

Agreement Between the Borough of Watchung & FMBA Local 432

January 1, 2013 through December 31, 2015

2013

1. This contract year involved a salary reopener only for the contract running from January 1, 2012 through December 31, 2013.
2. All 2013 employees employed as of January 2013 will receive a salary adjustment of 3% effective May 1, 2013.
3. This 3% salary adjustment will not be applied to the retroactive calculations for overtime in 2013. Overtime calculations for overtime hours earned in 2013 will be based on the 2012 rates.

2014

1. Employees will receive a salary adjustment of 2.5% effective March 1, 2014.
2. For overtime earned between January 1, 2014 and February 28, 2014 calculations will be based on the 2013 rates.
3. The salary schedule attached known as "Exhibit A" will be incorporated into the contract. Any employees hired after December 1, 2013 will be compensated in accordance with "Exhibit A" until the top salary might be reached. Article XVI page 32 of the contract is still in full effect as it realates to probationary status.

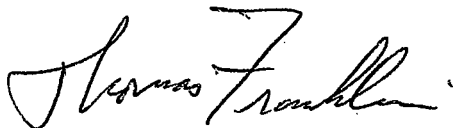
2015

1. Effective January 1, 2015 employees will receive an increase of \$600.00 in base salary.
2. Effective January 1, 2015 Article XVII is deleted/eliminated from the contract. Any new hire will receive their initial uniforms in accordance with Departmental standards ie: 2 pairs of pants, 2 short sleeve shirts, 2 long sleeve shirts a belt and a pair of footwear valued up to \$100.00. New employees will receive \$200.00 in maintenance allowance their first year of employment (12 months). After completing 12 months of service, \$600.00 will be rolled into the base salary and no

maintenance or clothing allowance of any kind will be received during future employment.

3. Effective March 1, 2015 employees will receive and increase of 2% in base salary.

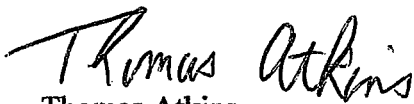
ALL OTHER PARTS OF THE LABOR CONTRACT REMAIN UNCHANGED AND ARE IN FULL FORCE.



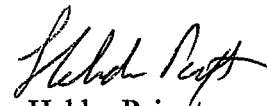
Thomas Franklin
Councilman



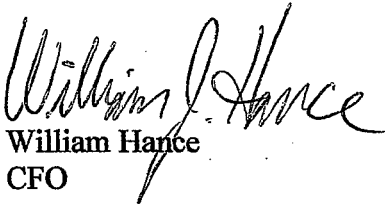
Anita Nappa
President



Thomas Atkins
Borough Administrator



Helder Peixoto
Delegate



William Hance
CFO

FMBA Contract Salary Guide

<u>Step</u>	<u>Effective 1/1/13</u>	<u>Effective 5/1/13</u>	<u>Effective 3/1/14</u>	<u>Effective 1/1/15</u>	<u>Effective 3/1/15</u>
1 st Year	36000	36000	36900	37100	37842
2 nd Year	37330	38449	39411	40011	40811
3 rd Year	39525	40711	41729	42329	43175
4 th Year	42819	44104	45207	45807	46723
5 th Year	46113	47496	48684	49284	50269
6 th Year	50505	52020	53320	53920	54999
		3.00%	2.50%	\$600.00	2.00%

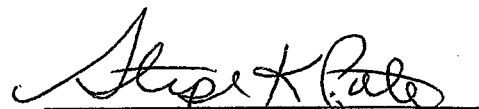
RESOLUTION

WHEREAS, duly authorized representatives of this governing body have carried on collective bargaining with the representatives of the Watchung FMBA (Firemen's Benevolent Association - Dispatchers/Police Aides) for the purpose of negotiating a contract covering wages, hours of work and other conditions of employment; and

WHEREAS, in accordance with the recommendations of said representatives of this governing body, the terms of the proposed agreement of employment have been submitted to this governing body and the terms and conditions of said agreement have been reviewed and determined to be fair and reasonable.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of Watchung, that the Mayor and Borough Clerk are hereby authorized to execute the said agreement of employment effective January 1, 2013 to December 31, 2015.


Council


Stephen K. Pote, Mayor

Date: June 5, 2014

INDEX: Police
C: W. Hance
J. Cina
A. Nappa
J. Rutishauser