

MA

**TOWNSHIP OF MOORESTOWN
RESOLUTION NO. 215-2016
AUTHORIZES SIGNING OF SIX-YEAR LABOR AGREEMENT WITH
THE PUBLIC WORKS SUPERVISORS**

WHEREAS, the Public Works Supervisors (PWS) and the Township have been engaged in negotiations for settlement of a Six-year contract to include 2013, 2014, 2015, 2016, 2017 and 2018; and

WHEREAS, a contract, has been drafted for the period January 1, 2013 through December 31, 2018 containing the following:

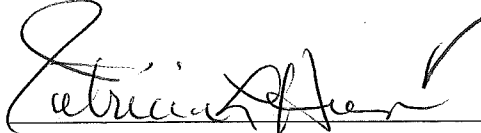
	PREAMBLE
Article 1	RECOGNITION
Article 2	NJ CIVIL SERVICE COMMISSION RULES
Article 3	MANAGEMENT RIGHTS
Article 4	GREIVANCE PROCEDURES
Article 5	NO-STRIKE PLEDGE
Article 6	HEALTH AND SAFETY COMMITTEE
Article 7	PROVISION FOR INFORMATION
Article 8	PERSONNEL FILES
Article 9	RIGHTS AND PRIVILEGES OF LOCAL
Article 10	HEALTH BENEFITS
Article 11	PERSONAL LEAVE DAYS & BEREAVEMENT LEAVE
Article 12	HOLIDAYS AND VACATION
Article 13	WAGES AND COMPENSATION
Article 14	LONGEVITY
Article 15	PROFESSIONAL LICENSES AND CERTIFICATIONS
Article 16	UNIFORMS
Article 17	HOURS AND AUTHORIZED BREAKS
Article 18	OVERTIME
Article 19	CREDIT FOR UNUSED SICK DAYS
Article 20	Intentionally left blank for future use
Article 21	SEPARABILITY AND SAVINGS
Article 22	FULLY BARGAINED PROVISIONS
Article 23	TERM AND RENEWAL
	SCHEDULE A

WHEREAS, said contract has been signed by the representatives of PWS; now therefore,

BE IT RESOLVED by the Township Council of the Township of Moorestown in the County of Burlington that the aforementioned agreement between The Township of Moorestown and the Public Works Supervisors is hereby approved and execution of the document is authorized.

<u>VOTE:</u>	
GARWOOD	YES
NAPOLITANO	YES
DELGADO	YES
JORDAN	YES
PETRIELLO	YES

Certified to be a true and correct copy of a Resolution adopted by the Township Council at its regular meeting on November 28, 2016.



Patricia L. Hunt, Township Clerk

MK

TOWNSHIP OF MOORESTOWN

ORDINANCE NO. 19-2016

AN ORDINANCE AMENDING ORDINANCE NO. 734 "THE MOORESTOWN TOWNSHIP SALARIES AND COMPENSATION ORDINANCE OF 1973," AS AMENDED AND SUPPLEMENTED, BY PROVIDING FOR SALARY ADJUSTMENTS FOR DEPARTMENT OF PUBLIC WORKS SUPERVISORY EMPLOYEES

BE IT ORDAINED by the Township Council of the Township of Moorestown in the County of Burlington, State of New Jersey, that:

SECTION 1: The "Moorestown Salaries and Compensation Ordinance of 1973," (Ordinance No. 734) as amended and supplemented, is hereby amended as follows:

A. Section 1 (a) Employees holding positions within the Department of Public Works shall be compensated annually as set forth in Schedule "A" as attached.

SECTION 2: This ordinance shall have effect insofar as necessary retroactively to January 1, 2015. Only current active employees will be eligible for retroactive pay.

SECTION 3: In all other respects, said Ordinance No. 734 as amended and supplemented shall remain in full force and effect.

SECTION 4: All other ordinances and parts of ordinances and resolutions, insofar as they are inconsistent with any of the terms and provisions of this ordinance, are hereby repealed to the extent of such inconsistency only.

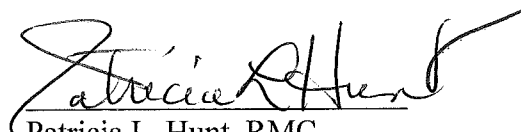
SECTION 5: If any section, paragraph, sentence, clause, phrase, term, provision, or part of this ordinance shall be adjudged by any court of competent jurisdiction to be invalid or inoperative, such judgment shall not affect, impair or invalidate the remainder thereof phrase, term, provision, or part thereof directly involved in the controversy in which such judgment shall have been rendered.

SECTION 6: This ordinance may be cited as Ordinance No. 19-2016.

CERTIFICATION

I, Patricia L. Hunt, Township Clerk, hereby certify that the attached is a true and correct copy of Ordinance No. 19-2016 which was introduced and adopted on first reading on November 14, 2016 and heard on second reading and was duly adopted by the Township Council of the Township of Moorestown, County of Burlington, State of New Jersey at a meeting of the Township Council held on November 28, 2016.

VOTE:	
GARWOOD	YES
DELGADO	YES
JORDAN	YES
NAPOLITANO	YES
PETRIELLO	YES


Patricia L. Hunt, RMC
Township Clerk

TOWNSHIP OF MOORESTOWN
PUBLIC WORKS SUPERVISOR - EXHIBIT A
For Years 2013 thru 2018

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
General Public Works Supervisor	85,000	86,700	88,434	90,645	92,231	93,845	95,487
Chief Water Treatment Plant Operator	79,000	80,580	82,192	84,246	85,721	87,221	88,747
Park Foreman / Tree Foreman	77,000	78,540	80,111	82,114	83,551	85,013	86,500
Supervisor, Garage Services	77,000	78,540	80,111	82,114	83,551	85,013	86,500
Supervisor, Garage Services*			80,494	82,506	83,950	85,419	86,914
Supervisor, Roads	77,000	78,540	80,111	82,114	83,551	85,013	86,500
Supervisor, Roads*			83,151	85,230	86,721	88,239	89,783
Supervsior, Sanitation	77,000	78,540	80,111	82,114	83,551	85,013	86,500
Supervisor, Sewage Plant Operator	77,000	78,540	80,111	82,114	83,551	85,013	86,500
Supervisor, Water Treatment Plant Operator	77,000	78,540	80,111	82,114	83,551	85,013	86,500

* Salary guide for the 2 existing PWS members only. When they retire newly promoted supervisors will be paid on new guide listed above.

Memorandum of Agreement
Between
Township of Moorestown
And
Public Works Supervisory Employees (PWS)

The Township of Moorestown ("Employer") and the Public Works Supervisory Employees ("PWS") agree to enter into a new collective negotiations agreement covering all employees in the public works supervisors group for the period January 1, 2013 through December 31, 2018, subject to ratification.

All terms of the collective bargaining agreement in force from January 1, 2008 through December 31, 2012 shall be continued in the successor agreement and incorporated without change into the new agreement, unless specifically modified below. Articles may be amended for formatting, renumbering, or typographical corrections.

1. Duration. The collective bargaining agreement ("Agreement") shall commence January 1, 2013 and expire December 31, 2018. The parties shall commence negotiations for a successor agreement no later than 90 days prior to expiration.

2. Step Guide & Salary Increases.

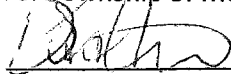
- a) It is the intent of both parties to create a salary step system. The step system in Exhibit A has been accepted by both parties.
- b) Both parties recognize that the two existing PWS members may need to be treated differently (as shown in Exhibit A) to incorporate their existing salaries into the new step system. Separate "sub-steps" were created for this purpose. Upon retirement/termination of the current PWS members from their respective supervisory position, the "sub-step" for that position will be deleted and any future employee promoted to that position will fall into the normal step system as depicted in Exhibit A, equivalent to like supervisors.
- c) The existing PWS member's compensation will fall into Step 3 before considering salary increases as permitted by this Agreement.
- d) Annual Salary increases for the existing PWS members is as follows:

1/1/2013	0.00%
1/1/2014	0.00%
1/1/2015	2.50%
1/1/2016	1.75%
1/1/2017	1.75%
1/1/2018	1.75%

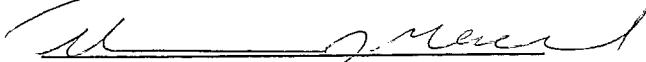
- e) Both sides recognize that Management has the right to promote supervisors to Steps as management deems appropriate.
- f) Only current active members will receive retroactive pay. Anyone who retired prior to the signing of this agreement will not be entitled to retroactive pay.

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 - f) Only current active members will receive retroactive pay. Anyone who retired prior to the signing of this agreement will not be entitled to retroactive pay.
3. Health Benefits Coverage. The same language in the current CWA contract for Active and Retired members will be inserted into this section in place of the old contract language. The only exception is the removal of the section E. "Physical Examination" section and Section J. referring to continual negotiations to attempt mutual cost savings. Subsequent sections will be renumbered accordingly. Also, it is understood that the 2 current PWS members will not have the HMO \$10 plan become their active base plan until the July 1, 2017 plan renewal.
4. Uniforms. Section C. Mechanics Tool Allowance will be increased from \$325 to \$400 effective 1/1/2017. Section D. Winter Jackets/Coverall and Section E. Polo Shirts will be removed. Section F. T-Shirts will be renumbers as section D.

For Township of Moorestown:



D. Scott Carew, Township Manager



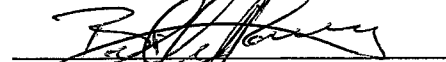
Thomas J. Merchel, Deputy Manager/CFO

Dated: 10/12/2016

For PWS:



David M. Lofland, Garage Supervisor



Billy K. Parry, Roads Supervisor

Dated: 10/12/16