

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) entered into on this 3rd day of August 2021 by and between the Town of Harrison (“Town”) and Harrison Civil Service Employees Association (“Association”).

WHEREAS, the Town is the public employer of all full-time permanent blue and white collar employees and Public Safety Telecommunicators (Dispatchers) represented by the Association as set forth in the collective negotiations agreement covering the period January 1, 2018 through December 31, 2020 (“Expired Agreement”); and

WHEREAS, the parties have negotiated in good faith to modify certain terms and conditions of employment set forth in the Expired Agreement; and

WHEREAS, the parties desire to memorialize those modifications in a successor agreement covering the period January 1, 2021 through December 31, 2024 (“Successor Agreement”); and

NOW, THEREFORE, in consideration of the promises and mutual covenants herein, and for good and other valuable consideration, the parties agree as follows:

1. All terms and conditions of employment contained in the January 1, 2018 through December 31, 2020 collective negotiations agreement shall remain in full force and effect, except as expressly modified herein.
2. Duration: 4-year term (1/1/2021-12/31/2024).
3. Starting 1/1/2021 and retroactive to that date, increase the starting salaries for Laborers and Dispatchers hired after 1/1/2021 as follows:
 - a. Laborers with a valid NJ CDL license - \$36,000.
 - b. Laborers without a valid NJ CDL license - \$32,000 until they acquire a valid NJ CDL license, at which time their annual salary will increase to \$36,000 prospectively.
 - c. Dispatchers - \$32,000 until such time as they acquire their NJ Dispatcher Certification AND complete their internal Harrison Police Dept. training, at which time their annual salary will increase to \$36,000 prospectively.

MJ
OH
ug
MK
M.D.
M.S.

4. Salary

2021:

- A. Increase the salaries of the unit members in Laborer and Dispatcher titles hired prior to 1/1/2021 listed on the attached spreadsheet to the amounts shown on the attached spreadsheet. These employees effectively received less than "\$36,000" starting in 2021. Employees on the attached spreadsheet who have either not acquired a valid NJ CDL license or have not acquired a NJ Dispatcher Certification AND completed their internal Harrison Police Dept. training shall remain at their current salaries until such time as same is acquired.
- B. 3% ATB raise for all unit members, after application of A, above.
- C. Keep current step program in place (\$1,000 every July).
- D. No retro pay on overtime.
- E. No retroactive adjustments on employee contributions.

2022:

2% ATB raise for all unit members.

2023:

2% ATB raise for all unit members.

2024:

2% ATB raise for all unit members.

- 5. Add to the Successor Agreement that DPW members who perform snow-removal operations when the Town Hall is closed due to weather shall receive their regular pay AND time-and one-half overtime pay for each such hour worked between 7:30 am and 3:30 pm when the Town Hall is so closed.
- 6. Add to the Successor Agreement that Dispatchers who work when the Town Hall is closed due to weather shall receive their regular pay AND one hour of comp time for each such hour worked during their 10 hour shift.
- 7. Institute an "Order-In Policy" for the Dispatchers that will be implemented with input from the Association.
- 8. One time stipend of \$1,000 payable in July 2021 (or as soon as practicable after the Town adopts the required salary ordinance) for any Dispatcher who worked continuously during the COVID-19 pandemic without being placed on a "staggered" work schedule, and the following DPW employees: Frankie Dellasanti and Patricia Domerstad.
- 9. Insert the following language regarding the Workplace Democracy Enhancement Act, "The Town agrees to comply with the provisions of the Workplace Democracy Enhancement Act (WDEA). Every 120 days, the Town shall provide to the Association a list of all negotiations unit employees, including date of hire, job title, worksite location, home address, work telephone numbers, home and cell phone numbers, and

[Handwritten signatures and initials]
DH
M.D.
M.D.

work and personal email addresses on file with the Town. Annual salary of all negotiations unit employees to be provided twice per year. The foregoing information is to be provided to the Association Secretary.”

10. Effective upon full execution of this MOA and approval of the governing body, in-line promotional raises shall be \$2,500 per level. All other promotions and title changes shall be subject to the following procedure:

- a. 30 days written notice to the CSEA president and secretary of promotion/new title.
- b. Notice shall contain name of employee, current title, promoted/new title and proposed salary for the new/promoted title with explanation.

This provision does not apply to any member of the bargaining unit who had a promotion or title change prior to the effective date.

11. Health insurance premium contributions shall continue to be paid in accordance with the Chapter 78 grid.

12. Active employees who pass away shall not have their current year's leave prorated in the same manner as employees who retire or resign during the year (Art. VII, Sec. 4 of Expired Agreement).

13. Update Art. X, Sec. 1(D) (Sick Leave) to add language that pursuant to statute, sick leave payouts for employees hired after 05/21/2010 shall be capped at \$15,000.

14. Accrual of personal time in the first year of employment to be the same as for vacation time - 1 for every completed month of service, to a maximum of 2 days. Beginning January of following year - 2 days.

15. The parties acknowledge that the \$2,500 life insurance policy is for active employees only as stated in Art. XI, Section 5: "Active members shall receive a \$2,500.00 term life insurance policy."

16. All modifications are effective upon ratification and approval of MOA except where stated.

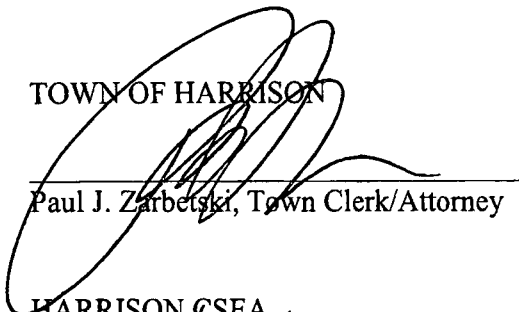
17. This MOA shall be subject to ratification by the membership of Harrison Civil Service Employees Association and approval by the Town Council by adoption of a salary ordinance.

18. The negotiations committee of each party shall recommend ratification and approval of this MOA.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date indicated above.

M
DH *leg*
AK
M.D.
m.d.

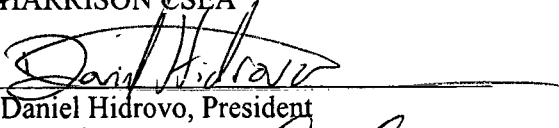
TOWN OF HARRISON



Paul J. Zarbetski, Town Clerk/Attorney

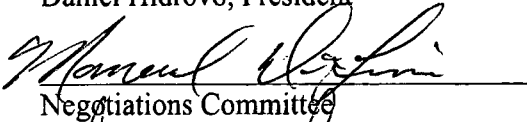
Date: 08/03/2021

HARRISON CSEA



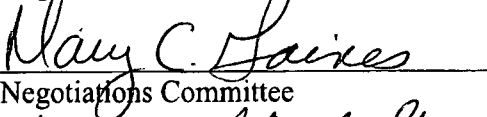
Daniel Hidrovo, President

Date: 8-4-2021



Negotiations Committee

Date: 8-4-2021



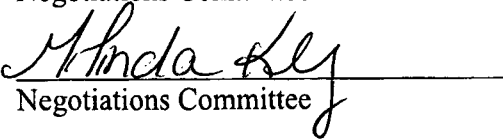
Negotiations Committee

Date: 08/04/2021



Negotiations Committee

Date: 8/4/2021



Negotiations Committee

Date: 8/4/21

Name	DOH	2.00% 2018	2.00% 2019	2.00% 2020	1/1/2021	Increase
Hidrovo, Daniel Increment	01/04/16	34,000 1,000	35,700 1,000	37,434 1,000	\$ 37,244	\$ 1,190
Abarca - Mancheno, Edgar Increment	10/30/17	34,000 -	34,680 1,000	36,394 1,000	\$ 35,979	\$ 1,415
DaCunha, Andre Increment	06/03/19	- -	34,000 -	34,680 1,000	\$ 31,600	\$ 4,080
Burga, Alexis Increment	11/25/19	- -	34,000 -	34,680 -	\$ 32,640	\$ 2,040
Di Pierola, Julio Increment	01/06/20	- -	- -	34,000 -	\$ 32,000	\$ 2,000
Restrepo, Christian Increment	01/06/20	- -	- -	34,000 -	\$ 32,000	\$ 2,000
Johnson, Stanley Increment	12/16/20	- -	- -	34,000 -	\$ 32,000	\$ 2,000
Rich, Raymond Increment	08/01/15	34,000 1,000	35,700 1,000	37,434 1,000	\$ 37,244	\$ 1,190
Bathman, Richard Increment	07/02/18	34,000 -	34,680 1,000	36,394 1,000	\$ 33,232	\$ 4,162
Lewis, Jason Increment	03/13/19	- -	34,000 -	34,680 1,000	\$ 31,600	\$ 4,080