

# MEMORANDUM OF AGREEMENT

## BETWEEN HAMILTON TOWNSHIP AND NEW JERSEY STATE PBA MAINLAND LOCAL #77 (SOA, Lieutenants)

**THIS AGREEMENT** is made on this 19<sup>th</sup> day of December, 2011 by and between the Township of Hamilton (hereinafter referred to as "the Township") and the Mainland PBA, Local #77 (SOA, Lieutenants) (hereafter referred to as "the PBA" or "the Association") for the purpose of amending the existing Collective Bargaining Agreement (CBA) dated January 1, 2006 through December 31, 2008, and the MEMORANDUM OF AGREEMENT covering the period from January 1, 2009 – December 31, 2010, dated October 6, 2008 and attached hereto.

WHEREAS, the Township and the PBA are parties to a collective bargaining agreement covering the period from January 1, 2006 through December 31, 2008, and Memorandum of Agreement covering the periods from January 1, 2009 – December 31, 2010; and

WHEREAS, the Township and the PBA have engaged in good faith negotiations which have resulted in an agreement for a successor Collective Bargaining Agreement, which the negotiation committees for both the Township and the PBA unanimously agree to; and

NOW, THEREFORE, in consideration of the mutual covenants and understandings herein set forth, the parties agree as follows:

**Except as herein modified the terms and conditions of employment set forth in the 2006-2008 Collective Bargaining Agreement and the Memorandum of Agreement dated October 6, 2008 and attached hereto shall remain in full force and effect.**

1. Cover Page

Delete the existing date range JANUARY 1, 2006 – DECEMBER 31, 2008 and replace it with the following:

JANUARY 1, 2011 THROUGH DECEMBER 31, 2013

2. PAGE 4 - **AGREEMENT**

Delete this paragraph in its entirety and replace it with the following:

**AGREEMENT**

**THIS AGREEMENT**, entered into this 19<sup>th</sup> day of December, 2011 by and between the **TOWNSHIP OF HAMILTON**, in Atlantic County, a Municipal Corporation of the State (herein referred to as “the Township”) and the **NEW JERSEY STATE POLICEMEN’S BENEVOLENT ASSOCIATION, MAINLAND PBA, LOCAL #77 (SOA, Lieutenants)** (herein referred to as “the SOA” or “the Association”), represents the complete and final understanding on all bargain able issues between the Township and the Association.

3. PAGE 12 – **ARTICLE V – GRIEVANCE PROCEDURE**

Delete the number 4 from Sub-section D. “Step 4”.

4. PAGE 27 - **Article XVI – SALARIES**

Delete sub-sections (A) in its entirety, and replace it with the following:

|                       | (0%)<br>1/1/2011-<br>12/31/2011 | (0%)<br>1/1/2012 -<br>12/31/2012 | (0%)<br>1/1/2013-<br>2/28/2013 | (2%)<br>3/1/2013<br>12/31/2013 |
|-----------------------|---------------------------------|----------------------------------|--------------------------------|--------------------------------|
| <u>Classification</u> | <u>Base Salary</u>              | <u>Base Salary</u>               | <u>Base Salary</u>             | <u>Base Salary</u>             |
| Lieutenant            | \$ 103,393                      | \$ 103,393                       | \$ 103,393                     | \$ 105,461                     |

5. PAGE 34 - **Article XX – SICK LEAVE**

Delete Sub-section J in its entirety and replace it with the following:

If an employee has at least thirty (30) or more accrued sick days, he/she may sell back up to a maximum of (6) six sick days at the end of the year.

6. PAGE 40 - **Article XXXI – HOSPITALIZATION INSURANCE**

Delete sub-section (A) of this Article and replace it with the following:

(A) The Township shall continue to provide health insurance under the New Jersey State Health Benefits Program (SHBP – Direct 10 or other Plan as selected by the employee), subject to all provisions outlined in this Article; including but not limited to the employee contributions outlined in sub-section (B) of this Article.

(B) Employees shall be required to continue contributing to the costs of the Health Insurance Plan, as is mandated by law, including P.L. 2011, Chapter 78 and which shall replace and not be in addition to any other contribution. Such payments shall be withheld in equal installments, throughout the year from an employee's pay checks. The Township shall maintain its Section 125 Plan so the contributions may be "pre-tax".

7. PAGE 41 – Section B. – Add to the end of the this sentence the following:

"and added to and included in the base salary for pension purposes."

8. PAGE 49 - **Article XLVI – DURATION OF AGREEMENT**

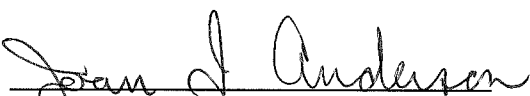
Delete the first sentence on this page and replace it with the following:

THIS AGREEMENT shall be in full force and effective January 1, 2011 and shall continue in effect until midnight December 31, 2013.

In WITNESS WHEREOF, the undersigned have affixed their signatures on the

19<sup>th</sup> of Dec 2011

ATTEST:

  
Joan I. Anderson, RMC


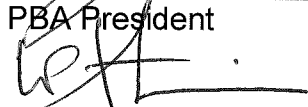
TOWNSHIP OF HAMILTON

  
Mayor, Township of Hamilton

SIGNED, SEALED AND DELIVERED  
IN THE PRESENCE OF

\_\_\_\_\_

NEW JERSEY STATE POLICEMEN'S  
BENEVOLENT ASSOCIATION  
LOCAL NO. 77

 12-16-11  
PBA President  
 12-16-11  
PBA, (SOA, Lieutenants), Shop Steward