

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

Section I: Agreement Details

Public Employer: TOWNSHIP OF ROBBINSVILLE County: Mercer
 Employee Organization: TRAMSTERS LOCAL NO. 35, DISPATCHERS Employees in Unit: 7
 Base Year Contract Term: 1/1/2012 12/31/2014 New Contract Term 1/1/2015 12/31/2017
 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 <i>(Last Year of Previous agreement)</i>		New Base Year - Total Costs <i>(First Year of Successor agreement)</i>	
	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	\$432,625		\$441,277	
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.				
<u>Item Description</u>				
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	\$432,625 <small>(Total Economic) Section III & IV</small>	\$0 <small>(Total Non-salary Economic)</small>	\$441,277 <small>(Total Economic) Section III & IV</small>	\$0 <small>(Total Non-salary Economic)</small>

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$432,625

Effective Date (m/d/yyyy)	1/1/2015	1/1/2016	1/1/2017
Percent Increase	2%	2%	2%
Actual dollar increase	\$8,852	\$8,828	\$9,002
Total Economic Costs (successor agreement)	\$441,277	\$450,103	\$459,105

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) \$8,827

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	\$76,586	\$88,832
Employee Contributions	\$10,456	\$16,812
Prescription	\$16,248	\$19,846
Dental	\$2,964	\$3,599
Vision	\$1,158	\$1,158

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
 Signature: *Jewel Morgan* Date: 2/4/16

**AUTHORIZING MEMORANDUM OF AGREEMENT - COLLECTIVE BARGAINING
AGREEMENT WITH ROBBINSVILLE TEAMSTERS LOCAL 35**

WHEREAS, the Township and Robbinsville Teamsters Local 35 have been in negotiations for a successor collective bargaining agreement; and

WHEREAS, pursuant to those negotiations, the Township and Teamsters Local 35 have reached a Memorandum of Agreement concerning the terms and conditions of employment for Robbinsville employees represented by the Teamsters Local 35; and

WHEREAS, the successor collective bargaining agreement will be effective from January 1, 2015 through December 31, 2017; and

WHEREAS, Township Administration has recommended ratification of the Memorandum of Agreement reached with Teamsters Local 35; and

WHEREAS, the Township Council having reviewed the Memorandum of Agreement and finding ratification of the Agreement is in the best interests of the Township;

NOW THEREFORE BE IT RESOLVED, by the Township Council of Robbinsville, that it hereby ratifies and accepts the Memorandum of Agreement between the Township and Teamsters Local 35 covering the terms and conditions of their employment entered into between the Township and the Teamsters Local 35.

NOW THEREFORE BE IT FURTHER RESOLVED, by the Township Council of the Township of Robbinsville that the Mayor is authorized to execute the collective bargaining agreement between the Township and Teamsters Local 35 consistent with the Memorandum of Agreement. This Resolution shall be effective immediately.

I certify this to be a true copy of a resolution adopted by the Township Council of the Township of Robbinsville at a meeting held on May 28, 2015.



Michele Seigfried, Municipal Clerk

MEMORANDUM OF AGREEMENT

The Township of Robbinsville ("Township") and Teamsters Local No. 35, Dispatchers ("Teamsters"), hereby agree to this Memorandum of Agreement, dated April 27, 2015, with respect to a successor collective negotiations 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 Teamster members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2015 to December 31, 2017 and Article 39 (XXXIX) will be modified to reflect these dates.
2. Change all Articles from Roman numerals to Arabic numbers.
3. All terms of the existing contract shall remain in full force and effect, except as modified by this Memorandum.
4. The parties shall mutually create and agree upon a successor collective negotiations agreement from the terms of this Memorandum.
5. **Article 3** shall be amended to state that no more than 2 employees may attend meetings, conferences or negotiations without loss of pay.

6. **Article 6** shall be amended to clarify that termination during the probationary period is not subject to the arbitration provisions of this agreement.

7. **Article 9**, paragraph B shall be amended to state that no more than 2 employees may attend negotiations without loss of pay.

8. **Article 10**, MEDICAL BENEFITS UPON RETIREMENT, will be amended as follows:

“ANY EMPLOYEE WHO HAD LESS THAN 20 YEARS OF SERVICE IN THE PUBLIC EMPLOYEE RETIREMENT SYSTEM AS OF JUNE 28, 2011 AND WHO RETIRES AFTER 1/1/15 SHALL PAY 1.5% OF HIS RETIREMENT ALLOWANCE TOWARD THE COST OF HEALTH CARE OR THAT AMOUNT REQUIRED BY LAW, WHICHEVER IS GREATER.”

9. **Article 10**, paragraph B, DENTAL INSURANCE, will be amended as follows:

EMPLOYEES SHALL BE PROVIDED WITH DENTAL INSURANCE UNDER THE SAME PLAN AS PROVIDED TO NON-UNION EMPLOYEES AND THE TOWNSHIP SHALL PAY THE FULL COST FOR THE BASIC DENTAL PLAN FOR THE EMPLOYEE AND HIS/HER DEPENDENTS, IF ANY. IF THE EMPLOYEE WISHES TO BE COVERED BY THE PREMIUM DENTAL PLAN, THE EMPLOYEE MUST PAY THE DIFFERENCE IN THE COST BETWEEN THE BASIC PLAN AND THE PREMIUM PLAN.

10. **Article 10** will add a new paragraph E, which will state: “Effective January 1, 2015, the Township shall not provide employees with an incentive payment for waiving health benefits.”

11. **Article 10**, paragraph E.ii. will be amended to read as follows:

“For purposes of this Section E, “retirement” is defined to mean the end of employment with the Township after an employee reaches his or her fifty-fifth

(55th) birthday and after the employee has accumulated twenty-five (25) years in the Public Employee Retirement System (PERS) and is eligible to collect a service retirement pension from PERS. Only those employees who have completed a total of twenty-five (25) years of government employment in PERS are eligible to purchase and/or obtain medical benefits through the Township, although that service could include years other than in the Township.”

12. Paragraph C.2. of **Article 12** (permitting vacation pay to be paid in advance) will be ELIMINATED.

13. The salaries in **Article 13** shall be increased across the board as follows:

2% on January 1, 2015 over 2014 salaries;

2% on January 1, 2016 over 2015 salaries; and

2% on January 1, 2017 over 2016 salaries.

14. Add new paragraph to **Article 13** which will provide a stipend of \$2,000.00 per year, effective in 2015, to the two employees who serve as T.A.C. and Assistant T.A.C., which stipend shall be paid in a lump sum in November.

15. **Article 15** will be modified with the addition of the bolded language:

“Employees required to testify or appear in any court, not during a regular work schedule, relating to matters resulting out of the performance of his/her duties, shall be compensated for actual time spent at court only, **except that employees shall not be compensated for time lost due to court in which they are the plaintiff in an action against the Township.**”

16. **Article 17** will be rewritten to state that "Employees who have to travel as part of their official duties with the Township are required to use a Township vehicle for such travel and shall not use their personal vehicle."

17. In **Article 19**, add language that requires each employee, no later than June 1, 2015, to have their paycheck electronically deposited into their bank account.

18. In **Article 28**, clarify paragraph C.4. that only the Union may seek arbitration.

19. In **Article 28**, clarify paragraph C.4. that the time period to file for arbitration runs from the Mayor's decision at Step Three.

20. In **Article 28**, eliminate the first sentence of paragraph D.6.

21. In **Article 28**, clarify paragraph E.5. that other employees will be paid only if their attendance is required by the Township.

22. In **Article 32**, eliminate paragraph A (Savings Bond Plan).

TOWNSHIP OF ROBBINSVILLE:



David Fried, Mayor

5-15-15
Date



Joy Tozzi, Township Administrator

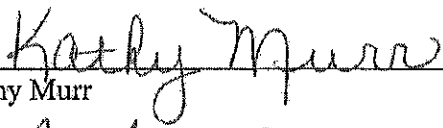
5/29/15
Date

TEAMSTERS LOCAL NO. 35:




Eric Coran

5/8/15
Date



Kathy Murr

5/6/15
Date



Daniel A. Kreiser, President Teamsters Local No. 35

5-15-15
Date