee's execution of a "Last Chance Agreement" confirming his/her understanding that a subsequent positive drug or alcohol test while on duty will result in immediate termination. This right to reinstatement and a second chance will not apply to any employee who is already subject to a "Last Chance Agreement" at the time of approval of this Agreement.

Whether the treatment recommended by the EAP substance abuse counselor is in- patient or out-patient services, it will be subject to the terms of the City's health and wellness plan. An employee will be permitted to use accumulated sick, personal or vacation leave for absence due to an in-patient rehabilitation program.

### **Second Offense**

An employee who tests positive on a second occasion for drugs or alcohol while on duty, pursuant to either a random or reasonable suspicion test, shall be terminated.

The Second Offense provision shall apply prospectively, so that an individual who has had a prior first offense under the terms of the prior collective bargaining agreement shall be treated as a first-time offender under this Agreement. This exception shall not apply to any employee who is already subject to a Last Chance Agreement.

Refusal to submit to a test as required without a valid medical examination shall subject the individual to immediate dismissal.

**B.** An employee who has no remaining sick, personal or vacation time may request payment for future vacation time instead of time off, upon successfully completing prescribed course of treatment at a recognized substance abuse treatment facility, and providing evidence of such satisfactory completion by submitting a note from said facility which is signed by the treatment physician to the Personnel Office.

An employee may only request this one time.

**C.** Training material that addresses substance abuse shall be presented annually by the City at no cost to the employees

**ARTICLE 41**  
**SAVINGS CLAUSE**

Should any Article, Section, or portion thereof of this Agreement be held unlawful and unenforceable by a court of competent jurisdiction, such decision of the court shall only apply to the specific Article, Section, or portion thereof directly specified in the decision; upon the issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalidated Article, Section, or portion thereof.

**ARTICLE 42  
STAND-BY PAY**

**Reserved.**

**ARTICLE 43**  
**EDUCATIONAL DIFFERENTIAL**

Effective January 1, 2006 through June 30, 2009, employees who had attained an Associate's Degree from an accredited college shall have their annual base salary increased by \$750.00 upon presentation of said degree. Employees hired after June 30, 2009 shall not be eligible to receive this benefit.

Effective January 1, 2010, upon presentation of evidence and documentation of receipt of the following degrees, employees who have attained a bachelor's degree from an accredited college shall have their annual base salary increased by \$1,250.00 upon presentation of evidence of said degree, or Employees who have attained a master's degree from an accredited college or university shall have their annual base salary increased by \$1,750.00.



**PERTH AMBOY MEMORANDUM OF AGREEMENT**

**January 1, 2023**

**Attachment A (Salary Scale)**

**ARTICLE 44  
TERMINATION**


This Agreement shall be effective January 1, 2023 and shall remain in effect through December 31, 2026. All Provisions in the Agreement which expired on December 31, 2022 shall remain in full force and effect unless otherwise modified herein.


Unless otherwise stated herein, all modifications shall be retroactive to January 1, 2023.


It can be automatically renewed thereafter, from year to year, unless either party shall notify the other in writing of its termination or of any changes desired, negotiations shall begin no later than sixty (60) days prior to the end of current contract.

ATTEST:

CITY OF PERTH AMBOY

  
Victoria A. Kupsch, City Clerk

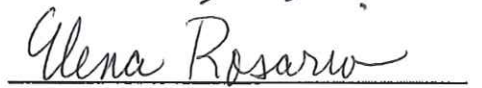
  
Mayor Helmin J. Caba


  
Michael E. Greene, Esq. Business Administrator

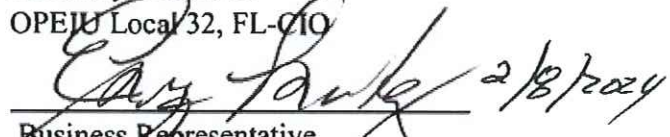
UNION:

WHITE AND BLUE COLLAR  
SUPERVISORS LOCAL 32,  
OPEIU, AFL-CIO

  
Shop Stewart Negotiations Committee

  
Shop Stewart Negotiations Committee

  
Secretary-Treasurer  
OPEIU Local 32, FL-CIO

  
Business Representative  
OPEIU Local 32, FL-CIO

**Blue & White Collar Supervisors  
OPEIU Local 32**

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Administrative Clerk-Police	2022	57,036	59,888	62,739	65,592	68,446	71,297	74,149
Equity Adjustment	2023	61,036	63,888	66,739	69,592	72,446	75,297	78,149
2.50%	2024	62,562	65,485	68,407	71,332	74,257	77,179	80,103
2.00%	2025	63,813	66,795	69,775	72,759	75,742	78,723	81,705
2.00%	2026	65,089	68,131	71,171	74,214	77,257	80,297	83,339
Assistant Recreation Supervisor	2023	46,310	48,625	50,940	53,255	55,570	57,885	60,200
2.50%	2024	47,468	49,841	52,214	54,586	56,959	59,332	61,705
2.00%	2025	48,417	50,838	53,258	55,678	58,098	60,519	62,939
2.00%	2026	49,385	51,855	54,323	56,792	59,260	61,729	64,198
Audio Visual Supervisor	2023	50,053	53,761	57,469	61,177	64,886	68,595	72,303
2.50%	2024	51,304	55,105	58,906	62,706	66,508	70,310	74,111
2.00%	2025	52,330	56,207	60,084	63,960	67,838	71,716	75,593
2.00%	2026	53,377	57,331	61,286	65,239	69,195	73,150	77,105
Chief Clerk	2022	60,459	63,481	66,505	69,528	72,551	75,573	78,597
Equity Adjustment	2023	64,459	67,481	70,505	73,528	76,551	79,573	82,597
2.50%	2024	66,070	69,168	72,268	75,366	78,465	81,562	84,662
2.00%	2025	67,391	70,551	73,713	76,873	80,034	83,193	86,355
2.00%	2026	68,739	71,962	75,187	78,410	81,635	84,857	88,082
Chief Parking Enforcement Officer	2023	55,000	58,333	61,666	64,999	68,333	71,667	75,000
2.50%	2024	56,375	59,791	63,208	66,624	70,041	73,458	76,875
2.00%	2025	57,503	60,987	64,472	67,956	71,442	74,928	78,413
2.00%	2026	58,653	62,207	65,761	69,315	72,871	76,427	79,981
Deputy Registrar	2022	60,459	63,481	66,505	69,528	72,551	75,573	78,597
2.50%	2023	61,970	65,068	68,168	71,266	74,365	77,462	80,562
2.50%	2024	63,519	66,695	69,872	73,048	76,224	79,399	82,576
2.00%	2025	64,789	68,029	71,269	74,509	77,748	80,987	84,228
2.00%	2026	66,085	69,390	72,694	75,999	79,303	82,607	85,913
Maintenance Superintendent	2023	80,000	83,333	86,666	89,999	93,333	96,667	100,000
2.50%	2024	82,000	85,416	88,833	92,249	95,666	99,084	102,500
2.00%	2025	83,640	87,124	90,610	94,094	97,579	101,066	104,550
2.00%	2026	85,313	88,865	92,422	95,976	99,531	103,087	106,641
Maintenance Supervisor Grounds	2022	57,036	59,888	62,739	65,592	68,446	71,297	74,149
2.50%	2023	58,462	61,385	64,307	67,232	70,157	73,079	76,003
2.50%	2024	59,924	62,920	65,915	68,913	71,911	74,906	77,903
2.00%	2025	61,122	64,178	67,233	70,291	73,349	76,404	79,461
2.00%	2026	62,344	65,462	68,578	71,697	74,816	77,932	81,050
Marina Supervisor	2022	57,036	59,888	62,739	65,592	68,446	71,297	74,149
2.50%	2023	58,462	61,385	64,307	67,232	70,157	73,079	76,003
2.50%	2024	59,924	62,920	65,915	68,913	71,911	74,906	77,903
2.00%	2025	61,122	64,178	67,233	70,291	73,349	76,404	79,461
2.00%	2026	62,344	65,462	68,578	71,697	74,816	77,932	81,050

**Blue & White Collar Supervisors  
OPEIU Local 32**

			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
Public Works Superintendent		2023	80,000	83,333	86,666	89,999	93,333	96,667	100,000	
	2.50%	2024	82,000	85,416	88,833	92,249	95,666	99,084	102,500	
	2.00%	2025	83,640	87,124	90,610	94,094	97,579	101,066	104,550	
	2.00%	2026	85,313	88,866	92,422	95,976	99,531	103,087	106,641	
Recreation Supervisor		2023	52,799	54,911	57,023	59,135	61,247	63,359	65,471	
	2.50%	2024	54,119	56,284	58,449	60,613	62,778	64,943	67,108	
	2.00%	2025	55,201	57,410	59,618	61,825	64,034	66,242	68,450	
	2.00%	2026	56,305	58,558	60,810	63,062	65,315	67,567	69,819	
Registrar		2022	60,459	63,481	66,505	69,528	72,551	75,573	78,597	
	Equity Adjustment	2023	64,459	67,481	70,505	73,528	76,551	79,573	82,597	
		2.50%	2024	66,070	69,168	72,268	75,366	78,465	81,562	84,662
		2.00%	2025	67,391	70,551	73,713	76,873	80,034	83,193	86,355
		2.00%	2026	68,739	71,962	75,187	78,410	81,635	84,857	88,082
Road Repair Superintendent		2023	80,000	83,333	86,666	89,999	93,333	96,667	100,000	
	2.50%	2024	82,000	85,416	88,833	92,249	95,666	99,084	102,500	
	2.00%	2025	83,640	87,124	90,610	94,094	97,579	101,066	104,550	
	2.00%	2026	85,313	88,866	92,422	95,976	99,531	103,087	106,641	
Road Repair Supervisor		2022	57,056	59,888	62,739	65,592	68,446	71,297	74,149	
	2.50%	2023	58,462	61,385	64,307	67,232	70,157	73,079	76,003	
	2.50%	2024	59,924	62,920	65,915	68,913	71,911	74,906	77,903	
	2.00%	2025	61,122	64,178	67,233	70,291	73,349	76,404	79,461	
	2.00%	2026	62,344	65,462	68,578	71,697	74,816	77,932	81,050	
Sanitation Supervisor		2022	57,056	59,888	62,739	65,592	68,446	71,297	74,149	
	2.50%	2023	58,462	61,385	64,307	67,232	70,157	73,079	76,003	
	2.50%	2024	59,924	62,920	65,915	68,913	71,911	74,906	77,903	
	2.00%	2025	61,122	64,178	67,233	70,291	73,349	76,404	79,461	
	2.00%	2026	62,344	65,462	68,578	71,697	74,816	77,932	81,050	
Superintendent of Recreation		2023	86,702	92,585	96,468	100,351	104,234	108,118	112,000	
	2.50%	2024	90,920	94,900	98,880	102,860	106,840	110,821	114,800	
	2.00%	2025	92,738	96,798	100,858	104,917	108,977	113,037	117,096	
	2.00%	2026	94,593	98,734	102,875	107,015	111,157	115,298	119,438	
Supervising Account Clerk		2023	47,886	50,421	52,956	55,491	58,026	60,561	63,095	
	2.50%	2024	49,083	51,682	54,280	56,878	59,477	62,075	64,672	
	2.00%	2025	50,065	52,716	55,366	58,016	60,667	63,317	65,965	
	2.00%	2026	51,066	53,770	56,473	59,176	61,880	64,583	67,284	
Supervising Code Enforcement Officer		2023	59,339	62,306	65,273	68,240	71,207	74,175	77,142	
	2.50%	2024	60,822	63,864	66,905	69,946	72,987	76,029	79,071	
	2.00%	2025	62,038	65,141	68,243	71,345	74,447	77,550	80,652	
	2.00%	2026	63,279	66,444	69,608	72,772	75,936	79,101	82,265	

**Blue & White Collar Supervisors  
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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Supervising Library Asst.	2022	45,000	47,598	50,196	52,794	55,392	57,990	60,590
Equity Adjustment	2023	49,000	51,598	54,196	56,794	59,392	61,990	64,590
2.50%	2024	50,225	52,888	55,551	58,214	60,877	63,540	66,205
2.00%	2025	51,230	53,946	56,662	59,378	62,095	64,811	67,529
2.00%	2026	52,255	55,025	57,795	60,566	63,337	66,107	68,880
Supervising Mechanic	2022	57,036	59,888	62,739	65,592	68,446	71,297	74,149
Equity Adjustment	2023	61,036	63,888	66,739	69,592	72,446	75,297	78,149
2.50%	2024	62,562	65,485	68,407	71,332	74,257	77,179	80,103
2.00%	2025	63,813	66,795	69,775	72,759	75,742	78,723	81,705
2.00%	2026	65,089	68,131	71,171	74,214	77,257	80,297	83,339
Supervisor of Billing and Collecting	2023	71,799	73,430	75,062	76,694	78,326	79,958	81,590
2.50%	2024	73,594	75,266	76,939	78,611	80,284	81,957	83,630
2.00%	2025	75,066	76,771	78,478	80,183	81,890	83,596	85,303
2.00%	2026	76,567	78,306	80,048	81,787	83,528	85,268	87,009
Supervisor Buildings & Grounds	2022	62,000	64,850	67,700	70,550	73,400	76,250	79,098
Equity Adjustment	2023	66,000	68,850	71,700	74,550	77,400	80,250	83,098
2.50%	2024	67,650	70,571	73,493	76,414	79,335	82,256	85,175
2.00%	2025	69,003	71,982	74,963	77,942	80,922	83,901	86,879
2.00%	2026	70,383	73,422	76,462	79,501	82,540	85,579	88,617
Supervisor of General Services	2023	80,000	81,666	83,333	85,000	86,667	88,334	90,000
2.50%	2024	82,000	83,708	85,416	87,125	88,834	90,542	92,250
2.00%	2025	83,640	85,382	87,124	88,868	90,611	92,353	94,095
2.00%	2026	85,313	87,090	88,866	90,645	92,423	94,200	95,977
Supervisor Park. Enf. Officers	2022	40,208	42,220	44,230	46,240	48,251	50,262	52,271
2.50%	2023	41,213	43,276	45,336	47,396	49,457	51,519	53,578
2.50%	2024	42,243	44,358	46,469	48,581	50,693	52,807	54,917
2.00%	2025	43,088	45,245	47,398	49,553	51,707	53,863	56,015
2.00%	2026	43,950	46,150	48,346	50,544	52,741	54,940	57,135
Supervisor P.S. Telecomm.	2022	53,808	56,498	59,190	61,879	64,569	67,260	69,950
2.50%	2023	55,153	57,910	60,670	63,426	66,183	68,942	71,699
2.50%	2024	56,532	59,358	62,187	65,012	67,838	70,666	73,491
2.00%	2025	57,663	60,545	63,431	66,312	69,195	72,079	74,961
2.00%	2026	58,816	61,756	64,700	67,638	70,579	73,521	76,460
Tech. Assst. Construct. Official	2022	46,000	48,471	50,942	53,413	55,884	58,355	60,827
Equity Adjustment	2023	50,000	52,471	54,942	57,413	59,884	62,355	64,827
2.50%	2024	51,250	53,783	56,316	58,848	61,381	63,914	66,448
2.00%	2025	52,275	54,859	57,442	60,025	62,609	65,192	67,777
2.00%	2026	53,321	55,956	58,591	61,226	63,861	66,496	69,133

**Blue & White Collar Supervisors  
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		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
Traffic Maintenance Supervisor	2022	60,459	63,481	66,505	69,528	72,551	75,573	78,597
Equity Adjustment	2023	64,459	67,481	70,505	73,528	76,551	79,573	82,597
2.50%	2024	66,070	69,168	72,268	75,366	78,465	81,562	84,662
2.00%	2025	67,391	70,551	73,713	76,873	80,034	83,193	86,355
2.00%	2026	68,739	71,962	75,187	78,410	81,635	84,857	88,082

**PERTH AMBOY MEMORANDUM OF AGREEMENT**  
**January 1, 2023**

**Attachment B – Wages**

Effective January 1, 2023, all members currently receiving the Equity Adjustment will have their base salary increased by \$4,000.00. All members not currently receiving the Equity Adjustment will have their base salary increased by 2.5%.

Effective January 1, 2024, all members will have their base salary increased by 2.5%.

Effective January 1, 2025, all members will have their base salary increased by 2.0%.

Effective January 1, 2026, all members will have their base salary increased by 2.0%.