

**AGREEMENT**  
**BETWEEN THE**  
**TOWNSHIP OF MULLICA**  
**AND**  
**LOCAL 108**  
**2016 - 2019**

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**ARTICLE I**  
**PREAMBLE**

This Agreement is made between the Township of Mullica, a municipal corporation of the State of New Jersey, (hereinafter referred to as Employer) and the Government Workers Union (hereinafter referred to as Union or employees).

**ARTICLE II**  
**PURPOSE**

This Agreement is entered into pursuant to the provisions of Chapter 124, Laws of 1975, of the State of New Jersey, as amended to promote and ensure harmonious relations, cooperation and understanding between the Township and the Union; to prescribe the rights and duties of the Township and Union; to provide for the resolution of legitimate grievances, all in order that the public services shall be expedited and effectuated in the best interest of the people of the Township of Mullica and its employees of the Township.

**ARTICLE III**  
**INTERPRETATION**

It is the intention of the parties that this Agreement be construed in accordance with the rules and regulations, laws and the Statutes of the State of New Jersey as well as the ordinances of the Township of Mullica, as they pertain to this Agreement upon execution and the terms herein.

**ARTICLE IV**  
**RECOGNITION**

A. The employer recognizes the Union as a bargaining agent for the purposes of establishing salaries, wages, hours, fringe benefits and other conditions of employment as contained in this Agreement for all its employees in the classification in accordance with the certification by Public Employment Relations Commission (P.E.R.C.), Docket No. RO-2007-018

B. All benefits listed in this Agreement (vacation days, health benefits, etc.) shall be for full-time employees only unless specifically noted.

**ARTICLE V**  
**MANAGEMENT RIGHTS**

A. The Township of Mullica 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 the Agreement by the Laws and Constitution of the State of New Jersey and of the United States including but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the Township Government and its properties and facilities and the activities of its employees while utilizing personnel, methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the Township.
2. To make rules or 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 work required.
3. The right of management to make maintain and amend 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 Department after advance notice thereof to the employees; and to require compliance by the employee is recognized.
4. To hire all employees, and subject to the provisions law, to determine their qualifications and conditions of continued employment, or assignment and to promote and transfer employees.
5. To suspend, demote, discharge, or take any other appropriate disciplinary action against any employee for good and just cause according to law.
6. 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 department.

B. In the exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and the United States.

C. Nothing contained herein shall be construed to deny or restrict the Township of its rights, responsibilities and authority under R.S. 40A, or any other national, state, county or local laws or regulations.

## **ARTICLE VI** **UNION CHECKOFF**

A. Pursuant to New Jersey Law the Township agrees to deduct the Union's monthly dues from the pay of the covered employees who authorize the Township in writing to do so. Deductions shall be made each month. All amounts deducted shall be made each month. All amounts deducted shall be remitted to the Union once a month no later than the tenth day of the month following deduction. The Township agrees to furnish the Union, upon request, monthly, with a list of newly

hired and terminated employees. The Union will advise the Township in writing of the amount of the monthly dues.

B. Pursuant to N.J.S.A. 34:13A-5.5 et. seq. all non-members of the Union shall pay to the Union a representation fee in lieu of dues for services rendered by the Union in an amount equivalent to the regular membership dues and assessments charged by the Union to its own members, less the cost of benefits financed through the dues, fees and assessments and available to the benefiting only its members, but in no event shall such fee exceed 85% of the regular membership dues, fees and assessments.

C. The Union shall indemnify, defend and save the Township harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the Township in reliance upon salary deduction authorization cards submitted by the Union to the Chief Financial Officer or in reliance upon the official notification on the letterhead of the Union advising of such change deduction.

## **ARTICLE VII** **GRIEVANCE PROCEDURES**

Grievance shall be defined as: a breach, misinterpretation, improper application or non-application of the terms and conditions set forth within the language and meaning of this Agreement or breach, misinterpretation, improper application or non-application of any policy, procedure, or rules and regulations as practiced by the Employer.

Step 1: An employee having a grievance shall present it in writing, to his/her immediate supervisor, with a copy to the Township Clerk, within ten (10) working days after the occurrence of the matter being grieved. The Union Office shall be notified of any disciplinary action.

Step 2: If the employee does not receive or is not satisfied with the supervisor's response, then the employee may submit a written appeal to the Township Clerk within ten (10) working days of the supervisor's response or within ten (10) working days of when the supervisor's response was due, whichever is shorter. Thereafter, the Clerk shall discuss the grievance with the aggrieved employees and the Union Shop Committee and shall within ten (10) working days, do one of the following:

- A. adjust the grievance
- B. provide a written response finding the grievance unjustified, or
- C. advise the shop committee that the adjustment of the grievance is beyond his/her authority

Step 3: If the grievance is not adjusted to the satisfaction of the employee and the shop committee, the employee, through his/her Union Shop Committee, shall proceed by filing a written grievance with the Township Committee within ten (10)

working days of the decision made by the Township Clerk. The aggrieved employee and the Union's representative shall meet within ten (10) working days after receipt of the written grievance with a member designated by Township Committee. The Township Committee shall issue its written decision within ten (10) working days after meeting with the Union.

Step 4: In the event the grievance is not resolved as outlined in the steps above either party may refer the matter for non-binding mediation that can, by either party, be appealed to P.E.R.C.

Step 5: Upon failure of a resolution of the grievance in Step 4 above, the authorized representative of the Union may proceed to final binding arbitration before an pursuant to the rules of the New Jersey Public Employment Relations Commissioner by serving notice of its desire for arbitration upon the Township Clerk either personally or by certified mail within fourteen (14) days after the termination of Step 4.

If the Township or any officer or employee thereof does not render a written decision within the required time frame in any step of the grievance procedure the same should be considered a denial of the grievance of said step and the aggrieved should proceed accordingly.

The cost of the services of the arbitrator shall be borne equally by the Township and the Union.

All grievances presented in writing shall specify the occurrence being grieved and the action being sought by the grievant.

The arbitrator shall be bound by the provisions of this agreement, and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this agreement or any amendment of the supplement thereto.

An aggrieved employee shall suffer no loss of pay as a result of time spent in his/her own behalf in an arbitration hearing.

Failure of an aggrieved party to pursue the grievance to the next step, in accordance with the time limits set forth herein, shall constitute abandonment of the grievance, unless both parties agree to waiver.

## **ARTICLE VIII**

### **SENIORITY**

A. All newly hired employees shall be considered as probationary employees for the first three (3) months of service. Upon completion of the probationary period such employees; seniority shall date from their original date of hiring. Seniority to be an important factor in filling permanent assignments provided the individual has the skill and ability to perform the task. Seniority may also be considered if there is a concurrent request for leave time.

As and pursuant to N.J.A.C. 4A: 8-1 et seq., when employees are laid-off, employees in each classification with the longest service shall be laid off last and re-hired first. All such lay offs shall be based upon the classification seniority list here described, and all furloughed employees shall be re-hired in the reverse order in which they are laid off.

B. Employment may be on a temporary basis for a period of not more than eight-week period; the employees may be given probationary status with credit for temporary employment, or may be notified of the termination of his or her employment.

Temporary summer employment is extended to a eight (8) week maximum, and applies to only employees who exceed 20 hours per week.

Temporary help hired to replace an employee on Maternity leave shall be governed by the provisions stipulated in the Township's personnel policy regarding temporary employees.

C. A newly hired employee who previously worked with the Township but who was terminated or resigned for any reason shall be considered a new employee and all calculations of benefits based on seniority shall be from the date of new hire.

D. No benefits shall accrue to a temporary employee for sick leave, vacations, pension plan or other benefits other than when an employee's employment shall be made permanent.

E. New employees shall remain probationary until completion of three (3) months of service from the date of last hiring. Upon completion of said period, such employee shall enjoy seniority status from date of last hiring. Employees shall have no seniority during this probationary period. After the three (3) month probationary period the employee may be terminated for just cause. Discharge during the probationary period shall not be subject to just cause or the grievance and arbitration procedure.

F. Seniority shall be effective with respect to job assignment hours or working conditions or leave time within the employee's title.

**ARTICLE IX  
NON-DISCRIMINATION**

The Township and the Union both recognize that there shall be no discrimination by reason of age, sex, race, creed, skin color, national origin, nationality, ancestry, marital or civil union status, disability, handicap, genetic information, affectional or sexual orientation, blood trait, political activity, Government States or State Armed Services activity, Union activity or non-union membership or any other protected class under law, as far as employment for jobs or as a condition of employment. The Township further agrees that it will not interfere with nor discriminate against any employees because of membership in, or legitimate activity on behalf of the Association nor will the Township encourage membership in any other association or union or do anything to interfere with the exclusive representation of the employees in the new appropriate bargaining unit.

**ARTICLE X  
WORK SCHEDULE, OVERTIME AND COMPENSATORY TIME**

A. It is acknowledge that the work schedule of the employees covered by this Agreement is thirty-five (35) hours per week, except as may be covered by Statute depending on position of employee. The Public Works Department has a work-schedule of 40 hours per week. The part-time Deputy Court Clerk has a work-schedule of up to 28 hours per week.

B. The workweek shall remain as currently in effect which is generally Monday through Friday, except as may be covered by Statute depending on position of employee (excluding holidays).

C. The working hours shall remain as currently in effect which is stated by the Township Ordinance and New Jersey Statutes, whichever is more liberal. All employees work schedule shall provide for a fifteen (15) minute rest period during each one-half shift. The rest period shall be scheduled as close to the middle of each one-half shift as the workload may permit.

D. All employees shall be entitled to receive time and a half (1-1/2) when expected to work past their regular quitting time. If the employee does not wish to receive this in overtime he/she may be entitled to compensation time at 1-1/2 time for the hours worked providing that he/she does not accumulate more than 240 hours of compensatory time.

E. Time and one-half premium pay, shall be paid for all hours in excess of all normal working hours worked in one day. Time and one-half premium pay, shall be paid for any work performed on Saturday. Employees who work on Sunday shall receive double premium for these hours. Any employee required to work on



a holiday shall receive his/her pay for that day plus additional time and one-half, for all hours worked.

F. Effective July 1, 2011, Should an employee be called in for extra duty during the employee's off duty time, the employee shall be entitled to Call-In-Pay. Call-In-Pay shall be guaranteed of two hours at their regular hourly rate. Anything over two (2) hours in emergency call-in time will be paid at time and one-half of their normal hourly rate.

G. Should any member covered by this agreement be required to appear at criminal trial for the purpose of offering testimony at any County or Superior Court of New Jersey, during the employee's off duty hours, the employee shall be paid overtime. Overtime compensation will be paid to any member of the Department whose appearance in municipal court is required, provided the employee whose appearance is required is not scheduled to work at any time during which such appearance is required or scheduled.

#### **ARTICLE XI** **PAGER TIME**

The employees of the Municipal Court, namely the Court Administrator and Deputy Court Administrator, shall receive four (4) hours of compensatory time, per month, when on call for a specific month. Only one employee of the Municipal Court shall be on call at one time. Accumulated compensatory time earned for being on call must be used within three (3) months of being earned.

#### **ARTICLE XII** **HEALTH INSURANCE**

##### **A. HEALTH INSURANCE**

The Township shall provide comprehensive medical and health insurance for all members of the bargaining unit through the New Jersey State Health Benefits Plan, under the terms of the plan as it exists or as modified by the New Jersey State Health Benefits Plan (or any other substantially similar health benefit plan), including any changes in co-pays or deductibles that may be implemented by the New Jersey State Health Benefits Plan, for all employees and eligible dependents covered by this Agreement. Employees shall only be permitted to enroll in the type of coverage for which the employee is eligible. An employee desiring to have coverage other than single coverage for any insurance benefits must produce evidence that he/she is the primary insurance provider for his/her dependents. If this proof is not presented the responsibility for health related benefits for the individual by the Township would be restricted to payment for single coverage.

The base plan to be offered to employees by the Township shall be the Direct 15 Plan. The Township shall continue to offer the Direct 10 Plan as well as others available through the SHBP. If the employee selects a plan with a higher premium cost than the Direct 15 Plan, the difference in such premium shall be borne by the employee in equal payments through payroll deductions.

#### PRESCRIPTION PLAN

The Township presently provides a Co-Pay Prescription Plan for employees and dependents through New Jersey State Health Benefits Plan, and shall continue to provide such plan as the terms of that plan exist or as may be modified by the New Jersey State Health Benefits Program including any changes in co-pays or deductibles.

#### DENTAL CARE

The Township presently provides a Dental Care Plan for employees and dependents through New Jersey State Health Benefits Plan, and shall continue to provide such plan as the terms of that plan exist or as may be modified by the New Jersey State Health Benefits Program including any changes in co-pays or deductibles.

#### VISION CARE

The Township presently provides a Vision Care Plan for employees and dependents, and shall continue to provide such plan as the terms of that plan exist or as may be modified by the provider including any changes in co-pays or deductibles.

#### CHANGE IN PLANS AND PROVIDERS

The Township may, at its option, change any of the existing insurance plans or carriers providing the benefits so long as substantially similar benefits are provided to the employees and their dependents. The Township further reserves the right, at its option, to self-insure any of the plans or coverages so long as substantially similar benefits are provided to the employees and their dependents. Prior notice must be made to the Union of any change.

#### COST CONTRIBUTION

All employees shall pay a cost contribution for Health Insurance Plan coverages according to the provisions of P.L. 2011, Chapter 78, Pension and Health Benefit Reform Law adopted June 2011. Payment shall be made by the way of withholdings from each employee's payroll checks.

## **B. HEALTH INSURANCE UPON RETIREMENT**

Any employee hired prior to January 1, 2011 and recognized in Article I who retires after twenty-five (25) years of service in the Public Employees Retirement System and twenty-five (25) years of service with the Township of Mullica or who is granted a Disability Retirement Pension from the Public Employees Retirement System shall retain and enjoy all medical, optical, dental, health and prescriptions benefits. Such benefits shall be continually paid by the Township, subject to any contribution required by Chapter 78 or any other state or federal law.

All benefits received in retirement shall be the benefits provided to current employees and not the benefits in effect at the time of retirement. An employee shall not be permitted to add dependents after the time of retirement.

Retirees hired on or after January 1, 1998, shall not be entitled to any reimbursement for Medicare premiums.

Employees hired on or before December 31, 1997 shall be entitled to reimbursement for Medicare premium for employee only.

Any employee hired on or after January 1, 2011, shall not be entitled to retiree health benefits including but not limited to medical, health, prescription, optical or dental benefits.

## **ARTICLE XIII** **DISABILITY**

All employees covered by this Agreement will be automatically covered by the State of New Jersey Disability Program. All costs applicable to the Employer, as required by this program will be borne by the Township. All costs applicable to the individual employee will be borne by the individual employee.

While on disability the Township will be responsible for the difference in salary. While on disability the health benefits for the employee will continue for a period not to exceed six (6) months. In order to extend this beyond the six (6) months approval must be granted by the Township Committee.

**ARTICLE XIV**  
**WORKER'S COMPENSATION**

When the employee is injured on duty, he/she shall receive worker's compensation benefits as provided for under the New Jersey Workers' Compensation Act.

Any employee who is injured on the job and is sent home or to a hospital, or who must obtain medical attention, shall receive pay at the applicable hourly rate for the balance of his/her regular shift on that day. An employee who has returned to his/her regular duties after sustaining a compensative injury who is required by the workmen's compensation doctor to receive additional medical treatment during his/her regularly scheduled working hours shall receive his/her regular hourly rate of pay for such time. As the employee covered by this Agreement is considered a salaried employee he/she will receive his/her normal pay for the specific date and be considered as having worked a normal day and not be charged for sick, vacation, or administrative time used.

**ARTICLE XV**  
**RETENTION OF BENEFITS**

Except as otherwise provided herein, all rights, privileges and benefits which the members of this Agreement have heretofore enjoyed In the past and are presently enjoying, shall be maintained and continued by the Employer at not less than the highest standards in effect during the life of this Agreement.

**ARTICLE XVI**  
**UNPAID LEAVES**

A. Reasonable Purpose

Leaves of Absence without pay and not to exceed six (6) months MAY be granted for reasonable purpose, and such leave shall be extended or renewed for additional six (6) month periods.

Such leave and extended leave shall be approved by Township Committee.

B. Maternity/Child Rearing Leave

Maternity Leave shall be provided in accordance with New Jersey Family Leave Act and the Federal Family Medical Leave Act.

C. Other Leaves

Other leaves shall be as according to state statute and the employee in the Agreement are covered by all statutes, laws and administrative code sections relative to their employment regarding leaves for maternity and other relative reasons.

**ARTICLE XVII**  
**PAID LEAVES**

A. Funeral Leave

When a member of the "immediate family" is deceased, that member shall be granted five (5) working days of leave with pay. The "immediate family" shall include: spouse, fiancée, children, step-children, parents, grandparents, grandchild, sisters, brothers, brothers-and sisters-in law, mother-and father-in law, grandparents-in law, common law spouses, and any other person permanently residing in the household for one (1) year.

For aunt, uncle, nephew, niece and first cousin the employee shall be granted off for the day of burial only.

B. Jury Duty

The employee shall be granted a leave of absence with pay anytime they are required to report to jury duty or jury services. The employee is required to remit to the Township money received for jury duty.

C. Unused Paid Leave

In the event of the death of any employee, any accrued, unused, and/or capped sick and vacation leave payment is to be made to the estate of the employee or according to employee's Last Will & Testament.

Unused and/or capped, sick and vacation leave is to be paid to the employee except that in the event an employee is terminated for cause, the employee shall not receive payment for unused sick leave time.

**ARTICLE XVIII**  
**VACATION DAYS**

The following is the vacation/leave formula allocation per employee:

1 year .....	5 days
2 years.....	10 days
3 to 5 years .....	15 days

6 to 10 years .....	20 days
11 to 15 years .....	25 days
16 to 19 years .....	30 days
20 years & above .....	35 days

For any employee hired on or after January 1, 2016, the vacation schedule shall be as follows:

1 year .....	5 days
2 years .....	10 days
3 to 5 years .....	15 days
6 to 10 years .....	20 days
11 years + .....	25 days

Procedure

Each department works out between themselves what days they wish to have off. Department Heads are responsible to ensure departments are covered during all working hours and the Township shall provide adequate help as necessary to effectively manage all facets of work in such departments.

Vacation leave not taken in a given year due to business demands shall carry over and be granted during the next succeeding year only.

**ARTICLE XIX**  
**SICK DAYS**

Employees receive one working day sick leave for each month of service, from date of employment up to and including December 31 next following such date of employment, not to exceed seven (7) days, and twelve (12) days sick leave with pay for each calendar year thereafter. If any such employee requires none or only a portion of such allowable sick leave for the calendar year, the amount of such leave not taken shall accumulate to his/her credit, up to a maximum of twenty-four (24) days beginning January 1, 1999. All earned time currently on record prior to January 1, 1999 shall remain credited to the employee's time balance, and may be replenished as used, not to exceed the original amount.

Unused sick days are accumulative up to the number earned in two (2) years in addition to the capped days currently available and are reimbursable to the employee upon termination, pro-rated for current year days to the actual date last worked.

As of January 1, 2007 unused sick days accumulated are reimbursable to the employee upon termination, up to the amount accrued in two (2) years, pro-rated for current year days to the actual date last worked.

**ARTICLE XX**  
**PERSONAL DAYS**

Every employee receives four (4) personal days per year.

**Procedure**

No advance notice required for a personal day.

Personal time is non-accumulative.

Personal time is prorated for all new employees for their first year of services.

The fourth (4<sup>th</sup>) personal day may be used by all employees any day of the year, entirely at the discretion of the employee.

**ARTICLE XXI**  
**HOLIDAYS**

The employee covered by this Agreement shall receive the following thirteen (13) paid holidays:

- New Year's Day
- Martin Luther King's Birthday
- President's Day
- Good Friday
- Memorial Day
- July 4<sup>th</sup>
- Labor Day
- Columbus Day
- General Election
- Veteran's Day
- Thanksgiving Day and the Day After
- Christmas Day

A Holiday that falls on a Saturday shall be celebrated on the preceding Friday; a Holiday that falls on a Sunday shall be celebrated on the following Monday, unless it conflicts with the State Holiday, in which case the Township will recognize the State day of observation.

Any employee required to work on a holiday shall receive one and one half times their regular rate of pay for all hours worked on the holiday in addition to pay for the holiday.

The part-time deputy court clerk is not entitled to paid leave. However, he or she is entitled to reasonable time off without pay. Unpaid leave time will be granted upon reasonable notice and approval by the township.

The part-time deputy court clerk shall receive the following paid holidays: Memorial Day, Labor Day, Thanksgiving Day, Christmas Day.

**ARTICLE XXII**  
**TERMINAL LEAVE**

Terminal leave must be requested by the employee and approved by the governing body prior to scheduling. The employee will continue to receive their bi-weekly pay until their unused sick, vacation and compensatory time is depleted.

The employee will not receive salary increases during terminal leave.

Salary increases during the period and sick and vacation days cannot be accumulated while on terminal leave.

Sick and vacation days are not pensionable compensation, therefore, pension deductions as well as all other deductions will cease. Only applicable taxes will be deducted.

**ARTICLE XXIII**  
**CONTINUATION OF BENEFITS NOT COVERED BY THIS AGREEMENT**

All conditions not covered by this Agreement shall continue to be governed, controlled, and interpreted by reference to the Township's Charter, Ordinances, Rules and Regulations of the Township and pertinent Rules and Regulations of the Union. Any and all-present benefits which are enjoyed by the employees covered by this Agreement that have not been included in the contract shall be continued according to past practice.

Employees hired after January 1,2011 are not entitled to receive employer paid medical, optical, dental, health or prescription benefits upon retirement.

**ARTICLE XXIV**  
**EDUCATION**

Any employee taking courses which are related to their employment, will be reimbursed by the Township for the cost of such course and required materials upon submission of a passing grade and evidence of completion of such course, whether same be of undergraduate, graduate level or otherwise.

When the Township, State, or other laws, rules or regulations mandates that an employee must attend a job-related course or schooling, (i.e., maintenance of certificate, etc.) all expenses, including, travel, lodging, meals and tuition must be paid in advance by the Township and no deduction from salary or benefits may be assessed against such employee for same.



**ARTICLE XXV**  
**CLOTHING ALLOWANCE**

The Township agrees to provide the Supervisor of Public Works with the following clothing:

Work gloves and hard hats: These will be purchased by the Township and provided as needed to the individual.

One pair of steel toed work boots annually. Steel toed work-boot reimbursement shall be limited to \$150.00. These are to be purchased by the individual employee and the receipt for this purchase is to be submitted to the Township's Finance Office for timely reimbursement to the employee. In addition, the supervisor of Public Works shall receive \$300.00 per year for the purpose of maintaining and purchasing appropriate work attire. One lump sum payment shall be made the first pay period in May.

**ARTICLE XXVI**  
**SALARY INCREMENT**

Effective upon the signing of the contract, all employees' salaries for persons in the Township's employ at the time of approval for this contract shall be increased by the percentages stated below, according to the salary schedules contained in Appendix A attached to this agreement. All salary increases shall be retroactive, and paid in a timely fashion.

2016: 2.0% increase in base salary, effective January 1, 2016

2017: 2.5% increase in base salary, effective January 1, 2017

2018: 2.5% increase in base salary, effective January 1, 2018

2019: 2.5% increase in base salary, effective January 1, 2019

§

The Deputy Municipal Clerk in addition to her annual compensation shall receive additional annual compensation in the amount of \$ 2,000 for each year the contract is in effect for assuming the duties of Community Events Coordinator as stated in the Township's job description and section 34-4 of the Township of Mullica Code.

**ARTICLE XXVII**  
**NEW CONTRACT NEGOTIATIONS**

The parties agree that negotiations for a successor agreement, modifying, amending, or altering the terms and provisions of this Agreement shall commence in accordance with applicable law.

The parties should in their best interest attempt to negotiate for future years beginning October 1<sup>st</sup> of the year prior to a new contract taking effect, and attempt to resolve all issues prior to January 1<sup>st</sup> of the coming year.

**ARTICLE XXVIII**  
**RULES AND REGULATIONS**

The Employer and the Union recognize the obligations of each party regarding the New Jersey Employer-Employee Relations Act, NJSA 34:13A-1 to NJSA 34:13A-29 as amended.

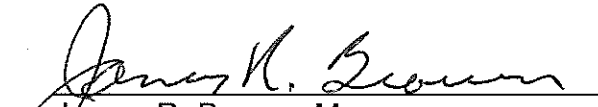
**ARTICLE XXIX**  
**HEALTH AND SAFETY**

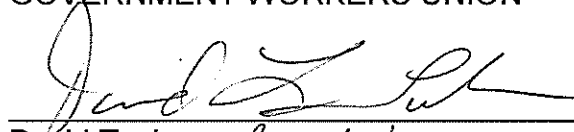
The Employer agrees to provide a healthy and safe working environment.

The employer agrees to make available disclosure information on hazardous materials in the workplace in accordance with Right-to-Know Law.

TOWNSHIP OF MULLICA


GOVERNMENT WORKERS UNION

  
James R. Brown, Mayor

  
David Tucker President

ATTEST:

ATTEST:

  
Kimberly Johnson, Municipal Clerk

  
Zoraida Acevedo, Shop Steward

Ratified by Committee this 10 Day of May, 2016.

**APPENDIX A**

Salary Ranges:

	2016		2017		2018	
	Min	Max	Min	Max	Min	Max
Control Person/Technical Assistant	\$15,000	\$50,968	\$15,000	\$52,242	\$15,000	\$53,548
Court Administrator	\$22,000	\$51,026	\$22,000	\$52,302	\$22,000	\$53,610
Deputy Clerk	\$22,000	\$40,221	\$22,000	\$41,227	\$22,000	\$42,258
Deputy Court Administrator	\$15,000	\$32,126	\$15,000	\$32,929	\$15,000	\$33,752
Part-time Deputy Court Admin	\$8.38	\$17.23	\$8.38	\$17.23	\$8.38	\$17.23
Supervisor Public Works	\$25,480	\$51,264	\$25,480	\$52,546	\$25,480	\$53,860
Administrative Assistant (21 hours/week)	\$8.38	\$15.09	\$8.38	\$15.09	\$8.38	\$15.09

	2019	
	Min	Max
Control Person/Technical Assistant	\$15,000	\$54,887
Court Administrator	\$22,000	\$54,950
Deputy Clerk	\$22,000	\$43,314
Deputy Court Administrator	\$15,000	\$34,596
Part-time Deputy Court Admin	\$8.38	\$17.23
Supervisor Public Works	\$25,480	\$55,206
Administrative Assistant (21 hours/week)	\$8.38	\$15.09

Individual Salaries:

	2016	2017	2018	2019
Acevedo, Zoraida	\$50,968	\$52,242	\$53,548	\$54,887
Aguina, Eunice	\$51,026	\$52,302	\$53,610	\$54,960
Lupinetti, Ann	\$40,221	\$41,227	\$42,258	\$43,314
Trivelli, Kim	\$12.98	\$13.30	\$13.63	\$13.97

