

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOROUGH OF EATONTOWN AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
NEW JERSEY COUNCIL 63, AFL-CIO LOCAL #3407**

The Borough of Eatontown (the "Borough") and the American Federation of State, County and Municipal Employees New Jersey Council 63, AFL-CIO Local #3407 ("Union") agree to the following terms for a successor collective negotiations agreement, subject to a majority ratification by both parties. Any term not contained herein shall remain unchanged from the prior agreement. All proposals not addressed herein are withdrawn:

1. Duration – Four Years (January 1, 2022 through December 31, 2025)
2. Section 1 of Article X, Vacation Leave, shall be amended as follows (deletions are marked by ~~striketthrough~~ and additions are underlined):

1. All permanent full-time employees covered by this Agreement are authorized an annual vacation allowance with pay which shall accrue to said employee on a calendar year basis as follows: (a) during the first calendar year of employment, employees shall be entitled to one-half day per month of service to a maximum of five days during said first year; (b) employees with one through ~~FIFTH~~ FOURTH calendar years of service shall be entitled to ten (10) working days per calendar year; (c) employees starting their ~~SIXTH~~ FIFTH calendar year of service through the ~~TENTH~~ NINTH year of service shall be entitled to 15 working days vacation per calendar year; (d) employees starting their ~~ELEVENTH~~ TENTH year of service and each year of service ~~THROUGH THE SEVENTEENTH~~ SIXTEENTH year, shall be entitled to twenty (20) working days vacation per calendar year; (e) employees starting their ~~eighteenth~~ seventeenth (17th+18th) year and for each year of service beyond the ~~eighteenth~~ seventeenth (17th+18th) year shall be entitled to twenty-five (25) working days vacation per calendar year. Any new dispatchers or Special Officers & Records Officer(s) hired after January 1, 1996, shall also follow this vacation schedule. The rate of vacation pay for employees shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the pay day immediately preceding the employee's vacation.

All dispatchers, Special Officers & Records Officer(s) shall continue to receive the same level of vacation benefits as in effect at the time of execution of this Agreement.

3. The following sentence shall be added to the end of the first paragraph of Section 11 of Article XVI, Sick Leave:

In addition, if an employee completes a full calendar year with no sick time used, the employee will be granted a "kicker" bonus day, providing

the employee with a total of 2 bonus days in the first quarter of the following calendar year.

4. The first sentence of Section 12 of Article XVI, Sick Leave shall be amended as follows (deletions are marked by strikethrough and additions are underlined):

12. Upon the retirement of an employee and the collection of that employee of a PERS pension, employees who have ~~two hundred~~ 200 accumulated sick ~~days~~ hours at time of retirement shall be reimbursed for fifty percent (50%) of those accumulated sick days to a maximum of one hundred days.

5. Section 3 of Article XIV, Health Benefits, shall be amended as follows (deletions are marked by strikethrough and additions are underlined):

3. In addition, the Borough will continue to provide an optical plan, which plan provides a benefit of reimbursement for vision of ~~\$150.00 per year up to \$600.00 per four-year contract period (January 1, 2022 through December 31, 2025).~~ This reimbursement is extended to spouse or dependents, with the understanding that any optical costs for spouse or dependents will fall within the same ~~annual~~ four-year \$600.00 ~~\$150.00~~ cap.

6. Section 5 of Article XIV, Health Benefits, shall be amended as follows:

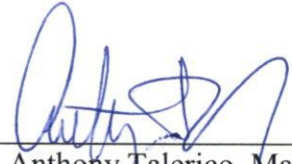
5. The orthodontic dental coverage amount is currently \$1500.00 per annum and shall remain at this amount through this contract period.

7. Sections 1, 2 and 3 of Article XXVII, Salaries, shall be replaced in their entirety with the following:

1. Effective January 1, 2022, there shall be a 2.50% across-the-board increase.
2. Effective January 1, 2023, there shall be a 2.75% across-the-board increase.
3. Effective January 1, 2024, there shall be a 2.75% across-the-board increase.
4. Effective January 1, 2025, there shall be a 2.75% across-the-board increase.

BOROUGH OF EATONTOWN

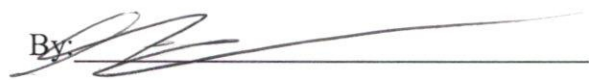
By: _____


Anthony Talerico, Mayor

AFSCME COUNCIL 63, AFL-CIO LOCAL

~~4307~~ 3407

By: _____



**BOROUGH OF EATONTOWN
COUNTY OF MONMOUTH, STATE OF NEW JERSEY**

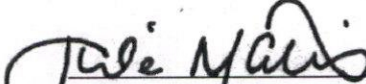
WHEREAS, the Borough Administrator along with the assistance from special counsel for labor affairs and the AFSCME, Council 73, Local 3407 Bargaining Committee negotiated terms of a labor agreement between the Borough of Eatontown and the AFSCME Union Membership resulting in a Memorandum of Agreement reached between the parties, a true copy of which is on file in the Office of the Borough Clerk settling all terms concerning salaries and benefits for the years 2022-2025; and

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of Eatontown, County of Monmouth, State of New Jersey that it hereby authorizes the Administrator to sign the attached Memorandum of Agreement between the Borough of Eatontown and the AFSCME, Council 73, Local 3407 for the years 2022-2025 to execute a contract reflecting this agreement.

	MOTION	SECOND	AYE	NAY	ABSTAIN	ABSENT
Council President Gonzalez		X	X			
Councilmember Regan, Jr.			X			
Councilmember Escalante			X			
Councilmember Jones	X		X			
Councilmember Gindi			X			
Councilmember Lucas			X			
Mayor Talerico						

CERTIFICATION

I, Julie Martin, Borough Clerk of the Borough of Eatontown do hereby certify this to be a true and exact copy of a resolution adopted by the Governing Body of the Borough of Eatontown, County of Monmouth, State of New Jersey at the regular meeting held on February 9, 2022.


 Julie Martin, RMC, Borough Clerk