

**A RESOLUTION AUTHORIZING AN AGREEMENT WITH  
POLICE SERGEANT MICHAEL D. MCCORMICK AND  
THE POLICE SUPERIOR OFFICER'S ASSOCIATION  
OF THE NORTH BRUNSWICK DEPARTMENT OF PUBLIC SAFETY**

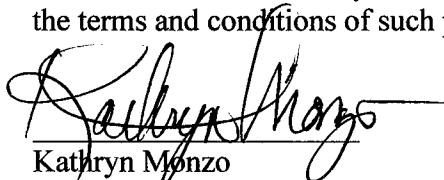
**WHEREAS**, the Township Council of the Township of North Brunswick has previously authorized approval of a collective bargaining agreement between the Township of North Brunswick and the Police Superior Officer's Association-Local 160 of the Department of Public Safety; and

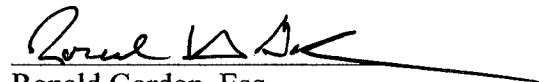
**WHEREAS**, in preparation of his anticipated retirement within the next few years, Police Sergeant Michael D. McCormick has petitioned the Township to receive payout of his Compensatory, Scheduled Adjustment Leave and other contractual time with the Township, to be paid in scheduled increments as listed in Exhibit A; and

**WHEREAS**, the Superior Officer's Association has agreed that this payment is unique and will not constitute a precedent that would entitle other officers to expect that same or similar payment and has agreed to reduce this as a term and condition for the payment to occur; and

**WHEREAS**, the Business Administrator has reviewed the circumstances with the Mayor and is recommending approval of this action.

**NOW, THEREFORE, BE IT RESOLVED** on this 19<sup>th</sup> day of February, 2019 that the Township Council of the Township of North Brunswick does hereby authorize the payment of accumulated time as listed in Exhibit A available to Police Sergeant Michael D. McCormick, and further authorizes the Mayor and/or Business Administrator to execute an Agreement reflecting the terms and conditions of such payments and other conditions.


  
Kathryn Monzo  
Business Administrator

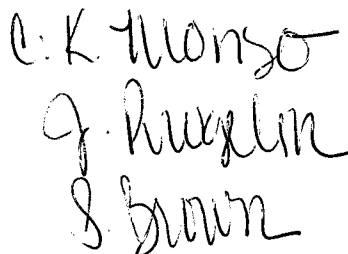
  
Ronald Gordon, Esq.  
Township Attorney  
Approved as to Legal Form

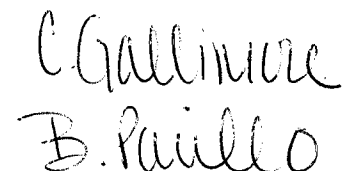
**RECORDED VOTE:**

COUNCIL MEMBER	YES	NO	ABSTAIN	NOTES
LOPEZ				
ANDREWS				
CORBIN				
DAVIS				
SOCIO				
GUADAGNINO				
MAYOR WOMACK				

I hereby certify that the above Resolution was duly adopted by the Township Council of the Township of North Brunswick, County of Middlesex, at its meeting held on February 19, 2019.

  
Lisa Russo  
Township Clerk





**AGREEMENT BETWEEN THE TOWNSHIP OF NORTH BRUNSWICK, THE NORTH  
BRUNSWICK POLICEMEN'S SUPERIOR OFFICER'S ASSOCIATION (LOCAL 160),  
AND POLICE SERGEANT MICHAEL D. MCCORMICK**

WHEREAS, Police Sergeant Michael D. McCormick, hereinafter "Sgt. McCormick" is a police sergeant in the North Brunswick Department of Public Safety; and

WHEREAS, Sgt. McCormick is represented by the Police Superior Officer's Association of North Brunswick, Local 160, hereinafter the "SOA"; and

WHEREAS, Sgt. McCormick, in preparation of his anticipated retirement, has petitioned the Township to request to receive payout of his Compensatory, Scheduled Adjustment Leave and other contractual time with the Township, to be paid over a three year period, with scheduled increments as listed in Exhibit A; and

WHEREAS, William Bonura, President of the SOA, has been involved in discussions between Sgt. McCormick and the Township; and

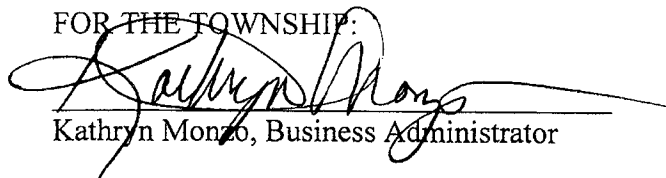
WHEREAS, after consultation between the Township, the SOA, and Sgt. McCormick, the parties have reached agreement on the following terms and conditions:

IT IS HEREBY STIPULATED AND AGREED by and between the North Brunswick Superior Officer's Association Local 160 ("SOA"), the Township of North Brunswick ("Township"), and Sergeant Michael D. McCormick ("Sgt. McCormick "), as follows:

- A. Sgt. McCormick will receive his **Accumulated Schedule Adjustment**, as of January, 17 2019, subject to taxable withholdings; payable in calendar years 2019 and 2020 in accordance with Exhibit A. Payments made for Accumulated Schedule Adjustment Time shall be at Sgt. McCormick's hourly rate of pay as of January 1, 2018.
- B. After December 31, 2018, Sgt. McCormick agrees to use, or forfeit by December 31<sup>st</sup> of each year any **Accumulated Schedule Adjustment** leave accrued between now and his retirement. Sgt. McCormick shall be required to follow current procedure to request to use his schedule adjustment leave, and his superiors shall make every reasonable effort to accommodate each request.
- C. Sgt. McCormick will receive his **Compensatory Time**, as of January, 17 2019, subject to taxable withholdings, payable in calendar year 2021 in accordance with Exhibit A. Payments made for Compensatory Time shall be at Sgt. McCormick's current hourly rate of pay at the time payment is made.

- D. With each payout prior to retirement, it is incumbent upon Sgt. McCormick to notify Finance (the Payroll Division) the amount (if any) to be applied to a deferred compensation plan. Payments will continue after separation and/or in the event of Sgt. McCormick's death. In the event of the latter, it shall be incumbent upon the Estate Administrator or Executor to notify the Township's Finance Department, providing necessary documentation and account information to continue the payments.
- E. Sgt. McCormick will receive payment for other unused accumulated time in accordance with the union contract in calendar year 2021 or upon retirement, if set date occurs after 2021 (**Sick, Vacation, and Holiday**). Payouts at retirement for Vacation and Holiday time shall be at Sgt. McCormick's last hourly rate as an active employee.
- F. The SOA agrees that it will not rely upon this event as a precedent or other standard in law which would create any entitlement by any other member of the SOA for similar payments for any form of Leave, except as provided in the collective bargaining agreement for members who separate their employment with the Township via retirement or other cause.
- G. Except as so agreed to herein, this Agreement represents the entire understanding of the Parties and all other standards of the Collective Bargaining Agreement by and between the Township and the SOA shall remain in effect.

FOR THE TOWNSHIP:

  
Kathryn Monzo, Business Administrator

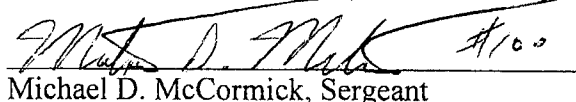
2/5/19  
Date

FOR THE SOA:

  
William Bonura, SOA President

2/1/19  
Date

FOR SERGEANT MICHAEL D. MCCORMICK:

 #100  
Michael D. McCormick, Sergeant

2/1/19  
Date

**Exhibit A**

**Payout Calculation - Sgt. Michael D. McCormick**

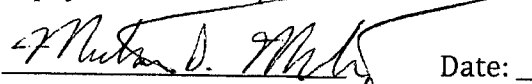
1	Hourly Rate	\$80.92	2018 Pensionable Rate
	<b>Schedule Adjustment (Admin)</b>	2,942.00	Hours as of 1/17/19
	Amount	<b><u>\$238,066.64</u></b>	
2	Hourly Rate	\$82.46	Current Pensionable Rate
	<b>Comp Time</b>	70.00	Hours as of 1/17/19
	Amount	<b><u>\$ 5,772.20</u></b>	
3	Hourly Rate	82.46	Current Pensionable Rate
	<b>Vacation</b>	123.00	Hours as of 12/31/11
	Amount	<b><u>\$ 10,142.58</u></b>	
			550-123 as of 12/31/11 = 427
	Hourly Rate	82.46	Current Pensionable Rate
	<b>Vacation</b>	427.00	Hours 1/1/12-Present
	Amount	<b><u>\$ 35,210.42</u></b>	*440 Max as of 2017 Contract
4	Hourly Rate	82.46	Current Pensionable Rate
	<b>Holiday</b>	550.00	Hours as of 1/17/19
	Amount	<b><u>\$ 45,353.00</u></b>	
5	Hourly Rate	82.46	Current Pensionable Rate
	<b>Personal</b>	40.00	Hours as of 1/17/19
	Amount	<b><u>\$ 3,298.40</u></b>	
6	Hourly Rate	82.46	Current Pensionable Rate
		61.85	(Paid 75% at Retirement)
	<b>Sick</b>	1,278.00	Hours as of 12/31/11
	Amount	<b><u>\$ 79,037.91</u></b>	Sick Pay > \$15,000.00
	<b><u>Payout Schedule</u></b>	<b><u>\$416,881.15</u></b>	<b><u>Total as of 1/17/19</u></b>
	Payout Year 1 - (62)	\$119,033.32	2/19, 5/19, 8/19, 11/19 - 50% Schedule Adj
	Payout Year 2 (63)	\$119,033.32	2/20, 5/20, 8/20, 11/20 - 50% Schedule Adj
	Payout Year 3 (64)	\$5,772.20	2/21 - Compensatory Time
	Payout Year 3 (64)	\$173,042.31	Qtrly 2021 or Retirement Date - Sick, Vac, Hol.

\*Hours as of January 17, 2019 - shall be adjusted at time of payout

\*Payment listed is the gross amount and subject to deductions and taxable withholding

\*Payment shall be paid out in order listed herein above: Schedule Adjustment, Compensatory, Vacation etc.

Signature agreeing to the payout schedule presented:

Michael D. McCormick:  Date: 2/1/19

FOR THE TOWNSHIP:

Kathryn Monzo, Business Administrator:  2/5/19