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**WASHINGTON TOWNSHIP MUA**  
**Regular Meeting**  
**Closed Session**  
**April 6, 2016**

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The Closed Session portion of the W.T.M.U.A. Meeting began at 10:25 PM on April 6, 2016.

Members Present: Messrs. Cullen, Napolitano, Akin\*, Babb  
Alt. Members Present: Messrs. None  
Members Absent: Messrs. Popper  
Alt. Members Absent: Messrs. None  
Staff Members Present: Executive Director Pucilowski, Secretary Waller, Attorney Gregory

\* left at 10:30 PM

**CLOSED SESSION**

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**EMPLOYEE ASSOCIATION AGREEMENT**

The revised Agreement is 99% ready to present to the Employee Association. The Agreement will be sent to the Attorney for distribution to the Board members. The intent is to present the Agreement to the Employee Association and ask them to review it and have a follow up meeting to discuss. The highlights of the changes are as follows:

- The salary increases are over five years: .5%, 1%, 1.5%, 2%, 2%;
- a floating holiday replacing a current holiday;
- maintenance position combined with the meter reader;
- added a laborer around \$15 per hour;
- addressing longevity pay by having the increases at 10, 15, 20, 30, 40 years and taking it away from any employees hired after 2014;
- licenses are paid out for each level of license they earned, changed to \$0.40 for the first level, the second level is \$0.70;
- added an assistant sewer operator at a level 1/3 above the current assistant sewer operator;
- changes to overtime as it relates to paid time off;
- removed office personnel from the Agreement;
- added that working hours for employees hired after January 1, 2014 will be at the discretion of the ED;
- employees hired after May 21, 2010 are no longer allowed to be reimbursed for half of their unused sick at the end of the year. They will carry over 100% of their sick time;
- removed extended sick, the ED will get a quote on insurance to over this;
- limited sick to 10 days.

The cost impact of these changes to the Authority will be provided to the Board.

The Employee Association's issue with unpaid lunch was discussed. No changes will be made at this time.

It was agreed to remove the covered positions and schedules box.

**ADJOURNMENT OF CLOSED SESSION**

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Motion was made by Mr. Babband seconded by Mr. Napolitano, that the closed session portion of this meeting be adjourned. Motion was carried by the following vote:

AYES: Messrs.: Cullen, Napolitano, Babb, Akin  
NAYS: Messrs.: None  
ABSTAIN: Messrs.: None

Closed Session adjourned at 11:05 PM

Respectfully submitted,  
pE. Jill Waller, Executive Secretary