

EXTENSION AGREEMENT

BETWEEN

THE TOWNSHIP OF SOUTH BRUNSWICK

AND

PBA LOCAL NO. 166

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JANUARY 1, 2008 THROUGH DECEMBER 31, 2014

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METS SCHIRO & MCGOVERN, LLP  
P.O. BOX 668  
655 FLORIDA GROVE ROAD  
WOODBRIIDGE, NJ 07095  
732-636-0040  
[www.msmlaborlaw.com](http://www.msmlaborlaw.com)  
Attorneys for PBA Local 166

APRUZZESE, McDERMOTT  
MASTRO & MURPHY, P.C.  
P.O. BOX 112  
25 INDEPENDENCE BLVD.  
LIBERTY CORNER, NJ 07938  
908-580-1776  
[www.ammm.com](http://www.ammm.com)  
Attorneys for Township of South  
Brunswick

Agreement made this 19 day of May 2011 by and between the Township of South Brunswick (herein the "Township") and South Brunswick PBA Local 166 (herein the "PBA"):

WHEREAS, the Township and the PBA are parties to a collective negotiations agreement (CNA) covering the period January 1, 2008 through December 31, 2011; and

WHEREAS, the Township requires certain adjustments in the terms of that CNA for calendar year 2011 in connection with the preparation and adoption of its 2011 budget; and

WHEREAS, the PBA is willing to make those adjustments in the context of an Extension Agreement of the current CNA.

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

**1. ARTICLE III, SALARY**

**Section 2**

Effective July 1, 2012	1.5% to base pay
Effective January 1, 2013	1% to base pay
Effective July 1, 2013	1% to base pay
Effective April 1, 2014	2% to base pay

**Section 3**

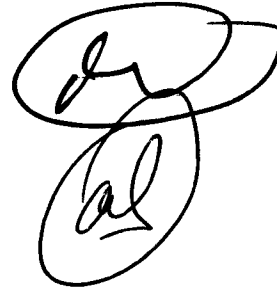
There shall be a new salary guide for Officers hired on or after January 1, 2012 and officers on that new guide shall move to senior step after the completion of 9 years of employment with the Township from the completion of the 12- month probationary period. New Hire Salary Guide attached as Exhibit A

2. ARTICLE VI, HOURS OF WORK AND

OVERTIME

Add as Section 5

*June 1, 2011*



- a. As of the pay period starting on or immediately after ~~May 15, 2011~~ and ending on December 31, 2011, members of the bargaining unit shall be compensated for overtime with "compensatory time" ("comp time") rather than pay. Payment by way of comp time shall only apply to overtime that is directly chargeable to the Township and shall exclude overtime paid through or reimbursed to the Township, including but not limited to overtime paid through grants and reimbursed or paid for by the Office of Emergency Management.
- b. Comp time can be accumulated up to the limit proscribed by the Fair Labor Standards Act ("FLSA"), which is currently 480 hours. Comp time can be used in accordance with the rules and case law governing and interpreting the FLSA. Bargaining unit members will be compensated for accumulated but unused comp time at the cessation of employment with the Township consistent with the current method for compensating an officer who separates employment and pursuant to the parties' collective negotiations agreement and the FLSA.
- c. Bargaining unit members who accumulate more than 480 hours of comp time as the result of this agreement will be required to use time in excess of 480 hours in calendar years 2011, 2012 and 2013 in accordance with a mutual agreement between the Chief and the PBA.
- d. This Section 5 expires at 11:59 p.m. on December 31, 2011.

3. ARTICLE XL OFF DUTY

WORK      Section 1


*June 1, 2011*



Effective ~~May 15, 2011~~, the quasi-duty hourly rate shall be \$75.00 with the officer receiving \$60.00 and the Township receiving a \$15.00 administrative fee. Effective January 1, 2012, the quasi-duty hourly rate shall be \$80.00 with the officer receiving \$63.00 and the Township receiving a \$17.00 administrative fee

4. ARTICLE XVII, MEDICAL-HEALTH

BENEFITS Section 1 (add)

*June 1, 2011 OK up* 

Effective ~~May 15, 2011~~ or upon ratification of this Agreement, whichever is later, through December 31, 2011, all officers shall be required to pay 2.5% of their pensionable salary towards the cost of medical insurance. Effective January 1, 2012 and for the duration of this Agreement, all officers shall be required to pay 1.5% of their pensionable salary towards the cost of medical insurance. In cases of dual coverage (i.e. married officers) the Township will follow the rules established by the State in respect to contribution obligations. If officers are required by law to contribute to the cost of their health insurance when this Agreement expires, the 1.5% contribution set forth above shall be inclusive of the statutory amount if the latter is equal to or greater than 1.5%. If less, then officers will pay the statutory amount.

All contribution for health insurance shall be by automatic payroll deduction in equal installments with the Township's regular payroll cycles and shall be deducted on a pretax basis.

5. ARTICLE XIX, EDUCATION AND

TRAINING

Section 7

The degree incentive payment for 2011 shall not be paid in 2011 but shall be paid in three equal installments with the degree incentives in 2012, 2013, and 2014. ✓



6. ARTICLE XLI, TERM OF AGREEMENT – TERMINATION

The term of the Agreement shall be amended to January 1, 2008 through December 31, 2014.

*or retirement*



7. Except as otherwise modified by this Agreement, the January 1, 2008 through December 31, 2011 collective negotiations agreement shall remain status quo.

**EXHIBIT A**

	1/1/12	7/1/12	1/1/13	7/1/13	4/1/14
6185					
Academy	35,000	35,000	35,000	35,000	35,000
A	41,185	41,344	41,451	41,559	41,778
B	47,370	47,688	47,902	48,118	48,556
C	53,555	54,032	54,353	54,677	55,334
D	59,740	60,376	60,804	61,236	62,112
E	65,925	66,720	67,255	67,795	68,890
F	72,110	73,064	73,706	74,354	75,668
G	78,295	79,408	80,157	80,913	82,446
H	84,482	85,749	86,607	87,472	89,222
Senior	93,625	95,029	95,979	96,939	98,878