

FILE COPY

AGREEMENT

Between

TOWNSHIP OF HAMILTON
County of Atlantic

and

TEAMSTERS UNION LOCAL 331, IBT

January 1, 2015 - December 31, 2017

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ARTICLE 1 - PARTIES, PURPOSE, CONSIDERATIONS

- (A) THIS AGREEMENT is entered into this 2nd day of February, 2015 by and between the TOWNSHIP OF HAMILTON, in the County of Atlantic, a Municipal Corporation of the State of New Jersey, hereinafter called the "Township", and the HAMILTON TOWNSHIP INDEPENDENT UNION/TEAMSTERS UNION LOCAL 331, of 1 Philadelphia Avenue, Egg Harbor City, New Jersey 08215 affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehouseman and Helpers of America, hereinafter called the "Union", represents the complete and final understanding on all bargainable issues between the Township and the Union.
- (B) WHEREAS, the parties hereto desire to establish the standards and hours of labor, rates of pay and other conditions under which the employees classified herein shall work for the Township during the life of this Agreement and thereby promote a relationship between the parties hereto providing for more harmonious cooperation and mutual benefits.
- (C) NOW, THEREFORE, in consideration of the performance and good faith by both parties, individually and collectively, of the terms and conditions of this Agreement, and intending to be legally bound thereby, the parties agreed to and with each other as follows:

ARTICLE 3 - MANAGEMENT RIGHTS

- (A) The Township of Hamilton hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and the United States, including, but without limiting the generality of the foregoing, the following rights:
- (B) The executive management and administrative control of the Township government and its properties and facilities and activities of its employees by utilizing the personnel, methods and means in the most appropriate and efficient manner possible as may from time to time be determined by the Township.
- (C) To make rules of procedure and conduct, to use improved methods and equipment, to determine work schedules and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required.
- (D) The right of management to make such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety, and/or the effective operation of the Township after advance notice thereof to the Union.
- (E) To hire all employees, to promote, transfer, assign or retain employees in positions within the Township.
- (F) To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for good and just cause according to law.
- (G) To lay-off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive.
- (H) The Township reserves the right with regard to all other conditions of employment not reserved, to make such changes as it deems desirable and necessary for the efficient and effective operation of the Township.
- (I) In the exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of the policies, rules, regulations and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by specific and express terms of this Agreement and then only to the extent specific and express terms hereof are in conformance with the Constitution and laws of New Jersey and the United States.

ARTICLE 4 - EQUAL TREATMENT

- (A) The Township and the Union agree that there shall be no discrimination against any employee because of sex, race, creed, color, religion, national origin, ancestry, age, marital or political status, affectional or sexual orientation, domestic partnership status, civil union status, atypical heredity, cellular or blood trait, genetic information, disability (including AIDS or HIV infection), liability for service in the United States armed forces, gender identity or expression, pregnancy, childbirth, or medical conditions related to pregnancy or childbirth and/or other characteristic protected by law.
- (B) The Township and the Union agree that all employees covered under this Agreement have the right without fear of penalty or reprisal to form, join, and assist any employee organization or to refrain from any such activity. There shall be no discrimination by the Township or the Union against any employee because of the employee's membership or non-membership or activity or non-activity in the Union.

ARTICLE 6 - DUES CHECK-OFF & AGENCY SHOP

- (A) The Township agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with Chapter 123, Public Laws of 1974, N.J.S.A. (R.S.) 52:14-15.9e, as amended.
- (B) The check-off shall commence for each employee who signs a properly dated authorization card, supplied by the Union and verified by the Finance Office, during the month following the filing of such card with the Township.
- (C) If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish the Township with written notice thirty (30) days prior to the effective date of such change and shall furnish to the Township either new authorization from its members showing the authorized deduction for each employee or an official notification on the letterhead of the Union advising of such changed deduction.
- (D) The Union will provide the necessary "check-off authorization" form, and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Chief Financial Officer.
- (E) Any such written authorization may be withdrawn at any time by the filing of such withdrawal with the Chief Financial Officer. The filing of notice of withdrawal shall be effective to halt deductions in accordance with N.J.S.A. 52:14-15.9e, as amended.
- (F) The Township agrees to deduct the fair share fee from earnings of those employees who elect not to become members of the Union and transmit the fee to the majority representative.
- (G) The deduction shall commence for each employee who elects not to become a member of the Union during the month following the written notice form the Union of the amount of the fair share assessment.
- (H) The fair share fee for services rendered by the Union shall be in an amount equal to the regular membership dues, initiation fees and assessments of the Union, less the cost of benefits financed through the dues and available only to members of the Union, but in no event shall the fee exceed eighty-five percent (85%) of the regular membership dues, fees and assessments.
- (I) The Union, if there is a change in the cost of membership, shall provide advance written notice to the Township and any non-member of such increase. Upon written request, any information necessary to compute or validate the fair share fee for services enumerated above will be forwarded to the Township or employee requesting same.

ARTICLE 7 – GRIEVANCE PROCEDURE

- (A) The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment under this Agreement.
- (B) Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally in the presence of the Steward with any appropriate member of the Department.
- I. With regard to employees, the term “grievance” as used herein means an appeal by an individual employee or the Union on behalf of an individual or group of employees, from the interpretation, application or violation of policies, agreements and administrative decisions affecting them.
- II. With respect to employee grievances, no grievances may proceed beyond Step 4 herein unless it constitutes a controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement. Disputes concerning terms and conditions of employment controlled by statute or administrative regulations, incorporated by reference in this Agreement either expressly or by operation of law, shall not be processed beyond Step 4 herein.
- (C) It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Township until such grievance and any effect thereof shall have been fully determined.
- (D) The following constitutes the sole and exclusive method of resolving grievances between the parties covered by this Agreement, and shall be followed in its entirety unless any step is waived by mutual consent:

Step 1:

The aggrieved through the Union Steward shall institute action under the provisions hereof within ten (10) calendar days after the event giving rise to the grievance has occurred and the employee has or should have had knowledge thereof, and an earnest effort shall be made to settle the differences between the aggrieved employee and the Township, in an informal manner with their immediate Supervisor. Failure to act within said ten (10) calendar days shall be deemed to constitute an abandonment of the grievance.

Step 2:

If no agreement can be reached orally, the Union may appeal the decision of the immediate Supervisor, in writing, to the Department Head, if appropriate, within three (3) working days thereafter. The written grievance at this Step shall contain the relevant facts and a summary of the proceeding oral discussion, the applicable section of the Agreement allegedly violated, and the remedy requested by the grievant. The Department Head shall

ARTICLE 8 - DISCIPLINE AND DISCHARGE

- (A) There shall be no discipline or discharge except for just cause.
- (B) Other than oral reprimands, the employee shall be furnished with a written copy of any disciplinary action taken, with reasons therefore. Copies of all disciplinary notices shall be given in the presence of the Steward and a copy mailed to the Union.
- (C) The employee shall sign for the complaint against them as an acknowledgement of receipt, which signature shall not be deemed an admission of guilt or liability.
- (D) The parties recognize the concept of progressive discipline. Discipline may include any or all of the following:
- I. Verbal reprimand
 - II. Written reprimand
 - III. Minor Suspension without pay (five (5) days or less)
 - IV. Major Suspension without pay (six (6) days or more)
 - V. Termination
- (E) The Township may utilize any or all of the above types of discipline depending upon the severity and/or the repetitive nature of the conduct to be disciplined.
- (F) Employees shall receive an employee interview with the employee's Department Head whenever disciplined and the employee's response recorded and placed in their personnel file.
- (G) Employees shall have the right to have a representative present at the employee's request at any and every step of the disciplinary procedure.
- (H) Removal of disciplinary documents from a personnel file may occur if:
1. The original document itself calls for its own removal following a specific period of time.
 2. It is the first "written warning" an employee has received during their employment with the Township and at least one (1) year has passed without any other discipline.

ARTICLE 10 – STEWARDS

- (A) The Township recognizes the right of the Union to designate one (1) Shop Steward and three (3) Alternate Shop Stewards – the three (3) Alternates would be one (1) of each division Blue-Collar, White-Collar, and Communications. The Union shall notify the Township in writing of the names of the Steward and Alternates and advise in writing each and every time a change is made. The Alternate will act only in the absence of the Shop Steward and in accordance with present practice.
- (B) The authority of the Shop Steward and Alternate so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:
- I. The investigation and presentation of grievances in accordance with provisions of this Agreement.
 - II. The collection of dues when authorized by the appropriate Union action.
 - III. The transmission of such messages and information which shall originate with, and are authorized by the Union or its officers, provided, such messages and information have been reduced to writing or if not reduced to writing, are of a routine nature and do not involve work stoppages, slow down, refusal to handle goods, or any other interferences with the Township's business.
- (C) Shop Stewards and Alternates have no authority to take strike action, or any other action interrupting the Township's business.
- (D) The Township recognizes the limitations upon the authority of Shop Stewards and their Alternates and shall not hold the Union liable for any unauthorized acts. The Township in so recognizing such limitations shall have the authority to impose proper discipline, including discharge, in the event the Shop Steward has taken unauthorized strike action, slow down or work stoppage in violation of the Agreement.
- (E) Shop Stewards shall be permitted to investigate, present and process grievances on or off the property of the Township without loss of time or pay. Such time spent in handling grievances shall be considered working hours in computing weekly overtime. The Steward shall investigate grievances in such a manner that does not interfere with the operations of the Township.
- (F) Shop Stewards will be compensated for Union business, permitted by this Agreement, during working hours.

ARTICLE 12 - OVERTIME

- (A) (1) Overtime shall be considered all time worked in excess of thirty-five (35) hours per week for white collar employees and forty (40) hours per week for blue collar employees and shall be compensated at the rate of one and one-half (1-1/2) times the employee's normal rate of pay. "Time worked" shall only include the following contractual time off: holidays, vacations, personal days, and compensatory time.
- (2) Employees entitled to overtime pay in accordance with Section (A)(1) shall receive overtime at the rate of one and one-half (1-1/2) times the employee's normal rate of pay for all work performed on a Saturday, and two (2) times the employee's normal rate of pay for all work performed on a Sunday and one and one-half (1-1/2) times the employee's normal rate of pay in addition to the employee's regular day's pay for all work performed on a holiday.
- (3) Scheduled overtime during an employee's regularly scheduled work week, Saturday, Sunday or holiday shall be subject to the "time worked" provision outlined in Section (A)(1). In addition, if an employee who works scheduled overtime during the regular work week or on Saturday, calls out "sick" the day following scheduled overtime, they shall only receive straight time pay for the hours worked. If an employee calls out "sick" after working scheduled over-time on a Sunday, they shall only receive overtime at the rate of one and one-half (1-1/2) times the employee's regular rate of pay in accordance with the Fair Labor Standards Act. If an employee calls out "sick" the day after working on a holiday, they shall only receive one-half (1/2) times the employee's regular day's pay in addition to the employee's regular day's pay in accordance with the Fair Labor Standards Act.
- (4) Emergency (non-scheduled) overtime shall not be subject to the "time worked" provisions of (A)(1) above. However, an employee calling out "sick" the day after performing emergency overtime shall not be penalized.
- (5) Section '(A)' shall not apply to Communications Officers.
- (B) In lieu of overtime payments, employees may take compensatory time off at one and one half (1-1/2) times the overtime hours worked, subject to the approval of the Department Head and Township Administrator. Compensatory time may be taken in a minimum of one (1) hour increments.
- (1) Employees must advise their Department Head in writing within two (2) weeks of overtime approval if they wish to take such time off.

- (J) Any employee required to report for work when the Township or Governor declares a state of emergency that encompasses the Township of Hamilton, shall be paid one and one-half (1-1/2) the hourly rate of the job for all hours worked outside their normal work schedule. If a Communications Officer works any hours that are during the Township or State declared "State of Emergency" that encompasses the Township of Hamilton, they will receive overtime for hours worked outside their normal work schedule. If for some reason the Clerical employees are sent home during normal work hours and Communications Officers or Public Works employees are required to continue working, they receive compensation time at one (1) hour for one (1) hour, for each hour they had to work that the Clerical employees had off.
- (K) Communications Officers shall receive one and one-half (1-1/2) times the hourly rate for any hours they worked that other municipal employees are given time off due to emergency or unusual circumstances.
- (L) Communications Officers will only be allowed to accumulate a maximum of eighty (80) hours of compensatory time. Whether overtime will be compensated in overtime pay or compensatory time remains at the Township's discretion.
- (M) Communications Officers shall receive overtime at a rate of one and one-half (1-1/2) for each hour they are assigned by the Township to train a new Communications Officer.

employee's scheduled vacation where said vacation is of a duration less than five (5) consecutive days, said day off shall count as a holiday.

(6) If an employee is sick on a holiday, it shall count as a sick day. The Township has the right to require verification by a physician of sick leave taken on a holiday.

(7) Communications Officers that work holidays shall be paid one and one-half (1-1/2) times the hourly rate of the job.

leave of absence with or without pay. The term "leave of absence" shall not include other approved time off (e.g. vacation leave, holidays, sick leave, family leave, etc.). Accrued and unused vacation leave may be used to supplement sick leave if the employee has exhausted sick leave accruals.

ARTICLE 16 - WAGES

(A) Effective January 1, 2015, all bargaining unit employees shall receive a (2%) salary increase in accordance with the attached Schedule A.

(B) Effective January 1, 2016, all bargaining unit employees shall receive a (2%) salary increase in accordance with the attached Schedule A.

(C) Effective January 1, 2017, all bargaining unit employees shall receive a (2%) salary increase in accordance with the attached Schedule A.

(D) Communications Operations shift differential will be one dollar and fifteen cents (\$1.15) per hour for Midnight to 8:00 a.m. shift and sixty-five cents (\$0.65) per hour for 4:00 p.m. to Midnight shift.

(E) On-Call Responders shall be compensated in accordance with the following chart.

On-Call Pay

<u>2015</u>	<u>2016</u>	<u>2017</u>
\$1,850	\$1,850	\$1,850

(a) An amount equal to the total number of accrued sick days multiplied by the employee's regular daily salary at time of retirement, total disability or death.

OR

(b) A lump sum of fifteen thousand dollars (\$15,000.00) for employees with fifteen (15) years or more of consecutive service with the Township of Hamilton.

(I) This payment for accrued sick days will be made within one (1) year from the date upon which the Township is given written notice of the employee's retirement.

(J) If an employee is absent from work for more than fifty percent (50%) of his/her scheduled work days in any given month due to disciplinary suspension or a leave of absence with or without pay, said employee shall not accrue sick leave for that month. The term "leave of absence with or without pay" shall not apply to any other contractual time off (i.e. sick leave, injury leave, vacation leave, holiday leave, etc.)

ARTICLE 19 – ON DUTY INJURY LEAVE

(A)

- (1) The employer provides workers compensation benefits pursuant to the New Jersey worker compensation act (N.J.S.A. 34:15-1 et seq.)
- (2) In the event an employee becomes disabled by reason of a service-connected injury or illness and is unable to perform the essential duties outlined in their job description, they may be entitled to full pay for a period of up to twelve (12) months in the aggregate.
- (3) If an employee returns to work at full-duty from injury leave in less than one (1) year, they may return to injury leave with full pay for the same injury for an additional period of time which, when added to the initial period of injury leave, totals no more than twelve (12) months in the aggregate.
- (4) If an employee returns to work at full-duty, following an injury for a period of one (1) year, they may be entitled to a new period of injury leave pay for a period of up to twelve (12) months in the aggregate if the employee submits a new injury claim due to an independent event causing re-injury.
- (5) The worker's compensation physician's determination indicating if an injury is a new or a re-injury is final.
- (6) Should an injury leave exceed a twelve (12) month period in the aggregate, the employee shall only be entitled (except as outlined in #4 of this sub-section) to receive the compensation provided by workers compensation.
- (7) An employee who is determined to have reached Maximum Medical Improvement by the Worker's Compensation physician, and is unable to perform the essential duties of their job shall automatically be sent appropriate notification, and thereafter; will be separated from the Township.

Notice: The employee must be notified by certified mail at least twenty (20) days prior to termination, and is entitled to the same separation compensation due an employee who willingly resigns their employment.

(G)

In the event the Township-appointed physician certifies the employee fit to return to duty, injury leave benefits granted under this Article shall be terminated, unless the employee disputes the determination of the Township-appointed physician. Then the Township and the employee shall mutually agree upon a third physician who shall examine the employee. The cost of the third physician shall be borne equally by the Township and the employee. The determination of the third physician as to the employee's fitness to return to duty shall be final and binding upon the parties. In the event the third physician also certifies the employee fit to return to duty, injury leave benefits granted under this Article shall be terminated.

(H)

If the Township can prove that an employee has abused their privileges under this Article, the employee will be subject to disciplinary action by the Township up to and including termination.

ARTICLE 21 - LEAVE OF ABSENCE

(A) Employees who have been granted a medical leave of absence in connection with a compensable job related injury will continue to be covered under the medical benefits program of the Township, and the Township will pay the appropriate insurance premiums during such medical leave of absence.

(B) All eligible employees shall also be entitled to the benefits provided pursuant to the Family & Medical Leave Act and the New Jersey Family & Medical Leave Act.

ARTICLE 23 - SAFETY

(A) The Township shall at all times maintain safe and healthful working conditions.

(1) Communications Officers shall have a clean work environment (air ducts, etc.)

(B) The Township will provide Public Works employees with steel-tipped boots (up to two (2) pairs) per year or pay up to one hundred and fifty dollars (\$150.) per pair towards the purchase of same, at the discretion of the Township.

(C) The Township shall, when requested, provide a police escort for an employee carrying monies of the Township to any bank, subject to the following criteria:

(1) There are sufficient Police personnel available.

(2) A policy is established whereby office sages will be utilized to avoid unnecessary or excessive numbers of requests for escort services.

(3) Escort services shall not be requested for deposits of minimal amounts.

ARTICLE 25 - HIRING EMPLOYEES/INTRODUCTORY PERIOD

(A) The Township and the Union agree that whenever there is a newly hired employee, there shall be a one (1) year introductory period.

(B) The Township's Finance Office, upon the request of the Union, shall furnish a list of all changes, as it relates to the bargaining unit, during the previous month.

(C) Any employee hired after December 31, 2011 as a Step I Blue Collar employee must obtain a CDL-A license by the end of their introductory period as a condition of continued employment. Additionally, any Step 1 Blue Collar employee hired prior to January 1, 2012 must possess a CDL-A license before a move to Step 2 can be authorized.

ARTICLE 27 - PERSONNEL FILES

(A) A personnel file shall be established and maintained for each employee covered by this Agreement. Such files are confidential records and shall be maintained by the Township, and may be used for evaluation purposes by the appropriate Township official.

(B) Upon advance notice and at reasonable times, any employee may review his personnel file. However, this appointment for review must be made through the Department Head or their designated representative, and the Township has the right to have a witness present.

(C) Whenever a written complaint concerning an employee or their actions is to be placed in their personnel file, a copy shall be made available to the employee and they shall be given the opportunity to rebut it if they so desire and they shall be permitted to place said rebuttal in their file.

(D) All personnel files will be carefully maintained and safeguarded permanently and nothing placed in any files shall be removed therefrom. Removal of any material from a personnel file by any employee shall subject that employee to appropriate disciplinary action.

This subsection does not prohibit the removal of disciplinary documents from a personnel file if the original document itself called for its own removal following a specified period of time.

ARTICLE 29 – BULLETIN BOARDS

(A) The Township agrees to furnish a bulletin board in the work area to be used by the Union for the posting of notices to meetings and official business of the Union only.

(B) Only material authorized by the signature of the Union President, Business Agent, Steward or Alternate shall be permitted to be posted on said bulletin board.

(C) The Township may have removed from the bulletin board any material that does not conform to the intent of the above provisions of this Article.

**ARTICLE 31 - CREDIT UNION DEDUCTIONS AND
EMPLOYEE SAVINGS PLAN**

(A) The Township agrees to deduct the monthly credit union deductions from the pay of those employees who request, in writing, that such deductions be made.

(B) The Township shall transmit said deductions to the financial institution.

ARTICLE 33 - TEMPORARY DISABILITY INSURANCE COVERAGE

(A) The Township agrees to maintain a program to provide Temporary Disability Insurance under the New Jersey Department of Labor and Workforce Development - State Temporary Disability Insurance Program.

(B) This program shall provide in accordance with state guidelines, a maximum of twenty-six (26) weeks of coverage. All costs of this program shall be allocated in accordance with state guidelines for program administration.

ARTICLE 35 – MISCELLANEOUS

Public Works – during emergency operations, including (but not limited to) snow removal/salting/sanding operations, or any other emergency event approved by the Township Administrator, the Township will issue a ten dollar (\$10.) meal voucher for each consecutive four (4) hours worked.

ARTICLE 37 - FULLY BARGAINED AGREEMENT

(A) This agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues that were or could have been subject to negotiations.

(B) The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

(C) The Township and the Union, for the life of this Agreement, each voluntarily waive all bargaining rights, and each agrees that the other shall not be obligated to bargain or negotiate with respect to any matter or subject not specifically referred or covered in this Agreement, even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

(D) This Agreement may be modified in whole or in part by the parties by an instrument, in writing only, executed by both parties.

(E) It is the intent of the parties that the provisions of this Agreement will supersede all prior agreements and understandings, oral or written, expressed or implied, between the parties and shall govern their entire relationship and shall be the sole source of any and all rights or claims which may be asserted in arbitration hereunder or otherwise. The Township and the Union, for the life of this Agreement, hereby waive any rights to requests or negotiate or bargain with respect to any matters contained in this Agreement. It is mutually understood that this clause is a clear waiver as to any right or claim not expressed in this Agreement, except as provided under law.

SCHEDULE: A		2014	2015	2016	2017
A. Classification and Wages		FLAT	2%	2%	2%
		\$607.00			
Clerk I (Entry level)		\$27,326.07	\$27,872.59	\$28,430.04	\$28,998.64
Clerk II (Prior experience or 2 yrs as Clerk I)		\$28,732.53	\$29,307.18	\$29,893.32	\$30,491.19
Clerk III (Prior experience or 2 yrs as Clerk II)		\$30,138.99	\$30,741.77	\$31,356.61	\$31,983.74
Clerk IV (Prior experience or 3 yrs as Clerk III)		\$31,545.44	\$32,176.35	\$32,819.88	\$33,476.27
Clerk V (Prior experience or 4 yrs as Clerk IV)		\$34,358.36	\$35,045.53	\$35,746.44	\$36,461.37
Clerk VI (Prior experience of 5 yrs as Clerk V)		\$35,763.61	\$36,478.88	\$37,208.46	\$37,952.63
Violations Clerk I (Entry level)		\$28,340.64	\$28,907.45	\$29,485.60	\$30,075.31
Violations Clerk II (Prior experience or 2 yrs as VCI)		\$29,747.10	\$30,342.04	\$30,948.88	\$31,567.86
Violations Clerk III (Prior experience or 2 yrs as VCII)		\$31,153.56	\$31,776.63	\$32,412.16	\$33,060.41
Violations Clerk IV (Prior experience or 3 yrs as VCIII)		\$32,560.01	\$33,211.21	\$33,875.43	\$34,552.94
Violations Clerk V (Prior experience or 4 yrs as VCIV)		\$35,371.73	\$36,079.16	\$36,800.75	\$37,536.76
*Violations Clerk VI (Prior experience or 5 yrs as VCV)		\$36,778.18	\$37,513.74	\$38,264.02	\$39,029.30
Deputy Court Admin. I (Entry level)		\$32,653.78	\$33,306.86	\$33,972.99	\$34,652.45
Deputy Court Admin. II (Prior experience or 2 yrs as DCA I)		\$35,358.50	\$36,065.67	\$36,786.98	\$37,522.72
Deputy Court Admin. III (Prior experience or 2 yrs as DCAII)		\$38,063.23	\$38,824.49	\$39,600.98	\$40,393.00
Deputy Court Admin. IV (Prior experience or 3 yrs as DCA III)		\$40,766.75	\$41,582.09	\$42,413.73	\$43,262.00
Deputy Court Admin. V (Prior experience or 4 yrs as DCA IV)		\$43,471.47	\$44,340.90	\$45,227.72	\$46,132.27
*Deputy Court Admin. VI (Prior experience or 5 yrs as DCA V)		\$46,176.20	\$47,099.72	\$48,041.72	\$49,002.55
TACO I (Entry level)		\$32,653.78	\$33,306.86	\$33,972.99	\$34,652.45
TACO II (Prior experience or 2 yrs as TACO I)		\$35,358.50	\$36,065.67	\$36,786.98	\$37,522.72
TACO III (Prior experience or 2 yrs as TACO II)		\$38,063.23	\$38,824.49	\$39,600.98	\$40,393.00
TACO IV (Prior experience or 3 yrs as TACO III)		\$40,766.75	\$41,582.09	\$42,413.73	\$43,262.00
TACO V (Prior experience or 4 yrs as TACO IV)		\$43,471.47	\$44,340.90	\$45,227.72	\$46,132.27
*TACO VI (Prior experience or 5 yrs as TACO V)		\$46,176.20	\$47,099.72	\$48,041.72	\$49,002.55

Finance Clerk I (Entry level)	\$30,576.55	\$31,188.08	\$31,811.84	\$32,448.08
Finance Clerk II (Prior experience or 2 yrs as FCI)	\$31,983.01	\$32,622.67	\$33,275.12	\$33,940.63
Finance Clerk III (Prior experience or 2 yrs as FCII)	\$33,389.46	\$34,057.25	\$34,738.39	\$35,433.16
Finance Clerk IV (Prior experience or 3 yrs as FCIII)	\$34,795.92	\$35,491.84	\$36,201.68	\$36,925.71
Finance Clerk V (Prior experience or 4 yrs as FCIV)	\$37,607.63	\$38,359.78	\$39,126.98	\$39,909.52
*Finance Clerk VI (Prior experience or 5 yrs as FCV)	\$39,014.09	\$39,794.37	\$40,590.26	\$41,402.06
Civilian Evidence Technician I (Entry level)	\$40,294.08	\$41,099.96	\$41,921.96	\$42,760.40
Civilian Evidence Technician II (Prior experience or 2 yrs as CETI)	\$42,430.65	\$43,279.26	\$44,144.85	\$45,027.75
Civilian Evidence Technician III (Prior experience or 2 yrs as CETII)	\$44,458.45	\$45,347.62	\$46,254.57	\$47,179.66
Civilian Evidence Technician IV (Prior experience or 2 yrs as CETIII)	\$46,651.27	\$47,584.30	\$48,535.98	\$49,506.70
*Civilian Evidence Technician V (Prior experience or 3 yrs as CETIV)	\$48,954.11	\$49,933.19	\$50,931.86	\$51,950.49
Laborer (Entry Level - Valid DL)	\$29,084.74	\$29,666.43	\$30,259.76	\$30,864.96
Truck Driver/Laborer I (Prior experience or 2 yrs as Laborer & CDL-B)	\$30,490.00	\$31,099.80	\$31,721.80	\$32,356.23
Truck Driver/Laborer II (Prior experience or 2 yrs as TDLI & CDL-A)	\$31,896.46	\$32,534.39	\$33,185.08	\$33,848.78
Truck Driver/Laborer III (Prior experience or 3 yrs as TDLII & CDL-A)	\$34,709.37	\$35,403.56	\$36,111.63	\$36,833.86
*Truck Driver/Laborer IV (Prior experience or 3 yrs as TDLIII & CDL-A)	\$36,440.39	\$37,169.20	\$37,912.58	\$38,670.83
Assistant Maintenance (Entry level - Valid DL)	\$30,842.21	\$31,459.05	\$32,088.24	\$32,730.00
Maintenance I (Prior experience or 2 yrs as Asst. Maint. & Valid DL)	\$33,373.84	\$34,041.32	\$34,722.14	\$35,416.59
Maintenance II (Prior experience or 2 yrs as Maint. I & CDL-B)	\$36,185.55	\$36,909.26	\$37,647.45	\$38,400.40
Maintenance III (Prior experience or 3 yrs as Maint. II & CDL B)	\$38,998.46	\$39,778.43	\$40,574.00	\$41,385.48
*Maintenance IV (Prior experience or 3 yrs as Maint. III & CDL-B)	\$40,361.64	\$41,168.87	\$41,992.25	\$42,832.10
Equipment Operator I (Prior experience & CDL-A)	\$35,763.61	\$36,478.88	\$37,208.46	\$37,952.63
Equipment Operator II (Prior experience or 2 yrs as EO I & CDL-A)	\$38,576.52	\$39,348.05	\$40,135.01	\$40,937.71
Equipment Operator III (Prior experience or 3 yrs as EO II & CDL-A)	\$41,389.44	\$42,217.23	\$43,061.57	\$43,922.80
*Equipment Operator IV (Prior experience or 3 yrs as EO III & CDL-A)	\$43,877.78	\$44,755.34	\$45,650.44	\$46,563.45
Public Works Lead I (Entry Level)	\$34,110.14	\$34,792.34	\$35,488.19	\$36,197.95
Public Works Lead II (Prior experience or 2 yrs as PWLI)	\$3,503.63	\$3,573.70	\$3,645.18	\$3,718.08
Public Works Lead III (Prior experience or 2 yrs as PWLII)	\$3,503.63	\$3,573.70	\$3,645.18	\$3,718.08
*Public Works Lead IV (Prior experience or 2 yrs as PWLIII)	\$3,503.63	\$3,573.70	\$3,645.18	\$3,718.08

Communications Officer I (Entry level)	\$36,805.83	\$37,541.95	\$38,292.79	\$39,058.64
Communications Officer II (Prior experience or 2 yrs as COI)	\$38,550.08	\$39,321.08	\$40,107.50	\$40,909.65
Communications Officer III (Prior experience or 2 yrs as COII)	\$40,294.33	\$41,100.22	\$41,922.22	\$42,760.67
Communications Officer IV (Prior experience or 2 yrs as COIII)	\$42,430.46	\$43,279.07	\$44,144.65	\$45,027.54
*Communications Officer V (Prior experience or 3 yrs as COIV)	\$44,458.40	\$45,347.57	\$46,254.52	\$47,179.61
*Communications Officer VI (Prior experience or 2.5 yrs as COV)	\$46,113.69	\$47,035.96	\$47,976.68	\$48,936.22
*This level promotion is not automatic, it reques a review by the Employer of the following items:				
a) Supervisors recommendation (20%)				
b) Review of personnel folder, tardiness, attendance, etc. (40%)				
c) Letters of Appreciation or Discipline (40%)				
60% IS REQUIRED TO ADVANCE TO THE NEXT LEVEL.				
NOTE: Employee moving from on level to a subsequent level shall receive an amount equal to the difference between their current level and their new level added to their current salary or the amount of the new level, whichever is greater.				

MEMORANDUM OF AGREEMENT

FILE COPY

Consistent with the information contained in Schedule "A" of the Agreement between the Township of Hamilton and Teamsters Union Local 331, IBT covering the term of January 1, 2015 through December 31, 2017, the parties have agreed that a one-time salary increase in the annualized amount of Six Hundred Seven Dollars (\$607.00) (\$607.00 is equal to 1.5% of the average annual salary of bargaining unit members) will be paid to all bargaining unit members employed by the Township as of December 31, 2014 and who remain employed at the time of the execution of this Memorandum.

For any eligible Bargaining Unit member who was employed by the Township for less than the full year of 2014, this increase shall be prorated for time actually employed.

Dated: 2/4/15

Dated: 2/4/15

EMPLOYER:

By: [Signature]

UNION:

By: [Signature]