

**POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

Section I: Agreement Details

Public Employer: TOWNSHIP OF ROBBINSVILLE County: Mercer
 Employee Organization: SUPERIOR OFFICER'S ASSOCIATION Employees in Unit: 8
 Base Year Contract Term: 1/1/2011 12/31/2012 New Contract Term 1/1/2013 12/31/2015
 Type of Settlement: Arbitrator's Award Fact-Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	\$934,568	N/A	\$953,259	N/A
Increment	\$0	N/A	\$0	N/A
Longevity	\$0		\$0	
Section IV: Additional Costs				
List economic items; indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1				
Item 2				
Item 3				
Item 4				
Item 5				
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column	\$934,568 (Total Economic) Section III & IV	\$0 (Total Non-salary Economic)	\$953,259 (Total Economic) Section III & IV	\$0 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$934,568

Effective Date (m/d/yyyy)	1/1/2013	1/1/2014	1/1/2015
Percent Increase	2%	2%	2%
Actual dollar increase	\$18,691	\$19,065	\$19,446
Total Economic Costs (successor agreement)	\$953,259	\$972,325	\$991,771

Section VII: Impact of Settlement - average annual increase over term of agreement

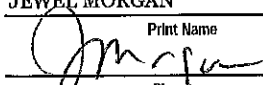
Percentage Impact (average per year over term of agreement) 2%
 Dollar Impact (average per year over term of agreement) \$19,068

Section VIII

Medical Costs	Base Year	Year 1		
Cost of Health Plan	\$85,109	\$106,768	\$115,832	\$119,886
Employee Contributions	\$8,657	\$12,946	\$27,555	\$41,228
Prescription	\$19,982	\$28,598	\$28,485	\$31,634
Dental	\$8,464	\$7,927	\$9,060	\$7,433
Vision	\$0	\$1,435	\$1,435	\$1,722

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: JEWEL MORGAN Title: PAYROLL BENEFITS COORDINATOR
 Print Name

 Signature
 Date: 1/29/16

MEMORANDUM OF AGREEMENT

The Township of Robbinsville ("Township") and Robbinsville SOA Local 344 ("SOA"), hereby agree to this Memorandum of Agreement with respect to a successor collective bargaining agreement between the parties. This agreement is subject to ratification of the parties. The parties agree to recommend ratification of this agreement to their respective membership (the Township Council and SOA members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2013 to December 31, 2015.
2. All terms of the existing contract shall remain in full force and effect, except as modified by this Memorandum.
3. The parties shall mutually create and agree upon a successor collective bargaining agreement, including salary guides, from the terms of this Memorandum.
4. In **Article VI**, clarify that officers hired after May 21, 2010 are subject to a cap of \$15,000 for "Accumulated Retirement Sick Leave Payment" as set forth in P.L. 2010, Ch. 3.
5. In **Article VI**, clarify that unused sick time is forfeited unless the officer retires from PFRS.
6. In **Article VII.E.**, eliminate payment of personal time when an employee resigns or is terminated, but allowing the payment of earned unused personal time at retirement.
7. In **Article VII.E.**, clarify that personal time must be used in the earned year or it is forfeited.
8. Modify **Article VIII** as follows:

Eliminate paragraphs A.1., A.2., and A.3., and replace with the following:

"A. FULL HEALTH CARE COVERAGE

1. The Employer shall provide to all Employees, and in cases where it is appropriate, their families, the health care benefits as set forth in this Article.
2. The insurance carrier shall be AmeriHealth and benefits provided under the PPO 20/300 plan. The Township shall have the right to select and change carriers.

Handwritten initials

Prior to changing carriers, the Township will discuss said change with the Local and agree to provide coverage that is equivalent to or better than existing coverage.

3. Effective January 1, 2013, all employees shall be required to contribute towards the cost of the premium for all health insurance provided under this article pursuant to Public Law 2011, Chapter 78. If Public Law 2011, Chapter 78 should be invalidated with regard to employee contributions to health insurance, the contributions for all health insurance received under this Agreement will in no instance be less than 1.5% of his/her salary. Deductions will be made from the Employee's paycheck on a biweekly basis. This provision is not intended to include those Employees who waive their health care coverage by the Township.

(a) Effective January 1, 2012, co-payments for primary care doctor visits, specialist doctor visits, and emergency room visits shall be the responsibility of the employee and shall not exceed \$25/\$35/\$55, respectively.

(b) Effective January 1, 2012, co-payments for outpatient surgery shall be \$100 and co-payments for inpatient hospital admissions shall be \$300, which are the responsibility of the employee. The Township will, however, upon submission of a receipt of payment of one of co-payments in this paragraph, reimburse the employee \$100 per year.

4. A prescription drug plan shall be provided for Employees effective January 1, 2012. Said plan shall include a \$15 co-pay provision for generic drugs, \$35 preferred brand drugs and \$50 non-preferred."

Modify A.4.(a) as follows:

For current employees, the Township will provide the health benefits on the same terms and conditions as benefits are provided to current employee for any employee who retires from the Township after 25 years in PFRS, or on a disability retirement, until the retired employee becomes eligible for Medicare. Once a retired employee and his or her spouse becomes eligible for Medicare, the Employee and his or her spouse shall enroll in Medicare and in addition, as a means of supplemental health care coverage to Medicare, the retired employee and his or her spouse shall be covered under the Township's Indemnity Plan provided by AmeriHealth for retirees who are Medicare eligible. . . .[retain remaining Medicare language of paragraph 4(a)].

In the event a retired employee obtains employment with another employer who provides the same or better coverage, the employer's obligation shall cease. If the employee shall lose his coverage with the other employer, the retired employee shall be reinstated to coverage on the same terms and conditions as benefits are provided to current employees.

[Retain A.4.(b) and (c) from current contract]

Add as new paragraph A.4.(d): Any employee who had 20 or more years in the Police and Firemen's Retirement System as of June 28, 2011 and who retires on

or after January 1, 2013, shall receive retiree health insurance provided under this Article at no cost to the retiree. Any employee who had less than 20 years of service in the Police and Firemen's Retirement System as of June 28, 2011, and who retires on or after January 1, 2013, shall contribute to his/her retiree health insurance provided for in this Agreement that amount required under Public Law 2011, Chapter 78.

Add as new paragraph A.4. (e): All employees hired after January 1, 2012 will be required to contribute 35% of the cost of their retiree health benefits in retirement.

Modify paragraph B as follows:

DENTAL INSURANCE

Employees shall be included in the same dental plan provided by the Township to all non-union employees. The Employer shall pay the full basic premium for each Employee and, in cases where appropriate, for family-plan insurance coverage. Dental coverage shall not be reduced during the life of this Agreement.

Modify paragraph D as follows:

9. In **Article X**, Clarify A.6. that employees who are terminated or resign in lieu of termination shall not be paid for accrued and unused vacation time, and eliminate paragraph C.2.
10. In **Article XI**, salaries shall be increased across the board as follows: 2% in 2013; 2% in 2014; and 2% in 2015. The newly promoted Sergeant Step shall be eliminated effective January 1, 2013.
11. In **Article XII**, add that, notwithstanding that Lieutenants are not eligible for overtime, Lieutenants will get overtime for work done outside their regularly scheduled shifts during a state of emergency declared by either the President, Governor, or Mayor, which declaration impacts on the Township. At the Lieutenant's election, he or she may elect overtime in the form of pay or compensatory time.
12. In **Article XIII**, Delete current language and replace with "Administrative staff shall receive each month 4 hours of compensatory time for on call status."
13. In **Article XIX**, eliminate Step Four; clarify that arbitration can only be sought by Union or Township and modify time period for requesting arbitration to 30 days; and eliminate E.5. and E.6.
14. **Article XXIII** shall be modified to incorporate the following:

All Quasi-Duty pay that is funded by the Township, i.e. a Township-contracted job, shall be \$50.00 per hour. No Administrative fee will be charged for this work. All Quasi-Duty pay that is funded by a third-party vendor, such as JCP&L, Verizon, Comcast, etc., will be paid at \$70.00 per hour, and the Township will charge an additional \$10.00 per hour to the vendor to cover Administrative costs. A flat rate of \$50.00 per day will be charged to the vendor for the use of a vehicle.

Officers are guaranteed 2 hour minimum on all Quasi-Duty jobs. Time and one-half will be paid to the officers for Quasi-Duty work after 8 hours of work.

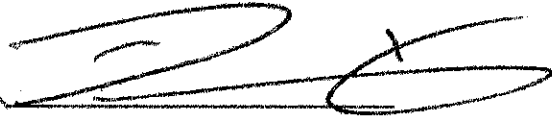
15. In Article XXVI, eliminate paragraphs A and B and replace with the following:

“Employer will provide employees with the means as a defense as required by NJSA 40A:14-155. Where employer provides defense, employee must use Employers legal counsel. If employee selects his/her own attorney, employee will be solely responsible for fees and costs.”

16. In Article XXVII, modify Article to reflect that the Township will indemnify employees from civil suits for conduct arising out of the performance of their duties and within the scope of their employment.

17. In Article XXXI, modify to reflect current dates of contract.

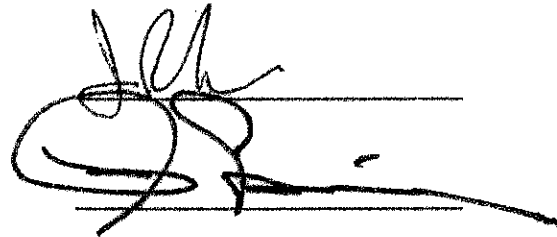
FOR THE TOWNSHIP:



Michele Seigfried, Attest

Dated: 3/25/13

FOR THE SOA:



Dated: 3/8/2013