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PREAMBLE

This Agreement, _____ made this day of January, 2019 by and between **THE BOROUGH OF EATONTOWN**, a body politic incorporate of the State of New Jersey, hereinafter referred to as the "Borough" and the **AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, NEW JERSEY COUNCIL 63, AFL-CIO LOCAL 3407**, hereinafter referred to as the "Union";

WHEREAS, the Borough and the Union recognize it will be to the benefit of both to promote mutual understanding and foster a harmonious relationship between the parties to the end that efficient and continuous service will be rendered to and by both parties.

NOW THEREFORE, it is agreed as follows:

ARTICLE I - RECOGNITION

1. The employer hereby recognizes the Union as the exclusive representative for all full-time employees in classifications appended hereto as Appendix A and for such additional classifications as the parties may later agree to include, excluding all supervisors, managerial executives, confidential employees, seasonal employees and part-time employees.

The parties further recognize that those uninformed employees in the present bargaining

ARTICLE II - DUES CHECK-OFF

1. The Borough hereby agrees to deduct from the salaries of employees covered by

ARTICLE III - MANAGEMENT RIGHTS

Section 1. The management of the Employer's operations and the direction of the working forces are vested exclusively in the Employer. Except as expressly limited by this Agreement, the Employer retains the sole right to determine all matters pertaining to the work force, including but not limited to the right to hire, train, discipline, demote, suspend, discharge, lay off and promote; to determine or change the starting and quitting time and the number of hours to be worked; to assign duties to the work force; to create, change, combine or eliminate jobs; to determine job duties, qualifications, classifications and requirements; to organize, discontinue

ARTICLE IV - MAINTENANCE OF WORK OPERATIONS

1. The Union and employees covered by this Agreement hereby covenants and agrees that for the duration of this Agreement, neither the Union nor any person acting on its behalf or any employee covered by this Agreement shall authorize or support any strike, stoppage of work, or absence in whole or in part, from the full, faithful and proper performance of the employee's duty of employment. The Union and its employees agree that such action will constitute a material breach of this Agreement. The Borough does hereby agree not to lock out any employees covered by this Agreement for the duration of such Agreement.

2. Nothing contained in this Agreement shall be construed to limit or restrict the Borough in its rights to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both, in the event of such breach by the Union or its members.

ARTICLE V - DISCIPLINE AND DISCHARGE

A. It is expressly understood that the Employer shall have the right to discipline or discharge any employee; however, the Employer agrees that it shall not discipline or discharge any employee covered by the terms of this Agreement without just cause.

testimony.

2. Direct and cross-examination of witnesses shall be allowed. Either party may request that witnesses be sequestered without a request from either party.
3. Whenever written eyewitness accounts of incidents are used as evidence in cases involving removal or suspensions where possible the person who prepared and/or signed such document shall be available for cross-examination. Hearings shall be scheduled in keeping with this provision.
4. A written decision shall be issued by the Hearing Officer, within two weeks of the hearing, and shall include the findings of fact and conclusions reached by the Hearing Officer.
5. Probationary employees may be separated from their employer by

ARTICLE VI - PROBATION

- 1 All newly hired employees with the exception of Police Dispatchers Special

ARTICLE VII - HOURS OF WORK & OVERTIME

1. The employer agrees that 40 hours per week, 8 hours per day, 5 days per week, inclusive of the lunch break, shall constitute a regular week's work hereinafter called the "workweek," for all Police Dispatchers, Special Officers and Records Officer(s), and shall be paid for at the regular straight time rates of pay hereinafter provided. In the event of emergency situations, Police Dispatcher breaks are subject to reduction or elimination without prior notice. Emergent modifications of Police Dispatcher breaks shall be the sole discretion of the Police Dispatcher's shift supervisor, Officer-in-charge, and/or any designee of the Chief of Police. The employer further agrees that 35 hours per week, 7 hours per day, 5 days per week, Monday through Friday, exclusive of the lunch break, shall constitute a regular week's work hereinafter called the "workweek," for all other employees in the bargaining unit unless specifically stated otherwise, and shall be paid for at the regular straight time rates of pay hereinafter provided, except for custodians, who shall work 40 hours, exclusive of lunch. These definitions shall not be construed as a limitation on the number of hours of work which the employer may require, subject to the overtime provisions of this agreement.

2. The employer shall have the right, for the efficient operation of its facilities, to make changes in the starting and stopping time of the daily work schedule, and to vary from the daily or weekly work schedule. The work week shall be Monday through Friday for clerical and custodial employees. Except in cases of emergency, the Union will be given three weeks' notice

established by the employer. The employer agrees that it will give reasonable prior notification of any scheduled overtime, unless circumstances preclude the employer from giving such prior notification.

5. The employer agrees that it will pay time and one-half the regular straight time hourly rate for all authorized time actually worked: (a) in excess of 40 hours of work (exclusive of

shift.

ARTICLE VIII - SENIORITY, PROMOTIONS, JOB VACANCIES & TRANSFERS

1. Seniority is defined as an employee's length of service with the Borough beginning with the employee's latest date of commencing work with the Borough. Newly appointed probationary employees shall have no seniority and shall not be eligible for seniority in terms of this Agreement until they have completed the probation period. Once an employee has completed

in his former position or a position equivalent thereto with no loss of former pay, seniority and or departmental seniority. The promoted employee shall receive the rate for the job in question as of the day that person begins the training period.

4. In the event of a layoff, the employees with the most seniority will have preference within their department provided that they have the requisite qualifications, skills and ability to perform the work available. The determination of whether an employee has the requisite qualifications, skills and ability to perform the work available shall be within the discretion of management.

5. (a) All permanent employees shall be given at least a thirty (30) calendar day written notice prior to layoffs.

(b) The Borough, if contemplating layoff of employees covered by this Agreement, should make every effort to determine what employment opportunities are available to its employees within the bargaining unit covered by this Agreement.

(c) All probationary employees shall be laid off before any permanent full-time employees. Layoffs should not be made until the Borough has exhausted every possibility for transfer, reassignment or demotion of the employees within the bargaining unit covered by this Agreement. The employee(s) involved should be offered any other employment available within the bargaining unit for which they may be qualified, based on their background and qualifications.

(d) When an employee is recalled from layoff and reinstated, the employee is considered to have continuous service credit for computation of future earned benefits.

(e) Those employees in layoff shall be recalled on the inverse order of seniority. Recall Rights shall exist for a period of one (1) year from the date of layoff.

6. The Borough shall draw up an initial seniority list within thirty (30) days after the

signing of this Agreement and such list will be posted on the Union bulletin board at that time.

ARTICLE IX - GRIEVANCE PROCEDURE

(2) The Supervisor, or his designee, shall render a decision in writing within five (5) working days after the grievance is first presented to him, if it cannot be handled informally.

STEP TWO:

If the grievance has not been resolved through Step One, or if no answer has been received by this grievant, the grievance shall be presented in writing to the Department Head, or his designee, within five (5) working days after the Supervisor's response is due. The Department Head shall respond, in writing, within five (5) working days of being notified.

a decision in writing within fourteen (14) calendar days after the hearing or after the receipt of the

6. The time limits set forth herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, the grievance shall be deemed to have been waived. If any grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed, then the disposition of the grievance at the prior step shall be deemed to be conclusive. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits provided for processing the grievance at any step in the grievance procedure.

7. Any settlement of a grievance by the parties shall not establish a precedent or conflict in any manner with the provisions of this Agreement.

ARTICLE X - VACATIONS

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

In the event an employee is seeking vacation during January and February, the employee's request shall be emailed to their respective department head or posted on the employee's bulletin board for a period of seven (7) days so that a more senior employee will have an opportunity to request the same vacation period.

A maximum of one week's worth of vacation may be carried over for compelling reasons

Borough Administrator or his designee.

9 Any employee hired on or after June 5, 2006 shall have their vacation entitlement

ARTICLE XI – HOLIDAYS

1. For purposes of this Agreement, the following days are recognized by the Borough as holidays:

1/2 day New Years Eve
New Years Day
Martin Luther King Birthday
President's Day
Good Friday
Easter (Dispatchers)
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving
1/2 day Christmas Eve
Christmas Day
Employee's Birthday
One Floating Holiday

2. In the event a holiday falls on a Saturday, it shall be celebrated on the preceding Friday. In the event a holiday falls on a Sunday, it shall be celebrated on the following Monday. Each permanent Dispatcher or Special Officer who has completed probation shall receive holiday pay for all holidays set forth above regardless of whether or not the employee is scheduled to work

immediately preceding and their scheduled work day immediately following the holiday or holiday weekends unless currently on vacation or extended sick leave.

5. Employees who are regularly scheduled to work on one of the aforementioned holidays will be paid their regular rate of pay; then in addition the employee will receive their

ARTICLE XII – LONGEVITY

1. As of January 1, 2006, longevity is now eight hundred forty dollars (\$840.00), except as provided in Paragraph 2 below, each full-time employee covered by this agreement shall be entitled to and shall receive, in addition to his/her base salary, an annual sum of eight hundred and forty dollars (\$840.00) for each completed five (5) year increment of full-time employment

...entitled to and shall receive, in addition to his/her base salary, an annual sum of eight hundred and forty dollars (\$840.00) for each completed five (5) year increment of full-time employment

LENGTH OF CONTINUOUS SERVICE	PERCENTAGE OF ANNUAL SALARY
5 YEARS	2%
10 YEARS	4%
15 YEARS	6%
20 YEARS	8%
24 YEARS	10%
29 YEARS	12%

Such payments shall be included in and considered part of the employee's base salary for all purposes including computation of taxes and payments into any retirement system. Payment of longevity pay shall be made in the same manner as prescribed by the Mayor and Council for the payment of regular salaries. Employees who achieve their 5th and 6th longevity step shall receive the steps on the 24th and 29th year, respectively. Any police dispatcher, Special Officers & Records Officer(s) hired after March 5, 1993 shall be eligible for longevity benefits in accordance

ARTICLE XIII - PERSONAL LEAVE

Each employee shall be entitled to a total of three (3) personal days. Application for a

ARTICLE XIV - HEALTH BENEFITS

1. During the term of this Agreement, the Borough shall provide medical insurance for all permanent full-time employees under the State Health Benefits Program. The Borough may change insurance providers during the term of this Agreement so long as basically equivalent coverage is maintained.

2. Effective January 1, 2012, all employees receiving health benefits under this Agreement shall be required to contribute towards the cost of the premium for all health insurance provided under this article pursuant to Public Law 2011, Chapter 78. If Public Law 2011, Chapter 78 should be invalidated with regard to employee contributions to health insurance, the contributions for all health insurance received under this Agreement will in no instance be less than 1.5% of his/her salary. If Public Law 2010, Chapter 2 should be invalidated with regard to employee contributions to health insurance, the contributions for all health insurance received

4. The annual Borough liability per employee for dental care costs shall be \$1,300 per year.

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

6. (a) Any eligible full-time employee who retires on a disability pension as a result of an on-the-job injury, or retires on an ordinary disability pension with a least 20 years of full-time service, or retires after 25 or more years of service, at least the last 10 years of which are full-time service with the Borough of Eatontown, shall be entitled to receive hospitalization, surgical and major medical insurance for the retiree, spouse and dependent children who are 26 years of age or younger. Eligible employees who exercise their right to purchase pension credit for years of service in the armed services of the United States shall be entitled to credit for such years of military service in connection with the 25 years of service eligibility requirement set forth in this Article.

b) Any full-time employee hired on or after January I, 2016 who meets the criteria for

at time of retirement for all retiree health insurance provided under this Agreement. Any employee who had less than 20 years of service in the Pension System as of June 28, 2011, and who retires on or after January 1, 2012, shall contribute to his/her retiree health insurance provided for in this Agreement that amount required under Public Law 2011, Chapter 78. If Public Law 2011, Chapter 78 should be invalidated regarding retiree contributions, the contributions for retiree health insurance received under this Agreement for employees who had less than 20 years of service in the Pension System as of June 28, 2011 will be 1.5% of his/her salary they were making at the time of retirement.

- c) If a part-time Borough employee is hired into this unit as a full-time employee. total

no Collective Bargaining Agreement, the Borough reserves the right to change the level of health benefits received by retired employees.

9. Employees who demonstrate to the Borough Administrator that he/she has health insurance coverage from a source other than the borough may "opt out" of the borough's health insurance coverage, and shall receive twenty-five percent (25%) of the premium for the lowest qualified health insurance plan that the employee is eligible for up to a maximum of \$5,000, whichever is lesser. In the event that the statutory health benefit waiver cap is invalidated or repealed, employees who waive coverage with proven alternative coverage shall be eligible for 25% of the cost of the lowest health insurance the employee is eligible for. Employees who choose this option may rejoin the plan in the following calendar year (during the open enrollment period). This new percentage is for new hires and "reentries" only. (The "grandfathered" employees shall remain at 50%). For any employee hired on or after January 1, 2010, the "opt-out" compensation

by the insurance provided under this agreement for a period of three (3) years following the employee's death.

ARTICLE XV - UNION LEAVE TIME

1. Upon notification to and approval by the Borough Administrator, the Union president, or his/her designee, shall have the privilege to leave his/her assigned work location at a reasonable time during working hours without loss of pay, with the understanding that such time will be reasonable in duration and scheduling and will be devoted solely to the proper handling of legitimate Union business. The Union agrees that it will notify the employer in writing as to the name of the employee designated to conduct such union business and the Union further agrees that the privilege of attending to legitimate union business during working hours shall not be abused.

2. A duly authorized representative of the Union, designated in writing, after notice to the Borough Administrator, shall be admitted to the Borough's premises for the purpose of assisting in the adjustment of grievances and for investigation of complaints arising under this Agreement. The Borough Administrator will make himself available for any discussions with the Union representative which may be required.

3. A local Union Representative shall be permitted to attend the AFSCME New Jersey Council 63 International convention and the Council 63 Convention. The Union shall give the Borough thirty (30) days notice if a Representative intends to attend any aforesated conventions.

4. The local president or a designee of AFSCME #3407 shall be permitted to attend the AFSCME NJ Regional Presidents Meetings on paid leave, if that representative is scheduled to be working. Notification to department head for attendance shall be made immediately after receipt of meeting notification.

5. The employer shall provide authorized representatives of the union with access to members of the bargaining unit as follows:

- a. The right to meet with individual employees at the workplace during the day to

investigate and discuss grievances, workplace-related complaints and other workplace issues.

- b. The right to conduct work site meetings during lunch and other non-work breaks, and before and after the work day, for the purpose of discussing workplace issues, negotiations, administration of the collective bargaining agreement, and any other matter related to the duties of a union, including internal union matters.
- c. The right to meet with newly-hired employees, on work time, for a minimum of 30 and a maximum of 120 minutes, within 30 calendar days from the date of hire.

ARTICLE XVI - SICK LEAVE

1. Sick leave shall be defined as an absence from post of duty of an employee because of illness, accident, exposure to contagious disease, attendance upon a member of the employee's immediate family seriously ill requiring the care or attendance of such employee, or absence caused by death in the immediate family of such employee.

the employee is physically fit and able to resume his duties.

6. Sick leave cannot be allowed for ordinary dental care nor for the services of an oculist for normal eye care as such professional services are readily available outside of work hours.

7. An employee who is certified as absent on account of disability or accident cause in the usual course of his employment and directly in the line of duty shall not have such absence charged against his sick leave. All other provisions regarding absence on account of sickness or disability apply to employees suffering job disability or accident.

8. No employee, while on sick leave from the Borough, shall be elsewhere or otherwise employed or engaged in any outside work or employment whatsoever.

9. Once all accumulated sick leave has been used for an illness, the employee may apply any unused vacation leave to cover such illness.

10. Permanent employees in the bargaining unit who enter regular retirement in accordance with PERS and have to his or her credit any earned and unused sick leave shall receive supplemental compensation paid in accordance with paragraph 12 below for each earned and unused accumulated sick leave.

This supplemental compensation shall be paid in a lump sum once the Borough's budget has been adopted in the year following the employee's effective date of retirement.

11. The Borough shall implement a Sick Leave Incentive Bonus Program which shall provide that any employee who works an entire calendar quarter, without using any sick days, shall receive a bonus day to be used by the employee as either a vacation or personal day, as manning permits, within the year during which the bonus day was earned, except for the 4th quarter, in which case a bonus day shall be used during the 1st quarter of the following year.

A quarter shall be defined as January, February, March; April, May, June; July, August, September; October, November, December.

For the term of the Collective Bargaining Agreement only, any employee who earns a sick leave incentive bonus day for the 4th quarter shall be permitted to carry that day over to the next calendar year. However, the first vacation or personal time used by an employee in that calendar year must be charged against the 4th quarter sick leave incentive bonus day being carried forward.

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

accumulated sick days the employee has (up to the one hundred (100) day maximum that the

ARTICLE XVII - BEREAVEMENT LEAVE

1. An employee who suffers a death in his immediate family as hereinafter defined shall be entitled to receive a regular day of pay for time lost from work to prepare for and attend the funeral commencing with the day of death and ending with the day of burial up to a maximum of four (4) working days provided such days are normal scheduled working days for the employee.

2. The immediate family of any employee is defined and limited for the purpose hereof to the mother, father, sister, brother, spouse, children, grandparents, mother-in-law, father-in-law, son-in-law, daughter-in-law and grandchildren. Immediate family will include the term "domestic partner" if the employee has appropriately registered that partner pursuant to the Domestic Partnership Act.

3. Notwithstanding the content of the above paragraphs, the Borough Administrator, in his/her sole discretion, may grant special consideration in those situations which are not covered by the above circumstances.

4. The Borough may require verification of death.

5. An employee who suffers a death of his sister-in-law, brother-in-law, aunt, uncle, niece and/or nephew shall receive a maximum of one day per year, regardless of the number of incidents in a year

ARTICLE XVIII - OTHER LEAVES

1. Military Leave.

Any full time employee covered by this Agreement, who is a member of the National Guard or reserve components in the military or naval service of the United States, and is required to perform mandatory active duty for training periods shall be granted a leave of absence with pay for the periods of such training. The amount of paid leave, unless the employee elects to use his annual vacation leave, shall be the difference between the employee's salary for the leave period and the amount of money received from the State or Federal Government for such service. When an employee, not on probation, has been called to active duty or drafted into the military or naval service of the United States, he shall automatically be granted an indefinite leave of absence without pay for the duration of such active military service. However, in order for that employee to be reinstated without loss of privileges or seniority, he must report for duty with the Borough within sixty (60) days following his honorable discharge from the military service.

2. Maternity Leave.

Maternity Leave may be granted up to one (1) year, at the sole discretion of the Borough Council or its designee provided the request is made in writing to the Borough Administrator not later than the fifth month of pregnancy. FMLA/NJFLA leave shall run concurrent with the one (1) year of maternity leave provided hereunder and employees electing maternity leave must use accumulated time related benefits (sick, vacation and personal days) concurrent with the FMLA/NJFLA leave and maternity leave. Once paid leave is exhausted the remaining maternity leave time up to one (1) year shall be unpaid. Requests shall not be unreasonably denied and are subject to the grievance procedure.

3. Leaves of Absence.

(a) A leave of absence without pay may be requested by any employee covered by this Agreement by submitting the reason(s) for the requested leave, in writing, to the Department Head. Said leave of absence must be approved by the Borough Administrator before becoming official. Said leave can be granted for periods not to exceed three (3) months at any one time. Such leave may be renewed for an additional three (3) months by the Borough Administrator with the approval of the Borough Committee. Employees returning from an authorized leave will

(d) Sickness in family - Excused absence may be granted at the sole discretion of the Borough Administrator for illness in the immediate family, which is serious enough to require the presence at home of the employee. Excused absence is paid absence which is not charged to vacation or sick leave.

(e) It is agreed that, the state temporary disability requirements shall apply to employees who seek benefits pursuant to the borough's temporary disability policies, including state requirements as to which accrued leave must be exhausted prior to going on temporary disability. In addition, it is agreed that, all employees shall make an annual co-payment of no more than one hundred dollars (\$100.00) per year for temporary disability benefits.

ARTICLE XIX - RULES & REGULATIONS

1. New rules or modifications of existing rules which govern working conditions must be negotiated with the majority representative unless waived by the management rights clause of this Agreement or any other term herein or by the laws of the State of New Jersey.

2. Within 10 calendar days from the date of hire of bargaining unit employees, the employer shall provide the following contact information to the union in an Excel file format: name, job title

ARTICLE XX - BULLETIN BOARDS

1. The Borough shall provide a bulletin board for the unit covered by this Agreement.

The bulletin board shall be located in the Borough employees break room. If the board needs to be relocated, notification to the union president must be made prior to moving the board.

2. Notices of Union meetings, official Union business, Union social, recreational and

ARTICLE XXI - PERSONNEL FILES

1. Each employee covered by this Agreement shall be allowed to examine his personnel file, which shall be maintained by the Borough Administrator's office, on a reasonable basis which normally shall not exceed four (4) times per year. Such examination shall be conducted in the presence of the Borough Administrator or his designated representative for all other employees, and each item in the file shall be outlined and inventoried.

2. The Borough agrees that it shall notify employees of any new item placed in the employee's personnel file within fifteen (15) days of the item having being placed in the personnel file by the Borough.

ARTICLE XXII NON - DISCRIMINATION

1. The Borough and the Union agree not to discriminate against any individual with respect

ARTICLE XXIII - COURT ATTENDANCE

1. A full time employee covered by this Agreement who is subpoenaed as a witness in a civil or criminal case not involving him in his capacity as a Borough employee may be granted leave for that period of time in which he is officially involved with the Court in such capacity, with pay, at the discretion of the Borough Administrator.

2. An employee who is called to serve on a jury and does so shall be entitled to paid

ARTICLE XXIV - RESIGNATION

1. Any employee who wishes to resign from Borough service in good standing shall give his Office or Department Head, as well as the Borough Administrator, at least two (2) weeks prior written notice of his resignation. The two (2) weeks notice shall not include earned annual vacation time.

2. Any employee who fails to return to his duties within five (5) days after the

ARTICLE XXV - FULLY BARGAINED AGREEMENT

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of

ARTICLE XXVI SEDADILITY AND SAVINGS

ARTICLE XXVII - SALARIES

1. Effective January 1, 2019, there shall be a 2.0% across-the-board increase.
2. Effective January 1, 2020, there shall be a 2.0% across-the-board increase.
3. Effective January 1, 2021, there shall be a 2.0% across-the-board increase.
4. The Deputy Court Administrator annual stipend shall be Three Thousand dollars (\$3,000.00). The Purchasing Agent will receive an annual stipend of Two Thousand dollars (\$2,000.00). The Assistant Safety Officer will receive an annual stipend of One Thousand Three Hundred dollars (\$1,300.00). The Assessing Clerk will receive an annual stipend of Two Thousand Two Hundred Fifty dollars (\$2,250.00). All the aforementioned stipends paid yearly and not included in base pay.
5. Custodians covered by this agreement shall receive uniforms consistent with the benefit provided for custodians contained in the collective bargaining agreement between the Borough and CWA Local 1034.
6. Employees using their private vehicles during the course of the work day for Borough business (but not for commuting or driving for personal reasons during the work day) shall be reimbursed by the Borough at the prevailing IRS reimbursement rate.

ARTICLE XXVIII EDUCATION

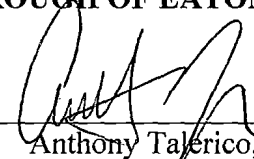
The Borough will reimburse 75% of the cost of tuition to full-time employees for a

ARTICLE XXIX -WORKPLACE DEMOCRACY ENHANCEMENT ACT

A The Employer shall provide authorized representatives of the union with access to

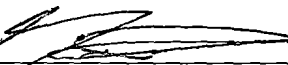
IN WITNESS WHEREOF, each of the parties hereto has caused this Agreement to be executed by its duly authorized representative this 30th day of October 2019.

BOROUGH OF EATONTOWN

BY: 

Anthony Talerico, Mayor

**AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL
EMPLOYEES, COUNCIL 73, AFL-CIO
LOCAL 4307**

BY: 

Michael Johnson, President

**Agreement Between The Borough of Eatontown and American Federation of State, County
and Municipal Employees Council 63, AFL-CIO Local #3407**

January 1, 2019 - December 31, 2021

SCHEDULE A

Police Dispatcher hired prior to 1/1/13

1/1/2019	1/1/2020	1/1/2021
\$65,503	\$66,813	\$68,150

Police Dispatchers Hired on or after 1/1/13

	1/1/2019	1/1/2020	1/1/2021
Probation	\$50,986	\$52,005	\$53,046
1-2 Years	\$53,404	\$54,472	\$55,562
2-3 Years	\$55,824	\$56,940	\$58,079
3-4 Years	\$58,242	\$59,407	\$60,595
4-5 Years	\$60,661	\$61,875	\$63,112
5-6 Years	\$63,081	\$64,342	\$65,629
6-7 Years	\$65,503	\$66,813	\$68,150

Advancement on the salary guide shall be on the employee's anniversary date, assuming the