

Memorandum of Agreement

Between

Township of Moorestown

And

Public Works Supervisory Employees (PWS)

The Township of Moorestown ("Employer") and the Public Works Supervisory Employees ("PWS") agree to enter into a new collective negotiations agreement covering all employees in the public works supervisors group for the period January 1, 2020 through December 31, 2024, subject to ratification by both parties.

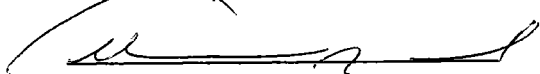
All terms of the collective bargaining agreement in force from January 1, 2013 through December 31, 2018 as amended by the MOA covering the period of January 1, 2019 through December 31, 2019 shall be continued in the successor agreement and incorporated without change into the new agreement, unless specifically modified below. Articles may be amended for formatting, renumbering, or typographical corrections.

1. Duration. The collective bargaining agreement ("Agreement") shall cover the period of January 1, 2020 through December 31, 2024.
2. Article 10 Health Benefits:
  - a) Update medical section 2 to include all plans the Township currently offers.
  - b) Health Care Opt-Out (Waiver) Plan - detail language will be removed from contract and replaced with a reference "to refer to Township Personnel Rules for plan details".
  - c) Eye Care – Reimbursement goes to \$300 for 2021; \$325 for 2022; and \$350 in year 2023 and thereafter.
3. Article 13 Wages and Compensation:
  - a) Annual Salary increase:
    - 2020 - 2.00% across the Board increase applied to existing step guide. See New Salary Guide – Schedule "A".
    - 2021 – 2.00% across the Board increase applied to Schedule "A" step guide above. See New Salary Guide – Schedule "B".
    - Schedule "B" will remain static and in place for years 2021-2024.
    - 2022 – Static Schedule "B"; 2.50% increase for all Off-Guide (OG) employees on respective anniversary date. Note that employees will be considered Off-Guide (OG) once they have

served at least 12 months in the Top Step for their supervisory position, after which they will be eligible for the respective annual (OG) rate increase on their anniversary date.

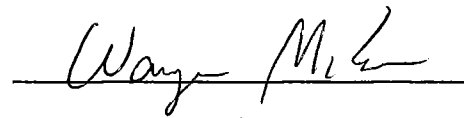
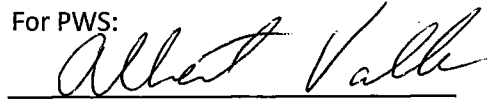
- 2023 – Static Schedule “B”; 2.75% increase for all Off-Guide (OG) employees on respective anniversary date.
  - 2024 – Static Schedule “B”; 2.75% increase for all Off-Guide (OG) employees on respective anniversary date.
    - b) Where necessary, retroactive pay will be applied to all work effective January 1, 2020.
    - c) Both sides recognize that Management has the right to promote supervisors to Steps as management deems appropriate.
4. Article 16 Uniforms – one new winter jacket per member to be purchased in 2021. Cost not to exceed \$120 per jacket.
  5. Article 18 Overtime:
    - a) Call-ins – An employee called into work shall receive a minimum of three (3) hours pay at overtime rate. This does not apply to normally occurring overtime – call-ins only.
    - B) Meal Allowance adjusted from \$6 and \$8 to \$8 and \$10.
  6. Article 19 Credit for Unused Sick Days:
    - a) Sick Sell-back Option – sellback up to 10 days under the same terms and conditions as all other non-police personnel.
    - b) Compensation for unused sick leave upon retirement – maximum benefit payable increased from \$10,000 to \$15,000.
  7. New provision – Military leave and compensation related thereto shall be awarded pursuant to the provisions of N.J.S.A. 38A:4-4 and N.J.A.C. 4A:6-1.11 as may be amended from time to time.
  8. New provision – Supervisors will be required to report to work within 2 hours from being contacted to report to duty for snow storms or other natural emergencies. Contact will be via phone call. The requirement to report to duty can be waived by the DPW Director or valid doctor’s note.

For Township of Moorestown:



Thomas J. Merchel, Township Manager

For PWS:



Dated: 12/30/2020

Dated: 12-30-20

**TOWNSHIP OF MOORESTOWN  
PUBLIC WORKS SUPERVISOR  
For Year 2020 - SCHEDULE "A"**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2.00%						
General Public Works Supervisor	88,434	90,203	92,007	94,307	95,957	97,636	99,345
Chief Water Treatment Plant Operator	82,192	83,835	85,513	87,650	89,184	90,745	92,332
Park Foreman / Tree Foreman	80,111	81,713	83,347	85,431	86,926	88,448	89,995
Supervisor, Garage Services	80,111	81,713	83,347	85,431	86,926	88,448	89,995
Supervisor, Garage Services*							90,425
Supervisor, Roads	80,111	81,713	83,347	85,431	86,926	88,447	89,995
Supervisor, Sanitation	80,111	81,713	83,347	85,431	86,926	88,447	89,995
Supervisor, Sewage Plant Operator	80,111	81,713	83,347	85,431	86,926	88,447	89,995
Supervisor, Water Treatment Plant Operator	80,111	81,713	83,347	85,431	86,926	88,447	89,995

\* Salary guide for the existing PWS Garage member only. When he retires, newly promoted supervisor will be paid on new guide listed above.

**For Year 2021 - 2024 - SCHEDULE "B"**

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2.00%						
General Public Works Supervisor	90,203	92,007	93,847	96,193	97,876	99,589	101,332
Chief Water Treatment Plant Operator	83,835	85,512	87,223	89,403	90,968	92,560	94,179
Park Foreman / Tree Foreman	81,713	83,347	85,014	87,140	88,665	90,216	91,794
Supervisor, Garage Services	81,713	83,347	85,014	87,140	88,665	90,216	91,794
Supervisor, Garage Services*							92,234
Supervisor, Roads	81,713	83,347	85,014	87,140	88,665	90,216	91,794
Supervisor, Sanitation	81,713	83,347	85,014	87,140	88,665	90,216	91,794
Supervisor, Sewage Plant Operator	81,713	83,347	85,014	87,140	88,665	90,216	91,794
Supervisor, Water Treatment Plant Operator	81,713	83,347	85,014	87,140	88,665	90,216	91,794

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