

**COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

**INTERNATIONAL UNION OF OPERATING
ENGINEERS**

**LOCAL 68-68A-68B, AFL-CIO
PUBLIC WORKS SUPERVISORS**

AND

TOWNSHIP OF GALLOWAY

Site: Same As Above, Galloway, NJ

JANUARY 1, 2023 - DECEMBER 31, 2025

ARTICLE I - PURPOSE

This Agreement entered into by the TOWNSHIP OF GALLOWAY, 300 East Jimmie Leeds Road, Galloway Township, NJ 08201 hereafter referred to as the "Township" and INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 68-68A-68B, affiliated with the AFL-CIO, 11 Fairfield Place, West Caldwell, NJ 07006, hereafter referred to as the "Union" has as its purpose the promotion of harmonious and cooperative relations between the Township and the Union; the establishment of equitable and peaceful means for minimizing such disputes and providing for their resolution.

The Township and the Union agree that this overall policy may be best accomplished by negotiating in good faith and entering into written agreements evidencing the results of such negotiations and establishing procedures to provide for the protection of the rights of the Township and the Union and to insure orderly and uninterrupted service to the public.

ARTICLE II - RECOGNITION

The Township of Galloway pursuant to N.J.A.C. 19:11-3.1 voluntarily recognizes International Union of Operating Engineers, Local 68-68A-68B as the exclusive bargaining agent for the Full-time and Regular Part-time Supervisory blue collar employees employed in the Department of Public Works for the purpose of collective negotiations, excluding temporary and seasonal employees.

The Township and its agents will not discriminate in any manner whatsoever against any member of the Union because of said membership and activity.

ARTICLE III - UNION RIGHTS

A. Union Visitation: The Accredited representatives of the Union shall be permitted to enter the Township premises, after giving advance notice to the Department Head, during working hours, with the provision that at no time shall such visitation rights interfere with the work requirements of any employee or the operation of his/her department or the Township.

B. Bulletin Boards: The Union may post notices and bulletins on the Union-designated bulletin boards as mutually agreed upon. Any material posted must be signed by a shop steward, dated and clearly identified as to source.

C. Union Dues: The Township will remit to the Union all deducted dues monies no later than the 15th of the month following the month for which the dues were deducted. If the dues remittances are not received by the 15th of the month following the month for which the dues were deducted, the Union will notify the Township of the delinquency. If dues remittances have not been received by the Union in full within 30 days from the 15th of the month following the month for which dues were deducted the Union may bypass the grievance procedure and file directly for arbitration. Notwithstanding anything in this Agreement to the contrary, if the Arbitrator finds that the Employer was delinquent in transmitting deducted dues payments to the Union, the Arbitrator shall award interest, 20% of the delinquent amount to the award as liquidated damages, and shall hold the Employer liable for the full cost of the Arbitration, including the Union's attorney fees.

ARTICLE IV - MANAGEMENT'S RIGHTS

A. The Township hereby retains and reserves unto itself without limitation, all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the laws and Constitution of the State of New Jersey, and the United States of America; including, but without limiting the generality of the foregoing, the following specific rights:

(1) To the executive management and administrative control of all Township functions, properties and facilities, and the activities of the Township employees;

(2) To take personnel action subject to the provisions of Applicable Federal & State Law and Township Personnel Policy;

(3) To maintain the efficiency of Township operations;

(4) To take all necessary actions to carry out its mission in emergencies; (Emergency to be construed as a sudden, generally unexpected occurrence, man-made or natural, demanding immediate action);

(5) To exercise complete control and discretion over its organization and the technology of performing its work;

(6) To schedule employee work hours pursuant to the terms of this Agreement.

B. The exercise of the foregoing rights, powers, authorities, duties and responsibilities of the Township, the adoption of reasonable policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection with the implementation thereof, shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms are in

conformance with the Constitution and laws of the State of New Jersey and of the United States.

C. It is understood and agreed that the Township, at its sound discretion, possesses the right in accordance with applicable laws, to manage all operations including the direction of the working force and the right to plan, direct, and control the operation of all equipment and other property of the Township, except as modified by this Agreement.

ARTICLE V - NO STRIKE-NO LOCKOUT PLEDGE

During the term of this Agreement or any extension thereof, the Union agrees that there shall be no strikes, walkouts, or stoppages of or interference with work and the Township agrees that there will be no lockout during the term of this Agreement or any extension thereof.

ARTICLE VI - NO DISCRIMINATION

The Employer and the Union agree that the provisions of this Agreement shall be applied to employees covered hereby without discrimination based upon sex, age, race, color, creed, handicap, veterans' status, marital status, or national origin.

ARTICLE VII - SHOP STEWARDS

The Shop Steward's authority shall be limited to and shall not exceed the following duties and activities:

1. To investigate and present grievances to the Township or the Township's designated representatives, in accordance with the provisions of the Collective Bargaining Agreement of Township premises without loss of time or pay so long as he is

released by the Department Head or his Designee to do so. Such release shall not be arbitrarily withheld.

2. The transmission of such messages and information which shall originate with and are authorized by the Union, provided, such messages and information have been reduced to writing, or if not reduced to writing, are of a routine nature and do not reasonably interfere with the Township's operations.

3. The Shop Steward shall have no authority to authorize strike action, slowdowns, or work stoppages, or any other interrupting the Township's business. The Township, in recognizing the limitations upon the authority of shop stewards and their alternates, shall have the authority to impose proper discipline, including discharge, in the event the shop steward or alternate authorizes a strike action, a slow down or work stoppage in violation of this Agreement.

4. Whenever the shop steward or his alternate is required to attend any grievance hearing and/or negotiations attended by representatives of the Employer and the Union, he/she shall be compensated by the Employer for all hours at straight time over and above normal working day.

ARTICLE VIII - LEAVES OF ABSENCE

A. An employee who for any reason considered valid by the Department Head and the Township Manager, desires to secure leave from regular duties may, with the approval of the Department Head and the Township Manager, be granted a special leave of absence without pay for a period not to exceed thirty (30) days which may be extended for an additional thirty (30) days with Department Head and Township Manager approval. Any employee seeking such special leave without pay shall submit his/her

request, in writing, stating the reasons why the request should be granted, then the date when he/she desires the leave to begin and the probable return date to duty.

B. Military Leave:

Shall be granted in accordance with NJSA 38A:4-4.

C. Dependent Care Leave: Shall be granted in accordance with the Family Leave Act.

D. Child Care Leave: Shall be granted in accordance with the Family Leave Act.

E. Jury Duty: Full-time employees shall be granted a leave of absence with pay when they are required to report for jury duty. Employees serving as jurors will receive full pay at straight time rate from the Township for all time served on jury duty. Any pay received from the Courts, excluding travel allowance, for serving as a juror shall be returned to the Township. This leave shall be in addition to annual vacation leave.

F. Absence without Leave: Any unauthorized absence of an employee from duty shall be an Absence without Leave and is cause for disciplinary action.

Leave granted for a particular reason and used for a purpose other than that for which such leave has been granted, shall be an unauthorized absence and may be cause for disciplinary action.

G. Bereavement Leave: In case of death in the family of an employee, the employee will be given up to five (5) working days leave of absence with pay. Family shall include spouse and children, legal step-children, mother or father, father-in-law, mother-in-law, grandparent, sister or brother, grandchildren, daughter-in-law and son-in-law, step-mother and step-father of an employee. In case of death of an employee's

aunt or uncle or employee's brother-in-law or sister-in-law, the employee will be given up to three (3) working days leave of absence with pay.

Bereavement leave in this Article may be used non-consecutively, but it must be used within thirty (30) days of the death.

H. Maternity Leave: Shall be granted pursuant to the Federal Family and Medical Leave Act and New Jersey Family Leave Act.

ARTICLE IX - HOLIDAYS AND ADMINISTRATIVE/PERSONAL DAYS

A. The following days only shall be recognized as holidays:

New Years Day	Labor Day
Martin Luther King's Birthday	Columbus Day
President's Day	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Thanksgiving Friday
Juneteenth	Christmas Day
Fourth of July	
(3) Three Personal Days	

B. Monday shall be recognized as a holiday for all holidays occurring on a Sunday, and Friday for all holidays occurring on a Saturday.

C. If a holiday is observed while a full-time employee is on paid annual leave status, he/she will receive holiday pay and the day will not be charged against annual leave credits.

D. If a permanent full-time employee works on any of the scheduled holidays set forth in the Agreement, he/she shall be compensated at straight time for all hours

worked on a holiday up to a full shift, in addition to time and one-half for the holiday (i.e., for a holiday worked - the employee will earn a total of double time and one-half his/her regular rate up to a full shift).

E. The three administrative/personal days provided by this Article are available for personal use in increments of one hour. Under normal circumstances, this time should be scheduled two (2) days in advance. An employee cannot call in for use of this time at the beginning of his/her scheduled shift unless approved by the employee's supervisor in the event of an emergency. Use of this time at the beginning of a work shift must be approved in advance. Administrative/personal time must be taken within the year accrued or forfeited.

F. Any time a holiday is included on the scheduled on call day 24 hours the employee will receive 5 hours time and a half. If employee is called in, they will also receive three hours time and a half for being called in.

G. In the event a legal or official holiday occurs while an employee is on sick leave, they shall not have such holiday charged against their sick leave. A call out the last scheduled day before or the first scheduled day after the holiday will require a doctor's note to receive payment for the holiday, otherwise the employee will not be paid for the holiday.

ARTICLE X - VACATIONS

A. All full-time Township employees shall be entitled to the following annual vacation with pay as accrued:

0 -1 Year	1 day/month up to 10 days
2 through 5	12 days
6 through 10	14 days
11 through 19	20 days
20 through 24	23 days
25 and over	25 days

B. Vacation pay shall be paid at the employee's regular straight time rate per their job classification.

C. Vacations shall be scheduled and granted for periods of time requested by the Employee subject to management's responsibility to maintain efficient operations. If the nature of the work makes it necessary to limit the number of employees on vacation at a given time, the employee with the greatest seniority (as it relates to total years of service with the employer) shall be given his/her choice of vacation periods.

D. Vacation days not used in one year can be carried over into the next year only, and failure to use them will result in their forfeiture as per Ordinance #1068-1991.

E. Vacation schedules must be submitted by March 31st of each year for the Department Head approval. Vacation requests submitted after March 31st will be scheduled as a first come first served basis and will be approved in accordance with the needs of the business.

F. Represented employees will have the ability to sell back forty (40) hours of unused vacation time. Employees must notify the Township by no later than November

1 in any contract year of his/her intent to sell back time. Vacation time buy back checks shall be issued the first pay of December of each contract year.

ARTICLE XI - SICK LEAVE

A. Permanent full-time employees shall be entitled to the following sick leave with pay as accrued:

One day sick leave with pay shall accrue for each month of service from the date of appointment up to including December 31 of that year, and fifteen (15) days sick leave with pay for each calendar year thereafter, accrued on the basis of 7.5 days per half year. If any permanent employee requires none or a portion only of such allowable sick leave for any calendar year, the amount of sick leave not taken shall accumulate to his/her credit from year to year; and he/she shall be entitled to such accumulated sick leave with pay, if and when needed.

B. Sick leave for purposes herein defined means an employee's absence from duty because of personal illness by reason of which such employee is unable to perform the usual duties of his/her position or emergency attendance upon a member of his/her immediate family critically ill and requiring the presence of the employee. C.

Payment for accrued sick leave shall be in accordance with Township Ordinance 1068 of 1991.

D. If any employee is absent for three (3) consecutive working days, for any of the reasons set forth in the above, the Township may require acceptable evidence. The nature of the illness and the length of time the employee will be absent shall be stated on the doctor's certificate provided to the Township. When an employee takes more than seven (7) sick days within one (1) year or more than two times (2x) in a 30 day period, a

doctor's note may be required at the discretion of the Director of Public Works for any reason. An employee will be terminated after three (3) days without approval notification.

E. An employee who does not expect to report to work because of personal illness or for any of the reasons included in the definition of sick leave set forth above, shall notify his/her immediate supervisor, by telephone or personal message within one (1) hour before the beginning time of the employee's scheduled work day. If not done, he/she shall be considered absent without pay. Days lost to injury or illness arising from or caused by Township employment for which the employee has received Worker's Compensation shall not be charged to sick leave. Paid holidays occurring during a period of sick leave shall not be charged to sick leave.

F. All other employees covered by this agreement are eligible for sick leave in accordance with NJSA 34:11-56a, et seq. (New Jersey Paid Sick Leave Act).

ARTICLE XII - JOB POSTINGS

All positions covered under this agreement which become open shall be posted for five (5) working days throughout the Township. Employees with a minimum of six (6) months of continuous regular employment are eligible to bid for all job openings, subject to the eligibility criteria established by the Township for the position. A copy of all postings shall be sent to the Union. The following conditions apply to the posting of jobs.

A. Applications are to be submitted in writing to the Township Clerk by the posted deadline.

B. The Township reserves its right to determine whether a job shall be filled.

C. Qualified in-house applicants will be afforded the opportunity of an interview, upon their request, and be given preference to available slots. However, the final selection will rest with the Township in each of these instances, and justification of selection will in no instance be required.

D. In filling jobs, the Township shall adhere to Affirmative Action obligations and responsibilities.

E. All employees promoted shall receive evaluations at intervals of 45 to 90 days following the effective date of their promotion.

ARTICLE XIII - DISCHARGE AND DISCIPLINE

A. The Township reserves the right to discipline employees, up to and including discharge, for just cause, subject to the grievance procedure. When an employee is reprimanded, the reprimand will be reduced to writing and copies will be given to the individual concerned, the employee's shop steward and sent to the Union. A copy of the report will be placed in the employee's personnel file. At any discussion concerning disciplinary action with the employee, upon request, the employee will be entitled to have the shop steward present.

B. Each employee may review his/her own personnel file kept at the Manager's office, in the presence of the supervisor or the designated representative. Only one request for a review of an employee's personnel file will be granted each contract year, unless the review is requested by the Union in connection with the processing of a grievance. A request to do this must be made through the employee's supervisor, who will make the necessary arrangements for the review, after working hours. The employee's shop steward, if requested by the employee, may be present at such review.

ARTICLE XIV - GRIEVANCE PROCEDURE

A. All differences, disputes and grievances with respect to the application and interpretation of this Agreement shall be taken up between the Union and the Township as follows:

B. Any employee, or group of employees, the Union Steward or Union may present grievances to the Department Head and may be represented by any person of their own choosing, provided, in any case, a Union representative shall be present

C. A grievance shall be presented in the manner described hereafter no more than five (5) working days after the occurrence of the cause of such grievance or within five (5) working days after the employee, group of employees, Union Steward or Union became aware, or should have become aware, of the cause of such grievance.

Step No. 1: The grievance will first be discussed between the aggrieved employee and the Shop Steward and may be presented to the Department Head or designee. This grievance may be stated orally or in writing, and if no settlement is reached, the grievance shall be reduced to writing and may thereafter proceed to Step No. 2.

Step No. 2: If the grievance remains unsettled, it may be presented by the Local 68-68A-68B Business Representative to the Department Head, or his/her designee, in writing, within seven (7) working days of the Step 1 answer. The Department Head or designee will meet with the Local 68-68A-68B Business Representative and the grievant promptly after receipt of the grievance, and shall respond in writing to the Union within seven (7) working days from the conclusion of said meeting.

Step No. 3: If the grievance remains unsettled, the Business Agent may within five (5) working days, forward the grievance to the Township Manager. The Township Manager shall respond within ten (10) working days.

Step No. 4: If the grievance is not settled in Steps one, two or three, either party shall have the right to submit the dispute to mediation pursuant to the rules and regulations of the Public Employment Relations Commission.

Failure in any step to communicate on a grievance within the specified time limitation shall be considered a denial of said grievance. Thereafter, the moving party shall be permitted to carry that grievance to the next step of the procedure. Failure to institute a grievance or to appeal from a response or to carry an appeal from a response or to carry an appeal from a non-response within the specified time limitation shall be deemed to constitute an abandonment of said grievance and a waiver of any right to carry the grievance further through the grievance procedure.

Each party to the proceeding shall bear the expense of the preparation and presentation of its own case. The costs of the arbitrator shall be born equally by the parties. The award of an arbitrator upon any grievance subject to arbitration shall be final and binding upon all parties to this Agreement, provided that no arbitrator shall have the authority or jurisdiction to add to, subtract from, or modify this Agreement in any way.

The extension of the time limits in any of the steps of the grievance procedure shall be permitted only with the written consent of both the Union and the Township.

ARTICLE XV - HEALTH AND WELFARE

- A. Covered employees shall participate in the N.J. State Health & Prescription Benefits Plan.
 - 1. Township will provide dental coverage at existing levels.
- B. The Township reserves the right to make changes to coverages, premium contributions, carrier, etc., where equivalent benefits will be provided.

C. The Township Drug and Alcohol Policy will follow the standard Federal Mandated Policy, and shall apply to all employees covered by this contract.

D. Employees' cost will remain at the levels established under Chapter 78.

ARTICLE XVI - UNIFORMS

A. Uniforms and shoes will be furnished to any employee where deemed to be required by the Township at \$500.00 per employee annually. Any Township identification and issued equipment will be returned to the Township when an employee terminates his employment. Uniforms must be worn when furnished. Uniforms will be replaced for fair wear and tear at the discretion of the Township.

B. Members working as Auto Mechanics will receive \$325.00 annual clothing allowance to be used for the purchase of work boots and/or reflective outerwear. They will also utilize a uniform rental company that the Township will provide.

ARTICLE XVII - PENSION PLAN

Full-time employees are required to join and participate in the Public Employees Retirement System at the time of regular appointment. Coverage and benefits under PERS are governed by applicable New Jersey law.

ARTICLE XVIII - SAFETY

The Township is committed to providing a safe and sanitary workplace for all employees. Employees are encouraged to bring any unsafe conditions to the attention of the supervisor. The Township will continue to maintain reasonable safety rules and regulations which shall be posted at each work location. Employees are responsible to adhere to said rules and regulations.

ARTICLE XIX - SENIORITY

A. In all cases of layoffs or recall, employees with the greatest amount of seniority and qualifications shall prevail.

B. The following shall constitute a break of service: resignation, separation for just cause, retirement, absence without leave for three (3) consecutive working days, failure to report after leave and acceptance of other permanent employment while on leave, one (1) year layoff or thirty (30) days out of unit.

C. In cases of emergencies or catastrophic events, whether man made or natural, strict seniority shall be adhered to, i.e., the #1 employee on the list shall be called in first as long as he/she is qualified. Other emergencies will be handled by the Division which is involved in that particular work and in that case seniority shall be adhered to. The Shop Steward shall work along with the Division Foreman when employees are needed for emergencies.

ARTICLE XX - WORKER'S COMPENSATION

When an employee is injured on duty during the regularly scheduled working hours, he/she will be entitled to Workers Compensation benefits as set forth by New Jersey Statute (N.J.S.A. 34.15).

ARTICLE XXI - POLITICAL ACTION COMMITTEE CHECK-OFF

The Township agrees to deduct from each employee the sum of four dollars and thirty-three cents (\$4.33) per month (or fifty-two dollars (\$52.00) per year) and to forward that amount to the Engineers' Political Action Committee, provided that such employee has first filed with the Township an individual voluntary written authorization to make such deduction. This authorization is voluntarily made on the specific understanding

that the signing of this authorization and the making of payment to the Engineers' Political Action Committee are not conditions of membership in the Union or of employment with the Township, and the Engineers' Political Action Committee will use the money it receives to make political contributions and expenditures in connection with Federal, State and local elections.

ARTICLE XXII - HOURS OF WORK

A. The work week shall consist of five (5) consecutive work days, Sunday through Saturday in a pre-established work schedule. The work shift shall consist of eight (8) hours. The work schedule will be 7 a.m. to 3:00 p.m. with a 30-minute lunch break.

B. Any changes to an employee's work day or work week must be posted five (5) working days in advance of such change.

C. Employees must clock in and out each work day.

D. All employees are permitted five (5) minutes to and from lunch being 10:55 a.m. - 11:35 a.m.

E. Management may flex summer work hours from 7:00 a.m. - 3:00 p.m. to 6:00 a.m. - 2:00 p.m. from Memorial Day to Labor Day each year.

F. When the Township offices are closed early or for the entire day due to weather, emergencies or for any other unforeseen reason, essential employees required to work shall be awarded comp. time hour for hour. This does not apply to employees who are on paid time off.

ARTICLE XXIII - OVERTIME

A. One and one-half (1-1/2) times the employee's hourly rate of pay shall be paid for overtime worked under the following conditions:

(1) All work performed in excess of eight (8) hours per day/forty (40) hours per week.

(2) All hours on an employee's normally scheduled day off.

B. Two times the employee's hourly rate of pay shall be paid for all work performed on the seventh (7th) consecutive day in an individual work week.

C. The following will be regarded as hours worked for the purposes of computing overtime:

(1) All hours actually worked.

(2) Holidays (scheduled), including Personal Days.

(3) Vacations.

(4) Sick time.

D. The Township shall require mandatory overtime in cases of emergency.

E. All Township employees who are required to work three (3) hours beyond their regular scheduled eight (8) hours shift shall be provided a dinner allowance up to \$15.00. Employees called in on an emergency prior to 6:00 a.m. shall be provided a breakfast meal or allowance not to exceed \$10.00.

F. In an attempt to save resources, the bargaining unit shall be permitted to competitively bid on work/projects that in some cases would be performed by outside contractors provided the unit possesses the skill and ability to perform the work as required, as agreed upon by the Township Manager in consultation with the Infrastructure Committee.

G. In the event of a schedule change, the affected employee shall be given a minimum of a seventy-two hours notice. In the event an employee does not receive the above noted notice, the overtime provisions of the agreement shall apply. The affected employee may also elect to be compensated with paid time off in lieu of overtime payment.

H. The maximum amount of comp time that can be earned per member shall not exceed eighty (80) hours in any calendar year. Employees shall be permitted to carry over forty (40) hours of comp time to the following year.

I. In the event an employee is required to work for/replace an employee working at the landfill on his/her day off (Saturday), said employee shall receive benefit time to be considered comp time, as per the requirements of the FLSA.

ARTICLE XXIV - CALL-IN/STAND BY

A. An employee who has been called in to work in addition to his/her regularly scheduled shift shall be paid at the overtime rate. Call-in pay begins when an employee clocks in. Call-in pay shall end when the call-in work ends and the employee clocks out, or at the beginning of the employee's regular work shift, whichever is earlier. The employee will be permitted to leave the work site when the work assignment is completed unless the employees scheduled work shift has commenced.

In all instances, however, full-time employees are guaranteed three (3) hours minimum compensation regardless of the number of hours worked.

B. On-Call: All on-call employees will be compensated as follows:

Monday through Friday: One (1) hour at time and one half rate of pay for being on-call each day.

Saturday 7:00 am to Sunday 7:00 am four (4) hours at time and one half.

Sunday 7:00 a.m. – Monday 7:00 a.m. four (4) hours at time and one half.

Mechanic on call/ standby will get a \$750.00 stipend at the end of the year.

C. Employees on Call: Shall receive a minimum of three (3) hours compensation regardless of the number of hours worked.

D. Any employee who is placed "on-call" for possible forecasted emergency events will be paid a minimum of two hours of straight time pay, regardless of whether or not they are actually called in. An on-call designation will be for a 24-hour period. If the on-call period is extended, then designated employees will receive another two (2) hours of straight time pay for the second 24-hour period.

ARTICLE XXV - GENERAL PROVISIONS

A. Should any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific portion of the Agreement affected by decision, whereupon the parties agree to commence negotiations relative to the invalidated portion.

B. Utility members shall be "essential personnel," and not subject to furlough, except in extreme financial hardships for the utility.

ARTICLE XXVI - WAGES

To reflect the following annual percentage increases retro back to 1/1/2023:

1/1/2023: 3.5%

1/1/2024: 3.75%

1/1/2025: 3.80%

Amendments to the CDL agreement (added to base wages if not already done so) as follows:

CDL B:	\$2,500.00
CDL B & Tanker:	\$5,000.00
CDL A:	\$5,000.00
CDL A & Tanker:	\$6,250.00

The following employees will receive a salary adjustment on the date the contract becomes effective and will be retroactive to 1/1/2023. The adjusted salary for 2023 will be:

1. Paul Gross: \$3,000/ One-time salary adjustment
2. Matt Stollenwerk: \$500/ One-time payment
3. Larry Hamilton: \$2,500/ One-time salary adjustment

ARTICLE XXVII - EDUCATION, CERTIFICATIONS & TRAINING

A. Any member who receives a C-1 License shall be compensated \$1,000 to be placed in base salary.

B. Any member who receives a C-2 License shall be compensated an additional \$1,000.00 for no more than a total of \$2,000 to be placed in base salary.

C. The appointed back-up C-2 License Holder shall receive an additional \$2,000 for no more than a total of \$4,000.00 to be placed in base salary.

D. The Superintendent shall receive a stipend of \$4,000.00 dollars for the D.E.P. required C-3 license.

E. All members shall be authorized to use a Township vehicle for attendance at all job-related classes with prior approval.

F. Any member who earns a CPWM License shall receive \$1,000.00 to be placed in base salary.

G. Employees who maintain a DEP/Compost Cert shall be compensated \$1,000.00 to be added to base salary.

H. Employees must receive prior written approval from the Director of Public Works and submit proof of payment and proof of completion to receive reimbursement/compensation for any additional classes or certifications.

I. Any employee whose certification or license is not renewed will not be entitled to the additional compensation added to base wages previously.

J. Employees whom successfully complete one of the following night classes through either the Local 68 Training Center or the Atlantic County Institute of Technology (ACIT) will receive \$500.00 of additional compensation added to their base salary. The education incentive is capped at a total of four (4) classes for a total of two thousand dollars (\$2,000.00).

For employees assigned to the Mechanics Shop the following classes, available through ACIT, are approved for the incentive: Vehicle Repair, Automotive Electrical Systems, Welding I and Fabrication Welding.

For employees assigned to either Buildings & Grounds or Streets & Roads the following classes, available through the Local 68 Training Center or ACIT, are approved for the incentive: Building Maintenance, Carpentry, Plumbing, HVAC, Electrical and Black Seal Boiler Operator (must obtain the Black Seal license).

ARTICLE XXVIII - GENERAL POLICIES

- A. All personnel policies shall be governed by Township practice and the adopted Township Employee Handbook unless otherwise specified herein or under applicable Ordinance, Statute, or Case Law.

