

MEMORANDUM OF AGREEMENT

The City of Elizabeth ("City") and City Hall Supervisors Association having engaged in good faith collective negotiations for a successor collective negotiations agreement, hereby agree to modify their current collective negotiations agreement which expired on June 30, 2021, as follows

1. Four-year term July 1, 2021 to June 30, 2025
2. Wages – All regular, full time employees covered by the Agreement shall receive an across-the-board increase in their respective ranges as follows:
 - 2% effective July 1, 2021;
 - 2.25% effective July 1, 2022;
 - 2.25% effective July 1, 2023;
 - 2.25% effective July 1, 2024.
3. The City of Elizabeth will recognize the Federal Holiday of Juneteenth as an addition to the Holiday Calendar. The actual day will be determined by the Federal Government Guidance.
4. Amend "Sick Leave" Article to provide for an attendance incentive. Any City Hall Supervisors Association member who does not use a sick day for an entire calendar year will be given one-time payment of \$625 by March of the following calendar year.
5. The City of Elizabeth will increase the maximum Sick Leave payout from \$12,000 to \$15,000 for a City Hall Supervisors Association member. The member is entitled to cash out half of the accumulated amount up to the maximum amount.
6. The City of Elizabeth will freeze the health care contribution rate at the member's current rate. This contribution will change if the member's status changes.
7. The City of Elizabeth will permit Essential Members of the City Hall Supervisors Association to work remotely during Declared State of Emergencies by the Business Administrator and earn comp time for time worked during the storm.
8. The City of Elizabeth will work in coordination with local colleges to provide training opportunities for City Hall Supervisors Association Members to enhance their ability.
9. This Memorandum of Agreement represents the complete agreement of the parties. All other proposals, whether written or oral, submitted by either party during these negotiations or otherwise related thereto are deemed as withdrawn without further effect.

10. This Memorandum of Agreement is subject to the ratification of the bargaining unit members of City Hall Supervisors Association, and by the City, respectively, in accordance with their respective rules and procedures related thereto and in accordance with any relevant laws. This Memorandum of Agreement shall not be legally effective absent said ratification.

11. The undersigned parties agree to recommend the terms and conditions contained in this Memorandum of Agreement to their respective constituencies for approval and ratification.

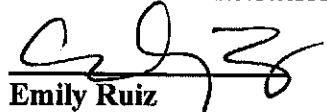
12. The City shall be responsible for preparing the successor collective bargaining agreement containing the modifications and amendments contained herein, subject to the review and approval of the parties' respective legal counsel or representatives.

13. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective constituencies subject to the terms and conditions herein.

14. The undersigned parties agree that neither shall disclose to the media the terms and conditions contained in this Memorandum of Agreement and shall only disclose the fact that a tentative agreement has been reached between the parties, prior to their respective ratification of same.

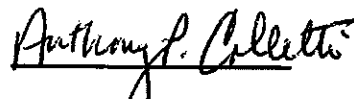
City of Elizabeth

 7/8/21
Bridget Anderson
Business Administration

 7/8/2021
Emily Ruiz
Administrative Analyst

For: City Hall Supervisors Assoc.


Shamar Hairston
President, CHS Association


CHS Association