

MEMORANDA OF UNDERSTANDING AGREEMENT

Between

**THE BOROUGH OF PARK RIDGE
BERGEN COUNTY, NEW JERSEY**

And

**UNITED PUBLIC SERVICE EMPLOYEES UNION,
ALL REGULARLY EMPLOYED NONSUPERVISORY
CLERICAL STAFF EMPLOYEES LOCAL**

November 7, 2011

THIS MEMORANDUM OF UNDERSTANDING is made this 14th day of November, 2011, by and between **The BOROUGH OF PARK RIDGE**, a body politic and corporate of the State of New Jersey, (hereinafter called the Borough); and **THE UNITED PUBLIC SERVICE EMPLOYEES UNION, PARK RIDGE UNIT** (hereinafter called the "UPSEU").

WHEREAS, on July 10, 2006, the Park Ridge Borough of Employees Association (the "Association") entered into a Collective Bargaining Agreement with the Borough for the period of January 1, 2006 through December 31, 2010, (the "Agreement"); and

WHEREAS, on or about June 29, 2010, the Association and the Borough met in good faith to negotiate certain changes and entered into a written modification to the aforesaid Agreement; and

WHEREAS, on or about May 6, 2011, the Association and Borough entered into a Stipulation of Appropriate Unit and Sidebar Agreement filed with the State of New Jersey Public Employment Relations Commission, Docket No. RO-2011-060, which among other things, recognized UPSEU as the appropriate unit for collective negotiations for all regularly employed nonsupervisory white collar employees of the Borough of Park Ridge; and

WHEREAS, the parties have met on several occasions over the past few months and on September 26, 2011, Park Ridge Borough Councilmen Misciagna and Viola met with the nonsupervisory white collar employees' representatives and William Sullivan of the UPSEU and reached an agreement with regard to the revised terms to be incorporated into a formal written agreement for the period of January 1, 2011 through December 31, 2014.

NOW, THEREFORE, the parties agree that the following terms will be part of the new collective bargaining agreement which shall be prepared by UPSEU subject to the review and approval of the Mayor and Council of the Borough of Park Ridge and its Borough Attorney.

1. The terms of the new collective bargaining agreement shall incorporate the following agreed upon terms as follows:

Term: 4 years (January 1, 2011 to December 31, 2014);

Wage Increases:

- 2011 – 0%
- 2012 – 2%
- 2013 – 2%
- 2014 – 2% (additional 1% December 2014 in return for elimination of retiree coverage for new hires);

Personal Days: May not be banked or carried over – use in the year earned or lose

- September 2011 - December 2011 – 1 Personal day
- 2012 – 1 Personal Day
- 2013 – 1 additional Personal Day for a total of 2 Personal Days
- 2014 – 1 additional Personal Day for a total of 2 Personal Days;

Step Increases:

- 2011 steps = to 2010 steps
- 2012 – steps increase 2%
- 2013 – steps increase 2%
- 2014 – steps increase 2%

Longevity: No longevity for new hires after contract signed

- Existing employees - \$100 increase at each level of completed years of service effective 1/1/2012

Bereavement: No change

Part Time hourly employees are to be paid only for hours that they work, no paid vacation or sick.

Permanent Part Time salaried employees receive paid sick and vacation pro rata based upon a 35 hour weekly full-time work week.

Mileage: Codify in agreement that mileage reimbursement is equal to the then current IRS allowance.

Holidays: Election Day is always a floater holiday. Part Time hourly employees will be paid their normal hours worked if their work day falls on holiday.

Medical and Dental Insurance: Effective for new hires effective September 27, 2011.

- Not eligible for retiree coverage

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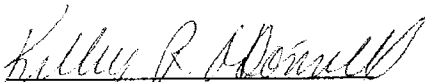
Terminal Leave: Capped by the Governor in 2011 to \$15,000

2. Upon execution of the within Memorandum of Understanding, the parties agree to negotiate in good faith and execute formal documentation, evidencing the terms and conditions contained herein.

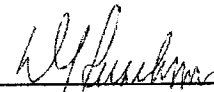
IN WITNESS WHEREOF, the parties have hereunto caused this Memorandum of Understanding to be signed by their property officers and their corporate seals to be affixed hereto, or have hereto set their hands and seals, the day and year first above written.

ATTEST:

THE BOROUGH OF PARK RIDGE



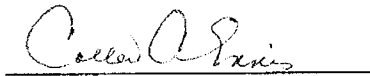
Kelley R. O'Donnell,
Borough Clerk/Administrator

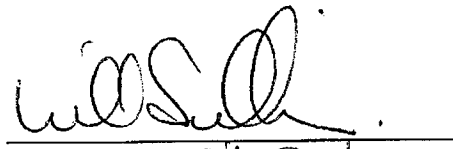
By 

Donald J. Ruschman
Mayor Borough of Park Ridge

WITNESS:

**UNITED PUBLIC SERVICE
EMPLOYEES UNION**





Name: William Sullivan

Title: Labor Rep

**BOROUGH OF PARK RIDGE
RESOLUTION NO. 011-346**

**AUTHORIZATION TO EXECUTE MEMORANDA OF AGREEMENT
WITH UPSEU UNION; ALL REGULARLY EMPLOYED
NONSUPERVISORY CLERICAL STAFF EMPLOYEES LOCAL**

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WHEREAS, on or about June 29, 2010, the Association and the Borough met in good faith to negotiate certain changes and entered into a written modification to the aforesaid Agreement; and

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WHEREAS, the parties have met on several occasions over the past few months and on September 26, 2011, Park Ridge Borough Councilmen Misciagna and Viola met with the nonsupervisory white collar employees' representative William Sullivan of the UPSEU and reached an agreement for the period of January 1, 2011 through December 31, 2014; and

WHEREAS, the Borough Council has reviewed the draft of the Memoranda of Agreement; and

NOW, THEREFORE, BE IT RESOLVED that the Council hereby authorizes Mayor Donald Ruschman to execute the Memoranda of Agreement on behalf of the Borough; and

BE IT FURTHER RESOLVED that a copy of said Memoranda of Agreement executed by the Mayor and the representatives of the Association be filed permanently with the Borough Clerk.

Adopted 11/14/11 on roll call vote as follows:

	Introduced	Seconded	AYES	NAYES	ABSENT	ABSTAIN
Maguire		✓	✓			
Viola						
Hopper			✓			
Kane			✓			
Misciagna	✓		✓			
Kilmartin			✓			