

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Township of Egg Harbor County: Atlantic

2 Employee Organization: Communication Workers of America AFL-CIO Number of Employees in Unit: 7

3 Base Year Contract Term: 1/1/18-12/31/21 New Contract Term: 1/1/22-12/31/25

SECTION II: Type of Contract Settlement (please check only one)

4 Contract settled without neutral assistance

5 Contract settled with assistance of mediator

6 Contract settled with assistance of fact-finder

7 Contract settled with assistance of super-conciliator

8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes No

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 635,080.85

10 Longevity Costs in Base Year \$ 8,220.95

11 Total Salary Base \$ 643,301.80

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>1/1/2022</u>	<u>1/1/2023</u>	<u>1/1/2024</u>	<u>1/1/2025</u>	
13 Cost of Salary Increments (\$)	<u>16,385.15</u>	<u>40,170.00</u>	<u>30,367.00</u>	<u>31,256.00</u>	
14 Salary Increase Above Increments (\$)					
15 Longevity Increase (\$)	<u>164.45</u>	<u>971.90</u>	<u>595.50</u>	<u>607.10</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>16,549.60</u>	<u>41,141.90</u>	<u>30,962.50</u>	<u>31,863.10</u>	
17 New Salary Base (\$)	<u>659,851.40</u>	<u>700,993.30</u>	<u>731,955.80</u>	<u>763,818.90</u>	
18 Percentage increase over prior year	<u>2.572603 %</u>	<u>6.235025 %</u>	<u>4.4169466 %</u>	<u>4.3531454 %</u>	<u>%</u>

**If contract duration is longer than five years, please add an additional page.*

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	NONE						
20	Totals(\$):						

**If contract duration is longer than five years, please add an additional page.*

SECTION VI: Medical Costs

	Base Year	Year 1
21 Health Plan Cost	\$ 111,256	\$ 106,219
22 Prescription Plan Cost	\$ 25,517	\$ 23,027
23 Dental Plan Cost	\$ 603	\$ 603
24 Vision Plan Cost	\$ 0	\$ 0
25 Total Cost of Insurance	\$ 137,376	\$ 129,849
26 Employee Insurance Contributions	\$ 37,588	\$ 35,539
27 Employee Contributions as % of Total Insurance Cost	27.3614 %	27.3695 %

Section VI: Medical Costs (continued)

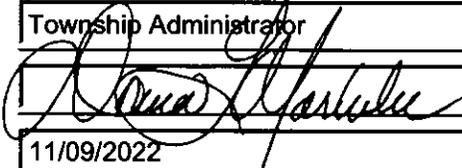
28 Identify any insurance changes that were included in this CNA.
NONE

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Donna Markulic

Position/Title: Township Administrator

Signature: 

Date: 11/09/2022

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016

Egg Harbor Township

Resolution No. 501

2022

Resolution authorizing execution of Collective Bargaining Agreement with Communications Workers of America Local 1032, AFL-CIO (CWA)

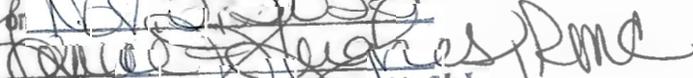
BE IT RESOLVED, by the Township Committee of the Township of Egg Harbor, County of Atlantic and State of New Jersey that the Mayor and Township Clerk are hereby authorized to execute a Collective Bargaining Agreement with the Communications Workers of America Local 1032, AFL-CIO (CWA) for January 1, 2022 through December 31, 2025.

Dated: November 2, 2022



Eileen M. Tedesco, RMC
Township Clerk

I certify that this a true copy of a Resolution
adopted by the Township Committee of Egg
Harbor Township, Atlantic County, NJ

or 
James F. Hugnes, RMC, Deputy Township Clerk

AGREEMENT

BY AND BETWEEN

TOWNSHIP OF EGG HARBOR

AND

**HIGHER LEVEL OF SUPERVISORS OF
EGG HARBOR TOWNSHIP
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO**

**Effective Dates: January 1, 2022
December 31, 2025**

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PREAMBLE

This Agreement entered into this 2nd day of November, 2022, by and between **EGG HARBOR TOWNSHIP**, in the County of Atlantic, a municipal corporation of the State of New Jersey, hereinafter called the “Township,” or its successors, and **HIGHER LEVEL OF SUPERVISORS OF EGG HARBOR TOWNSHIP, COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO**, hereinafter called the “Union,” represents the complete and final understanding on all negotiable issues between the Township and the Union.

Article I

Recognition

- A. The Township hereby recognizes the Union as the sole and exclusive collective negotiating agent and representative for all full-time and regular part-time employees of the Township employed in the following classifications: Fire Official, Director of Recreation, Construction Official, Court Administrator, Land Use Administrator, Tax Collector, Tax Assessor and Director of Public Works employed by the Township, excluding all other employees, Township Clerk, craft employees, police employees, managerial executives, confidential employees and professional employees within the meaning of the Act.
- B. The term “regular part-time” shall be defined as all employees employed on an annual basis for a minimum thirty (30) hours per week.
- C. The title “employees” shall be defined to include the plural as well as the singular and to include males and females.
- D. Any reference to an individual acting on behalf of the Township shall also include any person designated by that individual.
- E. If the Township creates a Department Head position where the position or classification is not specifically included in Section A above, that position will automatically be included in this bargaining unit.

ARTICLE II

Management Rights

- A. The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:
1. The executive management and administrative control of the Township Government and its properties and facilities and activities of its employees, utilizing personnel methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the Township.
 2. To make rules of procedure and conduct, to use improved methods and equipment, to determine work schedules and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required.
 3. The right of management to make such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety and/or the effective operation of the Township after advance notice thereof to the employees.
 4. To hire all employees, to promote, transfer, assign or retain employees in positions within the Township.
 5. To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for good and just cause according to law.
 6. To lay off employees in the event of lack of funds or under conditions where continuation of such work would be inefficient and nonproductive.
 7. The Township reserves the right with regard to all other conditions of employment not reserved to make such changes as it deems desirable and necessary for the efficient and effective operation of the Township.
- B. In the exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations, Code of Conduct and practices in the furtherance thereof, and the use of judgement and discretion in the connection therewith, shall

be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States.

- C. Nothing contained herein shall be construed to deny or restrict the Township of its rights, responsibilities and authority under NJSA (R.S.) 40A:1-1 et seq or any national, state, county or local law or regulations.

Article III

Rules and Regulations

- A. Proposed new rules or modifications of existing rules covering negotiable working conditions shall be negotiated with the Union before they are established.
- B. All written rules and regulations shall be provided to the Union immediately upon promulgation.

Article IV

Table of Organization

- A. The Township agrees to provide the Union with a full and complete Table of Organization, and agrees to provide the Union with an updated Table of Organization within ten (10) days of any change.
- B. The Township shall provide the Union with a current list of all bargaining unit members, showing each employee's salary, salary level, and address. The Township shall provide written notification of all new hires (name, position and address), and resignations within ten (10) days of all such actions. Written notice to the CWA Local 1032 Representative shall constitute such notification and is the preferred method of notice.

Article V

Non-Discrimination

- A. The Township and Union agree there shall not be any discrimination as to race, creed, religion, color, national origin, nationality, ancestry, marital status, domestic partnership status, age, sex, familial status, atypical heredity cellular or blood trait, genetic information, liability for military service, and mental or physical disability, including perceived disability and AIDS and HIV status, sexual or affectional orientation, political affiliation, Union membership or legally protected union activities.
- B. Matters involving discrimination shall be processed in accordance with the Township's EEO dispute resolution procedures.

Article VI
Maintenance of Work Operations

- A. The Union hereby covenants and agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike, work stoppage, slow-down, walk-out or other illegal job action against the Township. The Union agrees that such action would constitute a material breach of this Agreement.
- B. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity
- C. The Township agrees that it will not engage in the lockout of any of its members.

Article VII

Union Rights/Workplace Democracy Act

A. Union Dues

1. The Township agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with Chapter 123, Public Laws of 1974, and N.J.S.A. (R.S.) 52:14-15.9e, as amended.
2. A check-off shall commence for each employee who signs properly dated authorization card supplied by the Union and verified by the Township Treasurer during the month following the filling of such card with the Township.
3. Dues deducted, together with a list of the names and amounts deducted, will be sent to:

Local Treasurer
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
Local 1032
67 Scotch Road
Ewing, NJ 08628
4. If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish to the Township written notice thirty (30) days prior to the effective date of such change and shall furnish to the Township either new authorizations from its members showing authorized deduction for each employee, or an official notification on the letterhead of the Union and signed by President of the Union of such changed deduction.
5. The Union will provide the necessary "check-off authorization" form, and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Chief Financial Officer.
6. In accordance with The Workplace Democracy Act, employees who wish to cease payroll deductions for union fees may do so by providing written notice to the Township during the ten (10) days following each anniversary date of their employment.

B. Access

1. Union officials shall have access to the premises to investigate and discuss grievances and/or other workplace-related issues, and other electronic communication or meeting tools for other purposes related to the role of the Union as exclusive representative.
2. Union officials shall also have access during lunch and non-work breaks to conduct worksite meetings.
3. The Union shall provide the Township, in writing, with the names of duly authorized representatives who may require such access, and wherever possible, such representatives shall provide notice to the designated Township management. This right shall be exercised reasonably and with minimum interference with the operations of the Township, except as otherwise required by law.
4. The Union has the sole right and discretion to designate shop stewards and specify their responsibility and authority to act for the Union.

C. Union Leave

1. Paid leave for Union activity. Each year the Township shall provide three (3) paid leave days for shop stewards designated by the Union to attend meetings, conventions and workshops.

The following provisions shall apply:

- a. Requests for such leave shall be submitted by or with the authorization of an appropriate Union representative with as much advance notice to management as possible to avoid disruption of the workflow.
- b. Approvals of such requests shall not be unreasonably denied.
2. Paid Leave for Stewards for Union Business. Stewards shall be permitted a reasonable amount of paid leave time to investigate, prepare and attend grievances, disciplines, arbitrations and negotiations, without requiring use of personal leave time or union leave time.

D. Workplace Democracy Enhancement Act

The parties shall adhere to all regulations of the Workplace Democracy Enhancement Act.

E. Union Bulletin Boards

The Township will make space available on existing bulletin boards for the exclusive use of the Union in central locations and in work areas where there are large numbers of employees covered by this Agreement. Appropriate material on such bulletin boards shall be posted and removed only by representatives of the Union. The material shall not contain anything profane, obscene or defamatory with respect to the Township or its representatives and employees nor anything constituting partisan political activity. No material pertaining to another Union shall be posted on bulletin boards for this Union. Materials which violate provisions of this Article shall not be posted by the Union.

Material to be posted may consist of the following:

1. Union elections and results thereof;
2. Union appointments;
3. Union meetings and activities;
4. Social and recreational events of the Union;
5. Reports of official Union business and achievements.

The posting of appropriate material as herein described shall be limited to the space on the bulletin boards designated for the exclusive use of the Union.

F. Personnel Data

Upon hiring a new employee in the unit, the Township will provide the employee's name, date of hire, department/work unit/work location, work e-mail address, job title, salary, dues deduction status and home address, home and personal email address on file, and home and cellular phone numbers on file with the Township. This information may be sent electronically.

G. Separation Report

The Union will be notified regarding employees who have left the bargaining unit due to resignation or retirement. This information may be sent electronically.

H. Report Disclosure and Requests

The Union will only disclose such information to its officials and representatives whose duties require access to such information. The Union may request membership information involving special problems and the Township will use reasonable efforts to accommodate the request.

Article VIII

Grievance Procedure

- A. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment under this Agreement.
- B. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with the Township Administrator.
- C.
 - 1. The term “grievance” as used herein means an appeal by an individual employee or the Union on behalf of an individual employee or group of employees, from the interpretation, application or violation of policies, agreements, and/or administrative decisions affecting them.
 - 2. No grievance may proceed beyond Step Three herein unless it constitutes a controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement. Disputes concerning terms and conditions of employment controlled by statute incorporated by reference in this Agreement, either expressly or by operation of law, shall not be processed beyond Step Three herein.
- D. The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement, and shall be followed in its entirety unless any Step is waived by mutual consent.

STEP ONE: The Union shall institute action under the provisions hereof within ten (10) work days after the event giving rise to the grievance has occurred, or when the aggrieved or the Union knew or should have known of the event giving rise to the grievance occurred, and an earnest effort shall be made to settle the differences between the aggrieved employee and the Township Administrator or their designated representative for the purpose of resolving the matter informally.

STEP TWO: If no agreement can be reached orally within five (5) work days of the initial discussion with the Township Administrator or the Union may present the grievance in writing within five (5) work days thereafter to the Township Administrator or their designated representative. Grievances shall be drafted so as to

provide the Township with reasonable notice as to the provisions alleged to have been violated, the person(s) to who the grievance applies, a synopsis of the events leading up to the grievance, and a requested remedy sought by Grievant. The Township Administrator will schedule a meeting with the employee and a Union representative within ten (10) work days after receipt of the written grievance. The Township Administrator or their designated representative will answer the grievance in writing within five (5) work days of said meeting.

STEP THREE: If the Union wishes to appeal the decision of the Township Administrator, such appeal shall be presented in writing to the Township Committee or its designated representatives within five (5) work days thereafter. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The Township Committee or its designated representative will schedule a meeting with the employee and a Union representatives within ten (10) work days after receipt of the written submission. The Township Committee or its designated representative shall respond in writing within ten (10) work days of said meeting.

STEP FOUR: If the grievance is not settled through Steps One, Two, and Three, either party shall have the right to submit the dispute to arbitration pursuant to the rules and regulations of the Public Employment Relations Commission within twenty (20) work days from the decision of the Township Committee. The costs for the services of the arbitrator shall be borne equally by the Township and the Union. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

- E.
 - 1. The parties direct the arbitrator to decide, as a preliminary question, whether they have jurisdiction to hear and decide the matter in dispute.
 - 2. The arbitrator shall be bound by the provisions of this Agreement and the Constitution and laws of the State of New Jersey, and be restricted to the application of the facts presented to them involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be final and binding.

3. The cost of the services of the arbitrator shall be borne equally between the Union and the Township. Any other expenses incurred, including but not limited to, the presentation of witnesses, excluding employee witnesses during work hours, shall be paid by the party incurring same.
 4. It shall be expressly understood that all proceedings under this Article shall be private and attendance by the public shall be excluded. Attendance at the proceedings shall be limited to a reasonable number of representatives from the Township and for the Union, excluding witnesses brought to testify. All proceedings shall be scheduled at the Township's Municipal Building unless otherwise agreed upon by the Township and the union.
- F. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits for processing the grievance at any step in the grievance procedure.

Article IX

Discipline

- A. No employee shall be disciplined, discharged, reprimanded, and reduced in classification or rank without just cause. Any action asserted by an agent of the Township or the Township itself shall be subject to the grievance procedure contained in this Agreement. The question of just cause will specifically be subject to the Grievance Procedure of this Agreement.
- B. The parties recognize the concept of progressive discipline. Discipline may include any or all of the following:
 - 1. Verbal reprimand (Documented and provided to employee)
 - 2. Written reprimand
 - 3. Minor suspension without pay (one to five days)
 - 4. Major suspension without pay (in excess of five days)
 - 5. Termination
- C. The Township may utilize a system of progressive discipline and review each infraction on a case by case basis, however, nothing in this article shall preclude the Township from immediately suspending an employee without pay who is unfit for duty, by posing a safety hazard to their self or others, whose immediate suspension is necessary to maintain safety, health, order or effective direction of public services, who is violation of State residency requirements (P.L. 2011, c.70) or who is formally charged with a crime of the first, second or third degree, or a crime of the fourth degree on the job or directly related to the job.
- D. Employees shall receive an employee interview with the Township Administrator whenever disciplined. The type and results of the interview, along with any employee response, shall be recorded and placed in the employee's personnel file.
- E. Employees shall have the right to have a CWA Local 1032 Staff Representative or their Shop Steward designee present at the employee's request at any and every step of the disciplinary procedure.
- F. The Union shall be given notification of disciplinary action within five (5) working days after implementation of the disciplinary action. Written notice to the CWA Local 1032 Staff

Representative or their designee shall constitute such notification and is the preferred method of notice.

G. Management may pursue disciplinary action for the following offenses:

1. Neglect of Duty
2. Incompetence or inefficiency
3. Incapacity due to mental or physical disability
4. Insubordination
5. Intoxication due to Alcohol or drugs while on duty
6. Chronic or excessive absenteeism
7. Disorderly or immoral conduct
8. Willful violation of any of the provisions of the statutes, rules of regulations relating to the employment of public employees.
9. The conviction of any criminal act or offense
10. Negligence or willful damage to public property or waste of public supplies
11. Conduct unbecoming an employee in the public service which adversely reflects on the Township
12. Misconduct
13. The use of attempt to use one's authority or official influence to control or modify the political action of any activity during working hours
14. Any other violation of law, Township policies, procedures, and regulations

Article X

Hours of Work and Overtime

- A.
 - 1. All full-time bargaining unit employees shall work forty (40) hours per week.
 - 2. Flexible hours shall be provided for employees to work their forty (40) hours. Core hours of work will be 8:30am – 4:30pm, with an unpaid lunch break,
 - 3. Public Works Director's hours of work from Memorial Day to Labor Day are 6am – 2:30pm with an unpaid lunch break. For the remainder of the year, the hours of work are 8am – 3:30pm with an unpaid lunch break.
 - 4. Excluding the Public Works Director, all schedules must be approved by the Administrator.
- B. The work week shall consist of seven (7) consecutive days beginning at 12:01 a.m. Sunday and ending at 12:00 midnight Saturday. The work day shall be the period of twenty-four (24) hours starting and ending at midnight.
- C. In the event that Township needs require a modification of an employee's existing schedule (to include but not limited to hours of work, breaks and days of work), the employee and Union shall be given no less than two (2) weeks' notice and an opportunity to meet and discuss the impact of the change.
- D.
 - 1. All employees shall receive overtime pay for all hours worked in excess of forty (40) hours worked at the rate of one and one-half (1 ½) times the employees regular base rate of pay.
 - 2. An employee shall be able to accumulate a "bank" of a maximum of forty (40) hours of compensatory time each year in lieu of pay. This time shall be taken as scheduled and mutually agreed to by the employee and the Township Administrator.
- E. For the purpose of calculating overtime, all paid leave including holidays will be considered as time worked, except sick leave and compensatory time which will not be considered time worked.
- F. There shall be no pyramiding of overtime payments.
- G. No employee shall be required to work more than sixteen (16) continuous hours. Any employee working sixteen (16) continuous hours shall receive an eight (8) hour rest period

without compensation. However, if this rest period includes any time within the employee's regular scheduled work day, they shall receive his/her normal compensation for that time.

- H. If any employee is recalled to duty, either thirty (30) minutes before the beginning or after the completion of their normal shift, they shall receive a minimum guarantee of two (2) hours compensation at the overtime rate. The minimum guarantee shall apply provided said recall duty is not contiguous with the employee's normal work day. The Township shall have the right to retain the employee on duty for the minimum time period.
- I. All overtime must be approved in advance by the Township Administrator, except for verified emergencies.
- J. Any employees covered under this agreement who are required to work while the Township building is closed due to inclement weather or any other type or situation shall receive one (1) administrative hour for each hour worked while the Township building is closed, not to exceed eight (8) hours per day.

Article XI Holidays

A. All full-time probationary and permanent employees shall receive the following holidays off with pay:

New Year's Day	Columbus Day
Martin Luther King Day	General Election Day
Presidents' Day	Veterans' Day
Good Friday	Thanksgiving Day
Memorial Day	Day After Thanksgiving Day
Juneteenth	Christmas Eve (½ Day)
Fourth of July	Christmas Day
Labor Day	

- B. If Christmas Eve falls on Monday or Thursday, a full day holiday shall be granted. If Christmas Eve falls on a Friday, a half day holiday shall be granted on Thursday.
- C. If a holiday falls on a Sunday, it shall be observed on the following Monday. In the event that a holiday falls on a Saturday, it shall be observed on a Friday.
- D. When a full-time probationary or permanent employee is required to work on any legal holiday or any date determined by the Township to be observed as a holiday, they shall be entitled to a compensatory day off, at a time approved by the Township Administrator. At the Township's option, the employee may be compensated for working on said holiday by receiving straight time payment for the holiday in addition to his/her regular payment for working on said day. If the Township does not elect to pay employee and the employee requests the compensatory day off within two (2) weeks of the holiday, the employee must be granted said holiday so long at least five (5) work days' notice is given and there is no manpower shortage prohibiting the Township from granting the day off.

- E. In the event a legal or official holiday occurs while an employee is on sick leave, they shall not have such holiday charged against his/her sick leave.
- F. If one or more holidays fall within the employee's vacation period, the employee will not be charged a vacation day for the holiday.

Article XII Vacations

A. An employee shall be entitled to paid vacation according to the following schedule:

Years of Service	Number of Working Days
1 st full calendar year of service	One-Half (½) working days per month
2 nd through 5 th year of service	Ten (10) working days per year
6 th through 10 th year of service	fourteen (14) working days per year
11 th through 15 th year of service	eighteen (18) working days per year
16 th through 19 th year of service	twenty-two (22) working days per year
20 th through 24 th year of service	twenty-four (24) working days per year
after 25 years of service and thereafter	twenty-six (26) working days per year

- B. 1. All vacation time must be taken in the year accrued. If an employee is unable to take their vacation time in the year in which it accrues because the Township does not allow the employee to take the vacation based upon the needs of the Township, then any vacation accrued and not taken by the employee shall be carried into the next succeeding calendar year only.
2. Upon request by an employee and in the sole discretion of the Township Administrator, an employee may carry up to a maximum of five (5) accrued vacation days into the next succeeding year, to be scheduled at a time mutually agreeable to the employee and the Township Administrator.
- C. A vacation period shall consist of no less than five (5) consecutive work days. Vacation periods of less than five (5) days may be taken upon approval and within the sole discretion of the Township Administrator.

- D.
 - 1. Requests for vacation leave of five (5) or more consecutive work days shall be submitted by the employee in writing to the Township Administrator at least two (2) weeks prior to the requested vacation, except in cases of emergency.
 - 2. Vacation leaves shall be scheduled to eliminate, as far as practicable, the necessity of engaging temporary personnel to perform the duties of the vacationing employee.
 - 3. No changes in vacation leave schedules shall be permitted without the consent of the Township Administrator.
 - 4. All vacations shall be subject to adjustment by the Township on the basis of emergency only.
- E. Any month in which an employee is absent for more than fifty percent (50%) of their scheduled work days in any given month, due to disciplinary suspension or leave of absence without pay, said employee shall not accrue any vacation time for that month.
- F. An employee who terminates their employment with the Township, or whose employment is terminated by the Township, shall be entitled to vacation time and/or vacation pay on a pro-rated basis.

Article XIII

Salaries

- A. For the 2022 calendar year, all bargaining unit employees shall receive a salary increase in accordance with attached Schedule A. Salary increases for 2022 shall be paid retroactive to January 1, 2022.
- B. For the 2023 calendar year, all bargaining unit employees shall receive a salary increase in accordance with attached Schedule A. Salary increases for 2023 are due and owing on January 1 of that year.
- C. For the 2024 calendar year, all bargaining unit employees shall receive a salary increase in accordance with attached Schedule A. Salary increases for 2024 are due and owing on January 1 of that year.
- D. For the 2025 calendar year, all bargaining unit employees shall receive a salary increase in accordance with the attached Schedule A. Salary increases for 2025 are due and owing on January 1 of that year.
- D. Employees shall advance to the next level of their position category on January 1st of each year. If the employee has reached the highest level in their category, no additional level changes shall occur.
- E. Annual salary shall be paid biweekly by dividing the annual salary by the number of work days in the year.

Article XIV
Longevity

- A. 1. All full-time employees hired before January 1, 1992 shall be paid in addition to and together with their annual base salary additional compensation based upon the length of their service and determined according to the following schedule.

Years of Service	% of Annual Base Salary
Starting the 15 th year	5 percent

2. Those employees hired after January 1, 1992 shall not be entitled to longevity.
- B. "Years of service" shall be defined as all-time an employee is employed by the Township. An employee's anniversary date for the purposes of longevity shall be determined from the employee's date of hire.
- C. Longevity pay shall be applied on the basis of the employee's anniversary date of employment and shall commence at the adjusted rate.

Article XV

Sick Leave

- A. All full-time employees covered by this Agreement shall be granted sick leave with pay in the amount of one (1) working day for every month of service during the remainder of the first calendar year of service, one and one-quarter (1-1/4) working days for every month of service during the next calendar year of employment. On January 1 of the next calendar year and January 1 of every succeeding calendar year, if the employee has a minimum of ten (10) accumulated sick leave days, they shall accrue fifteen (15) working days as of January of that calendar year. If on January 1 of any calendar year the employee does not have a minimum of ten (10) accumulated sick leave days, they shall continue to accrue sick leave on the basis of one and one-quarter (1-1/4) working days for every month of service.
- B. Any amount of sick leave not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose, up to a maximum of two hundred forty (240) days.
- C. Sick leave is hereby defined to mean absence from post of duty by an employee by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be used for their spouse, child, or other member of their immediate family who is seriously ill and requires the attendance of the employee.
- D. If an employee shall have reported for duty and shall be required to leave their post of duty for any of the above enumerated reasons prior to the completion of one-half of their work day, they shall be charged one-half day's sick leave. If they shall have completed more than one-half day's duty before being required to leave, they shall not be charged sick leave for that day. Employees shall provide acceptable medical evidence of proof of illness after three (3) occurrences in any calendar year.
- E. Any employee who shall be absent from work for three (3) or more consecutive working days for sick leave or leave in attendance of a member of the employee's family as delimited in Section C of this Article, or for more than seven (7) working days of at least three (3) occurrences in any calendar year, shall be required to submit acceptable medical evidence substantiating the illness, and, where necessary, substantiating the necessity of the employee

attending to a family member delimited in Section C of this Article. Any day for which acceptable medical evidence substantiating the illness has been submitted shall not be counted toward the seven (7) days enumerated above.

- F. The Township Administrator may require the employee to submit acceptable medical evidence of proof of illness whenever such a requirement appears reasonable to the Township Administrator. If the Township requires a physical examination, it shall be performed by a physician selected by the Township and at Township expense.
- G. In order to receive compensation while absent on sick leave, an employee shall report their absence at least one-half ($\frac{1}{2}$) hour prior to the start of their shift, where possible, except where emergency circumstances prevent the employee from doing so. In those circumstances, the employee shall report their absence as promptly as possible. Failure to so notify may be cause of denial of the use of sick leave for that absence, and constitute cause for disciplinary action. The Township shall designate the person or persons to whom notification must be given.
- H. Abuse of sick leave shall be cause for disciplinary action and may constitute justifiable cause for dismissal.
- I. In case of sick leave due to contagious disease, a certificate is required from a valid health agency.
- J. Any month in which an employee is absent for more than fifty percent (50%) of their scheduled work days in any given month, due to disciplinary suspension or leave of absence without pay, said employee shall not accrue any sick leave time for that month.
- K. Employees hired before May 21, 2010, at their option, may be paid fifty percent (50%) of their annual unused sick leave from the preceding year, no later than March 15th of the succeeding year. The remaining fifty percent (50%) of their unused annual sick leave shall be accumulated without limitation. The sick leave payment cannot cause the amount of days accumulated to drop below twenty-five (25).
- L. Employees hired before May 21, 2010, at their option, may be paid for a maximum of twenty-five (25) sick days from their sick leave balance if that balance is seventy-five (75) days or greater as of December 31 of the preceding year. If an employee exercises this option, they are precluded from exercising their option in Section K above.

- M. An employee may, at their option, donate transfer up to five (5) sick days per employee per year to the accumulated sick leave time bank of any other bargaining unit member who has exhausted all of their discretionary time off due to a serious illness or injury to themselves or a family member they are caring for.
- N. If the employee has used sick leave that they have not earned for the calendar year, the employee shall owe the Township for the time used. The employee shall consent to reimbursement by payroll deduction from their final pay.

Article XVI

Terminal Leave

- A. An employee who retires in good standing after completion of at least ten (10) consecutive full years of permanent full-time employment with the Township shall receive payment for unused sick leave at the rate of twenty-five percent (25%) of their annual salary at the date of retirement. A maximum payment of Five Thousand Dollars (\$5,000) shall be paid regardless of the number of sick days accumulated. The maximum amount of sick days which an employee can be compensated for during their employment with the Township in any capacity under Article XV – Sick Leave, and this section, shall not exceed Two Hundred Forty (240) Days.
- B. An employee who retires in good standing of at least twenty (20) consecutive full years of permanent full-time employment with the Township shall receive payment for unused sick leave at the rate of fifty percent (50%) of their annual salary at the date of retirement. A maximum payment of Fifteen Thousand Dollars (\$15,000) shall be paid regardless of the number of sick days accumulated. The maximum amount of sick days which an employee can be compensated for during their employment with the Township in any capacity under Article XV – Sick Leave, and this section, shall not exceed Two Hundred Forty (240) Days.
- C. An employee who retired pursuant to the Public Employee Retirement System with a minimum of twenty-five (25) continuous years of service as a permanent full-time employee of the Township shall receive payment for unused sick leave at the rate of one hundred percent (100%) of their annual salary at the time of retirement. A maximum payment of Fifteen Thousand Dollars (\$15,000) shall be paid regardless of the number of sick days accumulated. The maximum amount of sick days which an employee can be compensated for during their employment with the Township in any capacity under Article XV – Sick Leave, and this section, shall not exceed Two Hundred Forty (240) Days.
- D. If an employee is eligible for disability retirement pursuant to the Public Employee Retirement System or dies while employed by the Township, the Township shall pay to the employee or their estate, payment for unused sick leave at the rate set forth in Sections A, B, C, and E of Article XVI.

Article XVII

Personal Days

- A. 1. Full-time permanent employees shall be entitled to three (3) days a year of leave and shall be non-accumulative. One and a half (1.5) personal days per year may be utilized in hourly leave increments by the employee at their option.
- 2. Probationary employees shall accrue one (1) personal day for every four (4) complete months of service, and shall continue to accrue personal days on this same basis after they are made permanent until the end of the calendar year in which they became a permanent employee. Thereafter, they shall accrue personal days pursuant to Section A.1 above. Probationary employees shall be entitled to use accrued personal days during their probationary period.
- B. Application for a personal day must be submitted at least forty-eight (48) hours in advance, except where circumstances prohibit the giving of such notice.
- C. Personal days may be taken any time during the year. Only one (1) personal day may be taken during the month of December.
- D. Personal days will not be deducted from vacation, holiday, or sick leaves.
- E. If the employee has used personal leave that they have not earned for the calendar year, the employee shall owe the Township for the time used.

Article XVIII

Funeral Leave

- A. In the event of death of the employee's parent or step-parent, spouse, domestic partner, child, step-child or foster child, sister, brother, father-in-law, mother-in-law, grandparent, grandchild, of the employee, the employee shall be granted time off without loss of pay commencing between the day of death and the day of the funeral, but in no event to exceed five (5) consecutive working days.
- B. In the event of the death of the employee's relatives residing not listed in section A, but residing in their household, the employee shall be granted time off without loss of pay commencing between the day of death and the day of the funeral, but in no event to exceed three (3) consecutive working days.
- C. In the event of the death of the employee's brother-in-law or sister-in-law, the employee shall be granted time off without loss of pay commencing between the day of death and the day of the funeral, but in no event not to exceed two (2) consecutive working days.
- D. Upon recommendation of the Township Administrator and approval by the Township Committee, additional time may be granted pursuant to this Article where circumstances justify such an extension.

Article XIX

Jury Leave

- A. Any permanent full-time employee who loses time from their job because of jury duty as certified by the Clerk of the Court shall receive full pay from the Township and shall sign over to the Township Treasurer all monies received for services, excluding mileage reimbursement, on such jury subject to the following conditions:
1. The employee must notify their supervisor immediately upon receipt of a summons for jury service;
 2. No employee is attending jury duty during vacation and/or other time off from Township employment; and
 3. The employee submits adequate proof of the time served on the jury and the amount received for such service.

Article XX

Military Leave

- A. Military leave will be granted in accordance with New Jersey State Statutes.
- B. Employees shall be required to notify the Township Administrator and the Treasurer at least two (2) weeks in advance of the required leave. An employee's pay will be withheld until a copy of their orders are supplied to both the Township Administrator and Treasurer in order to verify the employee's eligibility for leave. The employee shall receive their full pay from the Township for a period not to exceed ninety (90) work days per calendar year while performing active military duty.

Article XXI

Injury Leave

- A.
 - 1. In the event an employee becomes disabled by reason of a work-related injury or illness and is unable to perform their assigned duties, then, in addition to any sick leave benefits otherwise provided for herein, the employee shall be entitled to full pay for a period of up to one (1) year, provided all conditions of this Section A are met.
 - 2. When an employee requests injury leave, they shall be placed on “conditional injury leave” until a determination of whether or not an injury or illness is work related and the employee is entitled to injury leave is initially made by the Township’s Workman’s Compensation carrier, with the final determination, if necessary, to be made by the Workman’s Compensation Bureau or Court. When and if it is finally determined that the injury or illness is not work related and the employee is not entitled to job injury compensation, the employee shall be denied injury leave and shall have all time off charged against their accumulated sick time; and, if necessary, against any other accumulated leave time. If the employee leaves the employ of the Township prior to reimbursing the Township for such advanced time, the employee shall be required to reimburse the Township for such advanced time.
 - 3. When an employee is granted either “conditional injury leave” or “injury leave,” the employee shall surrender and deliver any compensation, disability or other payments to the Township Treasurer and receive their entire salary payment.
- B. Any employee who is injured, whether slight or severe, while working, must make an immediate report thereof to the Township Administrator prior to the end of their work day.
- C. It is understood that the employee must file an injury report with the Township Administrator so that the Township may file the appropriate Worker’s Compensation Claim. Failure to so report said injury may result in the failure of the employee to receive compensation under this Article.
- D. The employee shall be required to present evidence by a certificate of a physician designated by the insurance carrier that they are unable to work, and the Township may reasonably require the employee to present such certificate from time to time.

- E. If the Township does not accept the certificate of the physician designated by the insurance carrier, the Township shall have the right, at its own cost, to require the employee to obtain a physical examination and certification of fitness by a physician appointed by the Township.
- F. The Township, at its option, and upon certification by the Township appointed physician may extend the injury leave for no more than one (1) additional year. The Township appointed physician must certify that the employee is incapable of performing their duties for the additional time period.
- G. If the Township can prove an employee has abused their privileges under this Article, the employee will be subject to disciplinary action by the Township.

Article XXII
Leave of Absence without Pay

- A. A permanent full-time employee may be granted leave without pay for a period not exceeding three (3) months during a fiscal year for specific personal reasons, or other reasons deemed in the best interests of the Township when recommended by the Township Administrator and approved by the Township Committee.
- B. Applications for leave without pay must be submitted in advance, in writing, to the Township Administrator, stating the employee's reason for requesting such a leave and containing a statement that they intend to return to the Township's service after the expiration of such leave. A leave of absence without pay shall not be considered for approval if the employee has paid leave available to utilize.
- C. Any leave of absence without pay granted in this Article shall be in accordance with the Federal Family Medical Leave Act (FMLA) and/or the Family Leave Act (FLA) and shall not be in addition to those regulations.
- D.
 - 1. A leave of absence without pay not exceeding three (3) months shall be granted for maternity leave purposes.
 - 2. Upon written request and certification from the employee's physician that additional time is needed, the Township, in its sole discretion, may extend maternity leave beyond three (3) months.
- E. During the period of a leave of absence without pay, an employee shall not continue to accrue seniority, but shall not lose any seniority already accrued.

Article XXIII
Absence without Leave

Absence without notification for five (5) consecutive days shall constitute a resignation.

Article XXIV
Probationary Period

- A. Except when statutory requirements direct otherwise, all new employees shall serve a period of probation of at least three (3) months and no more than six (6) months.
- B. The Township Committee, at its sole discretion, may waive all or any part of the probationary period when the Township Committee deems such a waiver to be reasonable and in the best interests of the Township.

Article XXV
Employee Qualifications

- A. If an employee loses their driver's license or for any reason is no longer qualified for their present position with the Township, the Township shall attempt to place the employee in another position, if a vacancy exists and the employee is qualified to perform the job duties of this other position.

Article XXVI
Employee Performance Rating

- A. All full-time permanent employees shall be evaluated annually by the Township Administrator
- B. The annual evaluation shall be in written form by the Township Administrator and be reviewed privately with the employee. The employee shall receive a copy of their written evaluation. The evaluation shall become a permanent part of the employee's personnel record.
- C. After the employee has reviewed their rating form and has had the opportunity to review it with the Township Administrator, the employee shall have the right to respond, in writing to the employment rating if they so desires.
- D. If the employee is dissatisfied with the rating, they shall have the right to grieve the rating.
- E. The Township's criteria for rating employees shall be made known to the employees as soon as they are determined.

Article XXVII

Reduction in Force

- A. Any employee covered by this Agreement whose position is eliminated as a result of a layoff, reorganization or any other reason, shall be given the following option of: (1) accepting another position within the affected employee's current department; (2) accepting a position elsewhere in the Township provided the employee has the necessary skill and ability to perform the required work; or (3) accepting the layoff.
- B. The Township agrees to meet and confer with the Union at least forty-five (45) days prior to any reduction in force to discuss the affects, ways to lessen the severity of, or seek alternatives to the reduction in force.

Article XXVIII

Personnel Files

- A. The Township shall establish personnel files or confidential records which shall be maintained under the direction of the Township. The Township shall not keep any files that are unknown and/or inaccessible to the employees, except for privileged files kept by the Township Solicitor.
- B. Employees covered under this Agreement may, by reasonable request during normal business hours, review in the presence of an individual designated by the Township or their designee any written evaluation reports or written complaints which may be contained in their personnel file.
- C. Whenever a written complaint concerning an employee is placed in their personnel file, a copy shall be furnished to them and they shall be given the opportunity to rebut same in writing if he/she so desires.

Article XXIX

Health Insurance

- A. The Township agrees to provide health insurance which includes traditional coverage, preferred provider organization and health maintenance organization through the New Jersey State Health Benefit Plan as exists or as modified by the State Health Benefit Program (or any other substantially equal health benefit plan) including any changes in co-pays or deductibles that may be implemented by the State Health Benefit Program for all employees and eligible dependents covered by this Agreement. Employees shall pay one and one half percent (1.5%) of their salary or the phase in cost whichever is greater. The phase in cost commenced January 1, 2012.
- B.
 - 1. The Township agrees to provide dental insurance coverage through Delta Dental (or any other substantially equal plan), for all employees and eligible dependents covered by this agreement at the Township's expense for the life of this contract.
 - 2. Prescription plan co-pay shall be in accordance with the New Jersey State Health Benefit Plan (or any other substantially equal plan).
- C. An employee may annually exercise their option to opt out of medical health coverage for a period of one (1) year. An employee exercising this option must provide to the Township proof of medical coverage as of the date of payment. For those who opt to buy out, a payment in accordance with the New Jersey Health Benefit guidelines shall be made prior to April 15. Employees may buy back into the medical health coverage at their own expense on the first of the month following notification of their intent to resume Township coverage.
- D. Should a change in statutory law, agreements, or contract settlements occur with similar government bargaining units within the State, which limits or reduces the cost of healthcare for unit employees, the parties agree to reopen negotiations as to this Article only. Said negotiations shall be limited to the impact, if any, of any such statutory change in law or contract

Article XXX
Education Benefits

- A. When the Township requests or requires an employee to take a course and designates the course to be taken, the Township shall pay for any tuition fees, book costs, or other direct out-of-pocket expenses incurred in the completion of said course, upon submission of written verification of expenses and satisfactory completion of the course.
- B. Upon prior approval by the Township, any employee taking a college credit course at an accredited post graduate institution where said course, in the sole opinion of the Township, shall assist the employee in performing their duties more productively and efficiently, shall be reimbursed for the cost of tuition and books, upon verification of satisfactory completion of the course.
- C. Employees shall be released from work time without loss of pay to attend any courses required by the Township or legally required for license renewal.

Article XXXI
Meal and Travel Allowance

- A. When an employee is required to work thirteen (13) continuous hours or more, they shall receive a meal allowance of twenty dollars (\$20) and one-half (½) hour break following the twelfth (12th) hour.
- B. Employees receiving prior approval to attend conventions, conferences, seminars, training sessions, or other meetings, either required by the Township or in the performance of their official duties for the Township, shall receive per diem travel expenses, hotel lodgings, meal allowance, and incidental expenses related thereto as approved in advance in writing by the Township.
- C. Whenever an employee is required to use their personal vehicles for work-related travel he/she shall be reimbursed at the rate of the United States Government Internal Revenue Service equivalent on allowance per mile for work-related automobile use. This rate shall be fixed annually on January 2 of each year.

Article XXXII

Township Equipment

- A. Whenever any employee damages any Township equipment, a full written report shall be made and forwarded to the Township Administrator's office.
- B. When any Township-owned vehicle is involved in an accident, the Police Department must be notified immediately so that they may conduct an on-the-scene investigation and prepare an accident report as required. The driver must also file a full report as required in Section A above.
- C.
 - 1. In the event of an accident, the Township Administrator may convene a review board consisting of the Township Administrator and at least one (1) other employee to review the accident and determine if negligence is involved, or if any disciplinary action should be recommended.
 - 2. When an employee is being interviewed about an accident, they shall have the right to have a Union Steward present. If a Union Steward is not available, the employee has the right to have another Union representative present.

Article XXXIII
Uniform Allowance

- A. The Township agrees to provide the Public Works Director with uniforms which includes pants, shirts, Spring-weight jacket, Winter-weight jacket and rain pants and jacket.
- B. The Township agrees to provide the Public Works Director and Fire Official a purchase replacement allowance in the amount of Three Hundred Fifty Dollars (\$350) per year.
- C. The Township agrees to provide the Construction Official an annual allowance not to exceed two hundred dollars (\$200) per year, to purchase hard hat, boots and “Carhartt” type work jacket.

Article XXXIV
Severability and Savings

- A. If any clause or provision of this Agreement is deemed illegal and/or invalid through a court decision or legislation, that clause or provision shall become null and void. All other clauses or provisions of this Agreement shall not be affected, and shall remain in full force and effect.
- B. If any clause or provision of this Agreement is deemed illegal and/or invalid, the Township and the Union, upon the request of either party, shall meet and discuss the clause or provision in question. Neither the Township nor the Union shall be obligated to agree to a modified, alternate, or replacement clause or provision.

Article XXXV

Fully-Bargained Agreement

- A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all negotiable issues which were or could have been the subject of negotiations.
- B. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law from the area of Collective Bargaining and that the understanding of that right and opportunity are set forth in this Agreement.
- C. The Township and the Union, for the life of this Agreement, agree that the other shall not be obligated to bargain or negotiate with respect to any subject or matter referred to or covered in this Agreement, or with respect to any matter or subject not specifically referred or covered in this Agreement, even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.
- D. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.
- E. It is the intent of the parties that the provisions of this Agreement will supersede all prior agreement and understandings, oral or written, expressed or implied, between the parties and shall govern their entire relationship and shall be the sole source of any and all rights or claims which may be asserted in arbitration hereunder or otherwise. The Union for the life of this Agreement hereby waives any rights to demand, but may request, to negotiate or bargain with respect to any matters contained in this Agreement. It is mutually understood that this clause is a clear waiver as to any right or claims not expressed in this Agreement.
- F. This Article does not apply to any position newly created by the Township, or any situation where the Township changes or alters any negotiable term and condition of employment.

Article XXXVII
Duration of Agreement

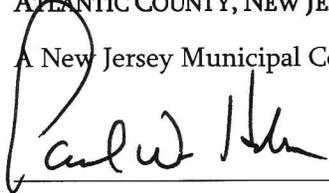
This Agreement shall become effective on January 1, 2022, and shall terminate on December 31, 2025. If either party desires to change this Agreement, it shall notify the other party in writing at least thirty (30) days before the expiration of this Agreement of the proposed changes and their desires to terminate this Agreement. If notice is not given as herein stated, this Agreement shall automatically be renewed for another year.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

EGG HARBOR TOWNSHIP

ATLANTIC COUNTY, NEW JERSEY

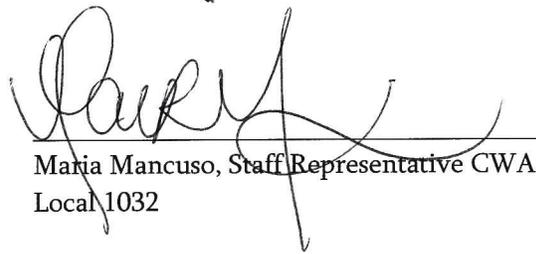
A New Jersey Municipal Corporation



Paul W. Hodson, Mayor

THE HIGHER LEVEL OF SUPERVISORS OF

EGG HARBOR TOWNSHIP, CWA



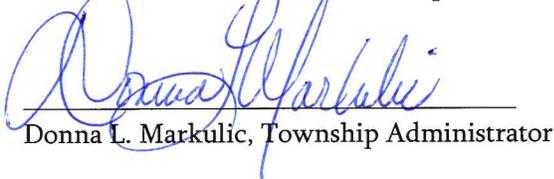
Maria Mancuso, Staff Representative CWA
Local 1032

Dated: November ^{2nd} 2022

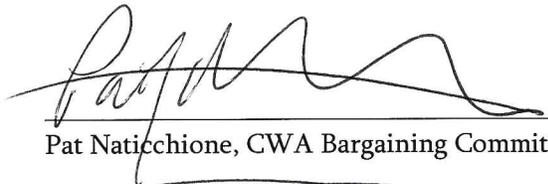
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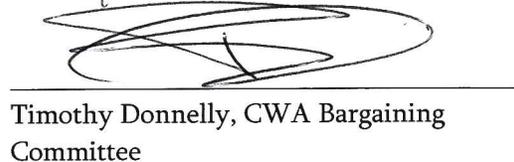
Eileen M. Tedesco, RMC, Township Clerk



Donna L. Markulic, Township Administrator



Pat Naticchione, CWA Bargaining Committee



Timothy Donnelly, CWA Bargaining
Committee



SCHEDULE A Salary Guide

<p>The chart annexed hereto as <u>Exhibit A</u>, incorporated herein and made a part hereof, contains the salary for those personnel covered under the CWA Collective Bargaining Agreement as follows:</p>	
Category A	Director of Public Works
Category B	Construction Official, Tax Collector and Tax Assessor
Category C	Fire Official and Director of Recreation
Category D	Land Use Administrator

CWA Member	2022	2023	2024	2025
Audet	C10	C10	C10	C10
Donnelly	E2	B2	B3	B4
Naticchione	B10	B10	B10	B10
England	B6	B7	B8	B9
Simerson	A10	A10	A10	A10
Cummings	C10	C10	C10	C10
Wilbert	F10	D8	D9	D10

2022 CWA SALARIES 2%

	Category A	Category B	Category C	Category D	Category E	Category F
Level 1	84,115	75,262	71,942	68,360	69,727	
Level 2	87,300	78,401	74,911	71,171	72,594	
Level 3	90,482	81,541	77,880	73,983	75,463	
Level 4	93,667	84,681	80,849	76,792	78,328	
Level 5	96,849	87,821	83,819	79,602	81,195	
Level 6	100,032	90,917	86,788	82,413	84,061	
Level 7	103,216	94,101	89,757	85,225	86,930	
Level 8	106,262	97,241	92,727	88,036	89,797	
Level 9	109,426	100,091	95,463	90,845	92,662	
Level 10	112,590	103,193	98,402	93,656	95,529	76,791

2023 CWA SALARIES 2.75%

	Category A	Category B	Category C	Category D	Category E moves to Category B	Category F moves to Category D
Level 1	86,428	77,331	73,920	70,240		
Level 2	89,701	80,557	76,971	73,128		
Level 3	92,970	83,783	80,022	76,018		
Level 4	96,242	87,010	83,072	78,904		
Level 5	99,512	90,236	86,124	81,791		
Level 6	102,783	93,417	89,175	84,679		
Level 7	106,054	96,689	92,225	87,569		
Level 8	109,184	99,915	95,277	90,457		
Level 9	112,435	102,843	98,088	93,343		
Level 10	115,686	106,031	101,108	96,232		

2024 CWA SALARIES 3%

	Category A	Category B	Category C	Category D
Level 1	89,021	79,651	76,138	72,347
Level 2	92,392	82,974	79,280	75,322
Level 3	95,760	86,297	82,422	78,298
Level 4	99,130	89,620	85,565	81,271
Level 5	102,498	92,943	88,708	84,245
Level 6	105,867	96,219	91,850	87,220
Level 7	109,236	99,590	94,992	90,196
Level 8	112,459	102,912	98,135	93,171
Level 9	115,808	105,928	101,031	96,144
Level 10	119,156	109,212	104,141	99,118

2025 CWA SALARIES 3%

	Category A	Category B	Category C	Category D
Level 1	91,692	82,041	78,422	74,518
Level 2	95,163	85,463	81,659	77,582
Level 3	98,632	88,886	84,895	80,647
Level 4	102,104	92,309	88,131	83,709
Level 5	105,573	95,731	91,369	86,772
Level 6	109,043	99,106	94,605	89,836
Level 7	112,513	102,577	97,842	92,902
Level 8	115,833	106,000	101,079	95,966
Level 9	119,282	109,106	104,062	99,028
Level 10	122,731	112,489	107,266	102,092