

MEMORANDUM OF AGREEMENT

TOWNSHIP OF OLD BRIDGE

AND

TEAMSTERS LOCAL UNION No. 469
PROFESSIONALS

TERM AND RENEWAL

The negotiation committees of the Township of Old Bridge and the Teamster Local 469 (Professional unit) agree to the terms of this Memorandum of Agreement as set forth below:

(1) Term of agreement: Three (3) years to be effective 1/1/2022 and expire on 12/31/2024.

(2) Move to Twenty-four (24) week pay period when all unions agree to this.

(3) Wage increases:

2022:	3.25%
2023:	2%
2024:	3%

(4) Change language in Article XI Hours of Work as follows:

A. The workday shall start at 7:00 A.M. and end at 5:00 P.M. Employees starting and ending times shall be scheduled to cover the workday. Employees covered by this Agreement shall work a thirty-seven and one half (37.5) hour work week, which shall consist of five (5) seven and a half (7.5) hour workdays, plus a forty-five (45) minute lunch period, thirty (30) minutes of which shall be unpaid time. Inspector hours shall be as 7:00 A.M.-3:00 P.M. or 8:00 AM - 4:00 PM. The scheduled hours of the employee shall be changed anytime at the discretion of the Township Administrator after Township Administrator notifies union representative of change of schedule.

All other employees of the bargaining unit shall work one of the below listed schedules.

The schedules worked by the employees are subject to the discretion of their Township Administrator after he/she notifies the union with a minimum of two (2) weeks' prior notice.

7A.M.-3P.M.

8A.M.-4P.M.

9A.M.-5P.M.

Article XIII - Sick

A. A Dr's certification is required upon use of 3rd consecutive sick days.

Article XXI – Professional Employee Rights

A. Training, Travel and Professional Organization Dues
Professional employees shall be defined as those employees within the categories of WC-1, WC-2 and WC-3. The Township shall be responsible for all registration fees, sundry expenses, and release time for seminars, workshops, and lectures and/or other programs for mandated professional improvement or maintenance of required professional certification for those employees who only utilize their professional license for their Township of Old Bridge employment. Attendance at any and all seminars, workshops, lectures, programs or conventions for mandated professional improvement or maintenance of required professional certification/license must occur within thirty (30) miles of the Township of Old Bridge. Attendance at any and all seminars, workshops, lectures, programs or conventions for mandated professional improvement or maintenance of required professional certification/license beyond thirty (30) miles requires the approval of the Township Administrator. All reimbursements are required to fit within the budget and if such reimbursement exceeds budgeting, it will not be reimbursed. The Township shall only pay its pro rata share of these expenses for employees who utilize their professional licenses in one or more other municipalities (example: if an employee works in one other municipality the Township of Old Bridge shall only reimburse half the costs outlined in this section. Non-required seminars, workshops, and lectures shall be considered by the Township Business Administrator for reimbursement at his discretion. Mileage, travel and other related expenses from such mandated sessions shall be paid by the Township. The mileage rate shall be the current IRS maximum.

(7) All parties agreed to recommend these terms and conditions to their respective constituents for ratification.

(8) All proposals which are not included in this agreement shall be deemed withdrawn by both parties.


In witness whereof, this Memorandum of Agreement is executed on December 2, 2021.

**Teamsters Local 469
Professional Unit**

Township of Old Bridge









Old Bridge Township Salary Guide
Teamsters Professionals

Category WC-II		2022		
	<i>Job Title</i>	<i>Range 1</i>	<i>Range II</i>	<i>Range III</i>
Line B	Engineer II	\$ 90,236.09	\$ 93,704.72	\$ 97,176.08
Line C	Engineer I	\$ 79,101.29	\$ 82,571.59	\$ 86,042.94
Line D	Engineer Technician IV	\$ 80,714.63	\$ 84,186.04	\$ 91,125.99
Line D-1	Project Coordinator Engineering	\$ 84,186.04	\$ 87,657.38	\$ 91,125.99
Line E	Engineer Technician III	\$ 65,983.42	\$ 69,675.17	\$ 72,923.38
Line F	Engineer Technician	\$ 63,980.48	\$ 67,449.11	\$ 70,920.46
Line G	Engineer Technician	\$ 56,417.89	\$ 59,889.26	\$ 63,359.29
Sub Code Officials- Building, Plumbing, Fire Protection, Electrical:				
Line H	HHS	\$ 98,010.85	\$ 101,225.98	\$ 104,438.41
Line H	ICS	\$ 89,959.38	\$ 93,192.27	\$ 96,404.62
Line H	RCS	\$ 83,549.62	\$ 86,764.80	\$ 89,977.13
Inspectors- Buildings, Plumbing, Fire Protection, Electrical:				
Line H	HHS License	\$ 83,549.62	\$ 86,764.80	\$ 89,977.13
Line H	ICS	\$ 77,124.85	\$ 80,337.22	\$ 83,549.62
Line H	RCS	\$ 68,808.15	\$ 73,909.68	\$ 77,124.85
Category WC-I				
	<i>Job Title</i>	<i>Range 1</i>	<i>Range II</i>	<i>Range III</i>
Line A	Building Code Enforcement Officer- Housing	\$ 67,818.28	\$ 71,289.66	\$ 78,659.40
Line B	Zoning Code Enforcement Officer	\$ 84,613.05	\$ 88,081.67	\$ 91,553.00
Line C	UCC Control Person	\$ 55,495.99	\$ 59,292.38	\$ 63,932.42
Line C	Housing/ Code Enforcement Officer	\$ 78,573.63	\$ 81,813.54	\$ 85,050.92
Line C	Code Enf/ Housing Officer	\$ 70,543.21	\$ 73,114.59	\$ 75,685.98
Line C	Tax Assessment Control Person (new title 7/07)			
Line C	Program Supervisor	\$ 64,958.56	\$ 68,429.88	\$ 71,898.52
Line G	Engineer Aide	\$ 36,733.09	\$ 40,204.45	\$ 43,673.02
Line G	Staff Planner	\$ 79,915.38	\$ 82,579.24	\$ 85,243.07
Line G	Planning Assistant (new title 4/95)	\$ 50,699.78	\$ 56,549.75	\$ 62,399.74
Category WC-III				
	<i>Job Title</i>	<i>Range 1</i>	<i>Range II</i>	<i>Range III</i>
Line F	Accountant	\$ 60,486.92	\$ 63,955.53	\$ 67,426.93
Line I	Field Inspector/ Assessor	\$ 54,516.92	\$ 57,985.50	\$ 61,456.89
Line F-1	Senior Accountant	\$ 69,410.71	\$ 72,882.10	\$ 76,353.45
Line I-1	Trainee/ Field Inspector/ Assessor	\$ 47,607.26	\$ -	\$ -

Old Bridge Township Salary Guide
Teamsters Professionals

Category WC-II		2023		
	<i>Job Title</i>	<i>Range 1</i>	<i>Range II</i>	<i>Range III</i>
Line B	Engineer II	\$ 92,040.81	\$ 95,578.81	\$ 99,119.60
Line C	Engineer I	\$ 80,683.32	\$ 84,223.02	\$ 87,763.80
Line D	Engineer Technician IV	\$ 82,328.92	\$ 85,869.76	\$ 92,948.51
Line D-1	Project Coordinator Engineering	\$ 85,869.76	\$ 89,410.53	\$ 92,948.51
Line E	Engineer Technician III	\$ 67,303.09	\$ 71,068.67	\$ 74,381.85
Line F	Engineer Technician	\$ 65,260.09	\$ 68,798.09	\$ 72,338.87
Line G	Engineer Technician	\$ 57,546.25	\$ 61,087.05	\$ 64,626.48
Sub Code Officials- Building, Plumbing, Fire Protection, Electrical:				
Line H	HHS	\$ 99,971.07	\$ 103,250.50	\$ 106,527.18
Line H	ICS	\$ 91,758.57	\$ 95,056.12	\$ 98,332.71
Line H	RCS	\$ 85,220.61	\$ 88,500.10	\$ 91,776.67
Inspectors- Buildings, Plumbing, Fire Protection, Electrical:				
Line H	HHS License	\$ 85,220.61	\$ 88,500.10	\$ 91,776.67
Line H	ICS	\$ 78,667.35	\$ 81,943.96	\$ 85,220.61
Line H	RCS	\$ 70,184.31	\$ 75,387.87	\$ 78,667.35
Category WC-I				
	<i>Job Title</i>	<i>Range 1</i>	<i>Range II</i>	<i>Range III</i>
Line A	Building Code Enforcement Officer- Housing	\$ 69,174.65	\$ 72,715.45	\$ 80,232.59
Line B	Zoning Code Enforcement Officer	\$ 86,305.31	\$ 89,843.30	\$ 93,384.06
Line C	UCC Control Person	\$ 56,605.91	\$ 60,478.23	\$ 65,211.07
Line C	Housing/ Code Enforcement Officer	\$ 80,145.10	\$ 83,449.81	\$ 86,751.94
Line C	Code Enf/ Housing Officer	\$ 71,954.07	\$ 74,576.88	\$ 77,199.70
Line C	Tax Assessment Control Person (new title 7/07)			
Line C	Program Supervisor	\$ 66,257.73	\$ 69,798.48	\$ 73,336.49
Line G	Engineer Aide	\$ 37,467.75	\$ 41,008.54	\$ 44,546.48
Line G	Staff Planner	\$ 81,513.69	\$ 84,230.82	\$ 86,947.93
Line G	Planning Assistant (new title 4/95)	\$ 51,713.78	\$ 57,680.75	\$ 63,647.73
Category WC-III				
	<i>Job Title</i>	<i>Range 1</i>	<i>Range II</i>	<i>Range III</i>
Line F	Accountant	\$ 61,696.66	\$ 65,234.64	\$ 68,775.47
Line I	Field Inspector/ Assessor	\$ 55,607.26	\$ 59,145.21	\$ 62,686.03
Line F-1	Senior Accountant	\$ 70,798.92	\$ 74,339.74	\$ 77,880.52
Line I-1	Trainee/ Field Inspector/ Assessor	\$ 48,559.41	\$ -	\$ -

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Category WC-II		2024		
	<i>Job Title</i>	<i>Range 1</i>	<i>Range II</i>	<i>Range III</i>
Line B	Engineer II	\$ 94,802.03	\$ 98,446.17	\$ 102,093.19
Line C	Engineer I	\$ 83,103.82	\$ 86,749.71	\$ 90,396.71
Line D	Engineer Technician IV	\$ 84,798.79	\$ 88,445.85	\$ 95,736.97
Line D-1	Project Coordinator Engineering	\$ 88,445.85	\$ 92,092.85	\$ 95,736.97
Line E	Engineer Technician III	\$ 69,322.18	\$ 73,200.73	\$ 76,613.31
Line F	Engineer Technician	\$ 67,217.89	\$ 70,862.03	\$ 74,509.04
Line G	Engineer Technician	\$ 59,272.64	\$ 62,919.66	\$ 66,565.27
Sub Code Officials- Building, Plumbing, Fire Protection, Electrical:				
Line H	HHS	\$ 102,970.20	\$ 106,348.02	\$ 109,723.00
Line H	ICS	\$ 94,511.33	\$ 97,907.80	\$ 101,282.69
Line H	RCS	\$ 87,777.23	\$ 91,155.10	\$ 94,529.97
Inspectors- Buildings, Plumbing, Fire Protection, Electrical:				
Line H	HHS License	\$ 87,777.23	\$ 91,155.10	\$ 94,529.97
Line H	ICS	\$ 81,027.37	\$ 84,402.28	\$ 87,777.23
Line H	RCS	\$ 72,289.84	\$ 77,649.51	\$ 81,027.37
Category WC-I				
	<i>Job Title</i>	<i>Range 1</i>	<i>Range II</i>	<i>Range III</i>
Line A	Building Code Enforcement Officer- Housing	\$ 71,249.89	\$ 74,896.91	\$ 82,639.57
Line B	Zoning Code Enforcement Officer	\$ 88,894.47	\$ 92,538.60	\$ 96,185.58
Line C	UCC Control Person	\$ 58,304.09	\$ 62,292.58	\$ 67,167.40
Line C	Housing/ Code Enforcement Officer	\$ 82,549.45	\$ 85,953.30	\$ 89,354.50
Line C	Code Enf/ Housing Officer	\$ 74,112.69	\$ 76,814.19	\$ 79,515.69
Line C	Tax Assessment Control Person (new title 7/07)			
Line C	Program Supervisor	\$ 68,245.46	\$ 71,892.43	\$ 75,536.58
Line G	Engineer Aide	\$ 38,591.78	\$ 42,238.80	\$ 45,882.87
Line G	Staff Planner	\$ 83,959.10	\$ 86,757.74	\$ 89,556.37
Line G	Planning Assistant (new title 4/95)	\$ 53,265.19	\$ 59,411.17	\$ 65,557.16
Category WC-III				
	<i>Job Title</i>	<i>Range 1</i>	<i>Range II</i>	<i>Range III</i>
Line F	Accountant	\$ 63,547.56	\$ 67,191.68	\$ 70,838.73
Line I	Field Inspector/ Assessor	\$ 57,275.48	\$ 60,919.57	\$ 64,566.61
Line F-1	Senior Accountant	\$ 72,922.89	\$ 76,569.93	\$ 80,216.94
Line I-1	Trainee/ Field Inspector/ Assessor	\$ 50,016.19	\$ -	\$ -