

RESOLUTION NO. 55 -15

BRICK TOWNSHIP MUNICIPAL UTILITIES AUTHORITY

June 22, 2015

A Resolution Authorizing the Brick Township Municipal Utilities Authority to Adopt the Recommendations of its Employee Development Committee with Regard to Revised Employee Contract Incentives

WHEREAS, the Brick Township Municipal Utilities Authority (hereinafter referred to as the "Authority") has formed an Employee Development Committee consisting of both Authority Commissioners and Authority Staff; and

WHEREAS, the goal of said Employee Development Committee is to facilitate and promote employee professional growth through training and skill acquisition to provide a highly trained and resilient work force for the Authority and also provide the Authority employees the opportunity for career advancement within the Authority; and

WHEREAS, the Employee Development Committee has developed a chart entitled "BTMUA License/Certification Incentive Summary" which is attached to this Resolution and made a part hereof and is entitled "Schedule A"; and

WHEREAS, said "Schedule A" lists the current Contract Salary Incentives for Employees with certain licenses and said "Schedule A" provides the recommended modified contract incentives relative to the same licenses; and

WHEREAS, the Authority desires to replace the first column entitled "Current Contract Salary Incentives" in "Schedule A" with the Recommended Contract Incentives as listed in the second column in "Schedule A" together with the three notes at the bottom of "Schedule A"; and

WHEREAS, the adoption by the Authority of "Schedule A" will affect its contracts with Office/Technical Group and Office and Professional Employees International Union Local 32 and Professional Group and Supervisory Group; and

WHEREAS, it is the intention of the Authority to adopt this Resolution placing the Recommended Contract Incentives as listed in the second column together with the three notes at the bottom of "Schedule A" into effect and to be applicable to all employees subject to "Schedule A" Categories and subject to the approval and modification of all contracts with the Contract Groups as listed in the 6th Whereas above..

NOW, THEREFORE, BE IT RESOLVED this 22nd day of June, 2015, by the Brick Township Municipal Utilities Authority as follows:

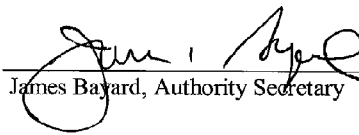
1. The Authority adopts and implements the BTMUA License/Certification Incentive Summary, specifically Column 2 "Recommended Contract Incentive" together with the three notes at the bottom of "Schedule A" which is attached hereto and made a part hereof subject to said "Recommended Contract Incentives" and three notes being approved by all four (4) employment groups of the Authority as listed below and subject to said employment groups contracts being modified to reflect the changes implemented by "Schedule A":
 - a. Office/Technical Group;
 - b. Office and Professional Employees International Union Local 32;
 - c. Professional Group; and
 - d. Supervisory Group.
2. In the event that the Employment Agreements with all four (4) employment categories as listed above are not implemented, then in that event this Resolution shall be null and void.

3. A copy of this Resolution shall be forwarded by the Administrative Secretary of the Authority to the following:

- (a) George Cevasco, Chairman;
- (b) James F. Lacey, CPWM, Executive Director;
- (c) Gary Vaccaro, Director;
- (d) Nicholas C. Montenegro, Esq.; and
- (e) Representatives of Office/Technical Group, Office and Professional Employees International Union Local 32, Professional Group and Supervisory Group.

CERTIFICATION

I certify that the foregoing Resolution was duly adopted by the Brick Township Municipal Utilities Authority at a meeting held on the 22nd day of June, 2015, a quorum being present and voting in the majority.


James Bayard, Authority Secretary

Prepared By:
Montenegro, Thompson,
Montenegro & Genz, P.C.

BTMUA License/Certification Incentive Summary

"SCHEDULE A"

License/Certification	Current Contract Salary Incentives ⁽¹⁾	Recommended Contract Incentive
C1 - Wastewater Collection License	150 ⁽¹⁾	\$2.50/hr ⁽²⁾
C2 - Wastewater Collection License	300 ⁽¹⁾	\$2.50/hr ⁽²⁾
C3 - Wastewater Collection License	400 ⁽¹⁾	\$2.50/hr ⁽²⁾
C4 - Wastewater Collection License	550 ⁽¹⁾	\$3.00/hr ⁽²⁾⁽³⁾
T1 - Water Treatment System License	150 ⁽¹⁾	\$2.50/hr ⁽²⁾
T2 - Water Treatment System License	300 ⁽¹⁾	\$2.50/hr ⁽²⁾
T3 - Water Treatment System License	400 ⁽¹⁾	\$2.50/hr ⁽²⁾
T4 - Water Treatment System License	550 ⁽¹⁾	\$3.00/hr ⁽²⁾⁽³⁾
W1 -Water Distribution License	150 ⁽¹⁾	\$2.50/hr ⁽²⁾
W2 -Water Distribution License	300 ⁽¹⁾	\$2.50/hr ⁽²⁾
W3 -Water Distribution License	400 ⁽¹⁾	\$2.50/hr ⁽²⁾
W4 -Water Distribution License	550 ⁽¹⁾	\$3.00/hr ⁽²⁾⁽³⁾
Backflow Prevention Tester	None	\$250 ⁽¹⁾
Electrician - Journeyman	None	\$250 ⁽¹⁾
Pesticide - Core, 3A	None	\$250 ⁽¹⁾
Pesticide - Core, 3A, 3B	None	\$250 ⁽¹⁾
Applicator - Fertilizer	None	\$250 ⁽¹⁾
Pesticide Aquatic Stamp	None	\$250 ⁽¹⁾
Qualified Purchasing Agent	None	\$2.50/hr

Notes: (1) - represents one-time bonus

(2) -one-time hourly increase for each group class (C,T,W) upgrade

(i.e., employee obtains both C2 & T2 license and would receive \$2.50/hr increase not \$5.00/hr)

(3)- \$2.50/hr additional increase for operator of record