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**WASHINGTON TOWNSHIP MUA**  
**Regular Meeting**  
**Closed Session**  
**April 5, 2017**

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The Closed Session portion of the W.T.M.U.A. Meeting began at 8:45 PM on April 5, 2017.

Members Present: Messrs. Cullen, Napolitano, Akin, Babb  
Alt. Members Present: Messrs. Whitmore  
Members Absent: Messrs. Popper  
Alt. Members Absent: Messrs. Autry  
Twp Liaison Present: Messrs. Forsbrey  
Staff Members Present: Executive Director Pucilowski, Secretary Waller, Attorney Gregory, Office Assistant Moranski, Attorney Gregory, Attorney Abramson

**CLOSED SESSION**

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**EMPLOYEE ASSOCIATION AGREEMENT**

The Authority filed for impasse and have met with a Mediator. The Association came back with roughly an average 6% increase every year. The items of negotiation have been narrowed down by the Authority. The Association dropped their percentages to 2.75%.

- Item 1: A five year term has been agreed to by the EA.
- Item 2: The Attorney's recommended salary increase percentages were discussed.
- Item 3: The Association agreed to the new job title but wants to be involved in writing the job description. The Attorney advised that is not an option as this is beyond their responsibilities. It was suggested that the clause that requires licensure can be agreed to because the weekend work does not require a license.
- Item 4: The Board would like flexibility and not limit the weekend duty to a set pattern of days. It may be advantageous to split the weekend between two workers. The Attorney suggested that the schedule should be set and shouldn't change every week. The Board would like to remove the full time employee restriction.
- Item 5: It was suggested to calculate overtime without sick time but include vacation and personal. It was not recommended to make this a tier item. The current on call stipend is low by industry standard. It is recommended to increase to start the increase at \$75 and go as high as \$100 a week.
- Item 6: Agreed to add their language but no floating holidays in November. Language can read that it will be approved and authorized the same way as vacation time.
- Item 7: The Association agreed for new tier employees
- Item 8: The Association agreed to the new vacation schedule for the new employee tier. The first year to be limited to 10 days. It was noted that final language should address that item c & d are already in practice for the current employees.
- Item 9: The Association agreed to drop longevity for the new tier employees.
- Item 10: The Association agreed to change the payouts for licenses for highest license only for the new tier employees.
- Item 11: Item a is no longer applicable based on the most recent laws. The Board advised that it should be removed.

**ADJOURNMENT OF CLOSED SESSION**

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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.: Napolitano, Akin, Babb, Autry, Whitmore  
NAYS: Messrs.: None  
ABSTAIN: Messrs.: None

Closed Session adjourned at 9:17PM

Respectfully Submitted,  
E. Jill Waller, Executive Secretary