



Township Council
1 Municipal Plaza
Bloomfield, NJ 07003

Louise M. Palagano
Municipal Clerk

<http://www.bloomfieldtwpnj.com>

Meeting: 12/17/18 06:30 PM

2018 RESOLUTION APPROVAL

RESOLUTION: AGREEMENT WITH BLOOMFIELD FIRE SUPERIOR OFFICERS ASSOCIATION AND THE TOWNSHIP OF BLOOMFIELD

WHEREAS, the Township had an agreement that expired on December 31, 2015 with the Bloomfield Fire Superior Officers Association controlling certain terms and conditions of employment for the employees covered under the agreement; and

WHEREAS, the Township has negotiated a successor agreement covering the period of January 1, 2016 through December 31, 2020.

NOW, THEREFORE, BE IT RESOLVED, that the Mayor is hereby authorized to sign and the Clerk to attest and affix the seal of the Township of Bloomfield to an agreement between the Township of Bloomfield and the Bloomfield Fire Superior Officers Association for the period January 1, 2017 through December 31, 2020 as described in the attached Memorandum of Agreement which is hereby approved by the Township; and

BE IT FURTHER RESOLVED, that the Township Administrator is hereby authorized to sign the attached Memorandum of Agreement on behalf of the Township.

......*...*

Approved as to form and procedure on basis of facts set forth.

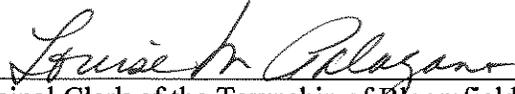
Director of Law-Township Attorney

I do hereby certify that the funding will be legally appropriated per the above information for the purpose specified in the attached contract. Furthermore, it has been represented to me that the contracts have been processed in accordance with the applicable provisions of New Jersey Local Public Contract Law and the Code of the Township of Bloomfield.



Chief Financial Officer

I hereby certify that the above resolution was duly adopted by the Mayor and Council of the Township of Bloomfield at a meeting of said Township Council held on December 17, 2018.



Municipal Clerk of the Township of Bloomfield



Mayor of the Township of Bloomfield

✓ Vote Record – Resolution						
		Yes/Aye	No/Nay	Abstain	Absent	
<input type="checkbox"/> Adopt	Jenny Mundell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/> Deny	Nicholas Joanow	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/> Withdrawn	Sarah Cruz	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/> Table	Wartyna Davis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/> Not Discussed	Ted Gamble	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<input type="checkbox"/> First Reading	Richard Rockwell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/> Table with no Vote	Michael J. Venezia	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/> Approve						
<input type="checkbox"/> Veto by Mayor						
<input type="checkbox"/> Discussion						
<input type="checkbox"/> Defeated						
<input type="checkbox"/> Discussion No Vote						

**NEGOTIATIONS BETWEEN TOWNSHIP OF BLOOMFIELD
AND
BLOOMFIELD FIRE SUPERIOR OFFICERS ASSOCIATION**

Memorandum of Agreement

Date: October _____, 2018

The Township of Bloomfield ("Township") and the Bloomfield Fire Superior Officers Association, ("Union"), agree to the following terms and conditions, which shall modify the collective Bargaining Agreements ("CBA") between the parties, which expired on December 31, 2015. Any other terms and conditions contained in the Collective Bargaining Agreement not referenced or modified by this Memorandum of Agreement ("MOA") shall remain in force and in full consideration. The parties agree to recommend that this MOA be ratified by the Union and the Township of Bloomfield, and will not become binding until it is ratified by the parties.

1. DURATION – January 1, 2016 to December 31, 2020

2. ARTICLE XXI – SALARIES

a. Salary for all employees

- | | |
|----------------------|------------------------------|
| i. January 1, 2016 | 1.75% increase to base pay; |
| ii. January 1, 2017 | 1.75% increase to base pay; |
| iii. January 1, 2018 | 2% increase to base pay; |
| iv. January 1, 2019 | 2% increase to base pay; and |
| v. January 1, 2020 | 2% increase to base pay. |

3. ARTICLE VI- HOURS OF WORK AND OVERTIME

a. Revise to include that a Working day = 12 hours; Shift = 24 hours-

4. ARTICLE XI – HEALTH, DENTAL AND PRESCRIPTION DRUGS

This Article will be revised with the following contractual language:

A. Health Benefits –

Employees shall have the option of four different insurance plans that will be offered by the Township for major medical insurance. Employees shall have the ability to choose a medical plan on an annual basis for family, husband/wife, parent/child, parent/children, and single coverage.

B. Dental –

The Township will maintain the currently provided dental plan. Employees shall have the option to choose a dental plan that will be offered by the Township. The coverage will be for family, husband/wife, parent/child, parent/children, and single coverage.

For employees hired after May 1, 2017, The Township shall contribute \$550 per annum towards the premium. The employee shall be responsible for the difference paid through payroll deduction.

C. Prescription-

1. Effective with the execution of this agreement, the Employer will continue to provide a prescription drug insurance plan providing prescription drugs to the Employees and their families with copayments as follows:

Generic drugs - \$10.00 for each 30 day prescription
Brand name drugs - \$20.00 co pay for each 30 day prescription
Specialty Pharmaceuticals - \$50.00 for each 30 day prescription

2. Specialty Pharmaceuticals are defined in accordance with the most current New Jersey State Health Benefits Program, Prescription Drug Plans Member Handbook as: Oral or injectable drugs that have unique production, administration, or distribution requirements. They require specialized patient education prior to use and ongoing patient assistance while undergoing treatment.

3. Effective with the execution of this agreement, mail ordering maintenance drugs are mandatory. Maintenance drug is defined as drugs taken over ninety (90) days. Starter prescriptions are defined as an initial drug purchase (locally) that will last thirty (30) days. The second prescription (mail order) will be sent to a mail order company during the initial prescription purchase period. The mail order form must be formatted in a way to make it easy to fill out. Co-payments as follows:

a) Generic - \$5.00
b) Brand Name - \$10.00

D. The Township reserves the right to change insurance carriers, or be self-insured, as long as the new carrier provides **equal or better** benefits as provided in the existing plan.

5. ARTICLE XIII – MISCELLANEOUS

a. Add new Subparagraph: The parties agree that the Township will implement a 24 pay period cycle (paychecks will be issued on the 1ST and 15th of every month). This provision will go into effect when and if all other unions are in agreement with same. The Township will provide a 30 day notification to the Union of the start of the 24 pay period, which will begin either in January or July following agreement by all other unions.

6. ALCOHOL AND DRUG POLICY

The parties have agreed to adopt an alcohol and drug testing policy. The terms of the policy which were agreed to between the parties are attached hereto as Exhibit A.

SIGNATURE PAGE

BFSOA UNION PRESIDENT

DATE

Walter M. Lutz

12-24-18

TOWNSHIP OF BLOOMFIELD

DATE

me Ygr

12/17/18

