

MEMORANDUM of AGREEMENT
ADDENDUM to COLLECTIVE BARGAINING AGREEMENT
BETWEEN
AFSCME COUNCIL LOCAL 304-I and
The Township of Long Beach

WHEREAS, AFSCME COUCIL 71 (“Union”) and the Township of Long Beach (“Township”) are parties to a collective bargaining agreement (collectively “the Parties”) dated 3/27, and;

WHEREAS, the Union is the exclusive representative for employees within certain job titles contained within the Recognition clause of the collective bargaining agreement, and;

WHEREAS, the sole and limited purpose of this Memorandum of Agreement (“Agreement”) between the Parties is to address a change in the means of providing health benefits which is not part of the present collective bargaining agreement, and;

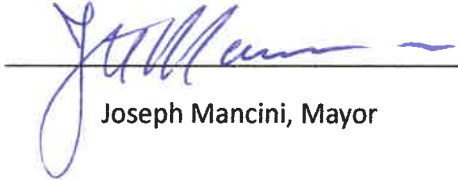
NOW THEREFORE, in consideration of the promises and mutual covenants herein and for other good valuable consideration, the sufficiency of which is hereby acknowledged by the Parties and based upon the Parties’ good faith negotiations, the Parties agree upon adding the following terms to the collective bargaining agreement:

1. Beginning with the effective date of July 1, 2024, the Township will provide a Health Reimbursement Account for anyone who voluntarily enrolls in the NJ Direct 2035. The purpose of this program is to deliver benefits at a level equivalent to the NJ Direct 10 or NJ Direct 15 plan whichever the employee was enrolled in during 2023. Employees enrolling in any plan other than the NJ Direct 2035 will not be eligible for the Health Reimbursement Account and will be responsible for any difference in plan costs in addition to Tier IV contributions pursuant to Chapter 78.
2. The Township will fund up to \$15,120 into an HRA account for each employee regardless of their level of coverage (single, member/spouse, parent/child or family).
3. If the HRA program ceases for any reason, including the State’s decision to discontinue approval or the Township’s decision to discontinue it and not replace with a similar program for the following plan year, employees will remain eligible to enroll in the plans available to them by the SHBP subject to the terms of the collective bargaining agreement.
4. This Agreement is incorporated and made part of the Parties’ Contract. Any subsequent collective bargaining agreement shall enter the above terms within it unless new or different terms are negotiated by the Parties prior to execution of any subsequent collective bargaining agreement.
5. This Agreement shall take effect 3/26, 2024

ATTEST:

TOWNSHIP OF LONG BEACH

By: 
Danielle La Valle, Municipal Clerk

By: 
Joseph Mancini, Mayor

ATTEST:

AFSCME COUNCIL 71 LOCAL 3304-I

By: _____

By: 
DEBORAH BONICKY, PRESIDENT/LOCAL
DELEGATE

MEMORANDUM of AGREEMENT
ADDENDUM to COLLECTIVE BARGAINING AGREEMENT
BETWEEN
PBA LOCAL 373 Superior Officers and
The Township of Long Beach

WHEREAS, PBA LOCAL 373 (“Union”) and the Township of Long Beach (“Township”) are parties to a collective bargaining agreement (collectively “the Parties”) with a term of January 1, 2020-December 31, 2023 and are currently negotiating terms for a successor contract; and

WHEREAS, the Union is the exclusive representative for employees within certain job titles contained within the Recognition clause of the collective bargaining agreement; and;

WHEREAS, the sole and limited purpose of this Memorandum of Agreement (“Agreement”) between the Parties is to address a change in the means of providing health benefits which is not part of the present collective bargaining agreement, and which has not yet been incorporated into a successor contract; and

NOW THEREFORE, in consideration of the promises and mutual covenants herein and for other good valuable consideration, the sufficiency of which is hereby acknowledged by the Parties and based upon the Parties’ good faith negotiations, the Parties agree upon adding the following terms to the collective bargaining agreement:

1. Subject to approval of these terms by the State of New Jersey, Treasury, Division of Pensions and Benefits, (Division) beginning with the effective date of July 1, 2024, or the effective date of approval, whichever is sooner, the Township will provide a Health Reimbursement Account (HRA) for anyone who voluntarily enrolls in the NJ Direct 2035. The purpose of this HRA program is to deliver benefits at a level equivalent to the NJ Direct 10 plan for those selecting NJ Direct 2035 regardless of which plan the employee previously enrolled in. Employees enrolling or continuing in any of the plans offered by the State Health Benefits Plan other than the NJ Direct 2035 will not be eligible for the Health Reimbursement Account and shall continue to pay their contributions per the contract as referenced in paragraph 6, below. Employees enrolling in the 2035 Plan will be responsible for paying Chapter 78 premium contributions at Tier IV (“Tier IV”) for NJ Direct 2035 but shall not pay for the funding or administration of benefits provided by the HRA.
2. Upon approval of these terms by the Division, the Township will petition for an open enrollment and upon approval by the Division those enrolling in NJ Direct 2035 for CY 2024, the Township will fund up to \$15,120 into an HRA account for each employee regardless of their level of coverage (single, member/spouse, parent/child or family). For each year thereafter the funding for the HRA shall be indexed against the maximum out of pocket amount for the NJ Direct 2035 plan.
3. If either party decides to discontinue participation in the HRA program option after Calendar Year 2024, it shall provide notice no later than September 1, 2024 (for CY 2025)

and September 1st each Calendar Year thereafter unless the State provides later notice that it will not approve the HRA program option. In the event that the State disapproves or determines the program cannot be offered by the Township after the open enrollment for 2025 or a subsequent year, the Township shall make every effort to have a special open enrollment and the employees shall continue to be eligible to enroll in any plans being offered by the SHBP at Tier IV contribution rates.

4. This Agreement is incorporated and made part of the Parties' Contract. Any subsequent collective bargaining agreement shall enter the above terms within it unless new or different terms are negotiated by the Parties for the next successor agreement or included by an Interest Arbitration Award pertaining to such agreement.
5. Provisions of the Parties' Contract not affected by the terms of this Agreement, including but not limited to Tier IV contribution rates for SHBP health plans, remain in effect.
6. This Agreement shall take effect 3/27, 2024.

ATTEST:

TOWNSHIP OF LONG BEACH

By: 
Danielle La Valle, Municipal Clerk

By: 
Joseph Mancini, Mayor

ATTEST:

**LONG BEACH TWP POLICE BENEVOLENT
ASSOCIATION LOCAL 373 SUPERIOR OFFICERS**

By: _____

By: 
Sean Ferguson, PRESIDENT

MEMORANDUM of AGREEMENT
ADDENDUM to COLLECTIVE BARGAINING AGREEMENT
BETWEEN
TEAMSTERS LOCAL NO. 35 and
The Township of Long Beach

WHEREAS, TEAMSTER LOCAL NO.35 (“Union”) and the Township of Long Beach (“Township”) are parties to a collective bargaining agreement (collectively “the Parties”) dated 3/27, and;

WHEREAS, the Union is the exclusive representative for employees within certain job titles contained within the Recognition clause of the collective bargaining agreement, and;

WHEREAS, the sole and limited purpose of this Memorandum of Agreement (“Agreement”) between the Parties is to address a change in the means of providing health benefits which is not part of the present collective bargaining agreement, and;

NOW THEREFORE, in consideration of the promises and mutual covenants herein and for other good valuable consideration, the sufficiency of which is hereby acknowledged by the Parties and based upon the Parties’ good faith negotiations, the Parties agree upon adding the following terms to the collective bargaining agreement:

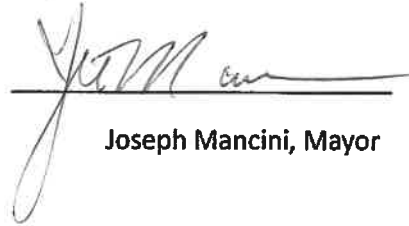
1. Beginning with the effective date of July 1, 2024, the Township will provide a Health Reimbursement Account for anyone who voluntarily enrolls in the NJ Direct 2035. The purpose of this program is to deliver benefits at a level equivalent to the NJ Direct 10 or NJ Direct 15 plan whichever the employee was enrolled in during 2023. Employees enrolling in any plan other than the NJ Direct 2035 will not be eligible for the Health Reimbursement Account and will be responsible for any difference in plan costs in addition to Tier IV contributions pursuant to Chapter 78.
2. The Township will fund up to \$15,120 into an HRA account for each employee regardless of their level of coverage (single, member/spouse, parent/child or family).
3. If the HRA program ceases for any reason, including the State’s decision to discontinue approval or the Township’s decision to discontinue it and not replace with a similar program for the following plan year, employees will remain eligible to enroll in the plans available to them by the SHBP subject to the terms of the collective bargaining agreement.
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5. This Agreement shall take effect 3/27, 2024

ATTEST:

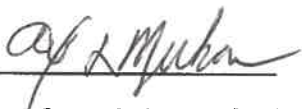
TOWNSHIP OF LONG BEACH

By: 

Danielle La Valle, Municipal Clerk

By: 

Joseph Mancini, Mayor

By: 

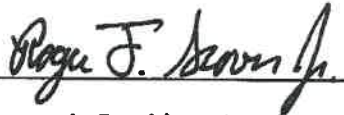
Alexander Meehan, Commissioner of Public Works

ATTEST:

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By: 

Negotiations Committee Member

By: 

Roger F. Grover Jr, President, Local No. 35

MEMORANDUM of AGREEMENT
ADDENDUM to COLLECTIVE BARGAINING AGREEMENT
BETWEEN
TEAMSTERS LOCAL NO. 35 SUPERVISORS UNIT and
The Township of Long Beach

WHEREAS, TEAMSTER LOCAL NO.35 SUPERVISORS UNIT (“Union”) and the Township of Long Beach (“Township”) are parties to a collective bargaining agreement (collectively “the Parties”) dated 3/27, and;

WHEREAS, the Union is the exclusive representative for employees within certain job titles contained within the Recognition clause of the collective bargaining agreement, and;

WHEREAS, the sole and limited purpose of this Memorandum of Agreement (“Agreement”) between the Parties is to address a change in the means of providing health benefits which is not part of the present collective bargaining agreement, and;

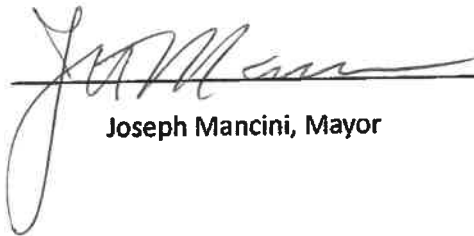
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ATTEST:

TOWNSHIP OF LONG BEACH

By: 
Danielle La Valle, Municipal Clerk

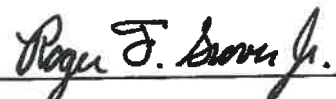
By: 
Joseph Mancini, Mayor

ATTEST:

**TEAMSTERS LOCAL NO. 35
REPRESENTATIVE**

By: _____

By: 
NEGOTIATIONS COMMITTEE MEMBER


ROGER F. GROVER Jr, PRESIDENT LOCAL NO. 35

MEMORANDUM of AGREEMENT
ADDENDUM to COLLECTIVE BARGAINING AGREEMENT
BETWEEN
PBA LOCAL 373 and
The Township of Long Beach

WHEREAS, PBA LOCAL 373 (“Union”) and the Township of Long Beach (“Township”) are parties to a collective bargaining agreement (collectively “the Parties”) with a term of January 1, 2020-December 31, 2023 and are currently negotiating terms for a successor contract; and

WHEREAS, the Union is the exclusive representative for employees within certain job titles contained within the Recognition clause of the collective bargaining agreement; and;

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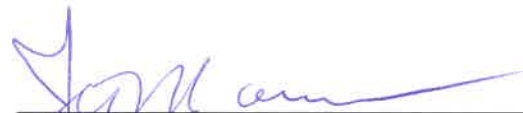
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6. This Agreement shall take effect 3/27, 2024.

ATTEST:

TOWNSHIP OF LONG BEACH

By: 
Danielle La Valle, Municipal Clerk

By: 
Joseph Mancini, Mayor

ATTEST:

**LONG BEACH TWP POLICE BENEVOLENT
ASSOCIATION LOCAL 373**

By: _____

By: 
JAMES SEIDENFADEN, PRESIDENT