

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") entered into on this 12th day of December 2024 by and between the Town of Harrison ("Town") and Harrison Civil Service Employees Association ("Association").

WHEREAS, the Town is the public employer of all full-time permanent blue and white collar employees and Public Safety Telecommunicators (Dispatchers) represented by the Association as set forth in the collective negotiations agreement covering the period January 1, 2021 through December 31, 2024 ("Expiring Agreement"); and

WHEREAS, the parties have negotiated in good faith to modify certain terms and conditions of employment set forth in the Expiring Agreement; and

WHEREAS, the parties desire to memorialize those modifications in a successor agreement covering the period January 1, 2025 through December 31, 2028 ("Successor Agreement").

NOW, THEREFORE, in consideration of the promises and mutual covenants herein, and for good and other valuable consideration, the parties agree as follows:

1. All terms and conditions of employment contained in the Expiring Agreement shall remain in full force and effect, except as expressly modified herein.
2. Duration: 4-year term (01/01/2025-12/31/2028).
3. Funeral Leave
 - A. (Art. VII, Section 1, A.) – Delete the terms "husband, wife" and replace with: "spouse/partner by marriage/civil union or domestic partnership as defined by New Jersey Law."
 - B. Add Subsection D. as follows: "In addition to the paid leave set forth above in Subsections A, B and C, a member shall be entitled to use his/her accumulated paid time off (vacation, sick, personal, etc.) for bereavement up to a maximum of 5 days per death."

4. Compensatory Time Off in Lieu of Overtime Pay – Members are permitted to request compensatory time off (“Comp Time”) in lieu of overtime pay, provided that all such Comp Time earned in a calendar year shall be either used or scheduled or paid out in cash by the end of the calendar year earned.

5. Salary

2025:

- A. Starting 01/01/2025 and retroactive to that date, increase the starting salaries for Laborers with a current and valid CDL license to \$42,000. Currently employed Non-CDL licensed Laborers shall remain at their current salaries until such time as a CDL is acquired, at which time their annual salaries will become the greater of \$42,000 or their then current annual salaries. Currently employed CDL licensed Laborers making annual salaries less than \$42,000 will be brought up to \$42,000 as of 01-01-2025 (before application of the percentage increase set forth in C below).
- B. Starting 01/01/2025 and retroactive to that date, increase the starting salaries for all employees other than Laborers to \$34,000. Current employees making annual salaries less than \$34,000 will be brought up to \$34,000 as of 01-01-2025 (before application of the percentage increase set forth in C below).
- C. 4% ATB raise for all unit members, after application of A and B, above.
- D. Keep current step program, \$1,000 every July, in place, except that for any employee with a base annual salary below \$50,000, increase the step to \$2,000. Further, members will receive the step in the calendar year after the year hired (e.g., an employee hired on 05/15/2024 will receive the step starting 07/01/2025; an employee hired on 10/31/2024 will receive the step starting 07/01/2025).
- E. No retroactive pay on overtime.
- F. No retroactive adjustment on health benefit contribution if a new salary puts an employee in higher contribution bracket.

2026:

3% ATB raise for all unit members.

2027:

3% ATB raise for all unit members.

2028:

3% ATB raise for all unit members.

6. Non-sworn public safety employees who are required to wear a uniform will receive an annual uniform allowance of \$250.
7. All modifications are effective upon ratification and approval of MOA except where stated.
8. This MOA shall be subject to ratification by the membership of Harrison Civil Service Employees Association and approval of the Town Council.
9. All proposals of the parties not set forth herein are deemed withdrawn.
10. The negotiations committee of each party shall recommend ratification and approval of this MOA.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date indicated above.

TOWN OF HARRISON



Paul J. Zapetski, Town Clerk

Date: 10/12/2024

HARRISON CSEA




Julio Depierola, President

Date: 12-16-2024



Christopher Hidrovo

Date: 12-16-2024



Maria F. DaCunha-Struck

Date: 12-16-2024

TOWN OF HARRISON

COUNTY OF HUDSON

ORDINANCE NO. 1524

AN ORDINANCE TO AMEND ORDINANCE NOS. 1224, 1284, 1346, 1357 AND 1448 TO PROVIDE SALARY INCREASES FOR CIVIL SERVICE EMPLOYEES OF THE TOWN OF HARRISON

BE IT ORDAINED, by the Mayor and Council of the Town of Harrison, County of Hudson and State of New Jersey, that:

Section 1. There is hereby established a new salary schedule for the following permanent employees of the Town of Harrison (“Town”), effective January 1 of the year indicated:

See Schedule A, attached hereto and made a part hereof.

Section 2. In conformance with the Minimums and Maximums set forth in Schedule A, across-the-board salary increases as follows: 2025 – 4% (effective 01/01/2025); 2026 – 3% (effective 01/01/2026); 2027 – 3% (effective 01/01/2027); 2028 – 3% (effective 01/01/2028).

Section 3. All of the terms and conditions set forth in the attached Memorandum of Agreement (“MOA”) between the Town of Harrison and Harrison Civil Service Employees Association (“Association”), made a part hereof, are incorporated herein by reference as if set forth at length herein, and the Town Attorney’s execution of the MOA is hereby authorized and ratified. No terms of the Collective Negotiations Agreement (“CAN”) have been altered by the MOA or this Ordinance except as set forth in the MOA and this Ordinance.

Section 4. All conditions not covered by this Ordinance shall continue to be governed, controlled and interpreted by reference to the Town’s ordinances, resolutions, rules and regulations. Any and all present benefits which are enjoyed by employees covered by this Ordinance, that have not been included in this Ordinance or changed by the CNA, shall be continued, if legal.

Section 5. The Mayor and Town Clerk are hereby authorized to sign a new CNA with the Harrison Civil Service Employees Association incorporating the above-referenced terms into the existing CNA.

Section 6. Any existing ordinances or parts thereof which are inconsistent with the provisions herein are hereby repealed.

Section 7. This Ordinance shall take effect immediately upon final passage according to law.

/s/ Ellen Mendoza

Councilwoman Ellen Mendoza

Introduced: 12-17-2024

I, Paul J. Zarbetski, Town Clerk of the Town of Harrison, County of Hudson, State of New Jersey, hereby certify that at a Meeting of the Mayor and Council held on December 17, 2024, the foregoing Ordinance passed on first reading.

Paul J. Zarbetski
Paul J. Zarbetski, Town Clerk

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT			X			
M. CAMANO	X		X			
J. DORAN			X			
J. HUARANGA			X			
E. MENDOZA			X			
D. SARABANDO		X	X			
E. VILLALTA			X			
J. FIFE			X			

Adopted: 12-30-2024

Approved: James A. Fife
Mayor James A. Fife

I, Paul J. Zarbetski, Town Clerk of the Town of Harrison, County of Hudson, State of New Jersey, hereby certify that at a Meeting of the Mayor and Council duly held on December 30, 2024 the foregoing Ordinance, previously published according to law, was adopted on second reading, approved by the Mayor, spread in full in the ordinance book, and published according to law.

Paul J. Zarbetski
Paul J. Zarbetski, Town Clerk

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT						X
M. CAMANO						X
J. DORAN	X		X			
J. HUARANGA			X			
E. MENDOZA		X	X			
D. SARABANDO			X			
E. VILLALTA						X
J. FIFE			X			