



State of New Jersey
 DEPARTMENT OF COMMUNITY AFFAIRS
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CHRIS CHRISTIE
Governor

KIM GUADAGNO
Lt. Governor

CHARLES A. RICHMAN
Commissioner

TO: All Lifeguards, Lead Lifeguards, Lieutenants and Sr. Lieutenants

FROM: Jeffrey S. Chiesa, DLGS State Designee
 Timothy Cunningham, Director, Division of Local Government Services

cc: Charles A. Richman, Commissioner, Department of Community Affairs
 Donald A. Guardian, Mayor, City of Atlantic City
 Marty Small, Atlantic City Municipal Council President
 All Members of the Atlantic City Municipal Council
 Jason Holt, Business Administrator
 Scott Evans, Fire Chief, City of Atlantic City

RE: NOTICE OF CHANGES IN THE TERMS AND CONDITIONS OF YOUR EMPLOYMENT

DATE: May 19, 2017

As you are aware, the City of Atlantic City is in severe financial distress. The Municipal Stabilization and Recovery Act provides that we may unilaterally modify wages, hours, or any other terms and conditions of employment to assist in the financial rehabilitation and recovery of the municipality. As a result, the following changes to your terms and conditions of employment will occur:

- Duration of Agreement: May 19, 2017 through December 31, 2021.
- Effective May 19, 2017, eliminate Longevity in its entirety for all employees.
- Effective May 19, 2017 (at the beginning of the next pay period), a new salary guide is hereby established for all current Lifeguards, Lead Lifeguards, Lieutenants and Sr. Lieutenants. Lifeguards will be placed on the lowest step that is closest to their current base salary. (The maximum salary for Lifeguards is reached when a Lifeguard achieves twenty-four (24) years of service). The salaries listed below shall be your entire base salary. There shall be no supplemental compensation except for overtime where applicable. You will receive a separate letter setting your new salary within the parameters below:

<u>RANK</u>	<u>2017 Salaries</u>
<u>LIFEGUARDS</u>	
1 ST to 3 RD year	\$100.65 per day



4 th year	\$120.65 per day
5 th year	\$130.00 per day
6 th year	\$133.78 per day
7 th year	\$139.50 per day
8 th year	\$142.50 per day
9 th year	\$146.90 per day
10 th to 12 th year	\$153.80 per day
13 th year	\$160.07 per day
14 th to 15 th year	\$166.61 per day
16 th to 18 th year	\$173.16 per day
19 th year	\$175.00 per day
20 th year	\$181.24 per day
21 st to 22 nd year	\$183.32 per day
23 rd year	\$186.32 per day
24 years and over	\$189.32 per day

LEAD LIFEGUARDS – Add \$10.00 per day to all above steps

LIEUTENANTS \$215.02 per day

SR. LIEUTENANTS \$225.02 per day

- Effective May 19, 2017, AFSCME Local 2303C will no longer be entitled to binding interest arbitration when a settlement cannot be reached in contract negotiations.
- Effective May 19, 2017, the City will no longer grant leave from duty with pay for up to two meetings of the United States Lifeguard Association for two (2) employees per year.
- Effective May 19, 2017, unpaid leaves of absence for medical reasons will be subject to the approval of a physician designated by the City, and such unpaid leave of absence will be granted at the discretion of the Chief.

Effective May 19, 2017, lifeguards who are not absent for an entire season from starting date through Labor Day will no longer receive one-half (1 ½) day additional pay at the end of the season.

- Effective May 19, 2017, employees must complete one hundred twenty (120) days of service from May 1 through October 31 during the calendar year in order to earn credit for one (1) year of service for seniority purposes (Article XVII.C.), pension purposes (Article XVII.F.), probationary period purposes (Article XIX) and tenure purposes (Article XXI).
- Effective May 19, 2017, an employee shall be entitled to overtime after forty-eight (48) hours worked in any given week, and sick leave shall not count as hours worked for overtime purposes.

- Effective May 19, 2017, employees shall not be granted up to two (2) seasons of unpaid leave of absence upon request. (Eliminate Article XXII.A. in its entirety).
- Effective May 19, 2017, the \$5.00 per day stipend for all employees certified as an EMT shall be eliminated.
- Upon the conclusion of this agreement, employees shall not receive salary increases or movement through the salary guide increments until a new agreement is signed by the City and AFSCME 2303C.
- For more information concerning your AFSCME Local 1210 contract, please contact your AFSCME representative