

## **Memorandum of Agreement Between the Borough of Neptune City and the Neptune City Employees Association Local 196 IFTPE**

**The following amendments modify the current contract:**

1. The following increases for those at the top of the salary guide:

- 2019-2.0 increase (Retroactive)
- 2020-2.25 increase (Retroactive back to January 1)
- 2021-2.0 increase
- 2022-2.0 increase
- 2023- 2.0 Increase

For those employees who have not reached the top of the salary guide:

- 2019-\$3000 increase (Retroactive)
- 2020-\$3000 Increase (Retroactive)
- 2021-\$3000 increase
- 2022-\$3000 increase
- 2023-\$3000 increase

2. Health insurance changes:

All language that references traditional plan or point of service plan shall be removed

All employees shall be entitled to health, dental and eye insurance for themselves and immediate family members. Insurance shall take effect 60 days after date of employment. Health Benefits shall be obtained through the NJ State Health Benefits Program Chapter 78. Dental and Eye insurance shall be the current plans the township is enrolled in.

Employees hired after January 1<sup>st</sup>, 2020 shall be entitled to the NJ Direct 15 as the base plan for health insurance. If the employee wishes to take a more expensive plan (ie: Direct10) they will be responsible for the entire difference.

All remaining reductions agreed upon, regarding the employees share of benefits will remain the same

### 3. Vacation Time

Employees hired before 2016 shall be entitled to the following vacation schedule

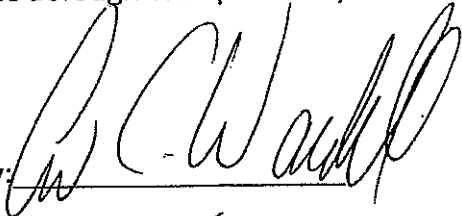
6m to 1yr -----5 days  
1yr to 5yrs -----10 days  
6yrs to 11yrs-----15 days  
12yrs to 17yrs-----20 days  
18yrs plus-----25 days

Employees hired after 2016 shall be entitled to the following vacation schedule

6m to 1yr -----5 days  
1yr to 6yrs----- 8 days  
7yrs to 12yrs----- 13 days  
13 to 19yrs -----19 days  
20yrs plus -----25 days

4. Any language using the "Mechanic's" clothing allowance for tools shall be removed. The "Mechanic" will be entitled to \$500 reimbursement for tools purchased. A receipt shall be submitted for all reimbursements. This reimbursement will only be for years 2020, 2021, 2022 and 2023.
5. The "Mechanic's" cell phone allowance shall be raised to \$35 a month for years 2020, 2021, 2022, and 2023.

The Borough of Neptune City

By: 

Mayor

By: 

Administrator

Date: 2/19/20

Neptune City Employee Association

IFPTE Local 196, Neptune City

By: Wayne D. Edwards

By: \_\_\_\_\_

Date: 2/20/20