

**TOWNSHIP OF FRANKLIN AND FRANKLIN TOWNSHIP SUPERVISORY
OFFICERS ASSOCIATION
MEMORANDUM OF AGREEMENT 2019-2023**

WHEREAS, the Township of Franklin (Township) and the Franklin Township Supervisory Officers Association (SOA) are parties to a successive collective negotiations agreements (CNAs), the most current of which expired on December 31, 2018;

WHEREAS, the parties' negotiations representatives have engaged in good faith negotiations relative the terms of a successor agreement;

WHEREAS, the parties have tentatively agreed upon the following terms and conditions of employment. Although this Agreement is subject to ratification by the Governing Body as well as the SOA's membership, the signatories below agree to recommend this settlement to their respective bodies:

1. DURATION. The term of the new CNA shall be January 1, 2019 to December 31, 2023. Unless otherwise set forth below, all terms contained in the parties' 2014-2018 collective negotiations agreement (CNA) shall be retained. Additionally, unless otherwise set forth below, all items detailed herein shall be retroactive to January 1, 2019.

2. ARTICLE 5 - WAGES.

Paragraph A. Annual across-the-board wage increases shall be as follows:

2019: 3%; 2020: 2%; 2021: 3%; 2022: 2%; and 2023: 3%. Accordingly, the salary guide for Sergeants promoted to said rank prior to February 10, 2015 shall be as follows:

STEP	2019	2020	2021	2022	2023
SGT.	N/A	N/A	N/A	N/A	N/A
SR. SGT	\$140,533	\$143,344	\$147,644	\$150,597	\$155,115
LT.	\$144,946	\$147,845	\$152,280	\$155,325	\$159,985
SR. LT.	\$153,643	\$156,716	\$161,417	\$164,646	\$169,585

Effective January 1, 2019, the salary for Sergeants promoted to said rank after February 10, 2015 shall be \$128,000 and the salary for Senior

Sergeants promoted after February 10, 2015 shall be \$135,000. Accordingly, the new salary guide for Sergeants promoted after February 10, 2015 shall be as follows:

STEP	2019	2020	2021	2022	2023
SGT.	\$128,000	\$130,560	\$134,476	\$137,166	\$141,281
SR.SGT	\$135,000	\$137,700	\$141,831	\$144,667	\$149,007
LT.	\$144,946	\$147,845	\$152,280	\$155,325	\$159,985
SR. LT.	\$153,643	\$156,716	\$161,417	\$164,646	\$169,585

Paragraph B. This clause shall be replaced with the following:

“Notwithstanding the above, the following Sergeants shall be moved the Senior Sergeant salary (\$135,000), effective January 1, 2019: Lloyd Fredericks; Daniel McNamara; and Damian Rostek.”

Paragraph C. This clause shall be replaced with the following:

“Employees promoted to Sergeant shall progress to Senior Sergeant pay after three (3) years as a Sergeant.”

Paragraph D. This clause shall be replaced with the following:

“A Lieutenant shall progress to the Senior Lieutenant pay after the completion of two (2) years as a Lieutenant. However, employees hired after January 1, 2012 will not be eligible for Senior Lieutenant pay.”

Paragraph G. Effective January 1, 2020, the shift differentials for steady afternoons shall be increased to \$1,500 and for steady midnights shall be increased to \$2,000.

3. ARTICLE 6 - LONGEVITY.

Paragraph A. This clause shall be revised to stipulate that those officers hired after January 1, 2012 shall not be eligible for the Seventeen (17) year step of 4.5%.

4. ARTICLE 8 - UNIFORM AND UNIFORM CLEANING ALLOWANCE.

Paragraph A. Effective January 1, 2020, the annual clothing allowance

and uniform cleaning allowance shall be increased to \$2,000.

5. ARTICLE 10 - SICK LEAVE.

Paragraph J. Effective January 1, 2020, the maximum allowable benefit shall be increased to \$10,000.

6. ARTICLE 11 – PERSONAL LEAVE.

Paragraph A. Effective upon ratification of this Agreement by both parties, the following shall be added to this clause:

“Any such personal leave request shall be undeniable,
one (1) per shift.”

7. ARTICLE 18 – HEALTH BENEFITS.

Paragraph A. This clause shall be revised so as to stipulate:

“All active employees who elect the OMNIA or EPO health plans (or equivalent replacement plans) shall be required to contribute 1.5% of his/her pensionable base salary. All other active employees shall contribute to the cost of their health benefits in accordance with the Schedule established by P.L., c. 78 (commonly referred to as “Chapter 78”). Health benefits shall include hospitalization; major-medical; prescription; and dental coverage.”

Paragraph B, Sections 2 and 3. These clauses shall be revised so as to stipulate:

“All eligible retirees shall not be required to contribute any amount to the cost of health care benefits for themselves and eligible dependents provided they: (1) had fifteen (15) years of PFRS service credit as of June 28, 2011, regardless of the particular health care plan elected; or (2) elect the OMNIA or EPO health plans (or equivalent replacement plans), regardless of their respective PFRS service credit as of June 28, 2011. This provision shall be applied prospectively. That is, those employees (such as Kenneth Schwarz) who retired prior to the ratification of this Agreement by both parties and possessed fifteen (15) years of PFRS service credit as of June 28, 2011 shall be entitled to no cost health benefits on

a go forward basis regardless of the particular health care plan elected. Health benefits shall include hospitalization; major-medical; prescription; and dental coverage.”

8. ARTICLE 19 - HOLIDAYS.

Paragraph C. Effective upon ratification of this Agreement by both parties,

This clause shall be amended so as to stipulate that Patrol supervisors may utilize one (1) “Holiday Off” per shift.

9. ANNUAL TRAINING DAYS.

Effective January 1, 2020, the number of training days shall be increased to five (5) five (5)-hour days.

Township of Franklin

8/13/19 [Signature]

Dated:

Supervisory Officers Association

7-15-19 SGT. James Hogheim [Signature]

Dated: