


**TOWNSHIP OF HAMILTON
COUNTY OF MERCER, NEW JERSEY**

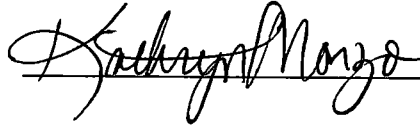
RESOLUTION

No. **22-413**

APPROVED AS TO FORM AND LEGALITY


TOWNSHIP ATTORNEY

FACTUAL CONTENTS CERTIFIED TO BY

 BA
TITLE

RESOLUTION AUTHORIZING A LABOR AGREEMENT BETWEEN THE TOWNSHIP OF HAMILTON AND AFSCME LOCAL 2475 (BLUE COLLAR) FOR THE PERIOD OF JANUARY 1, 2021 TO DECEMBER 31, 2024

Whereas the Township of Hamilton and AFSCME Local 2475 (Blue Collar) have negotiated a labor agreement for the period of January 1, 2021 to December 31, 2024;

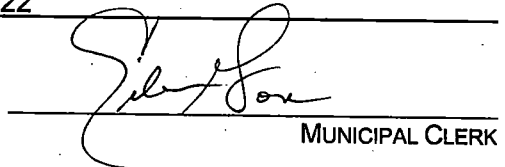
Now Therefore, Be It Resolved by the Council of the Township of Hamilton in the County of Mercer and State of New Jersey, that the proper officials of the Township of Hamilton be and hereby are authorized to execute a labor agreement with AFSCME 2475 (Blue Collar), consistent with the Memorandum of Understanding of the terms and conditions annexed hereto and incorporated herein;

Be It Further Resolved by the Council that a certified copy of this resolution and the labor agreement be filed with the New Jersey Public Employment Relations Commission pursuant to N.J.S.A. 34:13A-8.2.

ADOPTED BY COUNCIL ON _____ OCTOBER 18, 2022 _____

DATE


PRESIDENT


MUNICIPAL CLERK

RECORD OF VOTE						
COUNCIL	AYE	NAY	N.V.	A.B.	RES.	SEC.
ANTHONY P. CARABELLI, JR.	✓				✓	
PASQUALE "PAT" PAPERIO, JR.	✓					
RICHARD L. TIGHE, JR.	✓					✓
CHARLES F. WHALEN	✓					
NANCY PHILLIPS	✓					

X – Indicates Vote A.B. – Absent N.V. – Not Voting RES. – Moved SEC. – Seconded



The Township of Hamilton

Jeffrey S. Martin
Mayor

October 19, 2022

To Whom It May Concern
New Jersey Public Employment Relations Commission
PO Box 429
Trenton, NJ 08625-0429

To Whom It May Concern:

At the regular meeting of the Township Council held on October 18, 2022 the following resolutions were adopted:

22-412 - RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT BETWEEN THE TOWNSHIP OF HAMILTON AND HAMILTON TOWNSHIP CHIEF OF POLICE JAMES M. STEVENS FOR THE PERIOD OF JANUARY 1, 2020 TO MAY 31, 2023

22-413 - RESOLUTION AUTHORIZING A LABOR AGREEMENT BETWEEN THE TOWNSHIP OF HAMILTON AND AFSCME LOCAL 2475 (BLUE COLLAR) FOR THE PERIOD OF JANUARY 1, 2021 TO DECEMBER 31, 2024

Enclosed are certified copies of said resolutions for your records.

Sincerely,

Alison Sabo
Deputy Municipal Clerk

Enc.

Office of the Municipal Clerk
2090 Greenwood Avenue
PO Box 00150
Hamilton, NJ 08690-0150
(609) 890-3622

Township of Hamilton
Business Administration

To: Keith Herrick, President
Latia Sample, AFSCME Representative
Debbie Parks, AFSCME President

From: Kathryn Monzo, Business Administrator

Subject: Memorandum of Understanding

Date: September 6, 2022

Cc: Joy Kerlin, Louis Guarino

Article XIII Term of Agreement: Four (4) years, from January 1, 2021 through December 31, 2024

Article IV

Section I: Sick Leave:

- A. Eliminate sick leave buy back (see Vacation buy back).

Section IV: Bereavement Leave:

- A. Change definition of immediate family - Define as parent, spouse, sibling, child, grandchild, stepchild, that may or may not reside in the same residence, grandparent, mother-in-law, father-in-law, son- or daughter-in-law, and person, partner or significant individual who resides permanently in the same residence.
- B. Two (2) day provision would be to attend the funeral or post-death service for, brother-in-law, sister-in-law, uncle, aunt, nephew, niece, or first cousin.
- C. For death of immediate family member: "...said employee shall be excused from work for a period not to exceed five (5) work days for grieving purposes, commencing the day after date of death, unless other arrangements are made with the Personnel Officer. No such reasonable request shall be denied."

Article VIII Vacations:

- A. The current Vacation schedule will stay the same for all employees hired as of the date of final ratification of the contract. All new members hired after signing of the contract get the new vacation schedule.
- B. Add a new vacation schedule for all new members hired after ratification:

0-12 months	1 day per month
Start of Year 2	12 working days
Start of Five (5) Years	13 working days
Start of Ten (10) Years	15 working days

Start of Fifteen (15) Years	17 working days
Start of Twenty (20) Years	20 working days
Start of Twenty five (25) Years	25 working days

- C. The Township will agree to extend unused vacation carryover up to one-year's vacation allocation, for all existing members. For employees hired after 1/1/2021 the maximum carryover of unused vacation days shall be twenty (20) days.
- D. Item K. add the following language: "Vacation requests must be submitted a minimum of 24 hours in advance of intended taking."
- E. Vacation buy back: Members have the option to be paid for unused vacation time within each calendar year. Unused vacation time buy back shall have the same provisions as sick leave buyback, and shall be paid at the hourly rate of pay at the time of buy back.

Article X

Section II: Longevity Pay:

- A. Longevity shall be paid to all members, based upon years of continuous service with the Township. The longevity amount shall be fixed as of the first day of this agreement, and shall not change or be subject to any increase.
- B. Longevity fixed amount shall be determined based on an employee's completion of the years of service with the Township as of December 31, 2024 (the end of the contract term) using the same amounts in the contract table.
- C. In addition to that, each member shall receive an additional amount of \$1,000, added to the fixed amount determined above. This amount shall be a total fixed amount and not subject to change or any increases. The total fixed amount is given annually.
- D. Longevity pay is not "rolled-in" to base pay, rather the total fixed amount shall be paid as part of each bi-weekly pay and, as such, shall be considered with base pay for pension purposes only.
- E. Longevity shall be eliminated for all new employees hired on or after January 1, 2021.

Section IV: Work Uniforms:

The Township will provide a uniform service for the uniforms listed below and pay the cost of maintenance accordingly.

- A. **Garage and Water Pollution Control Employees:**
 - Eleven (11) sets of uniforms (can be pants, shorts, or a mixture of both) either dark blue or navy blue
 - Two (2) Eisenhower jackets or two (2) plain sweatshirts w/hood but w/o strings (no vendor, logo, or writing/photos on sweatshirts)
 - One (1) Coverall
 - One (1) Heavy Parka with hood or appropriate alternative choice
 - Eleven (11) T-shirts

- B. **For all other DPW employees:** In lieu of the uniform stipend for 2023, the Township will purchase new uniforms for employees as follows:
 - 5 sets of pants (either dark blue or navy blue)
 - 2 sets of uniform shorts (either dark blue or navy blue)
 - 1 light (Eisenhower type) jacket
 - 1 heavy jacket

- 2 hooded sweatshirts
- 5 T-shirt

911 telecommunicator's uniforms will consist of:

- Dark blue, navy blue gray, or black "Polo" type shirt with emblem
- Navy blue, tan, or black pants
- Navy blue, tan or black jackets or sweaters

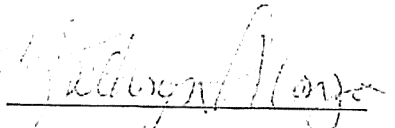
- C. For 2024, the annual uniform stipend of \$350 per year will resume under the current contract provisions. This stipend is for the replacement of uniforms as needed and must be purchased through the Township's contracted vendor.
- D. The current contract language for clothing maintenance allowance will remain the same.
- E. Employees must have proper clothing with them at all times in the event a job assignment requires uniform pants in place of uniform shorts.
- F. The Township will continue to monitor injury reports. If there are 5 occurrences in DPW, or 5 occurrences in WPC of reported injuries while an employee was wearing uniform shorts, where it is determined that the injury may have been avoided had the employee been wearing uniform pants, the Director may disallow employees in their department from wearing uniform shorts for the rest of the season, or some other determined period of time, not to exceed one year.
- G. Uniform shorts may be worn from May through October.
- H. Where the Township is responsible for providing uniforms, the Township will provide 100% cotton clothing, or synthetic clothing as requested by the employee.


Article 12.4 Salary Program:

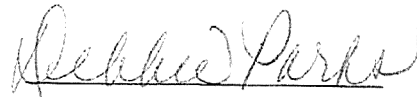
- A. The longevity adjustment will be calculated and separate from the base salary and will be effective 1/1/2021
- B. Base salary increase proposed as follows
 - o Effective 1/1/2021 – 2%
 - o Effective 1/1/2022 – 3%
 - o Effective 1/1/2023 – 2.25%
 - o Effective 1/1/2024 – 2.25%

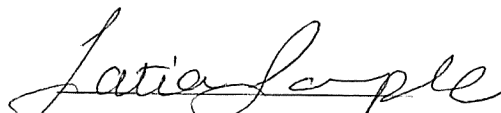
Article 11.1 Insurance and Retirement:

- Health Insurance "buy up" shall be set at 40% in 2021; 60% in 2022 (effective July 1, 2022); 80% in 2023 and 100% of premium difference in 2024
- Contribution to remain the same at Ch. 78 year 4.
- Contribution and coverage for Retirees to remain the same.


 Kathryn Monzo/Hamilton Township


 Keith Herrick/Union Representative
 John Stetick


 Debra Parks/Union Representative


 Latia Sample/Union Representative



REQUEST FOR TOWNSHIP COUNCIL ACTION

DATE OF REQUEST: 10/12/2022

NAME & TITLE OF REQUESTER: Business Administration

INITIATING DEPT/DIV: Business Administration

SERVICE REQUESTED (select one)

- Ordinance
- Resolution
- Item for Discussion (explain)

FOR CONTRACTS & PSAS (select one)

- Request was made for Bids
- Request was made for Proposals/Quotes
- Request was made for Proposals/Quotes for Professional Services

SUBJECT MATTER: Resolution Authorizing a labor agreement between the Township of Hamilton and AFSCME for the period of January 1, 2021 – December 31, 2024

LIST SUPPORTING DATA: Copy of signed MOU
i.e. Memorandum; Invoice; Agreement; etc.

FUNDING AMOUNT:
If applicable

BUDGET ACCOUNT NAME:
i.e. Dept of Adm, Professional Services

BUDGET ACCOUNT NO.(S):
Please specify account type: Grant(G); Trust(T); Capital(C); Other Expense(OE)
i.e. OE 3-01-20-120-000-280

APPROVED BY: _____
Department Director Date

APPROVED BY: _____
Business Administrator Date

APPROVED BY: _____
Jeffrey S. Martin, Mayor Date

DEADLINE FOR SUBMISSION TO THE OFFICE OF THE BUSINESS ADMINISTRATOR FOR REVIEW AND APPROVAL IS 3:00 PM ON THE MONDAY OF THE WEEK PRECEDING THE COUNCIL MEETING.

ADMINISTRATIVE USE ONLY BEYOND THIS POINT

PLEASE PREPARE THIS ITEM FOR THE October 18, 2022 TOWNSHIP COUNCIL AGENDA.