

SECOND MEMORANDUM OF UNDERSTANDING

BETWEEN

THE BOROUGH OF PARK RIDGE, BERGEN COUNTY, NJ

AND

THE PARK RIDGE UTILITY EMPLOYEES ASSOCIATION

DATED: 7-16-2012

THIS AGREEMENT, made this 7-17- ^{July}~~June~~ day of 2012, by and between the BOROUGH OF PARK RIDGE, a body politic corporate of the State of New Jersey (hereinafter referred to as "BOROUGH") and THE PARK RIDGE UTILITY EMPLOYEES ASSOCIATION (hereinafter referred to as "ASSOCIATION").

WHEREAS, the parties hereto entered into a Collective Bargaining Agreement (hereinafter the "Agreement") on September 6, 2005; and

WHEREAS, said Agreement expired on December 31, 2009, however, said Agreement remains in effect; and

WHEREAS, the parties hereto entered into a Memorandum of Understanding dated June 29, 2010, modifying some of the provisions of the Agreement after negotiating certain changes to the Agreement; and

WHEREAS, the parties hereto have continued negotiations and wish to enter into the within Second Memorandum of Understanding providing additional modifications to the Agreement;

NOW, THEREFORE, in consideration of the mutual covenants and conditions contained herein, and for other good and valuable consideration, and after recognizing the fact that the parties have engaged in lengthy negotiations with regard to the issues contained herein, the parties do hereby agree to modify the Agreement as follows:

1. The term of this Memorandum of Understanding shall be for a period of four (4) years commencing January 1, 2011 and ending December 31, 2014.

2. The provisions of ARTICLE IX of the Agreement entitled WAGES shall be amended to include the following:

a) Paragraph C(1) shall be amended to provide for the following percentage increases to existing Base Salary Amounts:

- i. 2011- One percent (1%) base salary increase.
- ii. 2012- Two percent (2%) base salary increase.
- iii. 2013- Two percent (2%) base salary increase.
- iv. 2014- Two and one-half percent (2.5%) base salary increase.

b) Employees who are on the payroll as of January 1, 2011 shall receive a one-time stipend equal to One and one-half percent (1.5%) of their base pay for 2011. Said payment shall not increase base pay nor be considered with regard to any other benefits including, but not limited to longevity benefits, pension benefits, or any other benefits.

c) Paragraph C(1), and Schedule A attached to the Agreement shall also be amended to providing the following increase in the salary for the Sr. Line Worker and Electric Supervisor. The Sr. Line Worker's Salary shall be increased by such amount as will result in the Sr. Line Worker receiving a salary increase that exceeds the Line Worker salary by Nine Point Three Percent (9.3%) and the Electric Supervisor shall receive a salary that exceeds the salary of the Senior Line Worker by Eight Point Nine Percent (8.9%). Salary increases for Sr. Line Worker and Electric Supervisor shall take effect January 1, 2012.

d) Paragraph C(7) shall be deleted in its entirety and replaced with the following:

"7. Effective through December 31, 2011 all employees (electric, water, sewer) who have licenses as described above, shall be paid an annual stipend of five hundred seventy-five (\$575.00) per license. The maximum stipend for said employees to be paid is for three (3) licenses or a total of One Thousand, Seven Hundred and Twenty-Five Dollars (\$1,725.00). Effective January 1, 2012, employees who have licenses as described above shall be paid an annual stipend of Six Hundred Dollars (\$600.00) per license. After January 1, 2012, the maximum stipend for employees to be paid is for three (3) licenses or a total of One Thousand, Eight Hundred Dollars (\$1,800.00).

Notwithstanding the above limitations, Employees who satisfy all of the licensing requirements necessary to operate the Borough's Water System, for all of the specific licenses listed below will receive one additional stipend of \$1,000/annually.

Water Treatment – T3
Water Distribution – W3
Sewer Collection – C2

e) Paragraph (C) is hereby amended to include the following Paragraph:

“8. Effective January 1, 2012, Employees holding a Lineman Certification shall receive an additional annual Stipend in the amount of Two Thousand Dollars (\$2,000.00). In addition, Employees holding a Troubleshooter Training Certification shall receive an additional annual Stipend in the sum of Five Hundred Dollars (\$500.00). In addition, Employees holding an NEC Electrical License shall receive an additional annual Stipend in the amount of Five Hundred Dollars (\$500.00). Said Stipends shall not be considered with regard to any other benefits, including but not limited to longevity benefits pension benefits or any other benefits.”

f) All stipends payable to either water or electric employees shall be paid within thirty (30) days following the adoption of the annual budget; but at no date later than the July 30th payroll.

3. Schedule A attached to the Agreement shall be amended to include the new positions in the Water Department of Laborer 2/Water Repairer 1/Sewer Repairer 1 (Inspector). The position of Laborer shall have a base salary range of between \$31,200.00 per year and \$41,600.00 per year, with seven salary step increases as follows: \$31,200; \$32,934; \$34,666; \$36,400; \$38,134; \$39,866; and \$41,600. The position of Water Repairer 1/Sewer Repairer 1(Inspector) shall follow the same salary range as Sr. Water Repairer (Water Repairer 2).

4. ARTICLE XXVIII entitled INSURANCE is hereby amended as follows:

Paragraph 1(b) is hereby amended to include the following additional sentence-

“Employees hired after December 31, 2012 shall not be entitled to Lifetime Medical or Dental Benefits as provided hereinabove.”


5. ARTICLE X entitled LONGEVITY is hereby amended as follows:


Paragraph A. is hereby amended to include the following sentence- “Employees hired after December 31, 2012 shall not be entitled to longevity benefits as provided in this Article.”

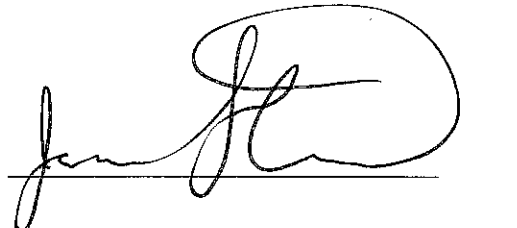
IN WITNESS WHEREOF, the parties have hereunto affixed their hands and corporate seals on the date first above written:

ATTEST:


BOROUGH OF PARK RIDGE


KELLEY R. O'DONNELL,
Borough Clerk/Administrator


TERENCE P. MAGUIRE
Mayor


James Leichtenhan

PARK RIDGE UTILITY EMPLOYEES
ASSOCIATION



SCHEDULE A: EMPLOYEES HIRED AFTER 1/1/99

		STEP						
		1	2	3	4	5	6	7
METER READER A	2011	54,448	57,473	60,497	63,523	66,548	69,572	72,597
	2012	55,537	58,622	61,707	64,794	67,879	70,964	74,049
	2013	56,648	59,794	62,941	66,089	69,236	72,383	75,530
	2014	58,064	61,289	64,515	67,742	70,967	74,193	77,418
METER READER B	2011	47,768	50,422	53,076	55,755	58,382	61,036	63,690
	2012	48,723	51,430	54,137	56,870	59,550	62,257	64,964
	2013	49,698	52,459	55,220	58,007	60,741	63,502	66,263
	2014	50,940	53,770	56,600	59,457	62,260	65,090	67,920
SEN. WATER REPAIRER WATER REPAIRER 1/SEWER REPAIRER 1 (INSPECTOR)	2011	55,025	58,082	61,138	64,195	67,253	70,309	73,366
	2012	56,125	59,244	62,361	65,479	68,598	71,715	74,834
	2013	57,248	60,429	63,608	66,789	69,970	73,149	76,330
	2014	58,679	61,939	65,198	68,459	71,719	74,978	78,238
WATER REPAIRER SEWER/WATER WORKER LINEWORKER TRAINEE	2011	50,341	53,138	55,936	58,732	61,529	64,325	67,122
	2012	51,348	54,201	57,054	59,906	62,759	65,611	68,465
	2013	52,375	55,285	58,196	61,104	64,015	66,924	69,834
	2014	53,684	56,667	59,650	62,632	65,615	68,597	71,580
METER REPAIRER	2011	57,902	61,119	64,336	67,552	70,769	73,986	77,203
	2012	59,060	62,342	65,623	68,903	72,184	75,465	78,747
	2013	60,242	63,588	66,935	70,281	73,628	76,975	80,322
	2014	61,748	65,178	68,609	72,038	75,469	78,899	82,330
LINE WORKER METER REPAIRER/LINE WORKER B	2011	62,187	65,642	69,097	72,552	76,006	79,462	82,916
	2012	63,431	66,955	70,479	74,003	77,526	81,051	84,575
	2013	64,700	68,294	71,889	75,483	79,077	82,672	86,266
	2014	66,317	70,001	73,686	77,370	81,054	84,739	88,423
SENIOR LINE WORKER	2011	65,380	69,013	72,645	76,278	79,909	83,542	87,174
	2012	69,330	73,181	77,034	80,885	84,736	88,589	92,440
	2013	70,717	74,645	78,575	82,503	86,431	90,361	94,289
	2014	72,485	76,511	80,539	84,566	88,592	92,620	96,646
ELECTRIC SUPERVISOR	2011	68,571	72,380	76,190	79,999	83,809	87,617	91,428
	2012	75,501	79,695	83,890	88,084	92,278	96,473	100,667
	2013	77,011	81,288	85,568	89,846	94,124	98,403	102,681
	2014	78,936	83,321	87,707	92,092	96,477	100,863	105,248
WATER SUPERVISOR	2011	59,892	63,219	66,547	69,874	73,200	76,528	79,855
	2012	61,089	64,483	67,877	71,272	74,664	78,058	81,452
	2013	62,311	65,773	69,235	72,697	76,158	79,620	83,082
	2014	63,869	67,417	70,966	74,514	78,062	81,610	85,159
LABORER	2011	31,200	32,933	34,666	36,399	38,132	39,865	41,600
	2012	31,824	33,592	35,359	37,127	38,895	40,662	42,432
	2013	32,460	34,263	36,067	37,870	39,673	41,476	43,281
	2014	33,272	35,120	36,968	38,816	40,664	42,512	44,363