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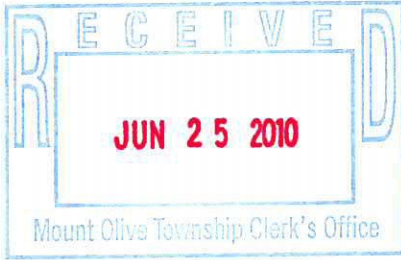
cc: Admin Plan

Township of Roxbury

1715 Route 46
Ledgewood, New Jersey 07852
www.roxburynj.us
fax 973-448-2111

INFORMATION	973-448-2000
CONSTRUCTION/BLDG.	973-448-2009
COURT	973-448-2034
ENGINEER	973-448-2018
FIRE OFFICIAL	973-448-2012
HEALTH	973-448-2028
MANAGER	973-448-2002
MAYOR & COUNCIL	973-448-2001
POLICE	973-448-2100
PLANNING/ZONING	973-448-2008

PUBLIC WORKS	973-448-2069
RECREATION	973-448-2015
TAX ASSESSOR	973-448-2021
TAX COLLECTOR	973-448-2022
TECHNOLOGY	973-448-2099
TOWNSHIP CLERK	973-448-2001
FINANCE DEPT.	973-448-2006
WASTEWATER TREATMENT PLANT	973-448-5360
WATER PLANT	973-398-2818



June 21, 2010

- Municipal Clerk, Jefferson Township
- Municipal Clerk, Mt. Olive Township
- Municipal Clerk, Mine Hill Township
- Municipal Clerk, Wharton Borough
- Municipal Clerk, Netcong Borough
- Municipal Clerk, Hopatcong Borough
- Municipal Clerk, Mt. Arlington Borough
- Municipal Clerk, Chester Township
- Municipal Clerk, Randolph Township

Dear Sir/Madam:

Enclosed please find a certified copy of Resolution No. 10-168 "A RESOLUTION OF THE TOWNSHIP OF ROXBURY URGING THE STATE LEGISLATURE TO ENACT LEGISLATION CONTAINING SUBSTANTIAL REFORMS TO THE POLICE AND FIRE FIGHTERS BINDING ARBITRATION PROCESS ", which was adopted by the Township Council on June 17, 2010.

If you have any questions, or require additional information, please feel free to contact my office.

Very truly yours,

TOWNSHIP OF ROXBURY

Amy E. Rhead
Acting Township Clerk

/mp

Enclosures

**A RESOLUTION OF THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF
ROXBURY URGING THE STATE LEGISLATURE TO ENACT LEGISLATION
CONTAINING SUBSTANTIAL REFORMS TO THE POLICE AND FIRE
FIGHTERS BINDING ARBITRATION PROCESS**

WHEREAS, the interest arbitration process was intended to fairly and adequately give all consideration to the interest and welfare of the taxpaying public and support local government aims by arriving at award decisions that are equitable to all involved parties, including municipalities and Police and Fire Department personnel; and

WHEREAS, the New Jersey Employer-Employee Relations Act, adopted in 1968, was amended in 1977 to provide for interest arbitration as the statutorily imposed terminal step in the collective bargaining process for police and fire personnel as defined by the Act; and

WHEREAS, the Police and Fire Interest Arbitration Reform Act (L. 1995, c. 425) was signed into law by Governor Christine Todd Whitman and became effective on January 10, 1996; and

WHEREAS, in 2005, the League of Municipalities; Arbitration Reform Committee suggested a number of Legislative reforms to the interest Arbitration Process among the changes proposed by the Reform Committee were that: (1) the Arbitrator may not award salary increases in excess of the expenditure cap (N.J.S.A. 40A:4-45 et seq.); (2) the Arbitrator's Award may provide for salary increases limited to the budget cap imposed by the State of New Jersey and/or any lawful adjustment adopted by the public employer; and (3) the Arbitrator's award may provide for salary increases limited to the percentage established by the State, or the lawful adjustment adopted by the public employer, as may be appropriate, on a department line basis; and

WHEREAS, in 2007, the Police and Fire Interest Arbitration statute was amended

to add a new ninth factor of the 4% Tax Levy Cap which resulted in 4 of the 9 statutory factors in Interest Arbitration addresses the employer's fiscal situation; and

WHEREAS, municipalities are bound by strict fiscal controls embodied in the expenditure limit and tax levy caps and it is the norm rather than the exception for state approved arbitrators to award raises for police salaries at rates that exceed the annual caps; and

WHEREAS, binding arbitration awards in excess of the caps forces municipalities to cut other critically needed municipal services, in order to fund salary increases, compounded by pension, to police and fire personnel, and cost for police and fire services continue to spiral at an unacceptable rate; and

WHEREAS, the State approved interest binding arbitration process is inconsistent with the State cap laws and is unfair to municipalities attempting to control property taxes through fiscal responsibility; and

WHEREAS, interest arbitration should be reformed to provide that the cost of living and the employer's ability to pay should be given greater weight, and the total costs of the arbitrator's award, including steps and cost of living (COLA) increases, should not exceed the cost of living; and

WHEREAS, arbitrators should be required to evaluate and analyze the total cost of the salaries and benefits, including step increases, and must provide a detailed line item analysis and explanation of the costs in the award; and

WHEREAS, arbitrators must also evaluate and analyze the overall compensation received by the bargaining unit, including vacations, longevity, holidays, excused leave, medical and pension benefits; and

WHEREAS, arbitrators should be required to live in New Jersey, and the process

of selecting the arbitrators and the length of time the Arbitration process takes needs to be reviewed.

NOW, THEREFOR, BE IT RESOLVED, by the Township Council of the Township of Roxbury in the County of Morris and the State of New Jersey as follows:

1. The governing body hereby urges the New Jersey State Legislature to pass legislation containing substantial reforms to the binding arbitration process.
2. That certified copies of this resolution be transmitted to Governor Chris Christie, President of the Senate Stephen M. Sweeney, Speaker of the Assembly Shelia Y. Oliver, Members of the Morris County Delegation, the Morris County League of Municipalities, the New Jersey State League of Municipalities and all Morris County municipalities.

Adopted: June 17, 2010



Amy E. Rhead, Acting Township Clerk
Township of Roxbury