
WASHINGTON TOWNSHIP MUA
Regular Meeting
Closed Session
February 1, 2017

The Closed Session portion of the W.T.M.U.A. Meeting began at 7:58 PM on February 1, 2017.

Members Present: Messrs. Cullen, Napolitano, Babb, Popper*
Alt. Members Present: Messrs. Whitmore
Members Absent: Messrs. Akin
Alt. Members Absent: Messrs. Autry
Staff Members Present: Executive Director Pucilowski, Secretary Waller, Attorney Gregory, Attorney Abrahamson

*left at 9:32 pm

CLOSED SESSION

EMPLOYEE ASSOCIATION AGREEMENT

Disability insurance options were reviewed and discussed as a supplement or replacement to the current Association disability benefits.

At the first mediation meeting in December, the mediator requested that the attorneys narrow down negotiating items to the top five or six and bring the mediator in once the negotiating items are reduced. The attorneys met in January. It appears that the top items for the Association is salaries, the addition of a higher pay level job title, and an increase in the cell phone cost. The Authority's top items are salaries, flexible work hours, reduction in overtime, no longevity for new employees and reducing paid time off for new employees.

The Attorney provided a summary of the changes. It appears that reducing overtime costs with weekend duty is possible with the Association expecting some of the savings in overtime to go back to the employees. The Authority is allowed to have a part time employee on weekends and the Association Attorney understands this.

The Attorney reviewed the summary document to clarify Authority's position for the purpose of negotiations:

- Overtime based on hours worked and not inclusive of paid time off – the Authority wants this for all employees with sick time being the priority. The remaining priorities are vacation and then holidays.
- Overtime reduction is the main goal with flexibility in the work week being the most effective way to reach this goal.
- Removal of longevity for new hires
- Reduced vacation and sick for new hires
- Article I – tentatively agreed upon
- Article IVa – salary increase trends were discussed. The Executive Secretary will calculate the increased employee deductions beginning 2014, 2015, 2016, and 2017. The mediator advised that the average increase is 2%. Anything above this should be contingent on savings in other areas.
- Article IVb – it was agreed to remove this section
- Article VI – It was agreed that this should be at the discretion of the Executive Director with advanced approval

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- Article IX – should be applied to all new hires
- Article XIIIc – Uniforms allowance paid through payroll with no receipts at the beginning of the year between \$600-\$1,000 each year
- Article XIIId – a meal stipend to be paid through payroll
- Health benefits – no change using tier 4 chart
- Increase stipend for carrying cell phone from \$50 to \$100.

ADJOURNMENT OF CLOSED SESSION _____

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

AYES: Messrs.: Cullen, Babb, Autry, Whitmore
NAYS: Messrs.: None
ABSTAIN: Messrs.: None

Closed Session adjourned at 10:02PM

Respectfully Submitted,
E. Jill Waller
Executive Secretary