

NEW JERSEY PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of Arbitration Between:

BOROUGH OF RUTHERFORD

“Public Employer,”

- and -

RUTHERFORD PBA LOCAL 300

“Union.”

**INTEREST ARBITRATION
DECISION AND
AWARD**

Docket No. IA-2008-035

**Before
James W. Mastriani
Arbitrator**

Appearances:

For the Borough:

Lane J. Biviano, Esq.

For the PBA:

Richard D. Loccke, Esq.

Loccke & Correia

Based upon all of the above, I respectfully enter the following terms of the award.

AWARD

1. All proposals by the Borough and the PBA not awarded herein are denied and dismissed. All provisions of the existing agreement shall be carried forward except for those modified by the terms of this Award.

2. **Duration**

There shall be a five-year agreement effective January 1, 2008 through December 31, 2012.

3. **Terminal Leave**

The period of payment for terminal leave shall be for a period of five (5) years unless the Borough and the employee agree to a payout of shorter duration.

4. **Prescription Drugs**

Commencing no earlier than July 1, 2010, the prescription drug co-payments shall be \$10 for generic drugs and \$20 for name brand drugs. Effective January 1, 2012, the co-pay shall be \$10 for generic drugs and \$25 for name brand drugs.

5. **Health Insurance**

New hires, after the date of this Award, shall have coverage under the Open Access Plans only. Employees who choose to remain in the Traditional Plan on or after January 1, 2012 shall pay 50% of the premium difference between the Traditional Plan and the Open Access Plan with the higher premium cost. Any such contribution shall not be inclusive of the monthly contributions towards premiums that are applicable to all officers.

6. **Contributions Towards Health Insurance Premiums**

Effective July 1, 2010, each unit employee shall make a monthly contribution towards health insurance in accordance with the following schedule:

Single -	\$20
H/W -	\$30
P/C -	\$40
Fam -	\$50

Effective January 1, 2011, the monthly contribution shall be:

Single -	\$25
H/W -	\$35
P/C -	\$45
Fam -	\$55

Effective January 1, 2012, the monthly contribution shall be:

Single -	\$30
H/W -	\$40
P/C -	\$50
Fam -	\$60


The Borough shall adopt a 125 Plan to allow for pre-tax contributions.

7. Salary

The existing salary schedule shall be adjusted by the following amounts effective and retroactive to their effective dates. The salary schedule shall be as follows:

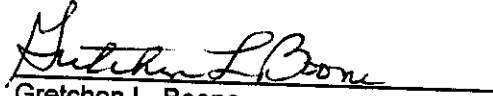
Patrolmen	10/1/2008 2.25%	7/1/2009 2.75%	7/1/2010 2.75%	1/1/2011 1.50%	7/1/2011 1.50%	1/1/2012 1.50%	7/1/2012 1.50%
Academy rate 0-6 months	\$27,242	\$27,242	\$27,242	\$27,242	\$27,242	\$27,242	\$27,242
7-12 months	\$35,738	\$35,738	\$35,738	\$35,738	\$35,738	\$35,738	\$35,738
Begin 2 nd Year	\$46,413	\$47,690	\$49,001	\$49,736	\$50,482	\$51,239	\$52,008
Begin 3 rd Year	\$52,911	\$54,366	\$55,861	\$56,699	\$57,550	\$58,413	\$59,289
Begin 4 th Year	\$60,318	\$61,977	\$63,681	\$64,637	\$65,606	\$66,590	\$67,589
Begin 5 th Year	\$68,762	\$70,653	\$72,596	\$73,685	\$74,790	\$75,912	\$77,051
Begin 6 th Year	\$78,390	\$80,546	\$82,761	\$84,002	\$85,262	\$86,541	\$87,839
Begin 7 th Year	\$89,363	\$91,821	\$94,346	\$95,761	\$97,198	\$98,656	\$100,135
Begin 8 th Year	\$101,881	\$104,683	\$107,561	\$109,175	\$110,812	\$112,475	\$114,162
Sergeant	\$108,955	\$111,951	\$115,029	\$116,755	\$118,506	\$120,284	\$122,088
Lieutenant	\$118,214	\$121,465	\$124,805	\$126,678	\$128,578	\$130,506	\$132,464

Dated: May 19, 2010
Sea Girt, New Jersey


James W. Mastriani

State of New Jersey }
County of Monmouth } ss:

On this 19th day of May, 2010, before me personally came and appeared James W. Mastriani to me known and known to me to be the individual described in and who executed the foregoing instrument and he acknowledged to me that he executed same.


Gretchen L. Boone
Notary Public of New Jersey
Commission Expires 4/30/2014