
Memorandum of Agreement

between the

County of Passaic

and

International Brotherhood of Teamsters, Local No. 11

representing various employees in the Human Resources Department

WHEREAS, this Memorandum of Agreement (hereafter “MOA”) is entered into between the County of Passaic (hereafter “County”) and International Brotherhood of Teamsters, Local No. 11 (hereafter “Union”), who are the designated bargaining unit for various employees in the Human Resources Department; and

WHEREAS, the terms negotiated herein were done so in good faith and in compliance with N.J.S.A. 34:13A-1, et seq., and amend the collective bargaining agreement (hereafter “Agreement”) that expired between the County and Union on December 31, 2024; and

WHEREAS, at negotiation sessions between representatives of the County and Union, having bargained in good faith and agreed, hereby state the following amendments to the Agreement:

ARTICLE 1. RECOGNITION¹

Section 2. Job Titles in the Union.

As used herein, the term “Employees” shall be defined as only referring to following New Jersey Civil Service Commission job titles employed in the Department:

Assistant Personnel Technician
Confidential Secretary
Employee Benefits Clerk
Keyboarding Clerk 1
Keyboarding Clerk 2
Keyboarding Clerk 3
Personnel Technician
Principal Personnel Technician
Senior Employee Benefits Clerk

¹Text underlined is new language, language with a strikethrough is being deleted, language untouched exists in the Agreement.

ARTICLE 6. RATES OF PAY

Strike the language in Article 6, Section 1 to Section 4 and replace it with the following language:

Section 1. Rate of Pay in 2025.

Effective and retroactive to January 1, 2025, employees shall receive a general wage increase of two and one half percent (2.50%) on base salary.

Section 2. Rate of Pay in 2026.

Effective January 1, 2026, employees shall receive a general wage increase of two and three quarters percent (2.75%) on base salary.

Section 3. Rate of Pay in 2027.

Effective January 1, 2027, employees shall receive a general wage increase of two and three quarters percent (2.75%) on base salary.

Section 4. Rate of Pay in 2028.

Effective January 1, 2028, employees shall receive a general wage increase of two and three quarters percent (2.75%) on base salary.

**Amend Section 8 as follows:*

Section 8. Eligibility for Longevity.

Effective December 8, 2020 ~~upon ratification of this Agreement~~, no new employee hired shall be eligible for longevity as set forth in Section 7.

Section 9. Education Stipend. [NEW]

Employees in the Union who obtained, or hereafter obtains a college degree, shall receive an education stipend as follows:

- Associate's Degree - \$500.00
- Bachelor's Degree - \$1,000.00
- Master's Degree - \$1,500.00

Only one degree is payable at a time.

ARTICLE 7. PAY FOR TIME NOT WORKED

Section 1. Holidays.

Employees in the Union shall be entitled to the following holidays with pay computed on the employee's regular straight time rate for seven (7) hours:

New Year's Day	Columbus Day
Martin Luther King's Birthday	Election Day
President's Day	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
<u>Juneteenth (third Friday of June)</u>	½ day Christmas Eve
Independence Day	Christmas Day
Labor Day	½ day New Year's Eve

Section 3. Saturday or Sunday Holiday.

If a holiday falls on Saturday, it shall be celebrated on Friday. If a holiday falls on Sunday, it shall be celebrated on Monday, except for Juneteenth, which shall always be celebrated on the third Friday in June, as set forth in Section 1.

Section 4. Improved Benefit by the Passaic County Board of County Commissioners.

~~Any improved benefit legislated by the Passaic County Board of County Commissioners for all other employees will be extended to the covered employee.~~

ARTICLE 13. NON-CASH BENEFITS

Section 3. Traditional Healthcare Plan Eligibility.

No employee hired after December 8, 2020 ~~the ratification of this Agreement~~ shall be entitled to enroll in the County's Traditional Healthcare Plan.

Section 6. Prescription Benefits. [NEW]

- (a) Prescription Refills. Employees will be able to fill a 30 day supply for long term medications at any non-CVS pharmacy of their choice. For 90 day-supplies, medications must be filled at any CVS retail or CVS mail order pharmacy.
- (b) Three Tier Copays. Employees co-pays for prescription benefits will be paid according to the following rates:
 - (i) Tier One: Generic Drugs (\$5.00 Brand – Plan 1).

Prescription Type	Copay
Retail generics	\$0.00
Retail preferred brands	\$5.00
Retail non-preferred brands	\$20.00
Mail generics	\$0.00

Mail preferred brands	\$5.00
Mail non-preferred brands	\$20.00
Preventive retail generics	\$0.00
Preventive retail preferred brands	\$5.00
Preventive retail non-preferred brands	\$20.00
Preventive mail generics	\$0.00
Preventive mail preferred brands	\$5.00
Preventive mail non-preferred brands	\$20.00
Specialty retail generics	\$0.00
Specialty retail preferred brands	\$5.00
Specialty retail non-preferred brands	\$20.00
Specialty mail generics	\$0.00
Specialty mail preferred brands	\$5.00
Specialty mail non-preferred brands	\$20.00

(ii) Tier Two: Preferred Brands (\$10.00 Brand – Plan 2).

Prescription Type	Copay
Retail generics	\$0.00
Retail preferred brands	\$10.00
Retail non-preferred brands	\$25.00
Mail generics	\$0.00
Mail preferred brands	\$10.00
Mail non-preferred brands	\$25.00
Preventive retail generics	\$0.00
Preventive retail preferred brands	\$10.00
Preventive retail non-preferred brands	\$25.00
Preventive mail generics	\$0.00
Preventive mail preferred brands	\$10.00
Preventive mail non-preferred brands	\$25.00
Specialty retail generics	\$0.00
Specialty retail preferred brands	\$10.00
Specialty retail non-preferred brands	\$25.00
Specialty mail generics	\$0.00
Specialty mail preferred brands	\$10.00
Specialty mail non-preferred brands	\$25.00

(c) Generic Prescriptions. When a generic prescription is available but the pharmacy dispenses the brand per the employee or physician’s request, the employee will pay the difference between the brand discount and the generic discount, in addition to the generic copayment.

ARTICLE 21. GENERAL PROVISIONS

Section 10. Working Temperature.

(a) During the months of November, December, January, and February, the County, under normal circumstances, will endeavor to maintain an inside temperature at or above sixty four ~~fifty eight~~ degrees Fahrenheit. The County will at all times maintain a comfortable working

temperature above sixty four ~~fifty five~~ degrees in all public buildings for the employees working all shifts.

ARTICLE 22. DURATION OF AGREEMENT

This Agreement shall become effective retroactive to January 1, ~~2020~~ 2025 and shall continue in full force and effect until December 31, ~~2024~~ 2028 and shall automatically renew itself from year-to-year thereafter, unless the County or Union is given notice in writing at least ninety (90) days prior to the expiration date to change, modify, or terminate the Agreement. In such cases, the County and Union shall endeavor to negotiate a new agreement within ninety (90) days prior to the expiration of the Agreement.


APPENDIX C – TEAMSTER EDUCATION FUND [NEW]

The County agrees to contribute three cents (\$0.03) per hour to the Teamsters Local 11 Educational program for all hours an employee receives pay. Such fund is to be administered in accordance with Local 11 Benefit Plan Trust Agreement by an employee number of Employer and Employee Trustees.

ACKNOWLEDGEMENT OF RATIFICATION AND INCORPORATION

The County and Union agree to recommend these terms and conditions to their respective constituents for ratification. All issues agreed to shall be incorporated into the new Agreement. All issues not previously agreed to and not mentioned herein are withdrawn. All other language in the expired Agreement shall continue in the new contract and remain status quo.

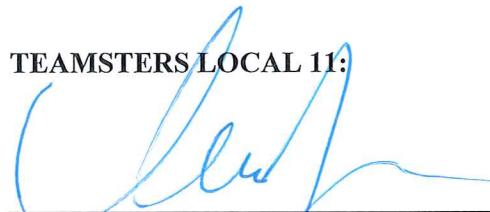
COUNTY OF PASSAIC:



Matthew P. Jordan, Esq.
Passaic County Administrator

DATED: 2-19-25

TEAMSTERS LOCAL 11:



Michael J. Curcio, President
International Brotherhood of Teamsters,
Local No. 11

DATED: 2-19-25