

AGREEMENT

BETWEEN

TOWNSHIP OF TOMS RIVER

and

TOMS RIVER TOWNSHIP MUNICIPAL SUPERVISORS ASSOCIATION

JANUARY 1, 2018 THROUGH DECEMBER 31, 2020

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PREAMBLE

THIS AGREEMENT made this _____ day of _____, 2017, by and between the TOWNSHIP OF TOMS RIVER, a municipality in the County of Ocean, State of New Jersey, hereinafter referred to as "Township" and "Employer" respectively, and TOMS RIVER TOWNSHIP MUNICIPAL SUPERVISORS ASSOCIATION, hereinafter referred to as the "Association" and/or "TRTMSA" and represents the complete and final understanding by the parties on all negotiable issues.

WITNESSETH:

WHEREAS, it is the intent and purpose of the parties hereto to promote and improve the harmonious and economic relations between the Employer and its employees and to establish a basic understanding relative to conditions of employment consistent with the law.

NOW, THEREFORE, in consideration of these promises and mutual covenants herein contained, the parties hereto agree with each other with respect to the employees of the Employer recognized as being represented by the Association as follows:

ARTICLE I
ASSOCIATION RECOGNITION

A. The Employer recognizes the Association as the exclusive representative for the purpose of collective negotiations with respect to the terms and conditions of employment of the full-time supervisory employees employed by Toms River Township, as listed in Addendum "A", but excluding blue and white collar employees, craft employees and police, within the meaning of the New Jersey Employer-Employee Relations Act of 1974, confidential employees and all other employees.

ARTICLE II
NEGOTIATION PROCEDURE

Section 1

A. Collective negotiations pursuant to Public Employment Rules and Regulations shall be conducted by the authorized negotiation team of the Association and the specified agents of the Township authorized to conduct negotiations.

B. Association shall transmit to the Township the names of the designated members of the negotiation team who shall represent the Association, as well as the names designated by the Association to conduct Association activities and representation under the collective agreement. The representatives of the Association shall not exceed three (3) members, inclusive of the President, who may be designated by the Association to participate in collective bargaining meetings called for the purpose of the negotiation of a collective bargaining agreement.

Section 2

A. The Association shall provide the Township and the appropriate Supervisor reasonable notice of the named employee representatives being requested to attend a meeting pertaining to the administration and/or negotiation of this Agreement. It is acknowledged that the workloads of the respective Departments are the first priority to the Township and the Association. Notwithstanding the above, the representative(s) shall be released from their assigned duties with no loss of pay at the discretion of the Township and/or Department Head or Supervisor. Said request for release of representative(s) shall not be unreasonably denied except if the Department Head/Supervisor articulates that the representative's release would adversely affect the workload of the respective Department.

B. The above protection shall also be extended to the designated grievance committee of the Association for any scheduled hearings during working hours or matters concerning representation of any supervisor before any designated agent of the Township regarding the supervisor terms and conditions of employment.

ARTICLE III
CHECK OFF

A. The amount of the monthly membership dues will be certified by the President of the Toms River Supervisors Association and provided, in writing, to the Township.

B. Said membership dues shall be due to the Association on a monthly basis thereafter. Fee Payor dues shall, if applicable, begin on the dates specified in writing by the Association and continue on a monthly basis thereafter.

C. The Township agrees to deduct from its employee's wages dues for the majority representative. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. 52:14-15.9e as amended. The Township shall transmit said dues to the designated office or address of Association by check as soon as practicable after the period in which the deductions were made, and will be accompanied by a list showing the names of all employees for whom both membership and fee payor deductions were made.

D. If during the life of the Agreement there shall be any change in the rate of membership dues, the Association shall furnish to the Township written notice prior to the effective date of such change and shall furnish to the Township either new authorization from its members showing the authorized deduction for each employee or an official notification on the letterhead of the Association and signed by the President and Treasurer of the Association advising of such changed deduction.

E. The Association shall indemnify, defend, and save the Township harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Township in reliance upon salary deduction authorization cards submitted by the Association to the Township or in reliance upon the official notification on the letterhead of the Association and signed by the President and Treasurer of the Association advising of such changed deduction.

F. Agency Fee Payors

1. Upon the request of the Association, the Township shall deduct a representative fee from the wages of each employee who is not an authorized member of the Association.

2. These deductions shall commence thirty (30) days after the employee's hire should he/she provides the Association, in writing, their decision not to be a member of the majority representative.

3. The amount of said representation fee shall be provided to the Township by the Association, which amount shall not exceed 85% of the regular membership dues, fees, and assessments charged by the Association to its own members in accordance with N.J.S.A. 34:13A-5.5 et seq.

4. The Association agrees to indemnify and hold the Township harmless against any liability, cause of action, or claim of loss whatsoever as a result of said deductions.

5. The Township shall remit the amounts deducted to the Association monthly, in the manner

Association: _____ Township: _____

as set forth above or by any other arrangement agreed to by the parties in writing.

6. The Association shall establish and maintain at all times a Demand and Return System as provided by N.J.S.A. 34:13A-5.5[c] and 5.6, and membership in the Association shall be available to all employees in the Association on an equal basis at all times. In the event the Association fails to maintain such a system, or if membership is not so available, the Township shall immediately cease making said deductions.

7. This article is subject to all provisions of N.J.S.A. 34:13A-5.5 et seq. This Agreement shall continue to be in full force and effect as of the first effective day of this Agreement and shall remain in full force and effect pursuant to the terms of the successor collective bargaining agreement.

ARTICLE IV GRIEVANCE

Section 1

A grievance is herein defined as any complaint by a supervisor or the Association based upon the interpretation, application, or violation of this agreement, policy or administration decision or practice affecting a supervisor or a group of supervisors.

A. Aggrieved Person

An "Aggrieved Person" is the person or persons or the Association making the claim.

B. Party of Interest

A "party of interest" is the person or persons making the claim and any person including the Association or the Township who might be required to take action in order to resolve the claim.

C. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems that may, from time to time, arise that affect members. All procedures will be kept informal and confidential.

D. Time Limits

The number of days indicated at each level should be considered as a maximum and all efforts should be made to expedite the process. All time limits as specified may be extended by mutual agreement.

Section 2

Steps of the Grievance Procedure:

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement, and shall be followed in its entirety unless any step is waived by mutual consent:

Step One:

1. An aggrieved employee shall discuss his grievances with the Association Representative and the Department Head/Immediate Supervisor within ten (10) of the occurrence of the grievance, and an earnest effort shall be made to settle the differences between the aggrieved employee, the Association Representative and the Department Head/Immediate Supervisor. Failure to act within said ten (10) working days shall be deemed to constitute an abandonment of the grievance on behalf of the individual.
2. The Department Head/Immediate Supervisor shall attempt to settle the grievance or render a decision within ten (10) working days after the grievance has been raised.

Step Two:

1. In the event a satisfactory settlement has not been reached at Step One, the grievance shall be reduced to writing and one (1) copy furnished to the Business Administrator and/or designee and one (1) copy to the Department Head/Immediate Supervisor, within ten (10) working days.

2. The Business Administrator and/or designee, and the Association Representative shall meet and attempt to resolve the problem within ten (10) working days from the time it was presented.

Step Three:

1. If a grievance is not settled by Step Two, such grievance shall be referred to the Public Employment Relations Commission for the selection of an Arbitrator according to its rules at the request of the Association or Township.
2. The Arbitrator shall be bound by the provisions of this Agreement and the past practice of the parties and restricted to the application of the facts presented to him involved in the grievance. The Arbitrator shall also be bound by applicable Federal and State Laws and cases, and he shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto.
3. The costs of the services and expenses of the Arbitrator shall be borne equally between the Township and the Association. Any other expense incurred, including, but not limited to, the presentation of witnesses shall be paid by the party incurring same.
4. The Arbitrator shall set forth his findings and facts, and reasons for making the award, within forty-five (45) calendar days after conclusion of the arbitration hearing, unless agreed to otherwise by the parties. The award of the arbitrator shall be final and binding on the parties.

Section 3

1. An aggrieved person may be represented at all stages of the grievance procedure by only the representatives selected or approved by the Association.
2. No reprisals of any kind shall be taken by the Township or any of its agents against any member of the Association, any party of interest, or any representative of the Association because of such participation.

ARTICLE V
MEMBERS' RIGHTS

Section 1

No member of this Association shall be disciplined, reduced in rank, or removed from office without just cause. Any actions asserted by the Township or Township Administration shall be subject to the provisions of the grievance procedure contained herein.

Section 2

Whenever any member is required to appear in any disciplinary proceeding concerning any matter which could adversely affect the continuation of that employee in his duties to the Township, position, employment or salary, or any increments pertaining thereto, he or she shall be given notice of the reasons for such proceedings and shall be entitled to have representatives of the Association present to advise him and represent him at such proceedings.

Section 3

A. Nothing contained within the specifications of this agreement shall be construed to deny any member such rights as he or she shall have under New Jersey Statutes or any other applicable laws and regulations. All rights granted to members hereunder shall be deemed to be in addition to those provided by statute and/or regulation promulgated by the State.

B. Each member shall have the right to review his or her personnel folder at least two (2) times a year upon prior reasonable notice. The Township shall make available for inspection all material within each personnel jacket. Any member shall have the right to respond to any matter within the personnel file and have such response included in his file.

C. The Employer shall remove all oral and/or written reprimands from an employee's personnel file provided the employee has gone three (3) years without incident.

Section 4

A. There shall be no discrimination, interference, or coercion by the Township or any of its agents, or the Association or any of its agents against members covered by this Agreement because of membership or non-membership or activity or non-activity in the Association.

B. The Township shall not intimidate or coerce individuals into membership of the Association or because of their Association.

C. Neither the Township nor Association shall discriminate against any person because of race, color, sex, national origin, age, political affiliation, or religion.

ARTICLE VI
ASSOCIATION RIGHTS

A. The Township agrees to furnish to the Association in response to reasonable requests from time to time all available information within which would be available under the standards of the Open Public Records Act and such other information that is reasonably shown by the Association to be necessary for the Association's authority to administer and negotiate terms and conditions of employment for its members.

B. Whenever any representative of the Association or its committees participates during working hours in negotiations, grievances, proceedings, conferences, or meetings, they shall suffer no loss in pay, subject to the limitations set forth in Section 3 of Article 2.

C. The Association shall be granted use of Township equipment and Township buildings at all reasonable hours for meetings and conducting of Association business when such buildings and equipment are not in use on the same terms as granted to other organizations. The Association shall pay for the reasonable cost of materials in utilization of Township equipment.

D. The President and designated representatives shall be entitled to time off with pay to attend workshops and seminars as given by the Public Employment Relations Commission subject to the limitations set forth in Section 3 of Article 2.

E. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

F. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the Unit and to no minority labor organization except as required by law.

G. Except as the Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to employees covered by the Agreement as established by ordinance, rules and regulations and/or policies of the Township in force on said date shall continue to be so applicable during the term of the Agreement.

H. The Township agrees to provide the Association and post at all places where employee notices are posted, all new positions. All such postings shall also be forwarded to the Associations executive committee.

ARTICLE VII
MANAGEMENT RIGHTS

A. The Employer hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, and any subsequent modifications enacted or determined by a judicial or administrative body during the term of this Agreement, including, but without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the Township government and its properties and facilities and activities of its employees by utilizing personnel, methods and means of the most appropriate and efficient manner possible.
2. To hire all employees, to determine their qualifications and conditions for continued employment or assignment, to promote, transfer, assign or retain employees in positions, within the Township, and in that regard to establish reasonable work rules. Such work rules will be equitably applied and enforced.
3. To demote or discipline or take any other disciplinary action for just cause according to law.
4. To lay off employees in the event of lack of work or funds, or under conditions where continuation of such work would be inefficient and non-productive in accordance with the employee's seniority in job classification as defined by his job title.

B. The exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Township, the adoption of policies, rules, regulations and practices, and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms hereof are in conformance with the Constitution, Laws of the State of New Jersey and of the United States.

C. Nothing contained herein shall be construed to deny or restrict the Township of its rights, responsibilities, and authority under N.J.S.A 40 or 40A, or any other national, state, county, or local laws or ordinances, as amended.

ARTICLE VIII
VACATIONS

A. Each permanent, full-time employee who has had the length of continuous employment specified in the table below shall be entitled to the working time shown, as a paid vacation:

Employees Hired Prior to 1/1/98

Date of Hire through Fourth (4 th) Year of employment	10 days
Beginning the Fifth (5 th) year and through Nine (9) years of employment	15 days
Beginning the Tenth (10 th) year and through Twenty-Four (24) years of employment	25 days
Beginning the Twenty-Fifth (25 th) year of Employment until Retirement	30 days

Employees Hired After 1/1/98

Date of Hire through Fifth (5 th) Year of employment	10 days
Beginning the Sixth (6 th) year and through Ninth (9) year of employment	15 days
Beginning the Ten (10 th) year of Employment until Retirement	20 days

1. **Notwithstanding the above, any employee promoted or transferred from a paid position with the Township to a covered position in this Association shall incur no loss of any benefit they have at the time of their promotion or transfer into this Association.**

2. Vacation leave may only be taken in one-half (1/2) hour increments.

C. Eligibility for vacations shall be computed as of the first day of the month in which hired.

D. With the exception of the first annual anniversary date, vacations may be scheduled at any time within the calendar year of an annual anniversary date, that is, they need not be deferred until the actual anniversary date. Vacation requests must be submitted by the employee in writing to their respective department heads for approval, which approval shall not be unreasonably denied but shall be subject to the ongoing workload in the respective department, which is their first priority. Seniority will be regarded if conflicts arise. Vacations shall be taken within the year of entitlement except that if the first anniversary date occurs in December, the vacation to which an employee is entitled may be taken in the

following year.

E. An employee who has resigned or has otherwise separated from employment shall be entitled to the vacation allowance prorated based on the number of months worked in a calendar year in which the separation becomes effective provided said employee furnishes a minimum of two (2) weeks' notice to the Employer upon resignation.

F. If an employee leaves the employ of Employer for any reason before the end of the calendar year after having taken a vacation allowance for the year, he or she will be charged with the unearned part of his or her vacation, which will be deducted from his or her final paycheck.

G. For new employees in the first calendar year of service vacation leave shall be prorated on a monthly basis.

ARTICLE IX
DEATH IN FAMILY

Every permanent full-time employee shall be granted funeral leave pursuant to the terms established in the Township's Employee Handbook in effect as of January 1, 2015.

ARTICLE X
SAVINGS CLAUSE

If any provision of this Agreement or any application of this Agreement to any employee or group of employees held invalid by operation of law or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall be affected thereby, and shall continue in full force and effect.

ARTICLE XI
MAINTENANCE OF WORK OPERATIONS

A. It is recognized that the need for continued and uninterrupted operation of the Township's Departments and Agencies is of paramount importance to the citizens of the community, and that there should be no interference with such operation.

B. The Association covenants and agrees that during the term of this Agreement neither the Association nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in, any strike, work stoppage, slowdown, walk-out or other job action against the Employer.

C. The Association agrees that it will do everything in its power to prevent its members from participating in any strike, work stoppage, slowdown, sick-out or other activity aforementioned including, but not limited to, publicly disavowing such action and directing all such members who participate in such activities to cease and desist from same immediately and to return to work, along with such other steps as may be necessary under the circumstances, and to bring about compliance with its order.

D. In the event of a strike, slowdown, walk-out, or job action, it is covenanted and agreed that participation in any such activity by the Association member shall entitle the Employer to take appropriate disciplinary action including possible discharge in accordance with applicable law.

E. Nothing contained in this Agreement shall be construed to limit or restrict the Employer in its right to seek and obtain such judicial relief as it may be entitled to have in law or equity for injunction or damages, or both, in the event of such breach by the Association or its members.

F. The Employer agrees that it shall not cause a lockout.

ARTICLE XII
OVERTIME

A. Non-Blue Collar Supervisors

1. All employees covered by this Agreement whose basic work week consists of either thirty-five (35) or forty (40) hours shall be paid overtime at the rate of time and one-half (1½) of the employee's rate of pay for time actually worked in excess of either thirty-seven and one-half (37½) hours or forty (40) hours in the standard work week.

2. The parties agree that straight time shall be paid to all employees covered by this Agreement whose basic work week consists of thirty-five (35) hours for time actually worked in excess of thirty-five (35) hours to thirty-seven and one-half (37½) hours and thereafter at the rate of time and one-half (1½) the employee's rate of pay for time worked in excess of thirty-seven and one-half (37½) hours in the standard work week.

B. Blue Collar Supervisors

1. All work performed in excess of eight (8) hours in any one (1) day and forty (40) hours in any one (1) work week shall be considered overtime and paid for at the rate of time and a half (1½) the employee's rate of pay.

2. All work performed on Saturday shall be paid for at time and one-half (1½) the employee's rate of pay.

3. All work performed on Sunday shall be paid for at double (2x) times the employee's rate of pay and employees will be provided with minimum of four (4) hours pay or work.

4. Sections B(2) and B(3) shall not apply to employees whose workweek normally includes work on Saturday and/or Sunday.

5. All work performed in excess of twelve (12) hours shall be paid for at double (2x) time the employee's rate of pay.

6. The Employer shall provide advance notice of overtime availability to Association members in all Departments/Divisions covered by this contract (Public Works/Parks, Buildings, and Grounds/Shade Tree/Golf Course/Police Mechanics).

C. An employee, subject to the approval of their Department Head or Township Administrator, may elect compensatory time at one and one-half (1½) hours for every hour worked in lieu of overtime pay.

1. Compensatory time earned and approved in accordance with the procedures set forth within this Article may be used throughout the calendar year in which it is earned.

2. Compensatory time earned within the last two (2) months of the calendar year may be carried over and used at any time during the immediate succeeding calendar year. Compensatory time earned in the first ten (10) months of the calendar year may not be carried over and must be used in accordance with the preceding paragraph.

3. Compensatory time not used in accordance with the preceding procedures is forfeited.
 4. Unused compensatory time may not, under any circumstance, be converted into a monetary payment.
- D. Employees shall not be paid overtime for any hours worked in excess of aforementioned respective and applicable hours per week unless the Supervisor's Department Head or Township Administrator authorizes such overtime.
- E. Overtime shall be equally distributed among employees in their respective departments as is reasonably practical among those capable of performing the work to be done.
- F. All overtime shall be paid promptly in the next regular payroll check after the overtime is worked, except in case of emergency.
- G. Leave time for holidays, bereavement, and sick leave, shall be treated as time worked for the purposes of computing overtime.

ARTICLE XIII
CALL IN PAY

- A. An employee who is called in to do work in emergencies outside of his or her regular hours shall be entitled to "call in pay" as hereinafter set forth.
- B. The employee "called in" shall be guaranteed a minimum of four (4) hours payable and credited at the rate of time and one-half (1/2), and such employee shall be entitled to payment at the appropriate overtime rate for all hours actually worked in excess of four (4) hours.
- C. This "call in" guarantee shall not apply if the hours worked are prior to or immediately following an employee's regular hours. In addition, this "call in" guarantee shall not apply to scheduled overtime including, but not limited to, scheduled meetings of all public bodies, boards, or commissions, in which event the regular overtime provision of this Agreement shall apply.

ARTICLE XIV
HOURS OF WORK

A. This Article is intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or week, or of days of work per week, and shall not apply to part-time workers.

B. Unless a department or certain positions within a department are regularly assigned a greater number of hours per week, the basic workweek for white-collar supervisors shall consist of either thirty-five (35) or forty (40) hours of work from Monday to Friday, inclusive. The basic work day shall consist of seven (7) or eight (8) hours of work per day, exclusive of a one (1) hour lunch period, except for employees in seven (7) day operations. The basic workweek for blue-collar supervisors shall consist of forty (40) hours. The basic workday shall consist of eight (8) hours per day exclusive of a thirty (30) minute lunch period.

C. The normal starting time shall be between 8:00 a.m. and 9:00 a.m. and the normal quitting time shall be between 4:00 p.m. and 5:00 p.m., but may be varied for seasonal operations or in emergencies.

1. This starting time shall not apply to employees working in seven (7) day operations.
2. The normal working hours for all blue-collar supervisors shall be 7:00 a.m. to 3:30 p.m. but this time may be changed for seasonal operations or in the case of emergency.

D. Employees covered under this Agreement will normally receive two (2) consecutive days off except in cases of emergency or in instances where the employee volunteers to work a split week.

E. In the event the Employer decides to change the normal hours of work for an employee, prior notice of such change shall be given to said employee and the Association, and the Employer will discuss such change with the Association prior to implementation.

F. Take-Home Vehicles:

Effective January 1, 2004, newly hired or promoted employees shall no longer be permitted to use Township vehicles regularly to go to and from work to their residence, except Foremen, who will be permitted to take a vehicle home. Additionally, all current employees covered by this Agreement who currently utilize a Township vehicle to go to and from work shall be permitted to continue this practice, provided they remain available to respond in a prompt manner to emergent calls made by the Township.

ARTICLE XV
WAGES AND LONGEVITY

A. The rates of pay for each employee covered by this Agreement shall have their wages adjusted as follows.

1. Effective January 1, 2018, the current wage guide will not be adjusted.
2. Effective January 1, 2019, the 2018 wage guide will be adjusted by adding a \$650 one-time increase and immediately thereafter, the wage guide will be increased by two (2.0%) percent
3. Effective July 1, 2019, the wage guide in place as of June 30, 2019 will be increased by two (2.0%) percent.
4. Effective January 1, 2020, the wage guide in place as of December 31, 2019 will be increased by two (2.0%) percent.
5. Effective July 1, 2020, the wage guide in place as of June 30, 2020 will be increased by two and one-quarter (2.25%) percent.

B. Effective January 1, 2015, all new hires will receive seventy-five percent (75%) of the wage associated with the job title assigned except as provided below.

1. The Township and the Association mutually agree to a higher wage due to articulated business reasons.
2. Notwithstanding the above, the reduced wage shall not apply to individuals promoted from other units unless the Township, Association, and the employee being promoted mutually agree to a reduced wage.

C. Longevity

1. Each employee on the payroll as of November 29, 1990 shall be paid, in addition to their base pay, a longevity increment based upon years of service in the employ of the Township in accordance with the following schedule:

<u>Years of Service</u>	<u>Increment of Base Pay</u>
Upon completion of 3	2%
Upon completion of 5	4%
Upon completion of 9	6%
Upon completion of 12	8%
Upon completion of 15	10%

2. Employees hired after November 29, 1990 shall be paid, in addition to their base pay, a longevity increment based in accordance with the following schedule:

<u>Years of Service</u>	<u>Increment of Base Pay</u>
Upon completion of 5	2%
Upon completion of 9	4%
Upon completion of 12	6%
Upon completion of 15	8%

3. Employees hired on or after January 1, 1998 should receive the following longevity:

Association: _____ Township: _____

<u>Years of Service</u>	<u>Increment of Base Pay</u>
Upon completion of 9	4%
Upon completion of 12	6%
Upon completion of 15	8%

4. Each employee shall qualify for the longevity increment on the date of the anniversary of his employment and such increment shall be paid from and after such date.

5. Effective January 1, 2015, employees hired by the Township will not be eligible for any longevity pay.

D. Effective upon execution of this Agreement or soon thereafter as may be implemented by the Township, all paychecks will be direct deposited in the employee's specified bank account.

E. Furlough Days

1. Effective January 1, 2018, employees will have the option to request up to **five (5)** unpaid furlough days annually.

2. Employees seeking to take unpaid furlough days may, subject to the restrictions in Section 3 below, either,

1. Request the approval of their Department Head for a specific number of furlough days for the year (not exceeding 5) on or before 1/1 of each year (may be extended for the first year of the contract) and thereafter the employee's pay will be adjusted and an equal deduction taken for each pay period. Exceptions may be made in rare cases of urgent need.

a. The vacation leave selection process shall be completed prior to employees being able to select furlough days.

3. Request the approval of their Department Head for a specific furlough day(s) at least seventy-two (72) hours in advance of the requested furlough day and thereafter the employee's next paycheck will be reduced by the amount of furlough time taken.

a. Requests for any vacation leave made at least seventy-two (72) hours in advance of the requested leave day shall supersede any other employee request for a furlough day on the same day subject to Section (3)(b) below.

b. All requests for use of furlough days will be submitted in writing to the Department Head. All reasonable accommodations will be made by the Department head to grant these requests. The Department Head will however, have the discretion to refuse the request if granting the requested time off will render the operation understaffed or will negatively impact the employees professional development or the unit's daily operation during a critical time (e.g. the employee is in training on a new discipline or technology or working on a project with a deadline and must complete the project before taking time off). The approval of the Department Head shall not be unreasonably withheld.

c. Furlough days will not impact benefits, seniority, holiday pay, pension time,

service time or other benefit time accrual.

ARTICLE XVI
HOLIDAYS

- A. The Employer has designated the following days as holidays:
- | | |
|--------------------|-----------------------------------|
| New Year's Day | Martin Luther King's Birthday |
| Lincoln's Birthday | President's Birthday |
| Good Friday | Memorial Day |
| Independence Day | Labor Day |
| Columbus Day | General Election Day |
| Veterans' Day | Thanksgiving Day |
| Christmas Day | Friday following Thanksgiving Day |
1. Effective January 1, 2016, Lincoln's Birthday shall be removed and replaced with a "floater day" that employees will be able to use subject to the vacation leave procedures.
- B. Employees who do not work on the observed holiday shall receive their regular pay for such work provided any absence occurring on the day before and the day after the holiday has been excused by the Employer.
- C. Holidays that fall on Saturday shall be celebrated on the preceding Friday. Holidays which fall on Sunday shall be celebrated on the following Monday.
- D. Should the administrative offices of the Township of Toms River be closed for any emergency (e.g., snow) by the appropriate Township authority or Governor of the State of New Jersey, employees will not be required to report to work and will be paid for the day except,
1. If the employee is already on an approved leave and the administrative offices of the Township of Toms River is closed for any emergency (e.g., snow) by the appropriate Township authority or Governor of the State of New Jersey, the employee will have their leave bank reimbursed.
2. If the administrative offices of the Township of Toms River are not closed by the appropriate Township authority or Governor of the State of New Jersey for a weather or other event, employees will not be paid should they not be able to get to work, unless the employee uses their accrued leave time.
3. The above provisions shall not apply Blue Collar Supervisors who are covered under this Agreement. These employees are deemed "essential" personnel and are subject to the provisions under Article 12(B).
4. The above provisions shall not apply to the EMS Director, EMS Supervisor, Deputy Director OEM, Municipal Jail Supervisor, IT Manager who are covered under this Agreement. These employees are deemed "essential" personnel and are subject ONLY to the provisions under Article 12(A).

ARTICLE XVII
PERSONAL LEAVE DAYS

A. All permanent full-time employees employed by the Township as of January 1, 2015 will be entitled to three (3) days leave with pay for personal business. All permanent full-time employees hired by the Township after January 1, 2015, will not receive any additional days for personal leave, but will be permitted to use three (3) days annually from their earned sick leave. Any use by the employee of personal leave, regardless of the origin of the earned time, shall be subject to the other provisions in this Article.

1. Personal leave may only be taken in one-half (1/2) hour or more increments.
2. The granting of personal days off shall be for religious purposes and for personal business.
3. Where possible, requests for leave shall be asked for and obtained in advance of the requested day or dates from the employee's department head.
4. Dates requested and reason for leave shall be subject to the approval of the employee's department head, which approval shall not be unreasonably withheld.
5. Leave days must be used within the one (1) year period and shall not be cumulative from year to year except as it applies to employees hired after January 1, 2015. Sick leave not used for personal leave may be accumulated year to year.
6. Leave days requested at the beginning of, or end of, a vacation or weekend will not be granted except under extraordinary circumstances.
7. Personal leave days, including those permitted to be used by newly hired employees from their sick leave bank may not be accumulated from year to year. If an employee does not use their allotted personal leave within the calendar year, it will be lost.

B. An employee shall not be required to specify the personal business reason for the personal day request, except in emergency situations and in situations when two (2) or more employees performing similar job functions within the department apply for personal leave to be taken on the same day.

C. During the first year of employment, an employee shall earn days at the rate of one (1) day for each four (4) months of employment.

D. An employee who does not expect to report to work on any working day because of personal business or for any of the reasons set forth in Section A must notify the appropriate office by telephone or personal messenger within one-half (2) hour prior to the beginning hour of his or her tour of duty, or within fifteen (15) minutes of the opening of the switchboard in the municipal complex or one (1) hour before the tour of duty for twenty-four (24) hour operation.

ARTICLE XVIII
SICK LEAVE

A. All permanent, full-time employees covered by this Agreement shall be granted sick leave with pay of one (1) working day for every month of service during the first year of employment and fifteen (15) working days in every calendar year thereafter. The amount of such leave not taken shall accumulate from year to year, and such employee shall be entitled to such accumulated sick leave if and when needed provided that, upon retirement or expiration of employment of such employee, any sick leave so accumulated shall not be cancelled and such employee shall be entitled to terminal leave with pay on account of such accumulation.

1. Employees hired after January 1, 2015, shall be permitted to use up to three (3) days of their earned sick leave annually for personal leave as set forth in Article 17.

2. Employees hired after January 1, 2015, will not be permitted to carry forward year to year any of the unused sick leave designated for personal leave.

B. Sick leave with pay is hereby defined to mean a necessary absence from duty due to illness, injury, or exposure to contagious disease, and may include absence due to illness in the immediate family of the employee or necessary attendance upon a member of the immediate family who is ill.

C. An employee absent on sick leave for a period of three (3) consecutive days shall submit acceptable medical evidence substantiating the illness if requested by the Employer. The Employer may require proof of illness of an employee on sick leave whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.

D. An employee who does not expect to report for work on any working day because of personal illness or for any of the reasons set forth in Section C must notify the appropriate office by telephone or personal messenger within one-half (1/2) hour prior to the beginning hour of his or her tour of duty or within fifteen (15) minutes of the opening of the switchboard in the Municipal Complex or one (1) hour before the tour of duty for twenty-four (24) hour operation.

E. Any employee reporting to work and thereafter have a situation arise requiring them to use sick leave during the normal work day will be charged against their sick leave in one-half (1/2) hour increments.

F. The amount of earned sick leave not used shall accumulate from year to year, and such employee shall be entitled to such accumulated sick leave per the schedule below:

1. Employees hired prior to 1/1/88

Shall be paid at their current rate of pay for all accumulated sick leave at the time of their departure from employment with the Township.

2. Employees hired after 1/1/88 and prior to 5/21/10

Shall be paid at their current rate of pay for all accumulated sick leave up to a maximum of one hundred thirty (130) days at the time of their departure from employment with the

Township.

3. Employees hired after 5/21/10 and prior to 1/1/15

As provided for under N.J.S.A. 40A:9-104 (L.2010, C.3§2), employees shall be paid at their current rate of pay for all accumulated sick leave up to a maximum of Fifteen Thousand Dollars (\$15,000) at the time of their departure from employment with the Township.

4. Employees hired after 1/1/15

Said employees are ineligible for payment of accumulated and unused sick leave at the time of their departure from employment with the Township.

5. Payments to Employees for Sick Leave

Any employee eligible for payment of accumulated sick leave at the time of their departure from employment with the Township shall be permitted to request payment in lump sum or in equal split amounts with one payment due within a reasonable time (1 month) from the date of retirement and the remainder to be paid on or before January 31st of the next calendar year.

a. The Township will reasonably consider a retiring employee's request to defer any payments to on or before January 31st of the next calendar year. [E.g. employee retiring on December 1st].

b. The Township agrees to allow eligible Association member to make the appropriate monetary catch up under the 457 Plan. This provision will permit the eligible employee's "terminal leave" over their last three (3) years of employment to be directly deposited into a 457 Account. To be eligible, an employee must be entitled to terminal leave above the current maximum of Fifteen Thousand (\$15,000) dollars.

G. Sick Leave Buy Back:

Notwithstanding the above, the Township agrees that employees will be permitted on an annual basis to submit accumulated sick leave for payment and that the Township will pay employees for this accumulated sick leave pursuant to the following schedule:

<u>Days Accrued</u>	<u>Days to Sell Back</u>	<u>Percent of Wage</u>
100-169	up to 25	80%
170+	up to 30	82.5%
200+	up to 35	82.5%

H. Donated Sick Leave:

Every permanent full-time employee shall be allowed to donate and/or redeem donated sick leave as defined and established in the Township's Employee Handbook in effect as of January 1, 2015.

ARTICLE XIX
INSURANCE

A. **Medical:**

Effective January 1, 2018 or as soon thereafter as reasonably possible, all covered members shall be enrolled in the Horizon OMNIA 10 Health Care Plan.

B. **Dental:**

For employees hired prior to January 1, 2015, dental insurance shall be offered through Horizon Blue Cross/Blue Shield.

1. For employees hired by the Township after January 1, 2015, dental insurance shall be offered through Horizon Dental Choice Plan only

C. **Prescription**

For employees hired prior to January 1, 2015, prescription plan coverage shall be offered through Benecard and shall reflect a \$5 generic and \$30 brand name retail for over the counter sales for a 30-day supply and a mail- in co-pay of \$5 and \$30 effective January 1, 2015 for a 90-day supply.

1. For employees hired by the Township after January 1, 2015, prescription insurance shall be offered through Benecard RX Plan with the same co-payments as shown above.

D. The Township reserves the right to change all stated insurance carriers as long as the new plan is substantially similar to the plans offered as of January 1, 2018.

E. **Contributions:**

1. Medical premium co-pay amounts pursuant to NJ State law under N.J.S.A. 40A:10-21.1 and N.J.S.A. 52:14-17.28 et. seq. shall be in effect as of January 1, 2014 for all full time employees who receive health benefits and the payment "matrix" (Exhibit A) shall be included in the contract for reference.
 - a. Notwithstanding the above, all covered members will pay contributions for the fiscal year 2018 based on the OMNIA 10 premium rate established as of December 31, 2017.
 - b. Effective for the fiscal year 2019, all covered members will pay contributions based on the OMNIA 10 premium rate established as of December 31, 2018.
 - c. Effective for the fiscal year 2020, all covered members will pay contributions based on the OMNIA 10 premium rate established as of December 31, 2019.
 - d. Employee contributions on this premium shall continue until the parties are able to negotiate a successor contract.
2. Employees who opt out of the health benefit program shall not contribute towards the health care program unless and until they re-enroll in the health benefit plan. All

contributions shall be subject to the Federal Section 125 Plan¹.

- F. Employees who are at least 55 years of age with at least 25 years of accredited² service shall be permitted to retire with health insurance subject to the other conditions set forth herein.
- H. The terms and conditions of the Traumatic Disability Retirement Ordinance-Section 104-14K of the Township Code are incorporated herein by reference.
- I. Retirement Benefits: Replace and revise as follows:
 - 1. Effective January 1, 2018, all covered members who end their employment with the Township through retirement or disability shall receive the contractual coverages and benefits due to the active covered members of the Association, in accord with Township of Toms River v. Fraternal Order Of Police Lodge No. 156, Docket No. A-0827-1413, (16 Mar 2016, App. Div.), except as modified by law.
 - 2. Should an employee who retires after the expiration of this Agreement incur a situation whereby the benefit plan(s) available to active employees under this Association do not provide them or their eligible dependents a substantially similar level of coverage as was in place at their retirement, such employees shall be permitted to petition the Township for the premium value of the Township's medical plan contribution.
 - 3. The Township will consider each petition on a case-by-case basis and said request shall not be unreasonably denied.
 - 4. Should a covered member pass away before their retirement from employment with the Township, any outstanding compensation due up to and including their date of death and any other benefit provided under this contract until such date of death shall be paid within a reasonable period of time to the employee's spouse or the employee's estate, whichever is legally appropriate.

¹ The Section 125 Plan is administered by the Township or their designee. This provision enables employees to complete a form, available through the Administrator's Office or as determined, to permit the Township to take the health insurance contribution from the employee's gross pay (pre-tax) as opposed to taking it from their net pay (after-tax dollars)

² "Accredited" shall mean at least twenty (20) years of service with the Township of Toms River and at least five (5) years of service with another public employer in the State of New Jersey in which they were enrolled in the State's Public Employees Retirement System (PERS)

ARTICLE XX
WORKER'S COMPENSATION

A. Whenever an employee is disabled through injury or illness as a result of, or arising from, their employment, they shall be provided benefits as provided pursuant to N.J.S.A. 34: 15-1, et. seq. (the Workmen's Compensation Act of New Jersey) and as set forth herein.

B. An employee is required to report any work accident or condition claimed to have caused the injury or illness pursuant to the Township policy.

C. The Township's Transitional Duty Policy shall apply to any employees on a worker's compensation leave of absence.

D. Pursuant N.J.S.A 34:15-1, et seq. (the Workers' Compensation Act of New Jersey) payments made under this Act is both State and Federal tax-exempt.

1. As workers' compensation payments are subject to a statutorily imposed annual maximum, the Township agrees to permit the employee to exchange their accumulated leave time in an amount to increase the employee's net pay to the level they received prior to the on-job injury.
2. The employee will continue to be covered under the health benefit plan established in this contract, but their contractual contribution towards health care during this period will be based on the amount they receive under the Worker's Compensation Act. However, if the employee is working in a "transitional" or "modified" capacity their health benefit contribution will be based upon their regular pay.
3. The employee's pension obligation will continue to be paid as if they were making their full wage.

ARTICLE XXI
PERFORMANCE, PROMOTIONS, VACANCIES, AND LAYOFFS

I. Evaluation Program

A. Criteria and Duties: It is acknowledged and agreed that the Township has the managerial prerogative to establish the criteria, standards, duties, and description of a position within the Township. It is further acknowledged and agreed that a position in this Township is not necessarily comparable to similarly titled positions in another municipality.

B. Performance Standards: Performance standards, goals, expectations, and/or requirements shall be established by the Township for all and each position. It is acknowledged and agreed that while certain positions may have the same or similar title or description, each position is unique as to criteria, standards, and/or duties based upon the Department in which the position lies.

C. Performance Evaluation: An annual performance evaluation program shall be administered fairly, reasonably, uniformly, and in good faith by supervisory personnel. The employee shall be provided with feedback to keep them advised of what is expected of their performance and of how well they meet those expectations. The Supervisor shall reasonably provide the employee continuing information as to their current performance and provide assistance in improving that performance.

1. Should an employee receive an unfavorable performance evaluation, the Township and/or Supervisor shall evaluate and provide feedback to said employee over the subsequent three (3) month evaluation period. If there is no improvement, the Supervisor shall advise Township Administration for further action.

D. Counseling and Reprimand: The Township and the Association acknowledge and agree that should an employee's performance be unfavorable for three (3) consecutive evaluation periods that the Township may cause a hearing to determine whether disciplinary action is required including, relocation, demotion, freezing of step movement, and termination, if the employee's performance is substantially sub-standard and the employee has not been able to demonstrate any improvement. The employee is entitled to ask for representation and have a hearing with the Business Administrator or Director of Human Resources presiding.

E. Employee Participation: Employees are encouraged to contribute, discuss, and communicate with their supervisor their thoughts regarding their performance evaluation and with advance notice, may request that an Association representative be present during their performance evaluation review. This more formal process should not be construed as a restriction to informal discussions with Supervision that may be initiated by the employee or supervisor throughout the annual evaluation period.

F. Notice of Job Requirement: The Township will provide each employee and the Association a copy of the criteria, duties, responsibilities, special skills and description of their title/position. Should the Township determine that a revision is necessary, the Township agrees to provide the employee and Association such revisions at least fifteen (15) days' prior to implementation. The Township also agrees to meet and negotiate with the Association terms to resolve any economic impact of this revision.

II. Promotions and Transfers

A. The Township acknowledges that promotional and/or transfer opportunities are positive factors in the workplace. The Township acknowledges that when new positions or vacancies arise notice will be posted on designated bulletin boards within a reasonable time to permit current full-time and part-time employees the opportunity to submit a request to be a candidate.

B. Should the Township determine that a promotional examination is required to fill a new or vacant position, the Township shall post such requirement not less than thirty (30) days before said examination date, including date, time and location of the examination. (The definition of a "promotional exam" shall not include a typing or similar skills test, which shall not require notice to the employees.) Additionally, the Township shall post at the same time or in conjunction with this posting, the criteria, duties, responsibilities and any special skills necessary for this new or vacant title.

1. The Township shall also post, if applicable, whether the examination is oral or written, a list of books or materials, which may be relevant to said examination and any other such information as may reasonably aid the Employee to prepare for competitive testing.

2. Where an Employee is working at the time of said examination to be given, said employee shall be permitted time off without loss of compensation for the examination.

3. Where the employee is scheduled to work immediately preceding the examination, then in such case the employee shall be excused at least one-half (1/2) hour prior so as to have a reasonable opportunity to rest and prepare for said examination.

C. The Township shall provide, if requested by a candidate and/or the Association, the final scores of any competitive examination.

III. Titles/Positions

A. Criteria, Duties, Special Skills

1. The Township and the Association acknowledge and agree that each title has certain general duties and responsibilities that correlate to a negotiated "grade" in the parties' contract.

2. The Township and the Association also acknowledge and agree that certain professional and personal proficiencies may be required by the Township for an employee in the same title but in a different Department.

3. The Township and the Association also acknowledge and agree that the Township has a managerial prerogative to establish the criteria, duties, responsibilities and any special skills necessary for the title within each Department.

4. The Township acknowledges and agrees to provide the Association with all established criteria, duties, responsibilities and any special skills necessary for the title within each Department as the situation arises. The Association may request the Township to provide said information for any title/position. The Township shall provide this information so long as it is not burdensome or voluminous. The Township may not arbitrarily or capriciously deny such a request.

5. The Township also acknowledges and agrees to provide the Association with all revisions or modifications to the established criteria, duties, responsibilities, and any special skills necessary for the title within each Department at least fifteen (15) days in advance of any revisions or modifications going into effect.

6. The Township also acknowledges and agrees to provide the Association with all criteria, duties, responsibilities and any special skills for a title, which is new or vacant that the Township seeks to fill. The Township shall provide this information to the Association before or at the time of posting.

B. Preference for Full-Time and Current Employees:

If all criteria and skills are equal for candidates pursuing a new or vacant position, the Employer agrees that full-time employees seeking promotion or transfer shall receive preference, followed by part-time employees and thereafter candidates not employed by the Township. If not all criteria and skills are equal for candidates for a new or vacant position, the employee's current employment status will only be a component of the decision to fill the position.

C. Seniority:

1. Seniority is defined as the total length of continuous service;

2. Any unpaid leave shall not count for service credit, but shall not be considered a break in service. Notwithstanding the above, an employee on military leave shall have all such leave paid or unpaid considered for service credit;

3. The Employer shall maintain an accurate, up-to-date seniority roster showing the date of hire, classification, and rate of pay of each employee covered by this Agreement and said roster shall be available to the Association upon request;

4. If, in the reasonable judgment of the Township, all criteria and skills are equal for candidates for a new or vacant position, the employee's seniority, as defined above, will be a controlling factor in the decision to fill the position. If not all criteria and skills are equal for candidates for a new or vacant position, the employee's seniority will be only be a component of the decision to fill the position.

5. Notwithstanding the above, it is hereby agreed that the parties hereto recognize and accept the principle of seniority in all cases of work schedules, selection of leave time and layoffs.

6. Nothing herein shall preclude the Township from advertising to fill a vacant or newly created position if, the Township reasonably believes, none of the existing bargaining unit full-time, part-time, temporary or probationary employees possess the skills and/or qualifications are enumerated in the job posting. The Township shall notify the Association accordingly prior to advertising.

D. Evaluation/Probation Period

1. As an employee's professional and personal proficiencies are both important to any position, upon hire, promotion, or transfers therefore there will be a three (3) month evaluation period before the position is considered permanent.

2. If during or at the end of the evaluation period it is determined by the Township that the employee's professional and personal proficiencies do not meet the needs of the position, then the Employer will in the case of a current employee, return the employee to their prior position or another position with the same title. If the said employee was newly hired to fill this position, the Employer shall have the option of terminating the employment of the probationary employee without cause despite any benefits to the contrary under the contract.

E. Notice of Hires:

The Township shall provide notice to the Association of all Township hires that could reasonably be considered as part of this bargaining unit. All new hires shall immediately become members of the Association, unless disputed by the Township. Should the Township dispute whether the title/position of a new hire is subject to be covered by the Association, the matter shall be negotiated with the Association or determined by the Public Employment Relations Commission after petition.

IV. Layoffs:

Should the Employer determine in good faith and in the public interest to achieve governmental economy or efficiency through layoffs and/or the abolition of one or more positions, the Employer shall lessen the possibility, extent, or impact of layoffs by:

a. Noticing the Association at least forty-five (45) days prior to 'Notice of Layoff' and immediately engage in discussions to limit or eliminate the necessity for layoff by mutually agreeing to:

1. Separating non-permanent bargaining unit employees that are not subject to or covered under this Agreement;
2. Returning provisional bargaining unit employees (if any) to their permanent titles;
3. Laterally reassigning bargaining unit employees;
4. Assisting potentially affected bargaining unit employees in seeking transfers or other employment;
5. Negotiating contractual concessions and/or furlough days with the Association.

b. The Employer shall, to the extent possible, lessen the impact of any layoff action on permanent employees by first placing employees without permanent status, and then those with the least seniority as defined herein above, in positions being vacated, reclassified or abolished.

c. For lateral transfers, employees shall have substantially similar duties and responsibilities. Unless specifically established and mandated in the job description, an employee's education, special skills, or licenses may, with articulated cause exceed an employee's seniority as set forth herein.

d. A permanent employee shall be able to displace another employee holding a title determined to be lower than, but related to the affected title of the employee provided the lower title has substantially similar duties and responsibilities. Unless specifically established and mandated in the job description, an employee's education, special skills, or licenses may, with articulated cause exceed an employee's seniority and/or right to displace another employee.

e. A special reemployment or recall right for the duration of one (1) year from the loss of employment means that the Township recognizes the right of a permanent employee, based on his or her permanent title at the time of the layoff action, to be certified for reappointment or recall to the same, lateral and/or lower related titles upon the first available open position.

V. Human Resource Task Force:

Effective January 1, 2018, or as soon thereafter as reasonably possible, the Township and the Association shall convene a "task force" with participants from both parties for the purpose of

reviewing, analyzing, augmenting, amending and establishing the "job title" and "job description" for each position named and/or filled within the Township. Thereafter, this "task force" shall present their finding and recommendations to the Township Business Administrator and the Association Executive Board. The Township and Association shall meet to discuss these findings and recommendations to reach a mutual agreement on suitable actions, if necessary.

ARTICLE XXII
MILITARY LEAVE

Every permanent full-time employee shall be entitled to military leave pursuant to the terms established in the Township's Employee Handbook in effect as of January 1, 2015 and said terms shall reflect state law.

ARTICLE XXIII
LEAVE OF ABSENCE

Every permanent full-time employee shall be entitled to family and medical leave pursuant to the terms established in the Township's Employee Handbook in effect as of January 1, 2015 and said terms shall reflect NJFMLA and the Federal FMLA.

ARTICLE XXIV
RULES AND REGULATIONS

The Employer may establish and enforce reasonable and just rules and regulations in connection with its operation of the various departments and maintenance of discipline. The Association shall be provided thirty (30) days' notice prior to the implementations of any new rules or regulations.

ARTICLE XXV
TERMINATION AND EXTENSION OF AGREEMENT

- A. The term of this Agreement shall be from January 1, 2018 through December 31, 2020.
- B. In the absence of written notice given no more than one hundred eighty (180) days nor less than one hundred fifty (150) days prior to the expiration date by either party, this Agreement shall automatically be renewed for a period of another year, and from year to year thereafter, until such time as the appropriate notice is given prior to the annual expiration date.
- C. Notwithstanding the above, the parties agree that the contract shall expire on December 31, 2020, but all terms except for those set forth below shall stay in full force and effect until the parties enter into a successor collective bargaining agreement. The parties agree that upon expiration of this contract, there shall be no economic movement in step or longevity.
- D. Should the Township deem it necessary to consider furloughs, demotions, and/or layoffs, they agree to promptly notify the Association and conduct reasonable good faith negotiations with the Association to avert such action.

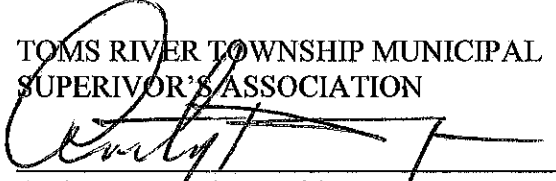
COMPLETENESS OF AGREEMENT

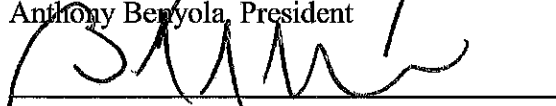
This Agreement represents and incorporates the complete and final understanding by the parties on all negotiable issues that were or could have been the subject of negotiations.

During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

IN WITNESS WHEREOF, the parties have, by their duly authorized representatives, set their hands and seals this 18th day of January, 201X B.

TOMS RIVER TOWNSHIP MUNICIPAL
SUPERIVOR'S ASSOCIATION


Anthony Benyola, President


Bernie Mackle, Committee Person

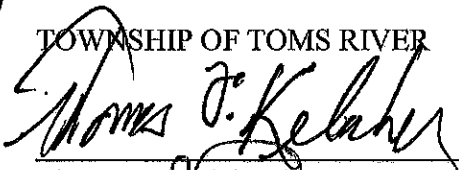

Scott Warthen, Committee Person

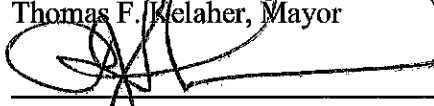

Michael Freudenberg, Committee Person

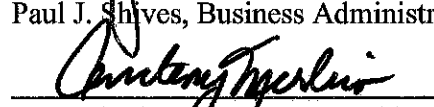

Joseph Kinlin, Committee Person

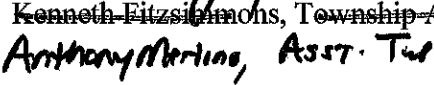
ATTEST:

TOWNSHIP OF TOMS RIVER


Thomas F. Kelaher, Mayor


Paul J. Shives, Business Administrator


~~Kenneth Fitzsimmons, Township Attorney~~


Anthony Martino, Asst. Twp. Attorney

ATTEST:

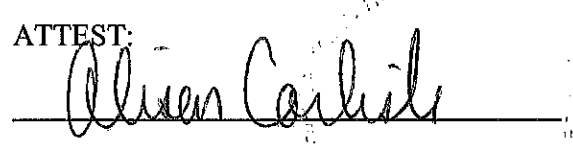


EXHIBIT A

The amount of premium sharing paid by employees for medical and prescription drug benefits coverage for the employee and any dependent shall be either 1.5% of their base salary or according to the contribution schedule below, whichever contribution amount is greater:

a. For Family Coverage or Its Equivalent, the payment of the cost of coverage will be as follows for an employee who earns:

- i. less than \$25,000 shall pay 3 percent;
- ii. \$25,000 or more but less than \$30,000 shall pay 4 percent
- iii. \$30,000 or more but less than \$35,000 shall pay 5 percent;
- iv. \$35,000 or more but less than \$40,000 shall pay 6 percent;
- v. \$40,000 or more but less than \$45,000 shall pay 7 percent;
- vi. \$45,000 or more but less than \$50,000 shall pay 9 percent;
- vii. \$50,000 or more but less than \$55,000 shall pay 12 percent;
- viii. \$55,000 or more but less than \$60,000 shall pay 14 percent;
- ix. \$60,000 or more but less than \$65,000 shall pay 17 percent;
- x. \$65,000 or more but less than \$70,000 shall pay 19 percent;
- xi. \$70,000 or more but less than \$75,000 shall pay 22 percent;
- xii. \$75,000 or more but less than \$80,000 shall pay 23 percent;
- xiii. \$80,000 or more but less than \$85,000 shall pay 24 percent;
- xiv. \$85,000 or more but less than \$90,000 shall pay 26 percent;
- xv. \$90,000 or more but less than \$95,000 shall pay 28 percent;
- xvi. \$95,000 or more or but less than \$100,000 shall pay 29 percent;
- xvii. \$100,000 or more or but less than \$110,000 shall pay 32 percent;
- xviii. \$110,000 or more shall pay 35 percent

b. For Individual Coverage or Its Equivalent, the payment of the cost of coverage will be as follows for an employee who earns:

- i. less than \$20,000 shall pay 4.5 percent;
- ii. \$20,000 or more but less than \$25,000 shall pay 5.5 percent;
- iii. \$25,000 or more but less than \$30,000 shall pay 7.5 percent;
- iv. \$30,000 or more but less than \$35,000 shall pay 10 percent;
- v. \$35,000 or more but less than \$40,000 shall pay 11 percent;
- vi. \$40,000 or more but less than \$45,000 shall pay 12 percent;
- vii. \$45,000 or more but less than \$50,000 shall pay 14 percent;
- viii. \$50,000 or more but less than \$55,000 shall pay 20 percent;
- ix. \$55,000 or more but less than \$60,000 shall pay 23 percent;
- x. \$60,000 or more but less than \$65,000 shall pay 27 percent;
- xi. \$65,000 or more but less than \$70,000 shall pay 29 percent;
- xii. \$70,000 or more but less than \$75,000 shall pay 32 percent;
- xiii. \$75,000 or more but less than \$80,000 shall pay 33 percent;
- xiv. \$80,000 or more but less than \$95,000 shall pay 34 percent;
- xv. \$95,000 or more shall pay 35 percent;

c. For a member with child or spouse coverage or its equivalent, the payment of the cost of coverage will be as follows for an employee who earns:

- i. less than \$25,000 shall pay 3.5 percent;
- ii. \$25,000 or more but less than \$30,000 shall pay 4.5 percent;
- iii. \$30,000 or more but less than \$35,000 shall pay 6 percent;
- iv. \$35,000 or more but less than \$40,000 shall pay 7 percent;
- v. \$40,000 or more but less than \$45,000 shall pay 8 percent;
- vi. \$45,000 or more but less than \$50,000 shall pay 10 percent;
- vii. \$50,000 or more but less than \$55,000 shall pay 15 percent;
- viii. \$55,000 or more but less than \$60,000 shall pay 17 percent;
- ix. \$60,000 or more but less than \$65,000 shall pay 21 percent;
- x. \$65,000 or more but less than \$70,000 shall pay 23 percent;
- xi. \$70,000 or more but less than \$75,000 shall pay 26 percent;
- xii. \$75,000 or more but less than \$80,000 shall pay 27 percent;
- xiii. \$80,000 or more but less than \$85,000 shall pay 28 percent;
- xiv. \$85,000 or more but less than \$100,000 shall pay 30 percent;
- xv. \$100,000 or more shall pay 35 percent.

D. Contribution Phase-In

1. During the first year in which the contribution is effective, one-fourth (25%) of the amount of the applicable contribution reflected under Subsections a through c above;
2. During the second year in which the contribution is effective, one-half (50%) of the amount of the applicable contribution reflected under Subsections a through c above;
3. During the third year in which the contribution is effective, three-fourths (75%) of the amount of the applicable contribution reflected under Subsections a through c above;
4. Thereafter, the full amount (100%) of the applicable contribution reflected under Subsections a through c above.
 - a. All newly hired employees shall pay the full amount (100%) of the applicable contribution reflected under subsections a through c above.
 - b. Base salary shall be used to determine what an employee earns for the purposes of this Article and shall mean pensionable salary.

ADDENDUM A

Administrative Engineer	Division Manager of Animal Shelter
Assistant Construction Official/Building Subcode Official	Division Manager Youth Services
Assistant Court Administrator	Electrical Subcode Official
Assistant Clubhouse Manager	Foreman
Assistant Director of Recreation	General Foreman
Assistant Director / Superintendent of Public Works	Golf Course Superintendent
Assistant Foreman	Ice Rink Manager
Assistant Golf Course Manager	Housing / Code Enforcement Supervisor
Assistant Ice Rink Manager	Jail Supervisor
Assistant Township Engineer	Manager of I.T.
Chief Violations Supervisor	Office Manager
Club House Manager	Plumbing Subcode Official
Deputy Division Manager of Senior Center	Program Manager
Deputy Division Manager Youth Services	Purchasing Agent
Deputy Tax Assessor	Records Supervisor
Deputy Tax Collector	Risk Manager / O.E.M. Deputy Coordinator
Deputy Zoning Officer	Supervisor of Emergency Medical Services
Director of Emergency Medical Services / Emergency Management Coordinator	Survey Chief/Inspector
	Zoning Officer/ Assistant Planner/Township Surveyor

