

Vote 7/9/07

Memorandum of Agreement

The parties, Township of Toms River and the Toms River Township Unified Professionals Association agree to the following terms for a Successor Contract to the Agreement ending June 30, 2006. These terms, which are agreed to by the respective negotiation committees, must be ratified by both governing bodies. The terms are as follows:

1. Duration: July 1, 2006 through June 30, 2011
2. Wages Increases:

Retroactive to 7/1/06 :	2.0%
Effective July 1, 2007 :	3.9%
" July 1, 2008 :	3.9%
" July 1, 2009 :	3.9%
" July 1, 2010 :	3.9%
3. Health Benefits: ~~ES?~~

All employees, effective 7/1/07 or as soon as reasonably possible, shall select either the PPO and POS plans and thereafter the Traditional Health Plan will be eliminated
4. Prescription ~~ES?~~

Effective 7/1/07 or as soon as reasonably possible, all employees shall pay the following deductibles: \$5 - Generic \$20 Brand-Name

✓ Mail order - (3-month supply) \$0

5. ✓ Health Benefits.

No Change to Retiree Health Benefit.

✓ 6. Retraction of the 80-90-100 Salary Program
All people currently in the 80-90-100 Salary Program will be phased in over a maximum of a two (2) year period beginning upon ratification of this Agreement by the parties. The Township will make every effort to shorten this time period.

✓ 7. Effective 7/1/2007 Electrical, Building and Plumbing Inspectors will move from Grade 9 to Grade 11.

✓ 8. Effective January 1, 2008 Article XVI (Vacations) Section (B)(I) shall be eliminated and all employees will be subject to Section A.

✓ 9. Effective ^{5/7/1/2007} ~~January 1, 2008~~ Article IX (Bereavement) Section (A) will reflect "Death and/or Burial" rather than "Death" and "Burial". Additionally "Immediate Family" shall reflect "Step Parents, Spouse's Parents and Spouse's Step-Parents" 7/15

10. Sick Leave Donation

✓ Revise to reflect that "employees may make unlimited donation and receipt of sick time to any Township employee, not limited to members of this Association, struck with an illness or injury as defined in Section 15.3 of the Township's personnel policy"

✓ 11. Parties agree to revise the "Union Recognition" article to reflect removal of "Board of Health" employees.

✓ 12. Effective January 1, 2008 or as soon as reasonably possible, the parties agree to eliminate sections (K), (L) and (M) under Article XI (work schedule)

✓ 13. The parties agree to delete Article XII (Overtime) Section (i).

✓ 14. The parties agree to revise Article XXIII (workers Compensation) to reflect that employees will receive 100% of their wages for 6 months and at the State Rate for the following 6 months.
Statutory

15 The parties agree to revise Article xxvii (b) to reflect changing "suspend on discharge" to "discipline".

✓ 16 The parties agree to revise Article xvii (Holidays) to place "Martin Luther King's Birthday" in the holiday schedule.

✓ 17. The parties agree to delete Article xxxiv ~~Section~~ ^{Part 5}

✓ 18 The parties agree to revise Article xxxii, Section B to reflect "Division of Human Resources" from "Personnel Department"

✓ 19. The parties agree to revise Article vi to reflect a "NO Strike provision".

✓ 20. The parties agree to revise Article x, Section A, to add "at the Association's expense" at the end of the last sentence

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X Supp.
att.
review

The parties agree to place language which is mutually agreed upon, to set forth "Bumping Rights" for employees

see Supp.
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review

The parties agree to establish by Side-Bar Agreement the terms to address "Job Descriptions" and "Promotional Guidelines"

DES

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123. The parties agree to mutually via
Scope of negotiations to resolve the
issue of whether the Employer has the
authority to hire and place a person
anywhere within the established
Salary Range of the Job title to
which the person is hired.

Township of Toms River



Dorventap Unites Professionals

Dorothy F. Alexander
Patricia E. Herr
Alexe Keenan
Dion Long

Date: 6/27/2007