

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE BOROUGH OF ALLENDALE AND UPSEU (WHITE COLLAR UNIT)**

It is hereby agreed by and between the negotiation committee of the Borough of Allendale (the "Borough") and UPSEU (White Collar UNIT) ("Union"), as follows:

1. Hours of Work (Article VII) – A provision will be added to the existing article reflecting that the normal work week for part-time employees will not exceed 25 hours.

2. Holidays (Article VIII) – A provision will be added to the existing article reflecting that part-time employees shall receive three (3) paid holidays (New Year's Day, Thanksgiving Day, and Christmas Day) and that they shall be paid for such holidays at the rate of 1/5 of the average number of hours worked per week.

In addition, the existing article will be modified so as to eliminate the existing floating holiday provision requiring one-half day to be taken on Thanksgiving Eve and one-half day to be taken on Christmas Eve. In its place, a new provision will be added providing for one additional floating holiday the usage of which shall be scheduled with prior administrative approval.

3. Bereavement Leave (Article XI) – A provision will be added to the existing article to reflect that part-time employees shall receive two (2) days of paid leave upon the death of an "immediate relative" as defined in the existing article. Such payment shall be at the rate of 1/5 of the average number of hours worked per week, for each such day.

4. Hospital and Medical Insurance (Article XII)

(a) A provision will be added to the existing article (or a new article will be added to the contract) reflecting the attached Chapter 48/Chapter 78 language which is attached hereto as Exhibit "A" and incorporated herein by reference.

(b) Articles XII C, D, E, F and G shall be deleted in their entirety and replaced with the following:

All employees shall contribute towards the premiums payable for the foregoing healthcare coverage in an amount as required by law, including but not limited to such contributions as are mandated by the provisions of Chapter 78, P.L. 2011 of New Jersey State Law, or any amendments thereto.

The Borough shall not be obligated to pay for post-retirement health benefits for any employee hired on or after June 1, 2012.

5. Salaries and Compensation (Article XV)

(a) Salaries and compensation for the period January 1, 2016 through December 31, 2019 shall be adjusted/increased by 2% per annum. In addition, the minimum salary for dispatchers shall be \$34,000 per year in 2016, \$35,000 per year in 2017, \$36,000 per year in 2018 and \$36,720 per year in 2019. Those dispatchers earning more than \$34,000 in 2016 shall, during each year of the contract, receive the same 2% per year increase as all other unit employees.

(b) Notwithstanding anything else in this MOU to the contrary:

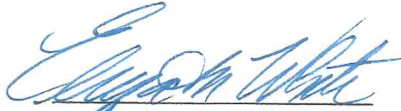
(i) Stephanie Geisler shall be compensated at the rate of \$25.00 per hour in the year 2016; and

(ii) Tyler Yaccarino shall be compensated at the rate of \$15.00 per hour in the year 2016.

6. Duration (Article XXXVI) – A four year contract commencing January 1, 2016 and expiring December 31, 2019.

7. Except as modified by this Memorandum of Understanding, the current Agreement shall remain in effect. All other proposals are deemed withdrawn.

FOR BOROUGH


July 29, 2016

FOR UNION

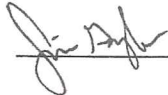

7-28-2016

EXHIBIT "A" TO MOU

ALLENDALE/UPSEU NEGOTIATIONS

The parties acknowledge that the Borough has (1) previously adopted Resolutions 08-356 and 08-357, both dated October 31, 2008, whereby the Borough elected to adopt the provisions of N.J.S.A. 52:14-17.38 (Chapter 48) by which the Borough agreed to pay for the State Health Benefits Program ("SHBP") coverage of eligible employees and retirees and (2) previously adopted Resolution 12-172 whereby the Borough elected (i) not to be obligated to pay for Chapter 48 post-retirement health benefits for any employee hired after June 1, 2012 and (ii) to continue to pay for post-retirement medical benefits of existing retirees or active employees hired prior to June 1, 2012 who are eligible for those payments under any Chapter 48 Resolution adopted by the Borough.

All retirees of the Union who are eligible for SHBP coverage under Chapter 48 shall be obligated to contribute towards the cost of the premiums for such coverage pursuant to the provisions of Chapter 78 of New Jersey statutory law, or any successor law thereto.

"Part-time employees" shall mean those employees whose normal working hours do not exceed 25 hours per week.
