

AGREEMENT BETWEEN THE FRANKLIN TOWNSHIP MUNICIPAL SUPERVISORS ASSOCIATION AND THE TOWNSHIP OF FRANKLIN

The circumstances attending the execution of this agreement are:

A. Pursuant to R.S. 34:13A-1 et seq. known as the New Jersey Employer-Employee Relations Act, the Franklin Township Municipal Supervisors Association and the Township of Franklin collectively bargained about the terms and conditions of employment of the employees in said bargaining unit.

B. The parties have reached an agreement and said agreement has been evidenced by a vote of the membership of the bargaining unit and a resolution duly passed by the Township Council of the Township of Franklin, Somerset County, New Jersey.

C. The parties hereto have reached an agreement and desire as aforesated to state their agreement in writing.

WHEREFORE on this 24<sup>th</sup> day of Sept. 1970 the parties agree as follows:

#### I. GENERAL

A. The Township shall post the job title, together with all pertinent information concerning the procedures and times for applying for such position, when a new supervisory position is created or when a vacancy occurs within an existing supervisory position.

B. The Association shall have the right to use the bulletin boards to post official Association notices of meetings and minutes without prior approval. The Township Manager shall receive a copy of the above.

All other notices or information which the Association desires to post must be submitted to the Township Manager in writing and approved by the Township Manager prior to posting.

C. The Association shall have the right to use the inter-office mail system provided the maximum number of units does not exceed ten (10) per week.

D. Any employee whose incremental increase is denied shall be notified in writing as to the reason or reasons for the denial. The denial shall be given within thirty (30) days of the individual's anniversary date on which the increase was due.

II. RANGE POSITION	ANNUAL SALARY SCALE					
	A	B	C	D	E	F
18 Asst. Assessor	7506	7807	8158	8525	8910	9310
19 Asst Chief Bldg, Insp.	7807	8158	8525	8910	9310	9729
20 Foreman	8158	8525	8910	9310	9729	10167
21 Chief Fire Insp., Welfare Director, Tax Collector, Pur. Agent	8525	8910	9310	9729	10167	10624
22	8910	9310	9729	10167	10624	11155
23	9310	9729	10167	10624	11155	11713
24	9729	10167	10624	11155	11713	12299
25 Wealth Officer, Supt. P. Wks.	10167	10624	11155	11713	12299	12914
26 Assessor	10624	11155	11713	12299	12914	13560
27 Asst. Engineer, Finance Officer	11155	11713	12299	12914	13560	14238
28	11713	12299	12914	13560	14238	15021
29	12299	12914	13560	14238	15021	15847
30	12914	13560	14238	15021	15847	16719
31	13560	14238	15021	15847	16719	17638
32	14238	15021	15847	16719	17638	18696
33 Chief Engineer- Director Pub. Wks.	15021	15847	16719	17638	18696	19819
34	15847	16719	17638	18696	19819	21008

### III. LONGEVITY

In addition to salaries and wages paid, there shall be longevity payments provided. Each year, following the completion of five (5) years of continuous service, an employee shall receive longevity payments based upon the following scale:

- A. Five (5) years of service - One (1%) percent.
- B. Ten (10) years of service - Two (2%) percent.
- C. Fifteen (15) years of service - Three (3%) percent.
- D. Twenty (20) years of service - Four (4%) percent.
- E. Twenty-five (25) years of service - Five (5%) percent.

The longevity shall be paid on a prorated basis for the following twelve months.

### IV. SICK LEAVE

Beginning on the day of employment, each employee shall earn one (1) day of sick leave for each month of service. An employee may accumulate a maximum of ~~sixty (60)~~ <sup>sixty (60)</sup> days of sick leave. Any employee accumulating ~~sixty (60)~~ <sup>sixty (60)</sup> days of sick leave shall receive two working days vacation for each year that sick leave is not utilized.

V. FUNERAL LEAVE

An employee shall receive leave not to exceed three days in the event of a death in the immediate family. The term immediate family shall mean:

- A. The employees spouse, child, parent, brother or sister.
- B. The child, parent, brother or sister of the employee's spouse.

VI. HOLIDAYS

The following holidays shall apply to all permanent and probationary employees of the Township except those assigned to shift work or employed in the Bureau of Sanitation:

New Years Day  
Washingtons Birthday  
Good Friday  
Memorial Day  
Fourth of July  
Labor Day  
Veterans Day  
Thanksgiving Day  
Thanksgiving Friday  
Christmas Day  
All General and Township Elections (except school elections)

When a holiday falls on a Saturday, it shall be celebrated on the Friday preceding the holiday. When the holiday falls on a Sunday, it shall be celebrated on the following Monday.

VII. VACATIONS

All supervisory personnel shall be entitled to ten (10) working days vacation per year after completing one (1) years employment. After completing five (5) years employment, each supervisory employee shall receive fifteen (15) working days vacation. Upon completion of fifteen (15) years employment, each supervisory personnel shall receive twenty (20) working days vacation.

III Effective as soon as reasonably possible, the Township will pick up and pay for the hospitalization coverage for employee's dependents presently carried by employees. Other employees not presently carrying a Family Plan to cover their family can elect to cover their families on a non-contributory basis at the next enrollment date as established by the New Jersey Health Benefit Fund.

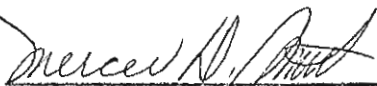
IX. TERM OF CONTRACT

This contract shall be in full force and effect from the date of this agreement until December 31, 1970. Until a new contract is agreed upon for 1971 or thereafter, the terms of this contract shall continue in full force and effect.

The F.T.M.S.A. shall, at least ninety (90) days prior to the expiration date of this Contract, submit in writing its intention to open negotiations and shall include as a part of that written notice a list of all items on which it intends to negotiate. The Township, upon receipt of the proposed demands, shall as soon as possible thereafter begin mutual, good faith negotiations with the F.T.M.S.A.

ATTEST:

TOWNSHIP OF FRANKLIN



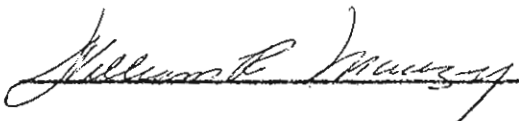
\_\_\_\_\_  
Mercer D. Smith  
Township Clerk

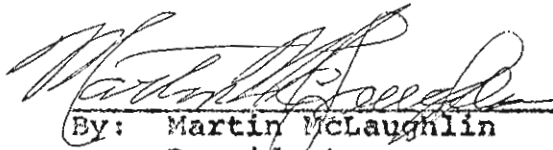


By: \_\_\_\_\_  
James D. Westman  
Township Manager

ATTEST:

FRANKLIN TOWNSHIP MUNICIPAL  
SUPERVISORS ASSOCIATION





By: \_\_\_\_\_  
Martin McLaughlin  
President