

Egg Harbor Township

Resolution No. 271

2011

RESOLUTION AUTHORIZING MAYOR AND TOWNSHIP CLERK TO EXECUTE AN AMENDMENT TO THE EXISTING
COLLECTIVE BARGAINING AGREEMENTS WITH PBA LOCAL 77

BE IT RESOLVED, that the Mayor and Township Clerk are hereby authorized to execute an Amendment to the existing Collective Bargainment Agreements with PBA Local 77 which were negotiated as a result of the current economic conditions and extend the term of the current collective bargaining agreement.

Date: June 22, 2011



Eileen M. Tedesco, RMC
Township Clerk

MEMORANDUM OF AGREEMENT

This Agreement is reached between the **Mainland PBA Local No. 77** hereafter referred to as the PBA and the **Township of Egg Harbor** hereafter referred to as the Township for the purpose of extending the current Collective Bargaining Agreement which expires at midnight, December 31, 2012. This extension shall be effective June 1, 2011 and extend this Collective Bargaining Agreement until midnight, December 31, 2015. All modifications to aforesaid Collective Bargaining Agreement are set forth below and all other language of the aforesaid agreement will continue in full force and effect without modification.

ARTICLE XIII VACATIONS

All officers hired after June 1, 2011 shall accrue vacation hours in the following manner.

A Police Officer during his/her first 12 months of employment shall be entitled to six (6) hours of vacation for each month of service. Thereafter, he/she shall be entitled to a paid vacation according to the following schedule;

Officers working scheduled days of nine (9) hours or more

<u>YEARS OF SERVICE</u>	<u># of Vacation Hours Granted</u>
2 through 5 years	108 hours
6 through 10 years	153 hours
11 through 15 years	180 hours

16 through 20 years	198 hours
21 through 25 years	243 hours
26 and over years	288 hours

Officers working scheduled days of eight (8) hours or more

<u>YEARS OF SERVICE</u>	<u># of Vacation Hours Granted</u>
2 through 5 years	96 hours
6 through 10 years	136 hours
11 through 15 years	160 hours
16 through 20 years	176 hours
21 through 25 years	216 hours
26 and over years	256 hours

Officers Hired prior to June 1, 2011 shall continue to accrue vacation in the same manner as they would in the agreement prior to this extension of the Agreement.

All Police Officers will move from step to step in the vacation guide on the date of hire the year it is obtained. All other vacation calculations will be based off the calendar year.

ARTICLE XIV Sick Leave

NEW PARAGRAPH Any Police Officer hired after June 1, 2011 who terminates his/her employment with the Township, or whose employment is terminated by the Township, shall be entitled to sick time and / or sick pay on a pro-rated basis.

ARTICLE XV Terminal Leave

Add new language and table to terminal leave as follows for all officers hired after June 1, 2011;

Officers hired after June 1, 2011, upon their retirement or honorable termination of employment, said officer shall be compensated for his/her accumulated sick leave up to a maximum of one thousand nine hundred eighty (1980) hours for officers assigned to a nine (9) hour or greater work shift and one thousand seven hundred sixty (1760) hours for officers assigned to a eight (8) hour work shift as provided below;

YEARS OF SERVICE	% of Maximum Hours Allowable
0-10 years	0%
11-15 years	75%
16 years and over	100%

Officers hired after June 1, 2011 whose employment is terminated with the Township due to disability pension through PFRS (Police and Fire Retirement System) with less than ten (10) years service with the Township, shall receive fifty percent (50%) of their eligible sick leave as stated above.

ARTICLE XX Salary

A new 10 year step guide attached to this document will be in effect for all officers hired after June 1, 2011. Officer Kean #15173 will be placed at top step of this new guide effective June 18, 2011 and Officer Sheppard # 15175 will be placed at top step of the new guide effective August 30, 2011. Officer Sheppard shall follow the old salary guide until August 30, 2011 at which point the old salary guide will cease and all officers hired prior to June 1, 2011 will be at top step of the attached new salary guide.

The following raises shall be incorporated into the new salary guide and are in addition to the negotiated raises for 2011 and 2012.

January 1, 2013 - 2% for all levels but step 1

July 1, 2014 – 2% for all levels but step 1

July 1, 2015 – 2% for all levels but step 1

ARTICLE XXI Overtime

New Paragraph to be added;

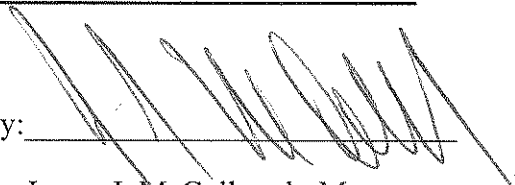
H. All outside details reimbursed to the Township such as road construction, State and Federal Grant details etcetera shall have a detail rate set for all officers as follows;

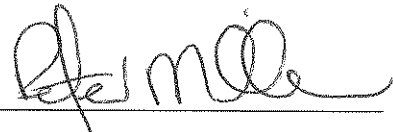
Year	Hourly rate
July 1, 2011 to December 31, 2012	\$55 hr.
January 1, 2013 to December 31, 2014	\$60 hr.
January 1, 2015 to December 31, 2015	\$65 hr.

This detail rate shall only apply if the officer volunteers to work the detail and DOES NOT apply if an officer is ordered to work a detail.

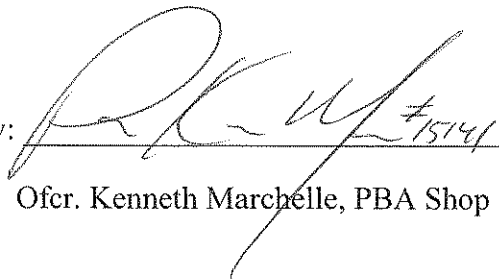
In Witness Whereof, the parties have hereunto set their hands and seals at the Township of Egg Harbor, New Jersey, This 1st day of June, 2011.

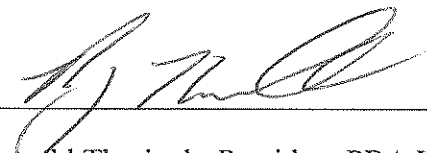
TOWNSHIP of EGG HARBOR

By: 
James J. McCullough, Mayor

By: 
Peter Miller, Twp. Administrator

Mainland PBA Local No. 77

By: 
Ofcr. Kenneth Marchelle, PBA Shop Steward

By: 
Reynold Theriault, President PBA Local No. 77

SALARY GUIDE

YEAR	7/1/2011	1/1/2012	7/1/2012	1/1/2013	7/1/2014	7/1/2015
10th Year	86,796	87,664	89,637	91,430	93,259	95,124
9th Year	81,480	82,256	84,008	85,608	87,224	88,880
8th Year	76,170	76,849	78,382	79,782	81,196	82,645
7th Year	70,860	71,442	72,756	73,956	75,168	76,410
6th Year	65,550	66,035	67,130	68,130	69,140	70,175
5th Year	60,240	60,628	61,504	62,304	63,112	63,940
4th Year	54,930	55,221	55,878	56,478	57,084	57,705
3rd Year	49,620	49,814	50,252	50,652	51,056	51,470
2nd Year	44,310	44,407	44,626	44,826	45,028	45,235
1st Year	39,000	39,000	39,000	39,000	39,000	39,000
Lieutenant	104,474	105,518	107,892	110,050	112,250	114,495
Sergeant	95,214	96,166	98,330	100,297	102,302	104,348

6/1/2011