

# Resolution of the City of Jersey City, N.J.

City Clerk File No. Res. 13-205

Agenda No. 10.D

Approved: MAR 28 2013

TITLE:



**RESOLUTION AUTHORIZING THE EXECUTION OF AN AGREEMENT  
BETWEEN THE CITY OF JERSEY CITY AND JERSEY CITY PUBLIC  
EMPLOYEES, INC., LOCAL 245**

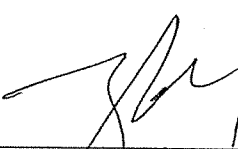
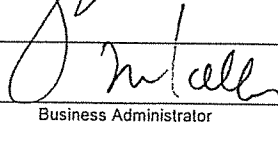
**COUNCIL OFFERED AND MOVED ADOPTION OF THE FOLLOWING  
RESOLUTION :**


**WHEREAS**, a tentative agreement has been entered into after bargaining sessions by and between the City of Jersey City and the Jersey City Public Employees, Inc., Local 245; and

**WHEREAS**, it is the desire of the Municipal Council of the City of Jersey City to approve the attached Memorandum of Agreement covering the contractual term from July 1, 2011 through December 31, 2014; and

**NOW , THEREFORE, BE IT RESOLVED**, by the Municipal Council of the City of Jersey City that the Memorandum of Agreement attached hereto, entered into by and between the City of Jersey City and Jersey City Public Employees, Inc., Local 245, is hereby approved and the Mayor or Business Administrator is hereby authorized to sign a formal labor contract on behalf of the City of Jersey City in accordance with the attached Memorandum of Agreement .

RJK  
3/20/13

APPROVED:   
APPROVED:   
Business Administrator

APPROVED AS TO LEGAL FORM   
Corporation Counsel

Certification Required   
Not Required

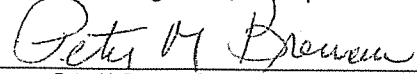
**APPROVED 7-0**

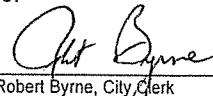
RECORD OF COUNCIL VOTE ON FINAL PASSAGE								3.28.13			
COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.
SOTTOLANO	✓			GAUGHAN	✓			LAVARRO	✓		
DONNELLY	✓			FULOP	ABSENT			RICHARDSON	✓		
LOPEZ	ABSENT			COLEMAN	✓			BRENNAN, PRES	✓		

✓ Indicates Vote

N.V.-Not Voting (Abstain)

Adopted at a meeting of the Municipal Council of the City of Jersey City N.J.

  
Peter M. Brennan, President of Council

  
Robert Byrne, City Clerk

## MEMORANDUM OF AGREEMENT

This Agreement is entered into on this 18<sup>th</sup> day of March 2013 by and between Jersey City Public Employees, Inc., Local 245 ("Union") and the City of Jersey City ("City"):

WHEREAS, the City and the Union are parties to a collective negotiations agreement covering the period July 1, 2008 through June 30, 2011; and

WHEREAS, the City and the Union have engaged in good faith collective negotiations in an effort to reach agreement or otherwise resolve terms and conditions for a new collective negotiations agreement and

WHEREAS, the City and the Union have reached agreement on terms and conditions for a new collective negotiations agreement which are subject to ratification by the Union membership and approval by the City; and

WHEREAS, the negotiating committees for the City and the Union unanimously agree to recommend the agreement for ratification and approval:

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

I. Except as herein modified, the terms and conditions of the July 1, 2008 through June 30, 2011 collective negotiations agreement between the City and the Union shall remain in full force and effect.

II. PREAMBLE

Adjust the date in this section and throughout the contract to accommodate the proposed term.

III. **ARTICLE 1, RECOGNITION**

Remove NID language.

IV. **ARTICLE 5, RETIREMENT AND TERMINAL LEAVE**

Paragraph B: "The employee may elect to receive a lump sum payment or have the payment made in three (3) equal installments."

V. **ARTICLE 8, PERSONAL DAYS**

Delete Paragraph C.

VI. **ARTICLE 10, DISCIPLINARY ACTION**

Paragraph A -- Correct reference to "N.J.A.C. 4A:2-22" to "N.J.A.C. 4A:2-2.2."

Add: "The City may elect to immediately suspend an employee as permitted by N.J.A.C. 4A:2-2.5."

VII. **ARTICLE 11, BEREAVEMENT**

Add grandparent-in-law to immediate family in paragraph B.

VIII. **ARTICLE 15, OVERTIME AND SHIFT DIFFERENTIAL**

A. Paragraph B2: Define triple time as regular day plus double time.

B. Paragraph C1: Effective January 1, 2013, increase shift differential to sixty cents (.60) from 4 pm to 8 am.

IX. **ARTICLE 16, LONGEVITY**

Effective 1/1/14 employees hired prior to July 1, 2013 shall receive the following Longevity to base pay:

After 5 years of service	\$300.00
After 10 years of service	\$500.00
After 15 years of service	\$700.00
After 20 years of service	\$900.00
After 25 years of service	\$1100.00
After 30 years of service	\$1300.00

Longevity shall be eliminated for employees hired on or after July 1, 2013.

X. ARTICLE 18, HEALTH AND SAFETY

C. Paragraph F. 7 (new): Employees who perform asphalt work shall receive up to a \$100.00 reimbursement per calendar year for work boots with proof of purchase.

XI. ARTICLE 28, INSURANCE, HEALTH AND WELFARE

A. Paragraph 2: Delete

B. Paragraph F.1: Effective January 1, 2013, increase the annual optical from \$100.00 to \$125.00.

C. Amend Paragraph G to implement prescription co-pays as follows:

1. Retail:

- a. Effective May 1, 2013, \$2.00 generic/\$22.00 name brand.
- b. Effective January 1, 2014, \$2.00 generic/\$23.00 name brand.

2. Mail Order (90-day supply; 2 x retail for 30 days)

- a. Effective May 1, 2013, \$4.00 generic/\$44.00 name brand.
- b. Effective January 1, 2014, \$4.00 generic/\$46.00 name brand.

3. Prescriptions \$1000 or more (Mail Order 90-Day Supply)

- a. Rx costing \$1000-\$1999                      \$50.00 co-pay
- b. Rx costing \$2000-\$2999                    \$100.00 co-pay
- c. Rx costing \$3000 plus                        \$150.00 co-pay

D. Add to this Article: "HGH drugs to enhance normal functions or "fountain of youth" purposes, such as anti-aging, the improvement of athletic performance, or memory enhancing, are excluded from coverage, unless medically necessary.

E. Add to this Article: "Effective for employees who retire on or after July 1, 2013, annual out-of-pocket maximum shall be \$1355.00 (current New Jersey State Health Benefits Plan maximum) per person for prescription drug co-payments.

The maximum shall increase as the maximum for the State Health Benefits Plan increases.”

**XII. ARTICLE 29, WAGES**

Paragraph A. Apply the following increases to base pay:

- |    |                                     |                       |
|----|-------------------------------------|-----------------------|
| A. | Effective and retroactive to 7/1/11 | \$350.00 to base pay  |
|    | Effective and retroactive to 1/1/12 | \$1000.00 to base pay |
|    | Effective and retroactive to 1/1/13 | \$1000.00 to base pay |
|    | Effective 1/1/14                    | \$1000.00 to base pay |

**XIII ARTICLE 33, MISCELLANEOUS**

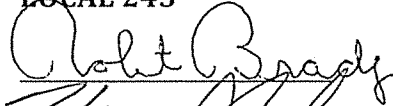
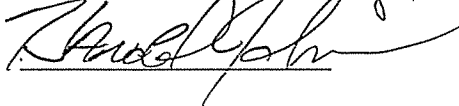
Replace Paragraph D with the following: “The City shall pay for all training that is necessary to obtain and maintain all licenses that are necessary for an employee to perform his job. If training is during work hours, the employee shall be released without loss of pay. The City shall also pay for all required licenses and certifications.”

**XIV. ARTICLE 34, TERM AND RENEWAL**

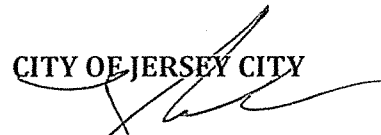
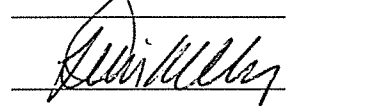
July 1, 2011 through December 31, 2014.

XV. All other proposals of the parties not contained herein are withdrawn.

**LOCAL 245**

  
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**CITY OF JERSEY CITY**

  
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**INTER**

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**MEMO****OFFICE****Department of Administration  
Division of Management & Budget**

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**Date:** March 25, 2013  
**To:** Peter Brennan, President, Municipal Council  
Members of the Municipal Council  
**From:** Robert J. Kakoleski, Assistant Business Administrator  
Terri Keller, Assistant Corporation Counsel  
**Subject:** Local 245 Memorandum of Understanding (July 1, 2011 – December 31, 2014)

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Attached is a MOU with the Jersey City Public Employees Local 245 for a new three and half (3 ½) year contract beginning July 1, 2011 and ending December 31, 2014. This deal was reached after 18 plus months of negotiations between the Administration and the Union. The following is a summary of the economic and related items included in this package:

- 1. Contractual Changes for employees hired after July 1, 2013:**
  - No longevity pay
  
- 2. Contractual Changes for employees hired prior to July 1, 2003:**
  - Effective 1/1/14, increased longevity pay steps:
    - o After 5 yrs – from \$200 to \$300
    - o After 10 yrs – from \$400 to \$500
    - o After 15 yrs – from \$600 to \$700
    - o After 20 yrs – from \$800 to \$900
    - o After 25 yrs – from \$1,000 to \$1,100
    - o After 30 yrs – from \$1,200 to \$1,300
  
- 3. Increase in Prescription Co-Pays/Optical Change:**
  - Effective 5/1/13 Brand Drugs increase from \$20 to \$22 (no change in generic - \$2)
  - Effective 1/1/14 Brand Drugs increase from \$20 to \$23 (no change in generic - \$2)
  - Mail Order (90 day supply) will be 2.0x the cost of a 30-day supply.
  - Retiree “out of pocket” expenses will increase from \$1,082 per year to \$1,355 and will mirror the State Health Benefits Plan moving forward.
  - Increased optical benefit from \$100 to \$125 per eligible member
  
- 4. Human Growth Hormone (HGH):**

The City will no cover prescriptions written for the purposes to enhance normal functions or “Fountain of Youth” purposes, anti-aging, memory enhancing or improvement of athletic performance unless there is a medical necessity.

**5. Salary Increases: (Last raise received was July 1, 2009)**

July 1, 2011 – December 31, 2011	\$350
January 1, 2012 – December 31, 2012	\$1,000
January 1, 2013 - December 31, 2013	\$1,000
January 1, 2014 - December 31, 2014	\$1,000

If you have any questions or need additional on this contract, please give me a call.

c: Jack Kelly, Business Administrator  
Rosemary McFadden, Mayor's Chief of Staff  
William Matsikoudis, Corporation Counsel  
file