

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF EGG HARBOR

AND

TEAMSTERS LOCAL #3313

DECEMBER 21, 2023

WHEREAS, Collective Bargaining Agreement was in effect from January 1, 2021 to December 31, 2023; and

WHEREAS, the parties negotiated in good faith and agreed to terms for a new agreement for a new period of January 1, 2024 to December 31, 2026; and

WHEREAS, the City of Egg Harbor believes that hiring and retention of City employees are important and necessary and in the best interests of the residents of the City.

NOW THEREFORE, the parties agree to the following:

1. Term-January 1, 2024 to December 31, 2026.
2. Article 9.6-Language change "stipend or compensation time".

Articles 9.3 and 9.4 are removed as duplicative.

3. Article 12.2- "Character and Job attitude" language is removed.
4. Article 12.10-"subject to a satisfactory medical examination" language is removed.
5. Article 12.11-Removed.

6. Article 12.14 and 12.15-Removed.
7. Article 13-Salaries-\$36,000.00 start for new hires.
Increase-4% for 2024.
Increase -2.5% for 2025.
Increase-2.5% for 2026.
8. Article 14.1- New Language - 4 hours- a stipend or
compensation time.

Article 14.2-New language - time and one half- "hosted by the City."

Article 14.5-New language -time and one half.

Article 14.7- New language -4 hours at time and one half.

Article 14.9- New language- 4 hours

Article 14.10-New language- Public works standby pay will be \$135 per week. Stand
by is defined as that period of time when a member is off duty and has been notified to be
available for duty for any and all emergency issues that may arise that need immediate
attention or response. This shall also be known as being "on call."
9. Article 15.3-New language- compensatory time or pay of time and one half.

Article 15.1-Add: Juneteenth.
10. Article 16.1-New language "preapproved vacation time"
11. Article 17.1- Clarified language and reinstated 4 floating vacation days

Article 17.5 - New language on termination.
12. Article 18-8-New language-no employee shall exceed 10 unexcused absences
annually with consequences.
13. Article 21.1-New language-up to \$5000.00 / or maximum per plan.
14. Article 27-New Donated leave language.

15. Article 29.2-Delete utility department; work shoe credit of \$300.00-(now article 30.2).

Article 29.4-Remove "premium rate". Add time and a half. Add 4 hours. (now article 30.4)

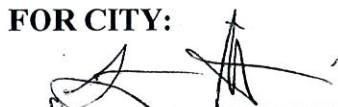
Article 29.7-New language as to City vehicles. (now article 30.7).

Article 30.8-New language on training reimbursement.

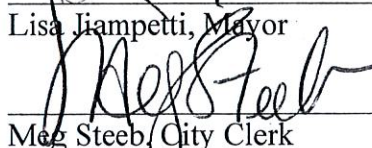
16. Exhibit A-as attached, stating employees and salaries for 2024-2026.

17. A formal Collective Bargaining Agreement will be prepared for acceptance and execution by the parties within 30 days from the execution of this Memorandum of Understanding.

FOR CITY:

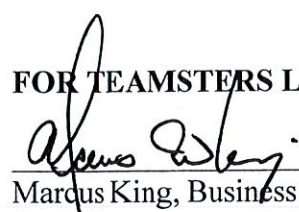


Lisa Jampetti, Mayor



Meg Steeb, City Clerk

FOR TEAMSTERS LOCAL #331:



Marcus King, Business Agent

POSITION	2024	2025	2026
	4.00%	2.50%	2.50%
Step 1 Laborer - hired before 1/1/24	37,440		
Step 1 Laborer - hired after 1/1/24	36,000	36,900	37,823
Step 2 Laborer	37,500	38,438	39,398
Step 3 Laborer	39,000	39,975	40,974
Laborer-After Step 3	40,500	41,513	42,343
Senior Public Works Repairer-Raymond Mejias	74,365	76,224	78,130
Land Use & Building Department Office Manager-Donna Heffley	53,871	55,218	56,598
Police Records Clerk-Angela Foggan	42,848	43,919	45,017
Note: Laborers will move a Step on anniversary date and to that Step's new rate on January 1			