

A G R E E M E N T

between

BOROUGH OF POINT PLEASANT

and

TRANSPORT WORKERS UNION OF AMERICA

LOCAL 225 BRANCH 4 A.F.L.-C.I.O

JANUARY 1, 2003

TO

DECEMBER 31, 2007

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AGREEMENT

This Agreement made and entered into this eighteenth day of November, 2003 (date parties reached tentative settlement), to be effective the first day of January 2003 by and between the Borough of Point Pleasant, a Municipal Corporation of the State of New Jersey, hereinafter known and designated as the Employer, and the Transport Workers Union of America, Local 225 Branch 4, hereinafter known and designated as the Union.

Witnesseth that, for, and in consideration of the mutual covenants hereinafter set forth, parties agree as follows:

ARTICLE I RECOGNITION

SECTION 1. The Employer heretofore recognizes the Union as the sole and exclusive bargaining unit of all full-time permanently appointed Supervisory Employees now or hereafter employed by the Municipality of the Borough of Point Pleasant except: The Borough Clerk, Municipal Administrator and any other confidential employee.

SECTION 2. All pre-existing conditions terms, and/or practices are null and void unless specifically listed under the terms of this Agreement.

ARTICLE II NEGOTIATIONS PROCEDURE

SECTION 1. During the month of July prior to the ending date of this Agreement, the parties shall confer, at a mutually agreed upon time and place, for the purpose of effecting, if possible a new continuation of the within Agreement.

SECTION 2. Neither party shall have any control over the selection of the negotiating representatives of the other party, and each party hereby agrees that it's representatives shall be clothed with all necessary power and authority to make proposals, consider proposals and make further counter proposals in the course of negotiations, with final approval of the Agreement to be made by the Employer at an open public meeting after ratification by the Union.

SECTION 3. This document constitutes the sole and complete Agreement between the parties, and embodies all the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is or may have been subject to collective negotiations.

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5. To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for good and just cause according to law.

6. To layoff employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive.

7. The Borough reserves the right with regard to all other conditions of employment not reserved to make such changes as it deems desirable and necessary for the efficient and effective operation of the Borough.

B. The exercise of the foregoing powers, rights, authority, duties or responsibilities of the Borough, the adoption of policies, rules, regulations and practices and furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms hereto and only to the extent that such specific and express terms are in conformance with the Constitution and Laws of New Jersey and of the United States and Ordinances of the Borough of Point Pleasant.

C. Nothing contained herein shall be construed to deny or restrict the Borough of its rights, responsibilities and authority under R.S. 40 and R.S. 11 or any other National, State, County or local laws or ordinances.

ARTICLE IV NON-DISCRIMINATION

A. The Borough and the Union agree that there shall be no discrimination against any employee because of race, creed, color, religion, sex, national origin, or political affiliation.

B. The Borough and the Union agree that all employees covered under this Agreement have the right without fear of penalty or reprisal to form, join, and assist any employee organization or to refrain from any such activity. There shall be no discrimination by the Borough or the Union against any employee because of the employee's membership or non-membership or activity or non-activity in the Union.

ARTICLE V NO-STRIKE CLAUSE

SECTION A. The Union covenants and agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf, will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or concerted willful absence from his/her duties of employment), work

stoppage, slow-down, walk-out or other job action against the Borough. The Union agrees that such action would constitute a material breach of this Agreement.

SECTION B. In the event of a strike, slow-down, walk-out or job action, it is covenanted and agreed that participation in any such activity by any Union member shall be deemed grounds for disciplinary action including possible termination of employment of such employee or employees.

SECTION C. Nothing contained in this Agreement shall be construed to limit or restrict the Borough in its right to seek and obtain such judicial relief as it may be entitled to have in a law or in equity for injunction or damage, or both, in the event of such breach by the Union or its members.

SECTION D. The Borough agrees not to lock out its employees.

ARTICLE VI GRIEVANCE PROCEDURE

SECTION 1. "Grievance" - definition: A grievance within the meaning of this Agreement shall be any controversy or dispute arising between the parties hereto relating to any matter of terms and conditions of employment.

SECTION 2. Any aggrieved employee shall present his/her grievance within five (5) working days of knowledge of its occurrence, or the grievance shall be deemed to be waived.

SECTION 3. The procedure for considering and resolving grievances is as follows:

Step 1. The employee and a Union representative, or the employee individually but in the presence of a representative may file a grievance. Grievance must be submitted in writing. Where applicable, a grievance must first be submitted to the department head within five (5) days of occurrence whose answer shall be in writing within five (5) days. Subsequently, if not resolved, written grievance shall proceed to the Municipal Administrator within five (5) days and whose answer shall be in writing within five (5) days.

Department heads without an immediate supervisor besides the Administrator shall initially file any grievance directly to the Municipal Administrator within five (5) days of occurrence whose response shall be in writing within five (5) working days.

Step 2. If the Union is not satisfied with the results of Step 1, then the Union shall present the grievance in writing within five (5) calendar days to the Municipal Administrator and the Mayor and Council whose answer shall be in writing within ten (10) working days or in the event a Council Meeting is not held during said time. Answer shall be given in writing within two (2) working days of next regularly scheduled Council Meeting.

Step 3. If the Union is not satisfied with the results of Step 2, then the Union shall present the grievance in writing within ten (10) calendar days of receipt of the response of Step 2 for arbitration in as provided for in Step 4 hereof.

Step 4. The Union may submit a notice of arbitration, with a copy to the Municipal Administrator and the Mayor and Borough Council, to the New Jersey Public Employee's Relations Commission, (PERC), and request the appointment of an arbitrator in accordance with PERC's rules and regulations.

Step 5. The arbitrator's decision shall be in writing and shall be submitted to the Employer and the Union and shall be final and binding to all parties. The arbitrator shall have no authority to add to, subtract from, modify, change or revise this locally negotiated Agreement in any manner. Furthermore, he shall have no authority to issue an award pertaining to an administrative decision or policy, rules and regulations, conditions of employment which are not grounded in this locally negotiated Agreement.

Step 6. If, in the judgment of the Union, a grievance affects employees in more than one department, the Union may submit such grievance in writing directly at the second step. The processing of all advanced steps filed grievances shall be filed at the level which can grant relief.

Step 7. The costs for services of the arbitrator, including predetermined expenses, if any, and actual and necessary travel, subsistence expenses or costs of hearing room, shall be borne equally between the Employer and the Union.

Step 8. The time limits set forth herein shall be strictly adhered to. However, the parties may waive the time limits for any Step herein by mutual consent affirmed in writing by the representatives of either party.

**ARTICLE VII
SALARIES AND RATE OF PAY**

SECTION 1. The minimum salary increase for all employees shall be as follows:

Effective January 1, 2003	-	4.0	% retroactive increase
Effective January 1, 2004	-	4.0	% wage increase
Effective January 1, 2005	-	4.0	% wage increase
Effective January 1, 2006	-	4.0	% wage increase
Effective January 1, 2007	-	4.0	% wage increase

Respectively, the grade and wage shall be shown on attachment #1.

SECTION 2. The regular rate of pay for members of the bargaining unit shall be his/her salary plus his/her longevity compensation as determined by the provisions of this Agreement.

**ARTICLE VIII
OVERTIME COMPENSATION**

SECTION 1.

a. If the Municipal Court Administrator is called to work on other than his/her normally scheduled work day (except scheduled court sessions) said employee shall be guaranteed four (4) hours pay if said call is received between the hours of twelve midnight and 6:00 A.M. If said call is received at any other time of day, other than said employees regular work hours, said employee shall be guaranteed two (2) hours pay.

b. In the event that the Municipal Court Administrator is required to work on a Holiday, he/she shall receive pay for the holiday and be compensated at the rate of one and one-half times his/her hourly rate per the minimum guarantee established in (a) above.

SECTION 2. Members who are in employ at the Department of Public Works who are other than the Superintendent of the Department of Public Works, shall receive the following overtime compensation:

a. The work week shall be from Monday through Friday. All hours worked beyond eight (8) hours in any one (1) day shall be at time and one-half (1 1/2), and all hours worked in excess of twelve (12) hours shall be double (2) time.

b. Employees reporting to work on a straight time day shall be guaranteed a minimum of eight (8) hours work or pay.

c. Saturday work shall be paid at the rate of time and one half (1 1/2) the hourly rate for all hours worked. When an employee is required to work on a Saturday, he/she shall be guaranteed a minimum of three and one-half (3 1/2) hours pay at the time and one-half (1 1/2) rate, subject to the above paragraph, and such employee shall be present and available for such minimum.

d. When an employee is required to work on Sunday, he/she shall be guaranteed a minimum of three and one-half (3 1/2) hours pay at the rate of two and one-half (2 1/2) times his/her hourly rate.

e. When an employee is required to work on a holiday, he/she shall be guaranteed a minimum of three and one half (3 1/2) hours pay at the rate of two and one-half (2 1/2) times his/her hourly rate, which includes his/her holiday pay, for all hours worked on a holiday which could correspond to other than his/her normal shift, he/she shall be paid at the rate of three and one-half (3 1/2) the hourly rate including his/her holiday pay.

f. When an employee is not scheduled for work and his/her services are required, he/she may be called to work and his/her time shall start when he/she arrives at the Borough Garage.

g. When an employee is called to work under the above conditions, he/she shall be guaranteed a minimum of three and one-half (3 1/2) hours pay. If said call-in is called in during a regularly scheduled workday, the three and one-half (3 1/2) hours pay shall be in addition to his/her regular eight (8) hours pay. For example: if an employee is called in to work at 6:00 a.m., and is normally scheduled to work at 7:00 a.m., he/she shall be entitled to eleven and one-half (11 1/2) hours pay of which eight (8) hours would be at straight time and three and one-half (3 1/2) would be at time and one-half (1 1/2) rate.

h. All hours worked outside of the employee's regular hours shall be paid at the time and one-half (1 1/2) rate.

i. Employees shall be entitled to a one-half (1/2) hour meal break with pay and a ten dollar (\$10.00) allowance after working two (2) hours of overtime which is continuous with the normal eight (8) hour workday. Employees shall be entitled to additional one-half (1/2) hour meal break with pay and ten dollar (\$10.00) meal allowance for every four (4) hours of continuous work thereafter.

j. Said compensation, as provided for above shall be in pay. Compensatory time may only be given with the content of both the employee, department head and/or Municipal Administrator. All compensatory time granted shall be at the appropriate overtime rate, as outlined above. The maximum amount of compensatory time an

employee may be permitted to accrue is forty (40) hours. An employee who has accrued the maximum number of compensatory hours shall be paid all additional overtime in pay.

k. Employees who work overtime on a weekend or holiday shall be entitled to a one-half (1/2) hour meal break with pay and a five dollar (\$5.00) allowance after each four (4) hours of continuous overtime worked.

SECTION 3. Flex time shall be available for this units member of the Recreation Department for certain activities held after the regular working hours. Said flex time shall only be available with prior approval of the Administrator.

ARTICLE IX EMPLOYEE WORK SCHEDULES

SECTION 1. The work day for members of the Bargaining Unit shall be as follows, except as statutory requirement regulates:

Municipal Offices :

*8:30 a.m. - 4:00 p.m. -Monday through Thursday

9:00 a.m. - 4:00 p.m. - Friday

Department of Public Works :

7:30 a.m. - 4:00 p.m. - Monday through Friday

Office of the Registrar of Vital Statistics :

8:30 a.m. - 4:00 p.m. - Monday through Thursday

9:00 a.m. - 4:00 p.m. - Friday

Department of Recreation:

8:00 a.m. - 3:00 p.m. - Monday through Thursday

8:00 a.m. - 2:30 p.m. - Friday

*These work hours take effect upon similar agreement between the Administrator and the Clerical Worker's Union. Until such time, all current work hours as of the date of this contract remain in effect.

It is specifically understood that Department Heads shall not be required to punch a time clock.

SECTION 2. During the normal work day, a member of the Bargaining Unit shall be entitled to the following lunch periods without pay:

All Municipal Offices (except Department of Public Works and Recreation):
one (1) hour

Department of Public Works
one-half (1/2) hour

Department of Recreation
Monday to Friday one-half (1/2) hour

SECTION 3. The employee work week shall consist of the following:

Municipal Offices and Recreation (except Department of Public Works):
thirty-two (32) hours per week

Department of Public Works:
forty (40) hours per week

ARTICLE X EMPLOYEE RIGHTS

SECTION 1 No employee who has served his/her probationary period shall be disciplined, reprimand, reduced in compensation or job classification without just cause. If any member of the bargaining unit participates during working hours in schedule negotiations or grievance proceedings, he/she shall suffer no loss in pay or change in scheduled work hours.

SECTION 2 Other than working hours, the Union shall have the right to use Municipal Buildings at all reasonable hours for meetings upon prior request being made to the Borough Clerk.

SECTION 3. Any member of the bargaining unit who is a member of the Fire Department or First Aid Squad on a voluntary basis shall be granted time off with pay for attendance at all emergency calls within the Borough of Point Pleasant or mutual aid.

SECTION 4. Time necessary for appearances in any legal proceedings, other than that connected with any form of legal or illegal Union activity, connected with the employee's employment or with the Municipal Offices, if the employee is required by the Court to be present; such employee will suffer no loss of pay, and such time shall be considered as work time in computing overtime pay, if necessary.

**ARTICLE XI
UNIFORM ALLOWANCE AND MAINTENANCE**

SECTION 1 Members of the Bargaining Unit who are employees of the Department of Public Works (who are other than the Superintendent) shall receive a clothing and maintenance allowance of \$830.00 for each year of the contract, and shall increase by \$25. in each year of this agreement. The Uniform and Maintenance Allowance for the Supervisors at DPW shall at a minimum match that of other blue collar workers.

a. Said allotment shall be paid in two (2) equal installments. The first installment shall be made on the first pay period in April. The second and final installment shall be made on the first pay period in September.

b. The Employer reserves the right to institute such new uniform/shoe standards as deemed necessary and appropriate. The Employer will provide at least thirty (30) days written notice of implementation of any change in standards. In addition, the Employer will supply the initial allotment of new clothing to the Employee at NO COST TO THEM.

c. Failure to wear the authorized uniform in a proper fashion may result in disciplinary action being taken against said employee and the distribution of subsequent uniform allowances through a voucher system for said employee.

d. New employees upon successful completion of their probation period shall receive a pro-rate uniform allowance, retroactive to their date of hire. Said allowance shall be one twelfth (1/12) the annual allowance for each month, or greater part thereof, worked.

SECTION 2 Storm gear shall be supplied to new employees. Individual items of foul weather gear shall be replaced if, by the sole judgment of the Superintendent, such gear is unreparable. Safety storm shoes shall be provided to all employees requiring same and shall remain Borough property.

**ARTICLE XII
HOSPITAL AND MEDICAL INSURANCE**

SECTION 1. The Borough agrees to provide medical insurance which is equivalent to the program currently in existence. The Borough shall meet with the employee's group to discuss any changes in insurance carriers prior to implementing such change. The Union has the right to grieve the Borough's decision to change carriers on the basis of

failing to provide equivalent benefits. The Borough will indemnify employees against reduced benefits from the time that a new plan is implemented, and until a grievance arbitrator's decision is rendered. Effective January 1, 2000, employees shall contribute ten (\$10.00) dollars per pay (26 paychecks) towards health benefits.

SECTION 2. Employees and dependents shall be provided with a drug benefit program which includes a three dollar (\$3.00) co-pay provision for generic drugs and a six dollar (\$6.00) co-pay for name brand drugs. The plan shall also include a mail order option.

SECTION 3. The Employer shall provide dental coverage (75%) to all employees at no cost to them. Said plan shall be the current Connecticut General Plan or its equivalent.

SECTION 4. The Employer shall provide a disability plan for each employee covered under this Agreement for non-job related injuries at the current contribution rates for each period covered by this Contract. Said plan shall be the State of New Jersey Plan or its equivalent.

SECTION 5. Effective upon ratification, the Borough agrees to reimburse the employee for their hospitalization/dental deductible and out of pocket expense up to \$500.00 per year for benefit eligible Borough employees who are married to each other.

SECTION 6. Effective January 1, 2000, the Borough shall provide yearly optical reimbursement for employee and dependent coverage up to one hundred and eighty dollars (\$180.00) per year.

ARTICLE XIII VACATION & PERSONAL DAYS

SECTION 1. During each year of this Agreement, each full-time member of this Bargaining Unit shall be entitled to vacation with pay at his/her regular rate of pay as follows:

LENGTH OF SERVICE

- (A) Up to one year
- (B) Second through fifth year
- (C) Sixth through tenth year
- (D) Eleventh through fifteenth year
- (E) Sixteenth through twentieth year
- (F) Twenty first through twenty fifth year
- (G) Twenty sixth year and thereafter

VACATION TIME

- One (1) working day for each month of service
- Fourteen (14) working days
- Seventeen (17) working days
- Twenty (20) working days
- Twenty three (23) working days
- Twenty six (26) working days
- Twenty nine (29) working days

(H) During the final year of employment, one twelfth (1/2) of annual vacation based on years of service for each month of service.

(I) An employee is only permitted to carry over a maximum of one (1) years vacation entitlement.

SECTION 2. PERSONAL DAYS - All bargaining unit employees shall be entitled to four (4) personal days. Personal days shall be administered in the same manner as vacation days. All personal days must be exhausted within the year granted.

SECTION 3. BIRTHDAY - All bargaining unit members shall have their birthday off as paid time off.

ARTICLE XIV HOLIDAYS

SECTION 1. The following days are recognized as holidays, and members of the Bargaining Unit shall not be required to work on such days. However, they shall be paid their regular rate of pay for a normal work day:

New Years Day	Martin Luther King Day
Lincoln's Birthday	Washington's Birthday
Good Friday	Memorial Day
Independence Day	Labor Day
Columbus Day	Election Day-Comp day for DPW
Veteran's Day	Thanksgiving Day
Day after Thanksgiving	Christmas Day

SECTION 2. In the event that any of the above enumerated holidays shall fall on a regular work day, Monday through Friday, and employees are not required to work on said holiday, such holiday shall be considered as a day worked for purposes of computing overtime.

SECTION 3. In the event a holiday that is named in this Contract shall fall on a Saturday, employees shall receive the preceding Friday off. If a holiday falls on a Sunday, the employees shall receive the following Monday off. If a holiday occurs during a person's vacation period, that day shall not be charged against vacation.

SECTION 4. In the event that Christmas Eve is a work day, the employees shall receive the second half of the day off with no loss of pay.

ARTICLE XV SICK LEAVE

SECTION 1. Each permanent full-time member of the Bargaining Unit is granted fifteen (15) working days sick leave with pay each calendar year. Members of the Bargaining Unit with less than one (1) year of service shall receive one (1) day of sick leave per month of service with pay, from the date of regular employment up to and including December 31st next following the day of employment, and fifteen (15) days sick leave with pay for each calendar year thereafter. During the first three (3) months of employment, an employee may accumulate, but not take sick leave.

SECTION 2. Sick leave not taken in any one (1) year shall accumulate from year to year; and each member of the Bargaining Unit shall be entitled to use such accumulated sick leave with pay if, and when, needed.

SECTION 3. The Employer may require the certificate of a reputable physician in attendance, as proof of illness or injury of the member of the Bargaining Unit or of the need for his/her attendance upon a member of his/her immediate family, for leaves under the following conditions:

- a. Leave taken immediately prior to or immediately following an authorized paid holiday as specified in this Agreement or a vacation.
- b. Three (3) consecutive days of absence for reasons of illness.
- c. Absence on sick leave for three days or more in any one (1) month, or an unacceptable pattern of absence on sick leave.
- d. Said certificate may be required by the Department Head or the Municipal Administrator and in addition thereto, the Municipal Administrator may require the member of the Bargaining Unit to be examined by a physician of the Borough's choice at the employee's own expense.
- e. If the Borough imposes sanctions for an unacceptable pattern of absence on sick leave, such sanctions shall not last for more than two (2) years.

SECTION 4. In computing the amount of pay for sick leave, there shall be deducted the amount of money, if any, which such member of the Bargaining Unit is paid, under provisions of Chapter XV of Title 34 of the Revised Statutes of New Jersey, for temporary disability for the period of time that such member shall be absent from work on sick leave.

SECTION 5. Sick leave is hereby defined to mean absence from post or duty of employ due to illness, injury, and exposure to contagious disease or attendance upon the member of the Bargaining Unit's immediate family being seriously ill or injured and requiring the care and attendance of such member of the Bargaining Unit.

SECTION 6.

a. An employee completing a minimum of ten (10) years of full time employment with the Borough who has accumulated sick time, shall be entitled to same upon termination of employment with the Borough upon the conditions set forth in this Section (Ord. #567, S71-1). Except that all new employees hired as of the execution date of this contract shall be entitled to said benefit only up to and including the maximum amount of \$15,000.00.

b. Compensation for accumulated sick time shall be paid at the pay rate in effect as of the employee's retirement date (Ord #567, S71-2).

c. Employees shall notify the Borough Council by December of the year prior to retirement so that the Borough can properly budget the funds. Thereafter, payment shall be made in a lump sum to an employee within thirty (30) days after the final adoption of the annual budget. Employees may receive accumulated sick time as provided above, or, upon request, employees may receive accumulated sick time within thirty (30) days after the final adoption of the Borough's annual budget during the year immediately following the date of retirement (Ord. #567, S71-4).

d. In the event of the death of an employee, the accumulated sick time shall be paid over to the employee's beneficiary as designated in the employee's pension file (Ord. #567, S71-4). Except that the beneficiary of any new employee hired as of the execution date of this contract shall be entitled to said benefit only up to and including the maximum amount of \$15,000.00.

e. In no event shall an employee be compensated for accumulated sick time in an amount greater than sixty percent (60%) of his annual base plus longevity of the year of employment termination (Ord. #567, S71-5).

f. An employee who is removed from the service for just cause shall not be entitled to compensation for unused sick time, notwithstanding the above.

ARTICLE XVI OTHER LEAVES OF ABSENCE

SECTION 1. The Employer may grant upon written request of the employee a leave of absence without pay.

SECTION 2. Maternity Leave - The Employer shall grant maternity leave without pay to any member of the Bargaining Unit upon request, subject to the following stipulations and limitations:

a. The Employer may request a certificate by a reputable physician relating to the employee's physical condition. The leave granted for maternity purposes shall be for a reasonable period of time; however, not to exceed six (6) months.

b. Any member of the Bargaining Unit who is physically disabled during the period of maternity leave shall be entitled to use sick leave for a number of days specified by her physicians written statement.

c. Upon return from leave granted, pursuant to this section, a member of the Bargaining Unit shall be considered as if she/he were actively employed by the Employer during the leave, and shall be placed upon the salary schedule at the level she/he would have achieved if she/he had not been absent. Seniority will not accumulate during a period of leave of absence without pay.

d. All benefits to which a member of the Bargaining Unit was entitled to at the time of her/his leave of absence commenced, including unused accumulated sick leave, shall be restored to her/him upon her/his return; and she/he shall be assigned to the same category of position which she/he held at the time said leave commenced.

SECTION 3. Bereavement Time - Leave as herein defined shall not be charged against either sick leave or vacation time.

(a) In the event of a death of an employee's mother, father, spouse, child or stepchild that employee shall be granted five (5) working days from duty with pay.

(b) In the event of the death of an employee's sister, brother, father-in-law, mother-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, the employee shall be granted three (3) working days from duty with pay.

(c) In the event of the death of an employee's aunt, uncle, nephew, niece, or

cousin, the employee shall be granted one (1) working day of leave with pay.

(d) Time off with pay will be granted to attend the funerals of past or present employees, up to a maximum of four (4) hours, but bearing in mind that a Department cannot be vacated. Sufficient people must remain on duty to keep the Department operating.

SECTION 4. Jury Duty - Any employee called to jury duty will be excused from work for the period actually in attendance at court and will be paid less the amount of his/her jury duty pay.

**ARTICLE XVII
LONGEVITY COMPENSATION**

SECTION 1. In addition to the annual salary, effective January 1, 2003 for employees hired prior to January 1, 1997, the longevity compensation is as follows:

<u>YEARS OF SERVICE</u>	<u>PERCENT OF ANNUAL PAY</u>
After three (3) full years	One percent (1%)
After six (6) full year	Two percent (2%)
After nine (9) full years	Three percent (3%)
After twelve (12) full years	Four percent (4%)
After fifteen (15) full years	Five percent (5%)
After eighteen (18) full years	Eight percent (8%)
After twenty one (21) full years	Nine percent (9%)
After twenty four (24) years and above	Ten percent (10%)

SECTION 2. In addition to the annual salary, effective January 1, 2003 for employees hired on or after January 1, 1997, the longevity compensation is as follows:

<u>YEARS OF SERVICE</u>	<u>PERCENT OF ANNUAL PAY</u>
After seven (7) full years	One percent (1%)
After nine full (9) years	Two percent (2%)
After eleven (11) full years	Three percent (3%)
After thirteen (13) full years	Four percent (4%)
After fifteen (15) full years	Five percent (5%)
After eighteen (18) full years	Eight percent (8%)
After twenty-one (21) full years	Nine percent (9%)
After twenty-four (24) years and above	Ten percent (10%)

ARTICLE XVIII RETIREMENT BENEFITS

SECTION 1. It is in the best interest of the Borough of Point Pleasant to encourage employees to commit themselves to lifetime careers of public service and to that end, to assure that employees who do devote their lives to such careers receive adequate retirement benefits.

SECTION 2. For the purpose of computing both employee and employer contributions to the Public Employees Retirement System, the remuneration upon which such contributions are calculated shall be the sum of each respective employee's annual salary plus his/her longevity compensation.

SECTION 3. The Employer agrees to provide health insurance for those employees (but not their spouses and dependents) who retire with 25 years of service and attain the age of 55 years.

ARTICLE XIX UNION DEDUCTIONS

SECTION 1. Upon receipt of a duly signed authorization, the Borough shall deduct membership dues and remit dues deducted as directed on the authorization card.

SECTION 2. The amount of monthly dues will be certified in writing by a check-off list submitted by the Treasurer of the Union.

SECTION 3. Dues deducted from employees' pay will be transmitted by check as directed as soon as practicable after the deductions have been made together with a list of names showing employees for whom deductions have been made.

SECTION 4.

a. For any employee in the bargaining unit who has not signed a dues deduction authorization card after thirty (30) days of employment, the Borough will deduct from all such employees, an Agency Fee and/or Maintenance Fee charge at a rate of eighty-five (85%) percent of the regular dues, each month at the time the regular dues are deducted and remit such Agency Fee and/or Maintenance Fee charge to the Secretary-Treasurer of the Union.

b. The Union shall deliver to the Employer a written statement in conformance with the necessary requirements of N.J.S.A. 34:13A-5, establishing the fee and a

"demand & return system".

c. On or about the last day of each month, as necessary beginning with the month this Agreement becomes effective, the Employer will submit to the Union a list of all employees who began their employment in a Bargaining Unit position during the preceding thirty (30) day period.

SECTION 5. Payroll Deduction for a voluntary COPE donation:

The Borough agrees to deduct and transmit to the Secretary-Treasurer of the Union the amount specified from the wages of those employees who voluntarily authorize such contributions on the forms provided for that purpose by the Transport Workers Union Committee on Political Education. These transmittals shall occur monthly and shall be accompanied by a list of the names of those employees for whom such deductions have been made and the amount deducted for each such employee.

SECTION 6. The Union will indemnify and save harmless the Borough from any and all claims and disputes that may arise out of or by reason of action taken by the Borough in reliance on the authorization of deducted monies in behalf of the Union.

**ARTICLE XX
SAVINGS CLAUSE**

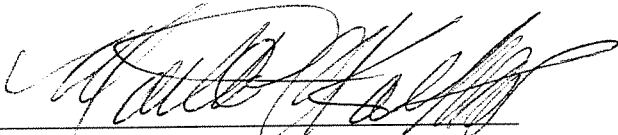
SECTION 1. The parties agree that if any provision of this contract or the application of this contract as it applies to any member of the Bargaining Unit or set of circumstances shall be held valid, then the remainder of this contract or the application of such provision to other persons or circumstances shall not be affected thereby.

**ARTICLE XXI
DURATION**

SECTION 1. This Agreement shall become effective as of the first date of January 1993 and shall remain in full force and effect and will expire on the thirty-first (31st) day of December 2007.

IN WITNESS HEREOF, the parties hereto have caused this precedence to be signed by their duly authorized officers the day and year first written above.

BOROUGH OF POINT PLEASANT



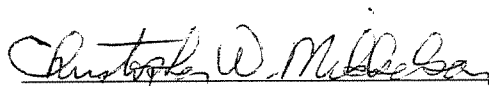
Martin C. Konkus, Mayor

30 DEC 2003
Date

ATTEST: 


David A. Maffei, Municipal Clerk/Administrator

**TRANSPORT WORKERS UNION
OF AMERICA A.F.L.-C.I.O.
LOCAL 225 BRANCH 4**

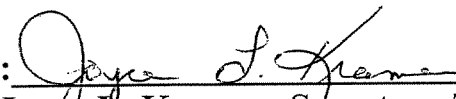


Christopher W. Mikkelsen, President

Bernadine Pearce, Chairperson



Susan A. Resch, International Rep.

ATTEST: 

Joyce L. Kramer, Secretary Treasurer

11/25/03
Date

**ATTACHMENT 1
2003 - 2007 SALARY SCHEDULE
TWU LOCAL 225 BRANCH 4**

<u>TITLE</u>	<u>GRADE</u>
Registrar of Vital Statistics	1
Assistant Tax Collector	1
Code Enforcement Officer/Housing Inspector	2
Municipal Court Administrator	2
Chief Assistant Assessor	2
Zoning & Code Enforcement Officer	3
Supervisor Sewers/Supervisor Water	4
Supervisor Streets	4
Supervisor Building Services	4
Superintendent of Recreation	5
Construction Official	5
Tax Collector	6
Chief Financial Officer	6
Tax Assessor	6
Superintendent of Public Works	7
Construction Official - Part Time	8

NOTE: Statutory Titles requiring state certification shall have an additional \$1000.00 added to their base wages each year of the Agreement.

**ATTACHMENT 1
2003 - 2007 SALARY SCHEDULE
TWU LOCAL 225 BRANCH 4**

<u>TITLE</u>	<u>GRADE</u>
Registrar of Vital Statistics	1
Assistant Tax Collector	1
Code Enforcement Officer/Housing Inspector	2
Municipal Court Administrator	2
Chief Assistant Assessor	2
Zoning & Code Enforcement Officer	3
Supervisor Sewers/Supervisor Water	4
Supervisor Streets	4
Supervisor Building Services	4
Superintendent of Recreation	5
Construction Official	5
Tax Collector	6
Chief Financial Officer	6
Tax Assessor	6
Superintendent of Public Works	7
Construction Official - Part Time	8

NOTE: Statutory Titles requiring state certification shall have an additional \$1000.00 added to their base wages each year of the Agreement.

STEPS

GRADE	YEAR	1	2	3	4	5	6
1	2003	36328	39442	44029	45667	48781	51896
	2004	37781	41020	45791	47494	50732	53972
	2005	39293	42660	47622	49394	52762	56131
	2006	40864	44367	49527	51370	54872	58376
	2007	42499	46142	51508	53424	57067	60711
2	2003	40843	44344	47843	51529	54917	58352
	2004	42477	46117	49757	53590	57114	60686
	2005	44176	47962	51747	55734	59398	63114
	2006	45943	49880	53817	57963	61774	65638
	2007	47780	51876	55970	60282	64245	68264
3	2003	41721	45295	48868	52442	56018	59593
	2004	43389	47107	50822	54540	58258	61977
	2005	45125	48991	52855	56721	60589	64456
	2006	46930	50951	54969	58990	63012	67034
	2007	48807	52989	57168	61350	65533	69715
4	2003	47310	51364	55414	59467	63519	67571
	2004	49202	53418	57631	61846	66060	70274
	2005	51170	55555	59936	64320	68702	73085
	2006	53217	57777	62334	66893	71450	76008
	2007	55346	60088	64827	69568	74308	79048
5	2003	47446	51494	55543	59595	63638	67681
	2004	49344	53553	57765	61979	66183	70388
	2005	51317	55695	60076	64458	68830	73204
	2006	53370	57923	62479	67036	71584	76132
	2007	55505	60240	64978	69718	74447	79177
6	2003	48420	52549	56680	60811	64941	68844
	2004	50357	54651	58947	63243	67538	71598
	2005	52371	56837	61305	65773	70240	74461
	2006	54466	59111	63757	68404	73049	77440
	2007	56645	61475	66308	71140	75971	80538
7	2003						73222
	2004						76151
	2005						79197
	2006						82365
	2007						85660
8	2003						6778
	2004						7049
	2005						7331
	2006						7624
	2007						7929