

Contract Agreement Between
The Township of Westampton
Burlington County, New Jersey
And

American Federation of State,
County and Municipal Employees
AFL-CIO
District Council 71

Local 3827A

January 1, 2016 through December 31, 2020



District Council 71

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PREAMBLE

The Contract made between the (Westampton Township) (hereinafter referred to as the "Employer") and (District Council 71, American Federation of State County and Municipal Employees, AFL-CIO Majority Representative, and its affiliated Local 3827A, (hereinafter referred to as the "Union") covering employees in the designated unit, has as its intent and purpose the promotion of harmonious employee relations between the employer and employees represented by the Union; the establishment of equitable and peaceful procedures for the amicable resolutions of all disputes and grievances and determination of wages, hours of work and other terms and conditions of employment. The effective date of this agreement shall be JANUARY 1, 2016 to DECEMBER 31, 2020.

As the Employer recognizes the Union; it is the responsibility of the Employer to forward all new hire, disciplines/grievances, promotions, etc. to Council 71 as the Majority Representative to P.O. Box 207, Franklinville, New Jersey 08322 or Fax (856) 512-2193, and the Local 3827A. This will occur simultaneously as the employee is served.

ARTICLE I - RECOGNITION

A. The employer recognizes the Union as the sole and exclusive representative regarding terms and conditions of employment for the following classes of employees:

- Court Administrator
- Chief Financial Officer
- Public Works Supervisor
- Construction Official
- Public Works Foreman
- Tax Collector
- Mechanic
- Equipment Operator
- Laborer
- Executive Secretary
- Deputy Township Clerk
- Township Clerk
- Deputy Tax Collector
- Deputy Court Administrator
- Secretary Classes I, II, III
- Violations Clerk
- Typist
- Tax Assessor
- Assistant Mechanic

B. Any future positions in categories not set forth above shall not automatically be included in the unit represented by the Union. Excludes managerial executives, supervisors, confidential employees, professional and craft employees as defined by the Act.

C. Probationary period is defined as that interval of time an employee performs job responsibilities for ninety (90) days, wherein he/she is evaluated for continued employment with Township, as a regular employee. Said employee, upon successful

completion shall have a starting date, effective his/her first day of employment as a probationary. The probationary employee shall not be subject to the terms and conditions of this contract until successful completion of the probationary period and hiring by the Township.

ARTICLE II - CHECK OFF

A. The employer agrees to deduct the monthly Union membership dues from the pay of those employees who individually request in writing that such deduction be made. The amounts to be deducted shall be certified to the Employer by the Treasurer of the District Council #71, and the aggregate deductions from all employees shall be remitted to the Treasurer of the Union together with a list of names of all employees for whom the deductions were made, by the tenth (10th) day of the succeeding month after such deductions were made. The revocation of this authorization shall be in accordance with the provisions of applicable statutes as presently exist, or as may be amended.

B. Any employee in the bargaining unit on the effective date of this Agreement who does not join the union within thirty (30) days thereafter, any new employee whose employment is within the unit represented by the Union who does not join within thirty (30) days of initial employment after successful completion of any probationary period, or any employee whose position of employment is within the unit represented by the Union, shall as a condition of employment, pay a Representation fee to the Union by automatic payroll deduction. The Representation fee shall be in an amount equal to eighty-five (85) percent of the regular Union's membership dues, fees and assessments as certified to the employer by the Union. The Union may revise its certification of the amount of the Representation fee at any time to reflect changes in the regular

Union membership dues, fees and assessments. The Union shall indemnify and hold harmless the Township for all costs and expenses incurred by the Township for any challenges which arise as a result of the representation fee set forth herein.

ARTICLE III - GRIEVANCE PROCEDURE

A. Any grievance or dispute arising between the parties with respect to the application, meaning or interpretation of the provisions contained in the Agreement, also all other terms and conditions of employment, shall be settled in the following manner:

STEP ONE

The employee shall take up the grievance or dispute in writing to the Township Administrator within ten (10) working days of its occurrence. The Township Administrator shall try to adjust the matter and shall respond to the employee or steward within five (5) days of submission.

STEP TWO

If the grievance still remains unadjusted, it shall be presented by the steward to the Township Committee in writing, within five (5) days after response from the Township Administrator. At the option of either the Union or the Township Committee, the shop steward shall meet in person with the Township Committee to discuss the matter.

STEP THREE

If the grievance remains unsettled, the grievance may within fifteen (15) working days, after the reply of the Township Committee, in writing, proceed to arbitration.

B. Failure to meet strictly the timelines for processing a grievance creates a conclusive presumption that the grievance has been dropped.

ARBITRATION PROCEDURE

A. The Union and Employer agree to use the services of the New Jersey Public Employees Relations Commission (hereinafter referred to as "PERC").

B. A request will be made by the Union to PERC to submit a roster of personnel qualified to function as an arbitrator in the dispute in question.

C. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list within ten (10) working days of the initial request for arbitration, PERC will be requested by either party to designate an arbitrator.

D. The arbitrator shall limit himself to the issue submitted to him and shall add nothing to, nor subtract anything from the agreement.

E. The parties direct that the arbitrator shall be limited to consideration of allegations of express violations of specific provisions of this agreement. In no manner shall the arbitrator consider any other matter.

F. The arbitrator shall be directed to issue his/her decision in writing within thirty (30) days after the conclusion of testimony and argument. The recommendations of the arbitrator shall be final and binding on both parties.

G. The costs of arbitration shall be paid jointly by the parties, each paying one-half (1/2) thereof. No employee shall be denied his compensation for his/her appearance as a witness in accordance with Article.

H. All other costs shall be paid by the party incurring them.

ARTICLE IV – EMPLOYEE’S RIGHT

- A. An employee shall be entitled to Union representation at each step of the grievance procedure set forth in this Agreement.

- B. An employee shall be entitled to Union representation at each and every step of a disciplinary hearing.

- C. No employee shall be required by the Employer and/or its agents to submit to an interrogation which may reasonably lead to disciplinary action unless the employee is afforded the opportunity of Union representation.

- D. No recording devices or stenographer of any kind shall be used during any meeting unless both the Union and Employer agree to their use, prior to such meeting, in writing.

- E. An employee shall not be coerced or intimidated or suffer any reprisals either directly or indirectly that may adversely affect his hours, wages or working conditions as the result of the exercise of his/her rights under this Agreement.

ARTICLE V — MANAGEMENT'S RIGHTS

A. The Township of Westampton 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 this 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.

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

D. In cases of promotions, demotions, layoffs, recalls, vacation schedules or situations where substantially better working conditions exist, an employee with the greatest amount of seniority shall be considered, provided he has the ability to perform the work involved.

E. The Employer agrees with the concept of upward mobility (utilizing existing employees, giving due consideration to seniority and ability).

F. Notwithstanding anything above to the contrary, the Employer reserves the right to replace vacancies and to fill new positions based upon its sole discretion.

ARTICLE VI—SENIORITY

- A. Seniority is defined as an employee's total length of service with the Employer, beginning with his/her most recent date of hire.
- B. If a question arises concerning two or more employees who were hired on the same date, the following shall apply: If hired prior to the effective date of this Agreement, seniority preference among such employees shall be determined by the order in which such employees are already shown on the employer's records, first name, first preference, etc. For employees hired on the same date, subsequent to the effective date of this Agreement, preference shall be given in alphabetical order (of the employee's last name).
- C. The employer shall maintain an accurate, up-to-date seniority roster showing the date of hire, classification and pay rate of each employee covered by this Agreement, and the employer shall furnish copies of same to Union upon reasonable request.
- D. In cases of promotions, demotions, layoffs, recalls, vacation schedules or situations where substantially better working conditions exist, an employee with the greatest amount of seniority shall be considered, provided he has the ability to perform the work involved.
- E. The Employer agrees with the concept of upward mobility (utilizing existing employees, giving due consideration to seniority and ability).
- F. Notwithstanding anything above to the contrary the Employer reserves the right to replace vacancies and to fill positions based upon its sole discretion.

ARTICLE VII - DISCIPLINARY ACTION

- A. All employees shall be subject to disciplinary action, including discharge, in accordance with applicable law and/or regulations.
- B. Written notice of disciplinary action shall be given to the employee and the Steward. The notice shall contain the reason for the disciplinary action and the nature of the discipline.
- C. The name of any employee who is notified of suspension, or dismissal pursuant to Section B, shall be transmitted to the Union promptly, but not later than forty-eight (48) hours after such notice.
- D. Any employee covered by this Agreement shall have the right to appeal any discipline through the grievance procedure of this Agreement.
- E. The employer agrees to apply the principle of progressive discipline where applicable.
- F. Discipline shall generally be applied in the following steps:
1. Notice
 2. Written warning
 3. Minor disciplinary action (1-5 days)*
 4. Major disciplinary action (over 5 days)*

5. Termination, after a hearing

**Loss of pay for a specified period of time as indicated.*

ARTICLE VIII - JOB POSTING

- A. Any vacancies or newly created positions in the Township will be posted prominently for five (5) working days. The posting shall include the classification, the salary range, a description of the job, any required qualifications, the shift assignment, current scheduled days off, and the procedure to be followed by employees interested in applying.
- B. The employer will post prominently for seven (7) working days, the name of the individual selected for the promotion, vacancies or reassignment.
- C. The employer agrees with the concept of upward mobility (utilizing existing employees, giving due consideration to seniority and ability) subject to the recognition that the replacement of any vacancies and the filling of any new positions is a management prerogative solely within the discretion of the employer.

ARTICLE IX - OVERTIME

- A. A normal work week shall consist of 35 hours of work at straight time pay. Hours worked in excess of 35 hours and up to 40 hours in a week will be paid at or given compensatory time at the straight time rate. Pay will be allowed for hours worked for snow removal, municipal court call-ins and emergencies as per the Township Administrator. Compensatory time will be given for all other overtime hours worked.
- B. Overtime hours worked in excess of 40 hours per week will be paid at time and one half. Employees may take compensatory time at the rate of time and one half, at their option.
- C. No overtime work shall be performed or paid, unless such work was authorized in advance in writing by the Township Administrator.
- D. Insofar as practicable, overtime shall be distributed equitably among qualified employees within the same classification and within the same department. Overtime will be rotated with the most senior qualified employees in descending order being given the opportunity of working such overtime.
- E. The employer shall provide to the Union, upon reasonable request, a list of employees showing overtime worked.
- F. Overtime shall be paid currently, or at least no later than the second pay period after the overtime was performed.

G. All paid time off (such as vacation time, holidays, sick time and personal days) shall be considered time worked, for the purpose of computing overtime pay.

H. All Department of Public Works employees must be available for snow removal overtime when called, except when on an approved leave. Snow removal overtime will begin when employee is called in, assuming he responds shortly after being called (The Public Works Director will determine this). Snow removal on a holiday will be compensated at double time.

CALL-IN TIME

A. Any employee who returns to work during a period other than his/her regularly scheduled shift, shall be guaranteed comp time or pay (as per Article IX, Section I) for two hours at the appropriate comp time or overtime rate of pay, regardless of number of hours actually worked.

B. If the call-in period exceeds two (2) hours, the additional time will be at the appropriate comp time or overtime pay rate.

ARTICLE X - HOURS OF WORK

A. The regularly scheduled full-time work week shall consist of thirty-five (35) hours per week exclusive of a one-half hour lunch hour per day, with the exception of Public Works, which shall consist of a forty (40) hour per week workweek with one-half (1/2) hour lunch per day. Employees schedules shall be set by the Township Administrator.

B. In the absence of an emergency, the Employer shall provide ten (10) day advance notice to any employee whose schedule is being modified, Employees shall be entitled to a fifteen (15) minute break in the AM and a fifteen (15) minute break in the PM, per each scheduled work day.

C. All employees shall be entitled to fifteen (15) minute break in the AM and a fifteen (15) minute break in the PM, per each scheduled work day.

D. One half (1/2) hour lunch period will be taken between 11:30AM and 2:30PM unless requested in writing to and authorized in writing by the Township Administrator. Lunch hours must be staggered so that all offices remain open.

E. The Township Municipal Building will be open to the public Monday through Thursday, 7:30 AM to 4:30PM and Friday 8:00AM to 1:00PM unless otherwise determined by the Township Administrator.

ARTICLE XI - UNION VISITATION/BUSINESS

A. AFSCME Council 71 and/or International Union Representatives, when arriving on the Employer's premises, shall first announce his/her presence to the Township Administrator. The Township Administrator shall grant a reasonable period of time for the visitation.

B. Designated employee representatives of the Union shall be permitted time off without loss of pay, for the purpose of handling representational matters, including, but not limited to the investigation of Grievances, Disciplinary hearings, Negotiation and meetings with Representatives of the Employer.

C. The employer will provide release time, up to three days with pay, to one (1) employee per year for the purpose of attending Union conventions.

ARTICLE XII - SICK LEAVE

A. For purposes of Article XII, days shall be calculated as follows: one day is equal to 8 hours for employees who work 40 hours per week employees; one day is equal to 7 hours for employees who work 35 hours per week.

B. Full time employees employed by the Township as of November 7, 2016, shall be entitled to the following sick leave with pay:

- One day paid sick leave for each month of service during the remainder of the employee's first calendar year, up to December 31st of that year. Thereafter, all full time employees employed by the Township as of November 16, 2016 shall be entitled to fifteen (15) paid sick days per year.
- Part time employees who work twenty-one (21) hours or more per week, shall be entitled to one half (1/2) days of paid sick leave for each month worked during the remainder of the first year. Thereafter, each part time employee shall be entitled to seven (7) paid sick days per year.
- Part time employees who work less than twenty-one (21) hours per ~~month~~^{week}, shall not be entitled to sick leave with pay.

B. Full time employees employed/hired after November 7, 2016 shall be entitled to the following sick leave with pay:

- One day paid sick leave for each month of service during the remainder of the employee's first calendar year, up to December 31st of that year. Thereafter all

employees employed/hired by the Township after November 7, 2016 shall be entitled to twelve (12) sick days per year.

C. Sick leave may be used for sickness of the employee and his/her immediate family: Immediate family is defined as: the employee's spouse, son, daughter, foster children, and step children.

D. If an employee is absent for three (3) consecutive work days for reasons of illness, the Township may require acceptable medical evidence on the prescribed form, The nature of the illness shall be stated on the doctor's certificate, unless it is confidential between the doctor and the patient, in which event the doctor must give a certificate releasing the employee so that he/she return to work.

E. Sick leave by reason of quarantine or exposure to contagious disease may be approved on the certificate of the local Department of Health.

F. In the event of a layoff; employees shall be paid for up to 20 days of accumulated sick time at half pay.

G. For all employees employed by the Township as of November 7, 2016, unused sick leave may be accumulated from year to year, or an employee may choose to be reimbursed at one half (1/2) pay at the end of each year for any unused sick leave from the current year. Upon retirement in accordance with the State Pension System, the

Township shall reimburse the employee for one half (1/2) of the accumulated sick leave, not to be exceed forty-five (45) days of pay.

For all employees employed/hired by the Township after November 16, 2016, unused sick leave may be accumulated from year to year or an employee may choose to be reimbursed at one half (1/2) pay as the end of each year for any unused sick leave from the current year. Upon retirement in accordance with the State Pension System, the Township shall reimburse the employee for one half (1/2) of his accumulated sick leave, not to exceed \$15,000.00.

ARTICLE XIII - BEREAVEMENT LEAVE

A. All full time employees employed by the Township as of November 7, 2016, shall be entitled to bereavement leave as follows:

Following the death of:	Days
Spouse, Domestic and Civil Union Partner	5
Children, Mother Father, Siblings	5
Member of Immediate Household	5
Grandchild	5
Grandparent	3
Stepparent/Mother-in law/Father-in-law	3
Stepchild	3
In-law and Step-siblings	3
Daughter-in-law/Son-in-law	3
Aunt and Uncle	1

All full time employees employed/hired by the Township after November 7, 2016, shall be entitled to bereavement leave as follows:

Following the death of:	Days
Spouse, Domestic and Civil Union Partner	5
Children, Mother Father, Siblings	5
Member of Immediate Household	5
Grandchild	3
Grandparent	3
Stepparent/Mother-in law/Father-in-law	3
Stepchild	0
In-law and Step-siblings	3
Daughter-in-law/Son-in-law	3
Aunt and Uncle	0

ARTICLE XIV - INSURANCE COVERAGE

All full time employees will be enrolled in:

- New Jersey State Health Benefits- (employee, employee and child, employee and spouse, or family) -Prescription Plan- through N.J. State Health Benefits or a plan that is equal to or better than the New Jersey State Health Benefits Plan.
- Dental plan- employee covered; if family coverage is elected, employee pays one half (1/2) of additional premium.

All active covered employees shall contribute towards the cost of health insurance, on a pre-tax basis in accordance with the requirements of P.L. 2011, Chapter 78.

ARTICLE XV - INJURY ON JOB, WORKMAN'S COMPENSATION

A. Employees disabled with job-related injuries and unable to work shall receive full pay from the Township until the earlier of any one of the following events:

1. 90 days from the date of initial disability;
2. A determination by a physician of the Township's choosing that the employee may return to work;
3. The employee returns to work.

As a condition of the receipt of full pay from the Township by such a disabled employee with a job-related injury, the employee shall endorse over to the Township any compensation checks received from the Township's workman's compensation insurance carrier as a result of said injury. During the period of disability, the Township reserves the right, at such time and under such circumstances as are reasonable, to require the person covered under the provision set forth herein to undergo a physical examination by a physician of the Township's choosing. When said physician determines that an employee may return to work, the Township's checks will cease unless the employee returns to work.

B. If you are injured on the job, report it immediately to your Supervisor and complete an accident report form at the Township Clerk's office. All injuries, including minor injuries not requiring medical attention, shall be reported to the Township Clerk. The hospital and/or

physician attending the injury should be advised that it is a job related injury covered by
Workman's Comp.

ARTICLE XVI - EMPLOYEE'S EXPENSES

- A. All employees shall be compensated at the rate per IRS Specifications for use of their vehicle on Township business.
- B. Reimbursement shall be made to any employee for his/her expenses incurred for attendance at professional activities or for membership in such organizations which pertain only to Township business.
- C. Expenses exceeding twenty-five dollars (\$25.00) must be approved by the Township Committee prior to commitment by said employee.
- D. Entertainment expenses will not be reimbursed. Activities will be limited to those that occur within the State of New Jersey. All Union activities will not be covered by this policy.
- E. Clothing allowance for Public Works/Maintenance Employees will be \$400.00 per year and includes \$200.00 reimbursement for work boots.
- F. The Township shall pay the cost of employee certifications and the renewal of certifications provided the document is required to maintain their current position/title.
- G. The Township shall pay the cost of employees to attend classes/seminars for the purpose of continued education provided the training is consistent with their job

specifications at the township's discretion and if there are budget funds available for the classes.

ARTICLE XVII - JURY DUTY

A. All permanent employees who are required to serve jury duty will be paid by the Township based upon average hours worked, up to a maximum of seven (7) hours per day, or eight (8) hours per day in the Public Works Department, for such time as is necessary for the completion of such service. Compensation received for such service as paid by the court system shall be returned to the Township by the employee. The employee shall return to his/her regular duties with the Township at such time he/she is released from said duty.

ARTICLE XVIII – HOLIDAYS

The following holidays, with pay, shall be observed by the Township of Westampton:

- New Year's Day
- Martin Luther King Day
- President's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving and the day after
- Christmas and the day after

B. Four additional holidays shall be personal days which may be taken at the employees' discretion and the Township Administrator's approval. These days cannot be accumulated. A personal day is calculated as 8 hours for employees who work 40 hours per week and as 7 hours for employees who work 35 hours per week.

C. Request for a personal day must be made in writing to your immediate supervisor. Forty-eight (48) hours notice is required, except in the case of an

emergency situation. Approval is needed from your immediate supervisor and Township Administrator.

D. With respect to paid holidays, an employee must have worked the last scheduled work day before the holiday and first scheduled work day after the holiday, except in the case of proven illness, injury, absence with the approval of the Township Administrator or vacation.

E. If a scheduled holiday should fall on a Sunday, it will be recognized on the following Monday; if the holiday should fall on a Saturday, it will be recognized the preceding Friday.

F. If a holiday should occur when an employee is on a paid vacation, the employee shall be entitled to the holiday in addition to the vacation day.

G. New employees who have not completed thirty (30) calendar days of service shall not be entitled to holiday pay.

ARTICLE XIX - VACATION LEAVE

A. All permanent employees shall be entitled to vacation on January 1st following the date hired and any subsequent January 1st. Vacation time shall be taken between January 1st and December 31st in the year it becomes due. Vacation leave must be earned before it can be taken. Vacation leave earned in one year can only be taken after January 1st of the next year. The amount of vacation time earned shall be determined from the following schedule in accordance with service time:

FULL TIME EMPLOYEES:

- Less than one (1) full year of service earns 6.5 hours of vacation for employees who work 40 hours per week and 5.5 hours of vacation for employees who work 35 hours per week for each full month served, rounded off to the nearest full day as of January 1st;
- One (1) year and one (1) day of service as of January 1st earns ten (10) days of vacation;
- Five (5) years and one (1) day through nine (9) full years of service as of January 1st, earns fifteen (15) days of vacation;
- Ten (10) years and one (1) day through fourteen (14) full years of service as of January 1st, earns twenty (20) days of vacation.
- Full time employees employed by the Township as of November 7, 2016 with fifteen (15) years and one (1) day of service as of January 1st, earn twenty-five

(25) days of vacations whereas employees hired after November 7, 2016 are not be eligible for twenty-five (25) days of vacation and will remain at the twenty (20) days of vacation level.

- B. Part time employees shall receive vacation time on a prorated basis.
- C. All vacations shall be taken during the year it becomes due. There will be no carry over of vacation time to the following year and there will be no buy back of unused vacation leave.
- D. Upon termination of employment with the Township, the employee will be paid for unused vacation leave for the current year. The employee's vacation leave will be prorated according to the period of time worked.
- E. Only one (1) employee per department will be allowed on vacation at any one time, except that two (2) employees per department will be allowed on vacation at any one time for departments over six (6) employees, unless otherwise authorized by the Township Committee and/or Township Administrator.
- F. Temporary employees are not eligible for vacation benefits, unless otherwise directed by the Township Committee or Township Administrator.
- G. All requests for vacation leave shall be submitted on the proper form to the Township Administrator for approval.

ARTICLE XX — COMPENSATION

- A. All newly hired employees shall be paid in accordance with the first step of the pay range for their position according to Schedule A.
- B. Thereafter, at the completion of each year of satisfactory and meritorious service, the employee will move up one step in his/her range until he/she reaches the maximum step of the range. Any employee promoted will receive the minimum salary of the range for that position. In the event the minimum salary for the new position is less than the employee's base salary prior to promotion, the promoted employee will receive the salary of the next higher step of his/her current new base salary.
- C. Beginning in 2016 the union and management shall enter into a four (4) year agreement.
- D. Employees will be paid weekly, biweekly or bi-monthly at the discretion of the Township. The township will make every effort for direct deposit to be available as close to the check date as possible.
- E. The salary of employees in the Step process will be modified in this contract so they receive a Step increase each January. There is no percentage increase on any of the steps for the length of the contract.
- F. Employees who have completed the step guide will receive an increase of \$1,500.00 each January.

G. Employees employed by the Township before November 7, 2016 shall receive longevity payments as follows:

- After 5 - 8 years of service \$300.00
- Beginning the 9th - 15th years of service \$500.00
- Beginning the 16th- year of service and thereafter \$800.00

Employees employed/hired after November 7, 2016 shall not be eligible for longevity.

Longevity for all employees hired after November 16, 2016 is permanently deleted.

ARTICLE XXI - STIPENDS

The following positions will receive annual stipends:

Computer/IT Coordinator \$1,104

Court Administrator

For Eastampton Municipal Court \$5,000

For Hainesport Municipal Court \$1,300

Deputy Court Administrator

For Eastampton Municipal Court \$3,000

For Hainesport Municipal Court \$800

Court Violations Clerk

For Eastampton Municipal Court \$1,500

For Hainesport Municipal Court \$ 550

Land Development Board Secretary \$6,001

Deputy Zoning Officer \$5,200

Certified Mechanic \$ 500

ARTICLE XXII — MISCELLANEOUS

A. **THIS AGREEMENT** represents the totality of the understanding and agreements reached between the parties and it is the intent of the parties that during the term of this Agreement, that neither Employer nor AFSCME shall be required to negotiate or renegotiate over any of the subjects herein contained and that the contractual understanding between the parties shall, during the term of this Agreement, be governed by the provisions hereof.

B. Further, if no agreement is reached before December 31, 2020, for the next contract term, the terms of this Agreement shall remain in force until such time as the next Agreement is signed. When the next Agreement is signed, all terms and benefits shall be retroactive to January 1, 2021.

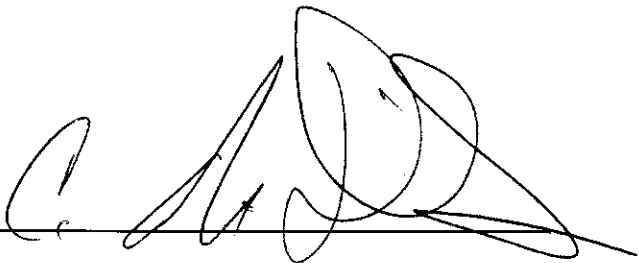
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Date

1/18/2017

Date

On behalf of American Federation
of State, County & Municipal Employees,
AFL-CIO District Council 71, Local 3827A



C. André Daniels, Mayor
On behalf of Westampton Township

ARTICLE XXII — MISCELLANEOUS

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1/13/17

Date

Mattie Harrell

On behalf of American Federation of
State, County & Municipal Employees,
AFL-CIO District Council 71, Local 3827A
Mattie Harrell, Executive Director, IVP

1-17-17

Date

Andrea Di Tomaso

On behalf of Westampton Township
Andrea Timaso, Chair
Andrea Di Tomaso

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Twp. Clerk	50,964	53,834	56,701	59,568	62,439	65,303	68,171	69,504	70,865	72,252	73,667	75,110	77,229	79,380	81,563
Ct. Admin	46,977	49,753	52,546	55,331	58,115	60,900	63,684	64,928	66,196	67,490	68,810	70,156	72,201	74,277	76,384
Finance Officer	46,977	49,761	52,546	55,331	58,115	60,900	63,684	64,928	66,196	67,490	68,810	70,156	72,201	74,277	76,384
PW Super	53,278	56,063	58,817	61,571	64,355	67,110	69,864	71,231	72,626	74,048	75,499	76,979	79,126	81,305	83,517
Const. Official	46,818	49,238	51,658	54,076	56,495	58,913	61,332	62,529	63,749	64,995	66,264	67,559	69,565	71,604	73,671
PW Foreman	45,593	48,231	49,946	52,124	54,302	56,480	58,657	59,800	60,966	62,155	63,396	64,606	66,568	68,559	70,580
Lead Mechanic	45,593	48,231	49,946	52,124	54,302	56,480	58,657	59,800	60,966	62,155	63,396	64,606	66,568	68,559	70,580
Tax Collector	43,527	45,500	47,470	49,440	51,401	53,390	55,350	56,427	57,526	58,646	59,789	60,955	62,862	63,864	65,814
Mechanic	44,616	47,024	48,971	51,148	53,325	55,503	57,680	58,804	59,950	61,119	62,311	63,527	66,472	67,447	69,451
PW EO	43,639	45,817	47,995	50,171	52,348	54,529	56,703	57,807	58,933	60,082	61,254	62,449	64,378	66,336	68,019
PW Labor	38,196	40,245	42,327	44,375	46,456	48,538	50,587	51,569	52,570	53,592	54,633	55,696	57,524	59,379	61,262
Exec. Sec.	37,024	38,833	40,618	42,447	44,254	46,063	47,871	48,798	49,744	50,709	51,693	52,697	54,480	56,290	58,127
Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Dep. Twp. Clerk	34,673	36,482	38,289	40,096	41,903	43,713	45,519	46,399	47,297	48,213	49,148	50,101	51,845	53,615	55,412
Dep. Twp. Collector	34,673	36,482	38,289	40,096	41,903	43,713	45,519	46,399	47,297	48,213	49,148	50,101	51,845	53,615	55,412
Dept. Ct. Admin.	34,673	36,482	38,289	40,096	41,903	43,713	45,519	46,399	47,297	48,213	49,148	50,101	51,845	53,615	55,412
Sec I	34,673	36,482	38,289	40,096	41,903	43,713	45,519	46,399	47,297	48,213	49,148	50,101	51,845	53,615	55,412
Sec II	33,255	34,944	36,631	38,320	40,007	41,694	43,383	44,221	45,075	45,947	46,836	47,742	49,451	51,185	52,945
Vfo Clerk	33,253	34,944	36,631	38,320	40,007	41,694	43,383	44,221	45,075	45,947	46,836	47,742	49,451	51,185	52,945
Sec III	30,091	31,739	33,382	35,029	36,673	38,320	39,964	40,733	41,518	42,318	43,135	43,967	45,619	47,296	48,998