

MEMORANDUM OF AGREEMENT

BOROUGH OF RIVER EDGE

AND

RWDSU LOCAL 108, PUBLIC EMPLOYEE DIVISION
AFL-CIO (BLUE COLLAR UNIT)

The Borough of River Edge and REDSU Local 108, Public Employee Division, AFL-CIO (Blue Collar Unit) are to the following modifications to be incorporated in a successor collective negotiations agreement, subject to ratification by the parties:

ARTICLE 3 – UNION SECURITY

Section 5 – Delete in its entirety.

ARTICLE 4 – GRIEVANCE PROCEDURE

Section 2 - **Modify the references to “days” to reflect the words “working days”.**

ARTICLE 5 – ARBITRATION

Section 1 – **Modify the references to “days” to reflect the words “calendar days”.**

ARTICLE 9 – HOLIDAYS

Section 1 – **Add “Day after Thanksgiving” and delete “Election Day.”**

ARTICLE 14 – LEAVE FOR JURY DUTY

Section 1 – **Remove the following language, “Employees shall receive their regular rate of pay less the amount of money received by them for serving on jury duty except mileage allowances shall be retained by the employees.” (Pursuant to N.J.S.A. 2B:20-16 public employees are not entitled compensation for serving on a jury, rather they are just afforded their regular pay by the employer).**

ARTICLE 15 – HEALTH AND WELFARE BENEFITS

Section 2 – **Delete the following language, “Employees shall be required to contribute a portion of their salary toward the cost of their health benefits premiums in accordance with Ch. 78, P.L. 2011” and replace with the following, “All members shall contribute in accordance with the Tier IV rates as set forth in Chapter 78., P.L. 2011”.**

BOROUGH OF RIVER EDGE

By: Thomas R. Paul

Dated:

**RWDSU LOCAL 108
PUBLIC EMPLOYEE DIVISION,
AFL-CIO (BLUE COLLAR UNIT)**

By: C. J. Hall

Dated:

Appendix A

Mechanic I

	2018	2019	2020	2021	2022
Step 1	\$80,540	\$82,151	\$83,794	\$85,470	\$87,179
Step 2	\$81,298	\$82,924	\$84,582	\$86,274	\$88,000
Step 3	\$82,060	\$83,701	\$85,375	\$87,083	\$88,824
Step 4	\$82,832	\$84,489	\$86,178	\$87,902	\$89,660
Step 5	\$83,938	\$85,617	\$87,329	\$89,076	\$90,857

Mechanic II

	2018	2019	2020	2021	2022
Step 1	\$67,903	\$69,261	\$70,646	\$72,059	\$73,500
Step 2	\$68,533	\$69,904	\$71,302	\$72,728	\$74,182
Step 3	\$69,169	\$70,552	\$71,963	\$73,403	\$74,871
Step 4	\$69,815	\$71,211	\$72,636	\$74,088	\$75,570
Step 5	\$70,465	\$71,874	\$73,312	\$74,778	\$76,274

General Repairer I

	2018	2019	2020	2021	2022
Step 1	\$78,044	\$79,605	\$81,197	\$82,821	\$84,477
Step 2	\$78,781	\$80,357	\$81,964	\$83,603	\$85,275
Step 3	\$79,523	\$81,113	\$82,736	\$84,390	\$86,078
Step 4	\$80,271	\$81,876	\$83,514	\$85,184	\$86,888
Step 5	\$81,326	\$82,953	\$84,612	\$86,304	\$88,030

General Repairer II

	2018	2019	2020	2021	2022
Step 1	\$65,625	\$66,938	\$68,276	\$69,642	\$71,035
Step 2	\$66,286	\$67,612	\$68,964	\$70,343	\$71,750
Step 3	\$66,956	\$68,295	\$69,661	\$71,054	\$72,475
Step 4	\$67,631	\$68,984	\$70,363	\$71,771	\$73,206
Step 5	\$68,313	\$69,679	\$71,073	\$72,494	\$73,944

Equipment Operator I

	2018	2019	2020	2021	2022
Step 1	\$73,075	\$74,537	\$76,027	\$77,548	\$79,099
Step 2	\$73,757	\$75,232	\$76,737	\$78,272	\$79,837
Step 3	\$74,448	\$75,937	\$77,456	\$79,005	\$80,585
Step 4	\$75,145	\$76,648	\$78,181	\$79,744	\$81,339
Step 5	\$76,144	\$77,667	\$79,220	\$80,805	\$82,421

Equipment Operator II

	2018	2019	2020	2021	2022
Step 1	\$64,106	\$65,388	\$66,696	\$68,030	\$69,390
Step 2	\$64,442	\$65,731	\$67,045	\$68,386	\$69,754
Step 3	\$65,638	\$66,951	\$68,290	\$69,656	\$71,049
Step 4	\$67,667	\$69,020	\$70,401	\$71,809	\$73,245
Step 5	\$68,557	\$69,928	\$71,327	\$72,753	\$74,208

Tree Trimmer I

	2018	2019	2020	2021	2022
Step 1	\$72,367	\$73,814	\$75,291	\$76,796	\$78,332
Step 2	\$74,093	\$75,575	\$77,086	\$78,628	\$80,201
Step 3	\$73,733	\$75,208	\$76,712	\$78,246	\$79,811
Step 4	\$74,419	\$75,907	\$77,426	\$78,974	\$80,554
Step 5	\$75,411	\$76,919	\$78,458	\$80,027	\$81,627

Tree Trimmer II

	2018	2019	2020	2021	2022
Step 1	\$58,924	\$60,102	\$61,305	\$62,531	\$63,781
Step 2	\$59,555	\$60,746	\$61,961	\$63,200	\$64,464
Step 3	\$60,185	\$61,389	\$62,616	\$63,869	\$65,146
Step 4	\$60,820	\$62,036	\$63,277	\$64,543	\$65,834
Step 5	\$61,611	\$62,843	\$64,100	\$65,382	\$66,690

Laborer I

	2018	2019	2020	2021	2022
Step 1	\$54,571	\$55,662	\$56,776	\$57,911	\$59,069
Step 2	\$55,065	\$56,166	\$57,290	\$58,435	\$59,604
Step 3	\$55,569	\$56,680	\$57,814	\$58,970	\$60,150
Step 4	\$56,075	\$57,197	\$58,340	\$59,507	\$60,697
Step 5	\$56,801	\$57,937	\$59,096	\$60,278	\$61,483
Step 6	\$58,584	\$59,756	\$60,951	\$62,170	\$63,413

Laborer II

	2018	2019	2020	2021	2022
Step 1	\$46,159	\$47,082	\$48,024	\$48,984	\$49,964
Step 2	\$49,405	\$50,393	\$51,401	\$52,429	\$53,478
Step 3	\$49,850	\$50,847	\$51,864	\$52,901	\$53,959
Step 4	\$50,304	\$51,310	\$52,336	\$53,383	\$54,451
Step 5	\$50,947	\$51,966	\$53,005	\$54,065	\$55,147

1) Employees hired to a different job classification after January 1, 1987, shall receive increments based on the anniversary of their date of hire 2) Designation indicates a trainee or assistant position

	2019	2020	2021	2022
Recycling	\$ 21.01	\$ 21.43	\$ 21.86	\$ 22.30
Bus/Van Driver	\$ 19.11	\$ 19.50	\$ 19.89	\$ 20.28

APPENDIX B

Mechanic I

Step	2019	2020	2021	2022
Step 1	\$76,295	\$79,861	\$81,458	\$83,087
Step 2	\$78,751	\$80,927	\$82,545	\$84,196
Step 3	\$79,339	\$81,992	\$83,632	\$85,305
Step 4	\$79,861	\$83,058	\$84,719	\$86,413
Step 5	\$80,384	\$84,123	\$85,806	\$87,522
Step 6	\$80,904	\$85,189	\$86,893	\$88,631
Step 7	\$81,429	\$86,255	\$87,980	\$89,739
Step 8	\$81,949	\$87,320	\$89,066	\$90,847
Step 9	\$82,472			
Step 10	\$82,995			
Step 11	\$83,520			
Step 12	\$84,041			
Step 13	\$84,564			
Step 14	\$85,086			
Step 15	\$85,608			

Equipment Operator I

Step	2019	2020	2021	2022
Step 1	\$70,810	\$72,227	\$73,671	\$75,145
Step 2	\$71,299	\$73,226	\$74,690	\$76,184
Step 3	\$71,788	\$74,224	\$75,709	\$77,223
Step 4	\$72,278	\$75,223	\$76,728	\$78,262
Step 5	\$72,767	\$76,222	\$77,747	\$79,301
Step 6	\$73,257	\$77,221	\$78,765	\$80,341
Step 7	\$73,747	\$78,220	\$79,784	\$81,380
Step 8	\$74,237	\$79,219	\$80,804	\$82,420
Step 9	\$74,715			
Step 10	\$75,193			
Step 11	\$75,671			
Step 12	\$76,149			
Step 13	\$76,627			
Step 14	\$77,105			
Step 15	\$77,583			

General Repairer I

Step	2019	2020	2021	2022
Step 1	\$75,626	\$77,138	\$78,681	\$80,255
Step 2	\$76,150	\$78,207	\$79,771	\$81,366
Step 3	\$76,673	\$79,275	\$80,860	\$82,478
Step 4	\$77,197	\$80,343	\$81,950	\$83,589
Step 5	\$77,722	\$81,412	\$83,040	\$84,701
Step 6	\$78,245	\$82,480	\$84,129	\$85,812
Step 7	\$78,768	\$83,548	\$85,219	\$86,923
Step 8	\$79,292	\$84,616	\$86,308	\$88,034
Step 9	\$79,815			
Step 10	\$80,338			
Step 11	\$80,863			
Step 12	\$81,388			
Step 13	\$81,911			
Step 14	\$82,435			
Step 15	\$82,957			

Mechanic II

Step	2019	2020	2021	2022
Step 1	\$65,797	\$67,113	\$68,455	\$69,824
Step 2	\$66,231	\$67,998	\$69,358	\$70,745
Step 3	\$66,666	\$68,883	\$70,260	\$71,665
Step 4	\$67,099	\$69,767	\$71,163	\$72,586
Step 5	\$67,523	\$70,652	\$72,085	\$73,507
Step 6	\$67,967	\$71,537	\$72,967	\$74,427
Step 7	\$68,400	\$72,421	\$73,870	\$75,347
Step 8	\$68,833	\$73,306	\$74,772	\$76,267
Step 9	\$69,267			
Step 10	\$69,703			
Step 11	\$70,135			
Step 12	\$70,569			
Step 13	\$71,001			
Step 14	\$71,435			
Step 15	\$71,868			

General Repairer II

Step	2019	2020	2021	2022
Step 1	\$63,590	\$64,862	\$66,159	\$67,482
Step 2	\$64,027	\$65,748	\$67,063	\$68,405
Step 3	\$64,461	\$66,635	\$67,968	\$69,327
Step 4	\$64,893	\$67,522	\$68,872	\$70,250
Step 5	\$65,329	\$68,408	\$69,777	\$71,172
Step 6	\$65,763	\$69,295	\$70,681	\$72,095
Step 7	\$66,200	\$70,182	\$71,586	\$73,017
Step 8	\$66,634	\$71,069	\$72,490	\$73,940
Step 9	\$67,069			
Step 10	\$67,504			
Step 11	\$67,939			
Step 12	\$68,373			
Step 13	\$68,807			
Step 14	\$69,243			
Step 15	\$69,675			

Tree Trimmer I

Step	2019	2020	2021	2022
Step 1	\$70,129	\$71,592	\$72,962	\$74,422
Step 2	\$70,612	\$72,519	\$73,969	\$75,448
Step 3	\$71,099	\$73,505	\$74,975	\$76,475
Step 4	\$71,583	\$74,492	\$75,982	\$77,502
Step 5	\$72,068	\$75,479	\$76,989	\$78,528
Step 6	\$72,555	\$76,466	\$77,995	\$79,555
Step 7	\$73,039	\$77,453	\$79,002	\$80,582
Step 8	\$73,524	\$78,440	\$80,009	\$81,609
Step 9	\$74,009			
Step 10	\$74,494			
Step 11	\$74,979			
Step 12	\$75,463			
Step 13	\$75,949			
Step 14	\$76,435			
Step 15	\$76,920			

Equipment Operator II

Step	2019	2020	2021	2022
Step 1	\$62,120	\$63,362	\$64,630	\$65,922
Step 2	\$62,678	\$64,500	\$65,790	\$67,106
Step 3	\$63,234	\$65,637	\$66,950	\$68,289
Step 4	\$63,792	\$66,775	\$68,110	\$69,472
Step 5	\$64,351	\$67,912	\$69,270	\$70,656
Step 6	\$64,909	\$69,050	\$70,431	\$71,839
Step 7	\$65,465	\$70,187	\$71,591	\$73,023
Step 8	\$66,022	\$71,324	\$72,750	\$74,205
Step 9	\$66,579			
Step 10	\$67,137			
Step 11	\$67,694			
Step 12	\$68,251			
Step 13	\$68,810			
Step 14	\$69,367			
Step 15	\$69,925			

General Repairer II

Step	2019	2020	2021	2022
Step 1	\$31,558	\$32,189	\$32,833	\$33,489
Step 2	\$44,728	\$45,623	\$46,535	\$47,466
Step 3	\$45,246	\$46,852	\$47,789	\$48,745
Step 4	\$45,762	\$48,082	\$49,043	\$50,024
Step 5	\$46,278	\$49,311	\$50,297	\$51,303
Step 6	\$46,796	\$50,541	\$51,551	\$52,582
Step 7	\$47,313	\$51,770	\$52,805	\$53,862
Step 8	\$47,827	\$53,000	\$54,060	\$55,141
Step 9	\$48,345			
Step 10	\$48,861			
Step 11	\$49,378			
Step 12	\$49,894			
Step 13	\$50,410			
Step 14	\$50,928			
Step 15	\$51,445			
Step 16	\$51,961			

Equipment Operator II

Step	2019	2020	2021	2022
Step 1	\$62,120	\$63,362	\$64,630	\$65,922
Step 2	\$62,678	\$64,500	\$65,790	\$67,106
Step 3	\$63,234	\$65,637	\$66,950	\$68,289
Step 4	\$63,792	\$66,775	\$68,110	\$69,472
Step 5	\$64,351	\$67,912	\$69,270	\$70,656
Step 6	\$64,909	\$69,050	\$70,431	\$71,839
Step 7	\$65,465	\$70,187	\$71,591	\$73,023
Step 8	\$66,022	\$71,324	\$72,750	\$74,205
Step 9	\$66,579			
Step 10	\$67,137			
Step 11	\$67,694			
Step 12	\$68,251			
Step 13	\$68,810			
Step 14	\$69,367			
Step 15	\$69,925			

Tree Trimmer II

Step	2019	2020	2021	2022
Step 1	\$57,100	\$58,242	\$59,406	\$60,595
Step 2	\$57,510	\$59,078	\$60,260	\$61,465
Step 3	\$57,920	\$59,915	\$61,113	\$62,335
Step 4	\$58,328	\$60,751	\$61,966	\$63,206
Step 5	\$58,740	\$61,588	\$62,820	\$64,076
Step 6	\$59,150	\$62,424	\$63,673	\$64,946
Step 7	\$59,561	\$63,261	\$64,526	\$65,817
Step 8	\$59,971	\$64,098	\$65,380	\$66,688
Step 9	\$60,381			
Step 10	\$60,791			
Step 11	\$61,200			
Step 12	\$61,611			
Step 13	\$62,021			
Step 14	\$62,432			
Step 15	\$62,841			

Laborer I 10 Step Guide 2% Annual Increase (Employees Hired After 1/1/20)

Step	2020	2021	2022
Step 1	\$36,414	\$37,142	\$37,885
Step 2	\$38,257	\$39,022	\$39,802
Step 3	\$40,100	\$40,902	\$41,720
Step 4	\$41,943	\$42,782	\$43,637
Step 5	\$43,786	\$44,661	\$45,554
Step 6	\$45,628	\$46,541	\$47,472
Step 7	\$47,471	\$48,421	\$49,389
Step 8	\$49,314	\$50,301	\$51,306
Step 9	\$51,157	\$52,181	\$53,224
Step 10	\$53,000	\$54,060	\$55,141

Laborer II

Step	2019	2020	2021	2022
Step 1	\$31,558	\$32,189	\$32,833	\$33,489
Step 2	\$44,728	\$45,623	\$46,535	\$47,466
Step 3	\$45,246	\$46,852	\$47,789	\$48,745
Step 4	\$45,762	\$48,082	\$49,043	\$50,024
Step 5	\$46,278	\$49,311	\$50,297	\$51,303
Step 6	\$46,796	\$50,541	\$51,551	\$52,582
Step 7	\$47,313	\$51,770	\$52,805	\$53,862
Step 8	\$47,827	\$53,000	\$54,060	\$55,141
Step 9	\$48,345			
Step 10	\$48,861			
Step 11	\$49,378			
Step 12	\$49,894			
Step 13	\$50,410			
Step 14	\$50,928			
Step 15	\$51,445			
Step 16	\$51,961			

Laborer I

Step	2019	2020	2021	2022
Step 1	\$52,880	\$53,937	\$55,016	\$56,117
Step 2	\$53,338	\$54,939	\$56,038	\$57,159
Step 3	\$53,797	\$55,941	\$57,059	\$58,201
Step 4	\$54,253	\$56,942	\$58,081	\$59,243
Step 5	\$54,713	\$57,944	\$59,103	\$60,285
Step 6	\$55,171	\$58,945	\$60,124	\$61,327
Step 7	\$55,628	\$59,947	\$61,146	\$62,369
Step 8	\$56,088	\$60,948	\$62,167	\$63,410
Step 9	\$56,546			
Step 10	\$57,003			
Step 11	\$57,461			
Step 12	\$57,920			
Step 13	\$58,377			
Step 14	\$58,836			
Step 15	\$59,296			
Step 16	\$59,753			

Recycling \$ 21.01 \$ 21.43 \$ 21.86 \$ 22.30
 Bus/Van Driver \$ 19.11 \$ 19.50 \$ 19.89 \$ 20.28

1) Employees hired to a different job classification after January 1, 1987, shall receive increments based on the anniversary of their date of hire. 2) Designation indicates a trainee or assistant position.

ANNIVERSARY
 DATE POSITION
 SALARY AT
 12/31/2018 1/1/2019 ANNIVERSARY 1/1/2020 ANNIVERSARY 2020
 2019
 ANNIVERSARY 1/1/2020 ANNIVERSARY

NO CHANGE TO STEP SCALES
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EMPLOYEE	ANNIVERSARY DATE	POSITION	TOP STEP	12/31/2018	1/1/2019	1/1/2020	2020
ADER, SCOTT W.	TOP STEP	EQUIPMENT OPERATOR I - HIRED PRIOR TO 01/01/2011					
SCHULTZ, ERIC C.	TOP STEP	EQUIPMENT OPERATOR II - HIRED PRIOR TO 01/01/2011					
TARPEY, ROGER O.	TOP STEP	GENERAL REPAIRER II - HIRED PRIOR TO 01/01/2011					
DUARTE, JAIRO M.	TOP STEP	LABORER I - HIRED PRIOR TO 01/01/2011					
GALLAGHER, FRANCIS	TOP STEP	LABORER I - HIRED PRIOR TO 01/01/2011					
SZCZECINA, MICHAEL	TOP STEP	LABORER I - HIRED PRIOR TO 01/01/2011					
CAMERA, WILLIAM	TOP STEP	MECHANIC I - HIRED PRIOR TO 01/01/2011					
MORSE, KENNETH J	TOP STEP	TREE TRIMMER I - HIRED PRIOR TO 01/01/2011					

EMPLOYEE	ANNIVERSARY DATE	POSITION	TOP STEP	12/31/2018	1/1/2019	1/1/2020	2020
DECARLO, JASON	11/5	LABORER II - HIRED ON OR AFTER 01/01/2011					
DEKKER, DANIEL J	6/23	LABORER II - HIRED ON OR AFTER 01/01/2011					
MULLEN, BENJAMIN M	1/29	LABORER II - HIRED ON OR AFTER 01/01/2011					
NAEM, ANTHONY G	4/16	LABORER II - HIRED ON OR AFTER 01/01/2011					
PREZIUSO, ANTHONY C	6/17	LABORER II - HIRED ON OR AFTER 01/01/2011					
TABOR, CHRISTOPHER M	7/5	LABORER II - HIRED ON OR AFTER 01/01/2011					
STITZ, PETER	9/5	MECHANIC I - HIRED ON OR AFTER 01/01/2011					
PHILLIPS, ERIC T	5/15	TREE TRIMMER I - HIRED ON OR AFTER 01/01/2011					
PHILLIPS, ERIC T	2/2	TREE TRIMMER II - HIRED ON OR AFTER 01/01/2011					

EMPLOYEE	ANNIVERSARY DATE	POSITION	TOP STEP	12/31/2018	1/1/2019	1/1/2020	2020
DECARLO, JASON	11/5	LABORER II - HIRED ON OR AFTER 01/01/2011					
DEKKER, DANIEL J	6/23	LABORER II - HIRED ON OR AFTER 01/01/2011					
MULLEN, BENJAMIN M	1/29	LABORER II - HIRED ON OR AFTER 01/01/2011					
NAEM, ANTHONY G	4/16	LABORER II - HIRED ON OR AFTER 01/01/2011					
PREZIUSO, ANTHONY C	6/17	LABORER II - HIRED ON OR AFTER 01/01/2011					
TABOR, CHRISTOPHER M	7/5	LABORER II - HIRED ON OR AFTER 01/01/2011					
STITZ, PETER	9/5	MECHANIC I - HIRED ON OR AFTER 01/01/2011					
PHILLIPS, ERIC T	5/15	TREE TRIMMER I - HIRED ON OR AFTER 01/01/2011					
PHILLIPS, ERIC T	2/2	TREE TRIMMER II - HIRED ON OR AFTER 01/01/2011					