

02-23-16
13-MED-09-1031
2277-04
K30889

REOPENER AGREEMENT
BETWEEN
THE CITY OF FAIRLAWN
AND
THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
LOCAL 436

1. The following language shall replace and supersede the language in Article 27, Wages, Section 1:

Section 1. Laborers' Wages. Beginning on January 1, 2014 and effective through December 31, 2016, the salary schedule for employees with the following years of full-time service as a Laborer with the City shall be increased 2.0% effective January 1 in 2014, 2015 and 2016, as follows:

| <u>Years of Service</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> |
|-------------------------|-------------|-------------|-------------|
| Less than one year | \$35,907.84 | \$36,625.99 | \$37,358.51 |
| 1-4 years | \$46,032.43 | \$46,953.08 | \$47,892.14 |
| 5-8 years | \$55,762.30 | \$56,877.54 | \$58,015.09 |
| 9+ years | \$57,593.94 | \$58,745.82 | \$59,920.74 |

An employee may be hired at the 1-4 step, if the Service Director determines, and the Mayor concurs, that such employee's qualifications merit such salary placement. An employee hired at the 1-4 step shall serve a one year probationary period, and shall serve four (4) years with the City before advancing to the 5-8 step, and shall serve eight (8) years with the City before advancing to the 9+ years step.

2. The following language shall replace and supersede the language in Article 27, Wages, Section 2:

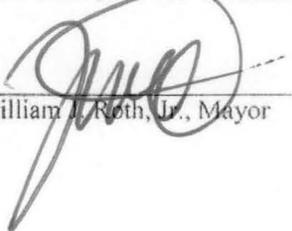
Section 2. Supervisors' Wages. Beginning on January 1, 2014 and effective through December 31, 2016, the salary schedule for full-time Supervisors with a minimum of four (4) years' full-time service as a Laborer with the City shall be increased 2.0% effective January 1 in 2014, 2015 and 2016, as follows:

| <u>2014</u> | <u>2015</u> | <u>2016</u> |
|-------------|-------------|-------------|
| \$65,081.16 | \$66,382.78 | \$67,710.44 |

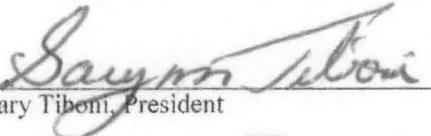
3. The current contract language in Article 26, Insurances, shall be maintained in the year 2016.

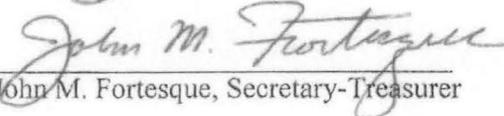
IN WITNESS WHEREOF, the parties have caused this Reopener Agreement to be executed on the 21st day of January 2016.

FOR THE CITY OF FAIRLAWN:


William J. Roth, Jr., Mayor

FOR TEAMSTERS LOCAL 436:


Gary Tiboni, President


John M. Fortesque, Secretary-Treasurer