

**Memorandum of Agreement
between the Township of Holmdel
and IUOE Local 68**

As a result of collective negotiations, the parties hereby agree to the following terms for a new collective negotiations agreement thereby modifying the terms in the existing Agreement which expired December 31, 2022.

1. Term: FIVE years, January 1, 2023 through December 31, 2027.
2. Article I, Recognition: references to probationary period shall be changed to reflect "working test period in accordance with Civil Service requirements."
3. Article VIII, Vacation, the schedule in paragraph A shall be replaced with the following:
 - One day for each full month of service during the first calendar year;
 - After 1 year and up to 5 years of service, 13 working days vacation;
 - After 5 years and up to 10 years of service, 15 working days vacation;
 - After 10 years and up to 15 years of service 17 working days vacation;
 - After 15 years and up to 20 years of service, 19 working days vacation;
 - After 20 years and up to 25 years of service 22 working days vacation;
 - After 25 years of service 27 working days vacation.
4. Article IX, Sick Leave, paragraph A, subparagraph 8 shall be replaced with the following:

It is agreed that any employee covered by this Agreement who, at the time of retirement from the Township in good standing with at least fifteen (15) years employment with the Township, has unused sick time due, shall be paid in a lump sum for the amount of the unused sick time at the employee's current rate in accordance with the State statute at the amount of \$7,500.00.

It is agreed that any employee covered by this Agreement who, at the time of retirement from the Township in good standing with at least twenty (20) years employment with the Township, has unused sick time due, shall be paid in a lump sum for the amount of the unused sick time at the employee's current rate in accordance with the State statute at the amount of \$12,500.00.

It is agreed that any employee covered by this Agreement who, at the time of retirement from the Township in good standing and at least twenty-five (25) years employment with the Township, has unused sick time due, shall be paid in a lump sum for the amount of the unused sick time at the employee's current rate in accordance with the State statute at the amount of \$15,000.00 or the amount listed in the Employee Policy and Procedure handbook, whichever is greater.

5. REPLACE Article X, Salary as follows:

- A. Employees shall be paid according to the IUOE Salary Guide 2023-2027 (June 13, 2023) attached hereto.
- B. Employees shall move one step each year until reaching STEP eleven (11) maximum step.
- C. All current Employees will receive step increases on January 1st of each year. (Change from "on anniversary date")
- D. After January 1, 2023 employees hired between January 1st and June 30th will receive step raises on January 1st of each year.
- E. After January 1, 2023 employees hired between July 1st and December 31st will receive step raises on July 1st of each year.
- F. Employees at the maximum step shall receive salary percentage increases as follows:
 - For 2023, 3.0%
 - For 2024, 3.5%
 - For 2025, 3.0%
 - For 2026, 3.5%
 - For 2027, 3.0%

6. Article XXI, Insurance, shall be changed to reflect medical insurance is provided through the New Jersey State Health Benefits Program (SHBP) and the 'Opt-Out Program/Waiver shall be paid in accordance with the SHBP regulations.

7. Article XXII. Miscellaneous, shall be supplemented to include the following:

- E. Stipends. Employees shall receive the following stipends which shall be paid annually in June:
 - Pesticide Application Coordinator: \$4,000.00 (maximum TWO employees)
 - Recycling Coordinator: \$3,000.00 (maximum ONE employee).

8. Article XXIII, Uniforms, Tools & Maintenance

- Section 1-E: shall be increased from \$200.00 to \$250.00
- Section 2: shall be increased from \$300.00 to \$500.00 which shall be paid annually in June.

Township of Holmdel

By: _____

Date: _____

J. Delaney
Jay Delaney, Twp. Adm.

IUOE, Local 68

By: _____

Date: _____

Kevin Kennedy
June 14th, 2023

JUNE 13, 2023

Employees at the max step will receive: January 1st of given year 3% 2023, 3.5% 2024, 3% 2025, 3.5% 2026; 3% 2027