

## EMPLOYMENT AGREEMENT

Township of Lawrence and New Jersey American Federation of State, County  
and Municipal Employees, Council 73, AFL-CIO, Local 2257

THIS AGREEMENT made this 12 day of November 2020 by and between the *Township of Lawrence*, a municipal corporation of the State of New Jersey, having its principal offices at 2207 Lawrence Road, Lawrence Township, New Jersey 08648 ("Township") and *New Jersey American Federation of State, County and Municipal Employees, Council 73, AFL-CIO, Local 2257*, having its principal offices at Nottingham Village Square, 2653A Whitehorse-Hamilton Square Road, Hamilton, NJ 08690 ("Union").

### WITNESS

WHEREAS, the Township and the Union entered into an Employment Agreement dated May 2, 2017, to establish "the complete and final understanding on all bargaining issues between the Township and the Union" for three years commencing on January 1, 2017, through December 31, 2019; and

WHEREAS, the Township and the Union did initiate negotiations for a new employment contract at a time just before the worldwide health crisis involving the spread of a novel coronavirus more commonly known as Covid-19 ("Pandemic"); and

WHEREAS, the Parties understand and agree that the negotiations could not meaningfully continue while the negative impact of the Pandemic persists with no identifiable end date; and

WHEREAS, the Parties now wish to extend the prior Employment Agreement, with modifications, for an additional two-year period ending December 31, 2021.

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained, the legal sufficiency is hereby acknowledged. The Parties agree as follows:

1. Term of Agreement: The prior negotiated employment agreement (attached hereto and made a part hereof as Exhibit A) is extended from December 31, 2019, to December 31, 2021.

2. Base salaries: Salaries for all covered employees and all Step Schedules under the existing employment agreement shall be increased as follows: 2020 – 2.0% and 2021 – 2.0%. The revised Salary Schedules are attached as Exhibit B.

3. Holidays: Section 8.2 is amended to include Juneteenth (June 19) as an observed holiday by the Township of Lawrence.

4. Bereavement Leave. Section 12.1 shall be changed as follows:

*"...or in the case of spouse or child, in which case said leave shall not exceed fifteen (15) consecutive working days per incident."*

5. Health Benefits: Section 15.5 shall be changed as follows:

*"The Township will pay for a life insurance policy in the amount of seven thousand five hundred (\$7,500) dollars for natural death and will increase to twelve thousand five hundred (\$12,500) dollars in the event of accidental death. The Township reserves the right to choose the insurance carrier for this program."*

6. Extended Sick Leave: Article XVII, Section 17.1 shall be modified as follows:

*"(a) All permanent employees or full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service; (b) Sick leave may be utilized by employees in accordance with NJSA 4A:6-1.3g; and (c) The Family and Medical Leave Act of 1993 and/or The New Jersey Family Leave Act provisions will govern as applicable."*

7. Clothing Allowance: Section 28.1 shall be changed as follows:

"The Township agrees to provide the following Employees additional income for the cost of uniforms:

- 1) \$275 for Public Health Nurses;
- 2) \$675 for Animal Control Officers;
- 3) \$375 for Housing Inspector;
- 4) \$375 for Recreation Leader;
- 5) \$575 for Fire Protection Sub-Code official;
- 6) \$375 for *Public Works Inspector, Registered Environmental Health Specialist, and Building Inspectors.*

This payment shall be paid as additional income to the Employee by no later than the last day in January of each year of this Agreement. This payment is not pensionable.


8. Modification: This Agreement contains the Parties' entire understanding concerning the subject matter hereof. It may not be changed or modified orally, but only by duly authorized written instruments signed by the Parties.

9. Validity and Enforceability: Each party waives all rights to challenge the validity or enforceability of this Agreement.

IN WITNESS WHEREOF, the Parties have duly executed this Agreement as of the day and year first written.

ATTEST:

Township of Lawrence

  
Kathleen Norcia  
Municipal Clerk

  
Kevin P. Nerwinski, Esq.  
Municipal Manager/QPA

AFSCME, Council #73  
AFL-CIO, Local 2257



  
Aimee Landau, President

## SCHEDULE A

### WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 1</b>	1	29,666	30,259
Clerk 1	2	30,365	30,972
Keyboarding Clerk 1	3	31,065	31,687
Sr. Citizen Program Aide	4	31,764	32,400
	5	32,464	33,113
	6	33,163	33,826
	7	33,862	34,539
	8	34,561	35,252
	9	35,263	35,968
	10	35,963	36,683
	11	36,665	37,398
 <b>GRADE 2</b>	1	30,899	31,517
Account Clerk	2	31,760	32,395
Assistant Animal Control Officer	3	32,618	33,270
Deputy Registrar of Vital Statistics/Typing	4	33,474	34,143
Keyboarding Clerk 2	5	34,332	35,018
Violations Clerk	6	35,192	35,896
	7	36,051	36,772
	8	36,910	37,648
	9	37,768	38,524
	10	39,118	39,901
	11	40,471	41,280
 <b>GRADE 3</b>	1	32,135	32,777
Public Safety Telecommunicator/Typist	2	32,971	33,630
	3	33,810	34,486
	4	34,647	35,340
	5	35,490	36,200
	6	36,329	37,055
	7	37,165	37,908
	8	38,003	38,763
	9	38,845	39,622
	10	40,176	40,979
	11	41,506	42,336
 <b>GRADE 4</b>	1	30,903	31,521
Data Control Clerk/Typing	2	32,082	32,724
Clerk 2	3	33,264	33,929
Clerk Transcriber	4	34,444	35,132
	5	35,623	36,336
	6	36,802	37,538
	7	37,983	38,743
	8	39,164	39,948
	9	40,344	41,151
	10	41,524	42,355
	11	42,702	43,556

## SCHEDULE A

### WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 5</b>	1	36,329	37,055
Cashier	2	37,842	38,599
Senior Clerk Transcriber	3	39,356	40,143
Keyboarding Clerk 3	4	40,308	41,114
Purchasing Assistant	5	41,262	42,087
Purchasing Assistant/Senior Clerk Typist	6	42,250	43,095
Switchboard Operator/Typing	7	43,236	44,101
Records Support Technician 1	8	44,223	45,107
	9	45,211	46,115
	10	46,689	47,623
	11	48,168	49,131
 <b>GRADE 6</b>	1	37,649	38,402
Clerk Stenographer 3	2	38,747	39,522
Senior Accounting Clerk	3	39,848	40,645
	4	40,948	41,767
	5	42,046	42,887
	6	43,146	44,009
	7	44,242	45,127
	8	45,344	46,251
	9	46,442	47,371
	10	48,654	49,627
	11	50,869	51,886
 <b>GRADE 7</b>	1	40,769	41,585
Accounting Assistant	2	41,922	42,761
Assistant Municipal Clerk/Transcriber	3	43,073	43,935
Court Aide	4	44,226	45,111
Deputy Municipal Court Administrator	5	45,381	46,288
Legal Aide	6	46,534	47,465
Principal Account Clerk	7	47,687	48,641
Public Safety Telecommunicator Trainee	8	48,838	49,815
Public Works Inspector	9	49,992	50,992
Senior Engineering Aide	10	51,641	52,674
	11	53,287	54,353

**SCHEDULE A**

**WHITE COLLAR GRADE, TITLE AND WAGE LISTING  
EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013**

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 8</b>	1	43,236	44,101
Administrative Clerk	2	44,700	45,594
Administrative Clerk Typing	3	46,160	47,083
Municipal Court Administrator	4	48,067	49,029
Principal Payroll Clerk	5	49,977	50,976
Public Health Investigator	6	51,175	52,198
Recreation Program Coordinator/Lifeguard	7	52,377	53,424
Secretarial Assistant	8	53,639	54,712
Technical Assistant/Office of Construction (Stenographer)	9	54,903	56,001
	10	57,578	58,730
	11	60,256	61,461
 <b>GRADE 9</b>	1	47,419	48,367
Senior Public Works Inspector	2	48,664	49,638
Principal Clerk Typist/Registrar of Vital Statistics	3	49,906	50,904
	4	51,152	52,175
	5	52,395	53,443
	6	53,642	54,714
	7	54,886	55,983
	8	56,132	57,255
	9	57,376	58,523
	10	59,117	60,300
	11	60,857	62,074
 <b>GRADE 10</b>	1	50,048	51,049
Assistant Zoning Officer	2	51,123	52,145
Building Inspector	3	52,199	53,243
Animal Control Officer	4	53,271	54,337
	5	54,348	55,435
	6	55,422	56,531
	7	56,498	57,628
	8	57,569	58,720
	9	58,640	59,813
	10	60,209	61,413
	11	61,780	63,015

## SCHEDULE A

### WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 11</b>	1	54,973	56,073
Administrative Secretary	2	56,682	57,816
Housing Inspector	3	58,384	59,552
Principal Engineering Aide	4	60,090	61,292
Registered Environmental Health Specialist	5	61,797	63,033
Senior Housing Inspector	6	63,505	64,775
Assistant Municipal Tax Collector	7	65,209	66,513
Environmental Center Manager	8	66,913	68,251
	9	68,619	69,991
	10	70,821	72,237
	11	73,017	74,477
 <b>GRADE 12</b>	1	58,439	59,608
Assistant Assessor	2	60,115	61,318
Electrical Inspector	3	61,792	63,028
Plumbing Inspector	4	63,466	64,735
Supervising Public Works Inspector	5	65,138	66,441
Fire Protection Inspector	6	66,817	68,154
	7	68,493	69,862
	8	70,168	71,571
	9	71,843	73,280
	10	74,016	75,496
	11	76,186	77,710
 <b>GRADE 13</b>	1	61,901	63,139
Senior Building Inspector	2	63,683	64,957
Senior Registered Environmental Health Specialist	3	65,466	66,776
	4	67,247	68,592
	5	69,031	70,412
	6	70,811	72,227
	7	72,591	74,042
	8	74,378	75,865
	9	76,160	77,683
	10	78,436	80,004
	11	80,711	82,325

## SCHEDULE A

### WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 14</b>	1	32,063	32,704
Bachelor of Science Nurse BSN - Part Time	2	33,306	33,972
	3	34,548	35,239
	4	35,786	36,502
	5	37,024	37,765
	6	38,094	38,856
	7	39,166	39,949
	8	40,230	41,035
	9	41,303	42,129
	10	42,373	43,220
	11	43,442	44,311
 <b>GRADE 15</b>	1	34,825	35,521
Graduate Public Health Nurse RN - Part Time	2	35,952	36,671
	3	37,084	37,825
	4	38,153	38,916
	5	39,221	40,006
	6	40,292	41,098
	7	41,362	42,189
	8	42,430	43,278
	9	43,499	44,369
	10	44,570	45,461
	11	45,637	46,550
 <b>GRADE 16</b>	1	81,622	83,255
Electrical Sub-Code Official	2	84,145	85,828
Plumbing Sub-Code Official	3	86,667	88,401
Fire Sub-Code Official	4	89,188	90,972
Building Sub-Code Official	5	91,710	93,544
	6	94,231	96,116
	7	96,751	98,686
	8	99,270	101,255
	9	101,790	103,826
	10	104,313	106,399
	11	106,834	108,971



## SCHEDULE A

### WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 17</b>			
Supervising Building Inspector	1	62,042	63,283
	2	64,596	65,888
	3	67,150	68,493
	4	69,708	71,102
	5	72,262	73,707
	6	74,816	76,312
	7	77,371	78,918
	8	79,929	81,527
	9	82,482	84,131
	10	85,038	86,739
	11	87,593	89,345
 <b>GRADE 18</b>			
Public Safety Telecommunicator	1	46,716	47,650
	2	47,845	48,802
	3	48,973	49,952
	4	50,103	51,105
	5	51,229	52,254
	6	52,356	53,403
	7	53,485	54,555
	8	54,613	55,705
	9	55,740	56,855
	10	56,868	58,005
	11	57,995	59,154
 <b>GRADE 19</b>			
Senior Public Safety Telecommunicator	1	53,160	54,223
	2	54,401	55,489
	3	55,643	56,756
	4	56,883	58,020
	5	58,124	59,287
	6	59,364	60,551
	7	60,606	61,818
	8	61,844	63,081
	9	63,086	64,347
	10	64,325	65,612
	11	65,567	66,878

## SCHEDULE B

### WHITE COLLAR GRADE, TITLE AND WAGE LISTING HIRED ON OR AFTER JANUARY 1, 2014

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 1</b>	1	26,935	27,474
Clerk 1	2	27,570	28,121
Keyboarding Clerk 1	3	28,206	28,770
Sr. Citizen Program Aide	4	28,841	29,418
	5	29,476	30,065
	6	30,111	30,713
	7	30,745	31,360
	8	31,380	32,008
	9	32,017	32,658
	10	32,653	33,306
	11	36,665	37,398
 <b>GRADE 2</b>	1	28,055	28,616
Account Clerk	2	28,836	29,413
Assistant Animal Control Officer	3	29,616	30,208
Deputy Registrar of Vital Statistics/Typing	4	30,393	31,001
Keyboarding Clerk 2	5	31,172	31,795
Violations Clerk	6	31,953	32,592
	7	32,733	33,387
	8	33,513	34,183
	9	34,292	34,978
	10	35,518	36,228
	11	40,471	41,280
 <b>GRADE 3</b>	1	29,177	29,760
Public Safety Telecommunicator/Typist	2	29,936	30,535
	3	30,698	31,312
	4	31,458	32,088
	5	32,223	32,868
	6	32,985	33,645
	7	33,744	34,419
	8	34,505	35,195
	9	35,270	35,975
	10	36,478	37,207
	11	41,506	42,336
 <b>GRADE 4</b>	1	28,058	28,619
Data Control Clerk/Typing	2	29,130	29,712
Clerk 2	3	30,202	30,806
Clerk Transcriber	4	31,273	31,899
	5	32,345	32,992
	6	33,415	34,083
	7	34,487	35,177
	8	35,560	36,271
	9	36,631	37,364
	10	37,702	38,456
	11	42,702	43,556

## SCHEDULE B

### WHITE COLLAR GRADE, TITLE AND WAGE LISTING HIRED ON OR AFTER JANUARY 1, 2014

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 5</b>	1	32,985	33,645
Cashier	2	34,359	35,047
Senior Clerk Transcriber	3	35,734	36,449
Keyboarding Clerk 3	4	36,598	37,330
Purchasing Assistant	5	37,464	38,214
Purchasing Assistant/Senior Clerk Typist	6	38,361	39,129
Switchboard Operator/Typing	7	39,256	40,042
Records Support Technician 1	8	40,152	40,956
	9	41,050	41,871
	10	42,392	43,240
	11	48,168	49,131
 <b>GRADE 6</b>	1	34,184	34,868
Clerk Stenographer 3	2	35,181	35,884
Senior Accounting Clerk	3	36,180	36,904
	4	37,179	37,922
	5	38,176	38,940
	6	39,175	39,958
	7	40,170	40,974
	8	41,171	41,994
	9	42,167	43,011
	10	44,175	45,059
	11	50,869	51,886
 <b>GRADE 7</b>	1	37,017	37,757
Accounting Assistant	2	38,064	38,825
Assistant Municipal Clerk/Transcriber	3	39,109	39,891
Court Aide	4	40,156	40,959
Deputy Municipal Court Administrator	5	41,204	42,028
Legal Aide	6	42,251	43,096
Principal Account Clerk	7	43,298	44,164
Public Safety Telecommunicator Trainee	8	44,343	45,230
Public Works Inspector	9	45,391	46,299
Senior Engineering Aide	10	46,888	47,826
	11	53,287	54,353

**SCHEDULE B**

**WHITE COLLAR GRADE, TITLE AND WAGE LISTING  
HIRED ON OR AFTER JANUARY 1, 2014**

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 8</b>			
	1	39,256	40,042
Administrative Clerk	2	40,586	41,397
Administrative Clerk Typing	3	41,912	42,750
Municipal Court Administrator	4	43,643	44,516
Principal Payroll Clerk	5	45,377	46,284
Public Health Investigator	6	46,465	47,394
Recreation Program Coordinator/Lifeguard	7	47,556	48,507
Secretarial Assistant	8	48,702	49,676
Technical Assistant/Office of Construction (Stenographer)	9	49,849	50,846
Recreation Leader	10	52,279	53,324
	11	60,256	61,461
<b>GRADE 9</b>			
	1	43,055	43,916
Senior Public Works Inspector	2	44,185	45,069
Principal Clerk Typist/Registrar of Vital Statistics	3	45,313	46,219
	4	46,444	47,373
	5	47,572	48,524
	6	48,704	49,678
	7	49,834	50,831
	8	50,966	51,985
	9	52,095	53,137
	10	53,676	54,750
	11	60,857	62,074
<b>GRADE 10</b>			
	1	45,442	46,351
Assistant Zoning Officer	2	46,417	47,346
Building Inspector	3	47,395	48,343
Animal Control Officer	4	48,368	49,336
	5	49,346	50,333
	6	50,321	51,328
	7	51,298	52,324
	8	52,270	53,315
	9	53,243	54,308
	10	54,667	55,760
	11	61,780	63,015

## SCHEDULE B

### WHITE COLLAR GRADE, TITLE AND WAGE LISTING HIRED ON OR AFTER JANUARY 1, 2014

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 11</b>	1	49,913	50,912
Administrative Secretary	2	51,465	52,495
Housing Inspector	3	53,011	54,071
Principal Engineering Aide	4	54,559	55,650
Registered Environmental Health Specialist	5	56,109	57,231
Senior Housing Inspector	6	57,660	58,813
Assistant Municipal Tax Collector	7	59,207	60,391
Environmental Center Manager	8	60,754	61,970
	9	62,303	63,549
	10	64,302	65,588
	11	73,017	74,477
 <b>GRADE 12</b>	1	53,060	54,121
Assistant Assessor	2	54,582	55,674
Electrical Inspector	3	56,104	57,226
Plumbing Inspector	4	57,624	58,777
Supervising Public Works Inspector	5	59,143	60,326
Fire Protection Inspector	6	60,667	61,881
	7	62,188	63,432
	8	63,709	64,984
	9	65,230	66,535
	10	67,203	68,547
	11	76,186	77,710
 <b>GRADE 13</b>	1	56,204	57,328
Senior Building Inspector	2	57,822	58,978
Senior Registered Environmental Health Specialist	3	59,441	60,629
	4	61,058	62,279
	5	62,678	63,931
	6	64,294	65,579
	7	65,909	67,228
	8	67,532	68,882
	9	69,150	70,533
	10	71,216	72,641
	11	80,711	82,325

**SCHEDULE B**

**WHITE COLLAR GRADE, TITLE AND WAGE LISTING  
HIRED ON OR AFTER JANUARY 1, 2014**

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 14</b>			
Bachelor of Science Nurse BSN	1	50,946	51,965
	2	52,921	53,979
	3	54,894	55,992
	4	56,862	57,999
	5	58,829	60,006
	6	60,528	61,739
	7	62,231	63,476
	8	63,923	65,201
	9	65,628	66,941
	10	67,327	68,674
	11	76,024	77,544
 <b>GRADE 15</b>			
Graduate Public Health Nurse RN	1	55,334	56,441
	2	57,126	58,268
	3	58,923	60,102
	4	60,623	61,835
	5	62,320	63,567
	6	64,021	65,302
	7	65,721	67,035
	8	67,418	68,766
	9	69,117	70,500
	10	70,818	72,235
	11	79,865	81,462
 <b>GRADE 16</b>			
Electrical Sub-Code Official	1	74,110	75,592
Plumbing Sub-Code Official	2	76,400	77,928
Fire Sub-Code Official	3	78,690	80,264
Building Sub-Code Official	4	80,979	82,599
	5	83,269	84,934
	6	85,558	87,269
	7	87,846	89,603
	8	90,133	91,936
	9	92,421	94,270
	10	94,712	96,606
	11	106,834	108,971

**SCHEDULE B**

**WHITE COLLAR GRADE, TITLE AND WAGE LISTING  
HIRED ON OR AFTER JANUARY 1, 2014**

GRADE AND JOB TITLE		1.02 2020	1.02 2021
<b>GRADE 17</b>			
Supervising Building Inspector	1	56,331	57,458
	2	58,650	59,823
	3	60,969	62,189
	4	63,292	64,558
	5	65,611	66,923
	6	67,930	69,288
	7	70,250	71,655
	8	72,572	74,023
	9	74,890	76,388
	10	77,211	78,755
	11	87,593	89,345
 <b>GRADE 18</b>			
Public Safety Telecommunicator	1	42,416	43,265
	2	43,441	44,310
	3	44,465	45,355
	4	45,491	46,401
	5	46,514	47,445
	6	47,537	48,488
	7	48,562	49,533
	8	49,586	50,578
	9	50,610	51,622
	10	51,634	52,667
	11	57,995	59,154
 <b>GRADE 19</b>			
Senior Public Safety Telecommunicator	1	48,267	49,232
	2	49,394	50,382
	3	50,522	51,532
	4	51,647	52,680
	5	52,775	53,830
	6	53,900	54,978
	7	55,028	56,128
	8	56,152	57,275
	9	57,279	58,425
	10	58,405	59,573
	11	65,567	66,878