



**TOWNSHIP COUNCIL  
MOUNT LAUREL MUNICIPAL CENTER**

Distribution Attachment

Resolution No. 16-R-191

REGULAR MEETING

December 5, 2016

**RESOLUTION AUTHORIZING THE SIGNING OF AN  
AGREEMENT BETWEEN THE TOWNSHIP OF MOUNT LAUREL AND  
AFSCME: AFL – C10 LOCAL 3263 UNION FOR THE PERIOD FROM  
JANUARY 1, 2016 THROUGH DECEMBER 31, 2018**

**BE IT RESOLVED** by the Township Council of the Township of Mount Laurel, County of Burlington, State of New Jersey that the Mayor and Township Manager are authorized to sign an Agreement between the Township of Mount Laurel and AFSCME: AFL – C10 Local 3263 Union, for the period January 1, 2016 through December 31, 2018.

This resolution was adopted at a meeting of the Township Council held on December 5, 2016 and shall take effect immediately.

A CERTIFIED COPY

Meredith Tomczyk, Municipal Clerk

	MOTION	AYE	NAY	ABSTAINED	ABSENT	TRANSMITTED
Van Noord	2	✓				AFSCME
Edelson		✓				DW-Frank
Riley	1	✓				Joe B
Bobo		✓				Meredith
Keenan					✓	Sherry Carol file

## MEMORANDUM OF AGREEMENT

### Between the Negotiating Committees for Mt. Laurel Township and AFSCME Council 71, Local 3263

The respective Negotiating Committees of Mt. Laurel Township and AFSCME Council 71, Local 3263 (“Union”) hereby agree to the following terms for successor collective bargaining agreements effective January 1, 2016 to December 31, 2018.


1. This Memorandum of Agreement is subject to ratification by the Mt. Laurel Township governing body and the rank and file membership of the Union.
2. The respective Negotiating Committees, and each signatory to this Memorandum of Agreement, shall recommend these terms to their respective constituents for approval and shall vote in favor of approval.
3. All previous proposals and counterproposals not addressed herein shall be deemed withdrawn by the respective parties.
4. Wage increases:  
2016: 1.9% (retroactive to January 1, 2016)  
2017: 1.9%  
2018: 1.9%
5. Article X(C) Overtime:  
Add: “Employees will remain eligible for overtime assignments pursuant to Section C if they: 1) have called out sick due to a family illness or a doctor’s appointment; or 2) are on paid time off. However, this eligibility will not apply to overtime assignments that are a continuation of the regular work day.”
6. Article XIX (A) deleted and replaced with following:  
When an employee is injured on duty, he/she shall notify his/her immediate supervisor so that a Departmental Report may be prepared. The employee and his/her immediate supervisor are also required to prepare an accident report.

Under the State Worker Compensation Law, an employee receives compensation for temporary disability at 70% of his/her weekly wages, which is subject to a maximum compensation as determined by the Commissioner of Labor. The employee has the option of Workman's Compensation running concurrently along with use of sick time and vacation time in order to reach 100% pay. Credit for sick and vacation leave shall continue to accrue to an employee's benefit during a leave of absence without pay for an injury for which the employee is entitled to Worker's Compensation benefits.


7. Preamble language from AFSCME proposal of March 9, 2016 accepted with December 31, 2018 added as termination date. Also added to Preamble: "Township will provide notice to AFSCME of all new hires, promotions and major discipline."
8. Article XVII Hospitalization and Medical Benefits:  
  
Paragraph B(1): Increase not to exceed to \$1,008 per employee per year effective January 1, 2017. Increase to \$1,120 per employee per year effective January 1, 2018
9. Article XX Uniforms:  
  
Increase work shoe allowance in Para. B to \$300.
10. Unused titles to stay in the Agreement.

Dated: November , 2016

MT. LAUREL TOWNSHIP

  
\_\_\_\_\_  
Abbey Manager

AFSCME COUNCIL 71, LOCAL NO. 3263

  
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\_\_\_\_\_  
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**New Jersey Public Employment Relations Commission**  
**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: Mount Laurel County: Burlington  
 2 Employee Organization: Afscme:AFL-C10 local 3263 Number of Employees in Unit: 36  
 3 Base Year Contract Term: January 1, 2012 -December 31, 2015 New Contract Term: January 1, 2016-December 31, 2018

**SECTION II: Type of Contract Settlement (please check only one)**

4  Contract settled without neutral assistance  
 5  Contract settled with assistance of mediator  
 6  Contract settled with assistance of fact-finder  
 7  Contract settled with assistance of super-conciliator  
 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?  
 Yes  No

**SECTION III: Salary Base**

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 1538058.84  
 10 Longevity Costs in Base Year \$ 61617.16  
 11 Total Salary Base \$ 1599676.00

**SECTION IV: Salary Increases for Each Year of New Agreement\***

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>		
13 Cost of Salary Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>		
14 Salary Increase Above Increments (\$)	<u>30393.84</u>	<u>30971.33</u>	<u>31559.78</u>		
15 Longevity Increase (\$)	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>30393.84</u>	<u>30971.33</u>	<u>31559.78</u>		
17 New Salary Base (\$)	<u>1630069.84</u>	<u>1661041.17</u>	<u>1692600.95</u>		
18 Percentage increase over prior year	<u>1.9%</u> %	<u>1.9</u> %	<u>1.9</u> %		

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Boots Allowance	7200	3600	0	0		
20	Totals(\$):	7200	3600	0	0		

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION VI: Medical Costs**

		Base Year	Year 1
21	Health Plan Cost	\$ 652312.32	\$ 651659.64
22	Prescription Plan Cost	\$ 129368.16	\$ 128366.52
23	Dental Plan Cost	\$ 18531.60	\$ 18986.88
24	Vision Plan Cost	\$ 2201.04	\$ 2201.04
25	Total Cost of Insurance	\$ 802413.12	\$ 801214.08
26	Employee Insurance Contributions	\$ 121076.16	\$ 129688.57
27	Employee Contributions as % of Total Insurance Cost	15 %	16 %

**Section VI: Medical Costs (continued)**

**28** Identify any insurance changes that were included in this CNA.

Medicial Benefits plan offered by AFSCME for prescription: Increase not to exceed to \$1008 per employee per year effective January 1, 2017. Increase to \$1,120 per employee per year effective January 1, 2018.

**SECTION VII: Certification and Signature**

**29** The undersigned certifies that the foregoing figures are true:

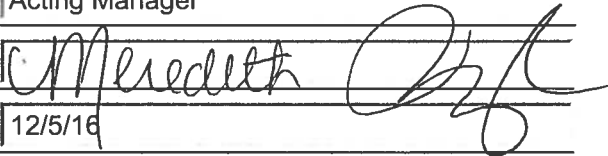
Print Name:

Meredith Tomczyk

Position/Title:

Acting Manager

Signature:



Date:

12/5/16

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Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

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NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

Revised 8/2016