

AGREEMENT

BETWEEN

TOWNSHIP OF JACKSON
COUNTY OF OCEAN

AND

AMERICAN FEDERATION OF STATE, COUNTY,
AND MUNICIPAL EMPLOYEES
LOCAL 3304-C, DISTRICT COUNCIL #63,
AFSCME, AFL-CIO

JANUARY 1, 2023 THROUGH DECEMBER 31, 2026

Table of Contents

PREAMBLE.....	2
ARTICLE 1 - RECOGNITION	2
ARTICLE 2 – DUES CHECK OFF	3
ARTICLE 3 - BILL OF RIGHTS	4
ARTICLE 4 – MANAGEMENT RIGHTS	5
ARTICLE 5 - HOURS OF WORK.....	7
ARTICLE 6 – OVERTIME.....	7
ARTICLE 7 - HOLIDAYS.....	9
ARTICLE 8 – VACATIONS.....	10
ARTICLE 9 – SICK LEAVE.....	12
ARTICLE 10 - SENIORITY	14
ARTICLE 11 - GRIEVANCE PROCEDURES	15
ARTICLE 12 - LEAVES OF ABSENCE.....	18
ARTICLE 13 – BEREAVEMENT LEAVE.....	18
ARTICLE 14 - MILITARY LEAVE	19
ARTICLE 15 - JURY DUTY LEAVE	19
ARTICLE 16 - EQUAL TREATMENT	19
ARTICLE 17 - UNION RIGHTS	20
ARTICLE 18 - HOSPITALIZATION AND MEDICAL BENEFITS.....	21
ARTICLE 19 - GENERAL PROVISIONS.....	23
ARTICLE 20 - SALARIES.....	26
ARTICLE 21 - DURATION AND TERM	27

MEMORANDUM OF AGREEMENT REGARDING FURLOUGH

GRADE GUIDE

SALARY GUIDE

PREAMBLE

The Contract made between the Township of Jackson in the County of Ocean, a municipal corporation of the State of New Jersey, hereinafter referred to as the "Township" and AFSCME NJ Council 63, American Federation of State, County and Municipal Employees, AFL-CIO Majority Representative, and its affiliated Local 3304C (hereinafter referred to as "the Union"), has as its intent and purpose the promotion of harmonious employee relations between the employer and employees represented by the Union; the establishment of equitable and peaceful procedures for the amicable resolutions of all disputes and grievances and determination of wages, hours of work and other terms and conditions of employment. The effective date of this agreement shall be January 1, 2023 to December 31, 2026.

As the Township recognizes the Union, it is the responsibility of the Township to forward all new hire, discipline/grievances, promotions, etc. to AFSCME NJ as the Majority Representative to 1373 Chews Landing Rd-Clementon Rd, Laurel Springs, NJ 08021 or fax (856) 512-2193, and the Local 3304C. This will occur simultaneously as the employee is served.

ARTICLE 1 - RECOGNITION

Section 1. The Township recognizes Local 3304-C, American Federation of State, County and Municipal Employees, AFL-CIO, as the sole and exclusive representative for the purpose of establishing salaries, wages, hours and other conditions of employment for all personnel under contract listed in the classification herein, and for such additional classifications as the parties may later agree to include.

Section 2. The bargaining unit shall consist of all white collar employees as delineated by the PERC Unit Determination.

Section 3. Excluded from the bargaining unit are:

- (a) Supervisors and confidential employees within the meaning of the Act
- (b) Managerial Executives
- (c) Temporary employees
- (d) Senior Citizens part-time employees
- (e) Craft Workers
- (f) Police
- (g) Professionals
- (h) Public Safety Telecommunicators

The parties agree that titles currently in the Unit shall remain in the Unit.

ARTICLE 2 – DUES CHECK OFF

Section 1. Dues deducted by the Township shall be transmitted to the designated Union official of the American Federation of State, County and Municipal Employees NJ Council 63, AFL-CIO. The Township agrees to provide to the Union, on a monthly basis, a completed up-to-date electronic listing of all employees covered by this Contract. Such listing shall be in the Excel format and include the employee's department, job classification, work location, home address, employment status, membership status and the amount of the dues deducted as it appears on the records of the Township. For the purpose of the deduction of dues for titles covered by this agreement, any member working 40 or fewer hours, but more than 20 hours per week shall be considered a full-time member, any member working 20 or fewer hours, but more than 12 hours per week shall be considered a part-time member, and any member working 12 or fewer hours per week shall be considered a lower part-time member. The Union shall provide a secure e-mail address for the receipt of the electronic listing and disclose such information only to its officials and representatives whose duties require access. The Township shall provide the Union with a list of departmental payroll codes in order to identify the Department name on the above-mentioned electronic listing.

Section 2. The Union shall indemnify and hold the Township harmless against any and all claims, demands, suits and other forms of liability that may arise out of, or by reason of any action

taken or not taken by the employer in conformance with this provision. The unit shall intervene in, and defend any administration of court litigation concerning this provision.

Section 3. In any such litigation, the employer shall have no obligation to defend this provision.

ARTICLE 3 - BILL OF RIGHTS

To ensure that the individual rights of the employees in the bargaining unit are not violated, the following shall represent the Employee's Bill of Rights:

Section 1. An employee shall be entitled to Union representation at each and every step of the grievance procedure set forth in this Agreement.

Section 2. Any employee shall be entitled to Union representation at each and every step of disciplinary hearing procedures.

Section 3. No employee shall be required by the Township and/or its agents to submit to an interrogation unless the employee is afforded the opportunity of Union representation.

Section 4. No recording device or stenographer of any kind shall be used during any meetings unless both the Union and Township agree to their use prior to such meeting in writing. A recording device may be used in disciplinary hearings and/or Police Investigative Meetings provided a copy of the tape is provided to the defendant.

Section 5. In all disciplinary hearings the employee shall be presumed innocent until proven guilty and the burden of proof shall be on the Township.

Section 6. An employee shall not be coerced or intimidated or suffer any reprisals either directly or indirectly that may adversely affect his/her hours, wages or working conditions as the result of the exercise of rights under this Agreement.

Section 7. No disciplinary action shall be taken without just cause.

ARTICLE 4 – MANAGEMENT RIGHTS

Section 1. The Union recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Township. All of the rights, power and authority possessed by the Township prior to the signing of this Agreement are retained exclusively by the Township subject only to such limitations as are specifically provided in this Agreement, or by appropriate laws.

Section 2. It shall be mutually agreed that the Township, as Employer, and Union, as Employee, will abide by Title 11 and 11A, Department of Personnel, of the Revised Statutes of New Jersey, and the Rules and Regulations of the Department of Personnel. No provision of this Agreement, will in any way, contravene the authority and responsibility of the Department of Personnel.

Section 3. The Township shall have the right to determine all matters concerning the Management or Administration of the various Departments of the Municipality, the right to direct the various Departments, to hire and transfer employees, to combine and eliminate jobs, and to determine the number of employees needed for specific job assignments, subject to Department of Personnel rules and applicable laws.

Section 4. Nothing in this Agreement shall interfere with the right of the Township in accordance with the applicable laws, rules and regulations to:

- a. Carry out the statutory mandate and goals assigned to a municipality utilizing personnel, methods and means in the most appropriate and efficient manner possible;
- b. Manage employees of the Township, to schedule vacations of employees, to hire, promote, transfer, assign or retain employees in positions within the Township, and in that regard, to establish reasonable work rules in written form, with copies and amendments thereto to be provided to employees;
- c. Pursuant to Department of Personnel rules, to suspend, demote, reduce, discharge or take other appropriate disciplinary action against an employee for just cause; or to lay off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive; provided that reduction in force level of certified personnel shall not be effected until non-certified personnel performing office functions are laid off.

Section 5. The provisions of this Agreement shall be subject to and subordinate to and shall not annul or modify any existing or amended applicable provisions of Federal or State laws.

Section 6. The Union recognizes management's rights to record employee's time in a manner deemed appropriate by management.

Section 7. Surveillance cameras, any technology or systems capable of monitoring employees of their work and other related equipment shall not be placed in employee occupied areas for the purpose of monitoring an employee or group of employees. The Union shall be advised, in writing, of the location and purpose of all surveillance cameras and the reason for installation of such equipment.

ARTICLE 5 - HOURS OF WORK

Section 1. The regular work week shall consist of thirty-five (35) hours, on a schedule of seven (7) hours per day, exclusive of the lunch period, between Monday and Friday.

Section 2. Animal Control Officers work a forty (40) hour week consisting of five (5) eight and one half (8 ½) hour shifts with a half hour lunch, Monday through Friday with end time no later than 6 p.m. Seniority may be a consideration in scheduling.

Section 3. Employees are to receive a two week notice of any change in working hours.

ARTICLE 6 – OVERTIME

Section 1. All work performed in excess of thirty-five (35) hours in one (1) week, or seven (7) hours in one (1) day, shall be considered overtime and shall be compensated at the rate of time and one-half, with the exception of Animal Control Officers who work a forty (40) hour work week. Said compensation shall be in pay. Compensatory time may only be given with the consent of both the employee, the Department Head and/or Township Administrator and in accordance with Section 10 of this Article. The overtime rate is based on thirty-five (35) hours per week except for Animal Control Officers which is based on forty (40) hours per week.

Section 2. The Township shall make reasonable efforts to notify the employee involved about overtime assignments.

Section 3. Overtime work shall be voluntary except in cases of emergencies, as declared by the Mayor, Township Administrator or Director of Public Safety.

Section 4. Overtime work shall be performed by all employees of the bargaining unit and shall be distributed as equally as possible among the members.

Section 5. When the need for additional clerical help in other departments arises (overtime), employees from other departments may be utilized on a rotating basis according to seniority, provided that the employee utilized has the ability to perform those duties required and that approval from the Township Administrator has been granted. Departments shall be defined by the Civil Service Commission.

Section 6. The employer shall provide a list to employees with overtime worked upon reasonable request by the Union.

Section 7. Overtime shall be paid currently or at least no later than the second pay period after the overtime was performed.

Section 8. There shall be minimum call-in time of two (2) hours which will be paid at the rate of one and one half times the employee's regular rate of pay, so long as said call-in is not contiguous with the employee's regular work shift.

Section 9. The employee shall have the option of requesting payment of comp time accrued in a calendar year at the rate of time and one half or accumulating it into the next year. Notification for payment shall be submitted to the Township Administrator no later than November 1st of each year. Any compensatory time accumulated after November 1st of that calendar year must be carried over into the next calendar year and taken as time off.

Section 10. The maximum amount of compensatory time an employee is permitted to accrue in one year shall be 240 hours (not more than 160 hours of actual overtime hours worked). An employee who has accrued the maximum number of compensatory hours shall be paid in overtime compensation in cash for any additional overtime hours worked.

Section 11. For the year 2006 and thereafter, all Court Personnel ordered to be on "standby" shall be compensated an additional one hundred and forty dollars (\$140.00) per week. For this section, it is mutually agreed that standby is defined as an employee being "required to wear a pager and/or leave a telephone number where he/she may be reached." The employee must be capable of

responding in an appropriate fashion within one and one half (1½) hour of notification. For this section only, an employee who is called upon to perform an authorized function during the work week shall receive compensation at the rate of time and one half as follows:

Start of business on Monday through end of business on Friday

From the end of the work day until 11:59 P.M.– one (1) hour

12:00 Midnight until 6:00 A.M. – two (2) hours

6:01 A.M. to start of work day – one (1) hour

End of business on Friday to start of business on Monday

12:00 Midnight until 8:00 A.M. – two and one half (2½) hours

8:01 A.M. until 11:59 P.M. – one and one half (1½) hour

Section 12. When possible, standby assignment shall be on a rotating basis.

Section 13. Should the required transaction not be completed during the one or two hour periods stated above, then the employee shall receive overtime pay at the appropriate overtime rate until said transaction is completed.

ARTICLE 7 - HOLIDAYS

Section 1. The following holidays or the day celebrated as such shall be observed with full pay: New Year's Day, Martin Luther King's Day, Lincoln's Birthday, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Election Day, Thanksgiving Day, day after Thanksgiving, and Christmas Day.

Effective January 1, 2024, Lincoln's Birthday and day after Thanksgiving will no longer be observed holidays.

Section 2. Holidays falling on Sunday shall be celebrated on the following Monday, holidays falling on Saturday shall be celebrated on the preceding Friday.

Section 3. An employee required to work on any holiday specified in the Agreement shall be guaranteed to a full work day or a full day's pay in lieu thereof, at the applicable rate.

Section 4. All work performed on a holiday shall be compensated at the rate of time and one half (1 ½) plus pay for the holiday.

Section 5. For the positions of Court Administrator and Deputy Court Administrator only, these positions are to be compensated at the rate of time and one half (1 ½) plus holiday pay if called in on Easter Sunday, Fourth of July and Christmas.

ARTICLE 8 – VACATIONS

Section 1. Employees shall be entitled to the following paid vacation:

- a. One (1) working day vacation for each month of service from date of hire up to and including December 31 next following such date of hire.
- b. For one (1) but less than five (5) years of service, 13 working days of each year.
- c. For five (5) years but less than ten (10) years of service, 17 working days of vacation during each year.
- d. For ten (10) years but less than fifteen (15) years of service, 21 working days during each year.
- e. For fifteen (15) or more years of service, 25 working days during each year. Vacation leave is to be automatically credited to employees who have completed one (1) year of

full-time service on January 1st of each year. Vacation leave credited on January 1st is to be prorated in the event the 5th, 10th, or 15th anniversary of service falls during the calendar year.

- f. All permanent part-time employees shall be entitled to vacation leave prorated on the basis of such employee's work week. A new requirement that part-time employees must work an average of 20 hours or more per week to be eligible for pro-rated benefits shall only be applied to employees hired on or after January 1, 2012.

Section 2. In the event that any employee is permanently separated from his employment with the Township, he shall be required to pay back any vacation time taken and not earned.

Section 3. Where in any calendar year an employee fails to take all or part of his vacation leave, such leave shall accumulate for use in the subsequent year only. N.J.A.C. 4A 6-1.2 shall also apply.

Section 4. Subject to the needs of the Township, vacation requests shall be granted provided two weeks notice has been given in the case of a vacation period of five (5) continuous days or more, employees requesting periods of less than five (5) days shall provide at least forty-eight (48) hours written notice on the prescribed form and receive approval from his or her supervisor and the Township Administrator or his designee.

Section 5. Provided three (3) weeks notice was given, employees leaving on vacation for more than five (5) working days, including holidays, shall receive vacation pay not later than the last work day prior to beginning the vacation, if the employee so desires. The Township shall have vacation paychecks for the employee dated on the last day of work, if appropriate procedures have been followed.

Section 6. All accumulated (earned) vacation time shall be paid to employees upon separation of employment.

Section 7. All permanent employees hired prior to January 1, 1996 shall at his/her retirement in good standing, cause to be paid to him/her the full amount of accrued vacation leave. In addition, the employee shall receive a bonus of 5% of the total payment of vacation pay.

Section 8. All permanent employees hired after January 1, 1996 shall receive the above with a cap of \$12,000 inclusive of sick leave pay upon retirement.

Section 9. An employee who terminates his or her employment with the Township shall be entitled to vacation time and/or vacation pay on a pro-rated basis for their last year of employment.

ARTICLE 9 – SICK LEAVE

Section 1. All full time employees covered by this Agreement shall be granted sick leave with 1¼ days for each month of service during the remainder of the first calendar year of employment and fifteen (15) working days in every calendar year thereafter. The amount of such leave not taken shall accumulate from year to year. Sick time is to be posted automatically to each employee on January 1st of each year.

- a. All permanent part time employees shall be entitled to sick leave prorated on the basis of such employee's work week. A new requirement that part-time employees must work an average of 20 hours or more per week to be eligible for pro-rated benefits shall only be applied to employees hired on or after January 1, 2012.

Section 2. Sick leave is defined as temporary inability to perform one's duties by reason of illness or injury.

Section 3. Each employee shall be granted five (5) days of personal leave per year to be deducted from sick leave. These days can be used at the rate of less than a full day at a time. Except in the case of an emergency situation, the use of said personal days shall be subject to the approval

by the employee's Department Head and the Township Administrator which approval is not to be unreasonably withheld.

Section 4. Each employee shall be granted three (3) personal days in each calendar year which is non-deductible from sick leave. Said personal days are to be taken within the calendar year and are not accruable from year to year. Personal days are to be pro-rated for all new full time employees.

Section 5. An employee shall have the option each year of either accumulating or taking any unused portion of the sick leave granted for that year in straight pay, provided that notification of the desire to use this option is submitted in writing to the Township Administrator and the employee's Department Head no later than November 1st of each year. Sick days used in this option shall be deducted from the accumulated sick leave total of the employee and shall not be applicable to the bonus pay program outlined under the Jackson Code. Payment shall be made by December 1st of that calendar year.

Section 6. The Township agrees that the bonus pay program shall remain in force and effect. The employee shall receive one (1) day's pay for every five (5) days of sick leave which is earned, but not used during the calendar year. Payment shall be made no later than April 15 of the subsequent year.

Section 7. All permanent employees hired prior to January 1, 1996 shall at his/her retirement in good standing, cause to be paid to him/her the full amount of sick leave accrued up to a maximum of 130 days. In addition, the employee shall receive a bonus of 5% of the total payment of sick leave. All permanent employees hired after January 1, 1996 shall receive the above with a cap of \$12,000 inclusive of vacation pay upon retirement.

Section 8. The Township Administrator or his designee may require proof of illness of an employee on sick leave whenever it is suspected that there is misuse or abuse of sick days. Abuse of sick leave shall be cause for disciplinary action. Proof of illness is to be obtained at the employee's expense.

Section 9. The Township agrees to establish a voluntary Donated Leave Program that is consistent with Title 4A.

ARTICLE 10 - SENIORITY

Section 1. Seniority is defined as an employee's total length of service with the Township, beginning with his original date of employment.

Section 2. An employee having broken service with the Employer (including any authorized leave of absence without pay) shall not accrue seniority credits for the time he was not employed by the Township in accord with Title 4A.

Section 3. If a question arises concerning two or more employees who were hired on the same date, the following shall apply: Seniority preference shall be given in alphabetical order (of the employee's name).

Section 4.

a. The employer shall maintain an accurate, up-to-date seniority roster showing the date of hire, classification, and pay rate of each employee covered by this Agreement and the Township shall furnish copies of same to the Union upon request.

b. The Union will be notified immediately of any new or additional positions covered by the AFSCME Unit within the Township.

Section 5. Seniority is one factor to be considered when a substantial advantage or disadvantage is concerned and shall prevail for vacations.

ARTICLE 11 - GRIEVANCE PROCEDURES

Section 1. General Policy. It is the policy of the Township of Jackson that every employee at all times be treated fairly, courteously, and with respect. Similarly, each employee is expected to accord the same treatment to his associates, supervisors and to the public.

Section 2. Definition. A grievance within the meaning of this Agreement shall be a controversy or dispute arising between the parties hereto involving the interpretation or application of any provisions of this Agreement.

Section 3. Verbal Grievance. Step 1.

- a. Whenever an employee has a grievance, he or she and a Union Representative shall first present it verbally to his or her supervisor. It is the responsibility of the supervisor to arrange a mutually satisfactory settlement of the grievance within five (5) working days of the time when it was first presented to him, or failing in that, the supervisor must, within that time, advise the employee and Union Representative of the inability to do so.
- b. When an employee and Union Representative are informed by the supervisor that the supervisor is unable, within the discretion permitted to arrange a mutually satisfactory solution to the grievance, it shall be submitted to a higher authority, in writing in accordance with Section 4. herein.

Section 4. Formal Written Grievance. Step 2.

- a. If an employee's complaint is not satisfactorily settled by his or her supervisor in accordance with Section 3, the employee and/or the Union Local representative will prepare the grievance, in writing, in duplicate. The grievance should be stated as completely and as clearly as possible in order to permit prompt handling. One (1) copy of the grievance shall be placed in the hands of the Township Administrator within ten (10) working days of the supervisor's response.

- b. The other copy of the grievance shall be presented by the employee and the Union Representative to his or her immediate supervisor, to whom the grievance was made verbally. The supervisor will report the facts and events which led up to the presentation in writing, including in his written report any verbal answer he may have previously given to the employee and the Union Steward concerning this grievance. Within five (5) working days after receipt of the written grievance, the supervisor must present it with the information required from him to the Township Administrator.
- c. The Township Administrator, Union Representative and employee will attempt to find a mutually satisfactory solution to the grievance within five (5) working days. Failing a solution, the complaint, accompanied by a written report on the matter by the Administrator must be forwarded to the Mayor. The Mayor will then consider and formally act on the complaint within fourteen (14) working days.
- d. Since it is intended that most, if not all, grievances can and should be settled without the necessity of reference to the Mayor, no grievance will be heard or considered by the Mayor which has not first passed through the above described steps.
- e. Township agrees that where a grievance arises involving the interpretation or application of any provision of this Agreement, and the Mayor and the employee are unable to reach a mutually satisfactory settlement within fourteen (14) working days, said grievance may be submitted to arbitration upon written demand of either the Union or the Township, provided such request is made within twenty (20) working days after the final decision of the Mayor.
- f. The Township and the Union shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators shall be made to the Public Employment Relations

Commission by either party. The parties shall then be bound by the rules and procedures of the P.E.R.C. in the selection of an arbitrator.

- g. The arbitrator so selected shall confer with the representatives of the Township and the Union and hold hearings promptly and shall issue his/her recommendation not later than thirty (30) days from the date of the close of the hearings, or if oral hearings have been waived, then from the date of the final settlement and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions of the issues submitted. The arbitrator shall be without power or authority to make any recommendation which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.
- h. The arbitrator shall limit himself/herself to the interpretation and application of the terms of this Agreement and to the issues submitted to him/her and consider no others.
- i. He/she shall have no authority to add to, detract from, alter, amend or modify any provision of this Agreement or impose on any party hereto a limitation or obligation not provided in this Agreement.
- j. Township agrees that where a grievance arises involving the interpretation or application of any provisions of this Agreement, and the Mayor and the employee are unable to reach a mutually satisfactory settlement within fourteen (14) working days, then said grievance may be submitted to arbitration to the Public Employment Relations Commission (PERC) within twenty (20) working days after the final decision to the Mayor. Said arbitration shall be governed by the Rules and Regulations of the Public Employment Relations Commission.
- k. Any award by the arbitrator shall be binding upon the parties. The arbitrator's fee and expenses, if any, shall be borne jointly by the Township and the Union. Preparation and presentation expenses shall be borne separately by each party.

1. All relevant papers and documents relating to a grievance and its disposition will be placed in the employee's personnel history file.

Section 5. The Township Administrator or his designee shall serve as Hearing Officer on all disciplinary actions. A report on same shall be provided to the Mayor.

ARTICLE 12 - LEAVES OF ABSENCE

Section 1. Employees shall be granted extended leaves of absence without pay not to exceed six (6) months beyond the accumulation of paid sick leave referred to during periods of lengthy illness or disability so certified by a medical doctor. This may be extended six (6) months at the Township's option.

ARTICLE 13 - BEREAVEMENT LEAVE

Section 1. In the case of death in the immediate family, an employee shall be granted up to four (4) consecutive days of bereavement leave. This leave shall not be deducted from any other leave and shall be granted as many times as may be necessary during any given year. Proof of the need for bereavement leave may be requested by management.

Section 2. The term immediate family shall include the following: spouse, civil union or New Jersey Domestic partner, children, step-children, father, mother, step-parent, brother, sister, sister-in-law, brother-in-law, grandparents, grandchildren, great-grandparents and great-grandchildren of the employee or employee's spouse.

Section 3. Two (2) consecutive working days of bereavement leave shall be granted to the employee in the event of an aunt or uncle, niece or nephew of the employee or employee's spouse.

Section 4. If travel time is required, the Township Administrator or his designee may grant up to one (1) additional day of bereavement leave.

ARTICLE 14 - MILITARY LEAVE

Section 1. All bargaining unit employees shall be entitled to Military Leave in accordance with State Statutes.

ARTICLE 15 - JURY DUTY LEAVE

Section 1. Any employee who loses time from his or her job because of jury duty as certified by the Clerk of the Court shall be paid by the Township the difference between his or her daily base rate of pay (up to a maximum of normal number of hours per day) and the daily jury fee subject to the following conditions:

- a. The employee must notify the Township Administrator immediately upon receipt of a summons for jury service;
- b. The employee has not voluntarily sought jury service;
- c. No employee is attending jury duty during vacation and/or other time off from Township employment, and;
- d. The employee submits adequate proof of the time served on the jury and the amount received for such service.

Section 2. If, on any given day an employee is attending jury duty, he or she is released by the Court prior to 11:00 A.M., that employee shall be required to return to work by 12:00 noon that day in order to receive pay for that day.

ARTICLE 16 - EQUAL TREATMENT

Section 1. All employees shall be treated equally regarding term and conditions of employment and there shall be no discrimination on account of race, religion, color, sex, age, nationality, marital status, political affiliation, union membership, union activities, or any other

status protected by law. All provisions of this contract and other rules and regulations shall be equitably applied and enforced.

ARTICLE 17 - UNION RIGHTS

Section 1. The Township agrees to furnish and maintain a suitable bulletin board in a convenient place at the principal place of work for use by the Union. Additional small bulletin boards shall also be located in the Senior Center, Public Works Building, Inspections Department Building and Justice Complex. All bulletin boards shall be placed in an appropriate area and consist of union material only.

Section 2. The Employer agrees that during working hours on the Township's premises, and without loss of pay, union officials shall be allowed to:

- a. Post union notices
- b. Distribute Union literature during non-working hours
- c. Solicit Union Membership during the employee's non-working time
- d. Attend negotiating meetings if scheduled during working hours
- e. Transmit communications, authorized by the local Union or its officers, to the Employer or his representatives
- f. Consult with the Township, his representative, local Union officers, or other Union representatives concerning the enforcement of any provisions of this Agreement; and
- g. Attend bi-monthly AFSCME Meetings not to exceed four (4) meetings per year

Section 3. These activities shall not interfere with the Employee's duties and shall be limited to a reasonable amount of time. A reasonable amount shall be deemed not to exceed a total of forty-eight (48) hours per year for all Union officials. All meetings at which the employer or its designee is present shall be excluded for purposes of this computation. Union time is to be posted automatically to each Union official on January 1st of each year.

Section 4. The Union Negotiating Team/Committee shall not exceed four (4) people in total and shall be granted time off with full pay for all meetings between the Township and the Union for purposes of negotiating the terms of an Agreement when such meetings take place during regular working hours.

Section 5. Prior to conducting Union business, the Union member shall submit a leave request on the prescribed form to their Department Head or immediate supervisor. Permission shall not be unreasonably denied nor shall said union member be required to divulge the nature of the Union business.

ARTICLE 18 - HOSPITALIZATION AND MEDICAL BENEFITS

Section 1. The Township shall continue to offer all plan options under the New Jersey State Health Benefits Program. The Union recognizes the Township's insurance plan known as the New Jersey State Health Benefits Program. The Township retains its exclusive right to change health insurance carriers, provided equal or greater coverage is maintained. Employees hired on or after October 11, 2019 shall be limited to elect enrollment in either the Aetna Liberty, OMNIA Health Plan, Freedom Direct 20/35, or High Deductible Plan for the 4-year term of the contract with the Township. Starting year five, employees hired after the ratification of this agreement may elect any plan offered under the SHBP. Alternatively, any employee hired on or after ratification of this MOA may elect to enroll in any other plan offered by the SHBP but shall pay the net difference of the employer contribution that is greater than Aetna Liberty, OMNIA Health Plan, Freedom Direct 20/35 or High Deductible Plan, plus their Chapter 78 contribution.

Any employee hired prior to October 11, 2019 who is not currently enrolled in the OMN1A, Aetna Liberty Plan or the Freedom Direct 20/35 Plan and chooses to switch to one of those plans, the Township will pay that Employee \$500 for single coverage or \$1,000 for family coverage for switching to the plan. This incentive payment is a one-time payment and will be paid to the employee in the first quarter of the Plan Year in which the employee switches.

Section 2. The Township shall continue to provide dental service insurance coverage (100% preventative and diagnostic) to all employees at no premium cost to them. Said plan shall be the New Jersey Delta Dental Plan or its equivalent. In addition, the maximum payment per patient per calendar year shall be \$1500 and the lifetime maximum payment per patient for orthodontic services is \$2,000.

Section 3. The Township shall provide optical plan coverage for each employee at no premium cost to them. Said optical plan shall be EyeMed Vision Care or its equivalent.

Section 4. The Township shall provide prescription plan coverage (family coverage) for each employee covered under this Agreement. Said prescription plan shall be the New Jersey State Health Benefits Plan or its equivalent.

Section 5. The Township shall provide a short term disability plan for each employee covered under this Agreement for non-job related injuries at the current contribution rates for each period covered by this contract. Said disability plan shall be The Standard Disability Plan or its equivalent, and will include a seven (7) day elimination period and an offset for salary continuation. The Township will pay 1% of the total salary of the employee and the employee will pay ½ of 1% of his/her total salary per annum as premium costs.

Section 6. The Township shall provide a long term disability plan for each employee covered under this Agreement for non-job related injuries. Said disability plan shall be the Unum Provident Disability Plan or its equivalent.

Section 7. Employees on Workmen's Compensation (Injury on Duty) will follow the Workmen's Compensation policy covered under the Jackson Code. No accumulated sick leave is to be deducted while the employee is on approved IOD leave.

Section 8. The Township will establish an IRS Section 125 Plan no later than January 1, 2012. Employees will thereafter be permitted to set aside a portion of the salary into a pre-tax account to be utilized for child care, elder care, and/or health care expenses.

Section 9. All employees shall contribute to the cost of their medical and prescription benefits provided in this Article in accordance with the percentages set forth in the grids established by P.L. 2011, Ch. 78.

ARTICLE 19 - GENERAL PROVISIONS

Section 1. The Township agrees to continue to abide by all applicable laws regarding safety of its employees and furnish general comforts and sanitary conditions for its employees.

Section 2. Any written statement or verbal agreement between an employee and the employer which may be contrary to or in conflict with the terms and conditions of this Agreement shall be null and void.

Section 3. No clause in this Agreement is to be understood to imply a lowering of health and safety conditions heretofore existing in this office.

Section 4. Employee agrees to give Township two (2) weeks notice of intent to resign.

Section 5. Employees shall have access to their personnel files upon reasonable notice to the Township. Employee shall be permitted to place any relevant documents or rebuttal desired into said file.

Section 6. All accumulated vacation time and compensatory time shall be paid to the employee upon separation of employment or to his beneficiary in the event of death.

Section 7. In the event of death of a permanent employee hired prior to January 1, 1996, up to a maximum of 130 days accumulated/pro-rated sick time shall be paid to the employee's beneficiary. In the event of death of a permanent employee hired January 1, 1996 or thereafter, the current year's pro-rated sick time shall be paid to the beneficiary.

Section 7a. In the event of death of a permanent employee, unused earned personal time (furlough pay back) shall be paid to the employee's beneficiary.

Section 8. When an employee is assigned by the Business Administrator or Designee to perform the duties of a higher New Jersey Department of Personnel position in the classified service on a temporary basis because of the absence of an employee holding such a higher position in the classified service, such temporary assigned employee shall be entitled to be compensated at a salary of one hour additional pay per day for each day of temporary assignment. The employee must perform a majority of job duties in the higher classification to qualify for payment. Only permanent employees are eligible and qualified for promotion to such higher New Jersey Department of Personnel classified positions may be temporarily assigned, when such employees are available. The provisions of this Section shall not take effect until the employee which is assigned to temporarily perform the duties of a higher New Jersey Department of Personnel classified position performs such duties for a period of one full working day. For the purpose of this section, if an employee is assigned to a higher paid position, by the Department Head, the assignment shall be effective if not contravened by the Township Administrator within 24 hours after his being informed by the employee.

Section 9. The Township agrees to make promotions pursuant to the Department of Personnel Rules. In the event an employee receives a promotion, either through the Township or the Department of Personnel, an employee whose position is reclassified shall be entitled to a salary increase per this Agreement. The Salary Guide shall establish minimum wage and salary increases for positions in accordance with years of service governed by this Agreement.

Section 10. Assessing Aides shall be provided with rain gear and safety work boots. The items shall be replaced as needed. A uniform and maintenance allowance will be given to Animal Control Officers and Tax Assessor staff who work in the field in the amount of up to \$950 per year. Payment for this entitlement shall be made upon submittal of a receipt. All permanent part time employees working an average of 20 hours or more per week shall receive up to 50% of the above stated allotment per year.

Section 11. Any employee criminally charged by a third party private citizen due to a job-related incident within the scope of employment shall be provided with complete legal representation at Township expense, except in matters instituted by or on behalf of the Township. If any such matter instituted by or on behalf of the Township is dismissed or finally determined in favor of the employee, he/she shall be reimbursed for the expense of his/her defense.

Section 12.

- a. In the case of inclement weather whereby employees covered under this agreement are sent home, only those employees who are considered to be non-emergency personnel by the Township are to be sent home.
- b. If inclement weather arises, and an employee is ordered to come in or ordered to stay, the employee shall then be compensated at time and one half (1 ½) their time by order of the Mayor or his or her designee, plus the full day's regular wages.
- c. Any employee required to stay shall receive a meal allowance of twenty dollars (\$20.00) after working at least four (4) hours overtime after their regular seven (7) hours of scheduled assignment. Furthermore, after the eleventh (11) hour of work and every four (4) hours thereafter, they shall receive a meal allowance of twenty dollars (\$20.00).

ARTICLE 20 – SALARIES

Section 1. Effective and retroactive to January 1, 2023, employees shall receive a salary increase of 4.0% (increases applied to 2022 Salary Guide).

Section 2. Effective January 1, 2024, employees shall receive a salary increase of 4.0% (increases applied to 2023 Salary Guide).

Section 3. Effective January 1, 2025, employees shall receive a salary increase of 4.0% (increases applied to 2024 Salary Guide).

Section 4. Effective January 1, 2026, employees shall receive a salary increase of 4.0% (increases applied to 2025 Salary Guide).

Section 5. Any title consolidation or change in title name shall not cause a reduction in compensation for unit members. Employees who are off guide will receive percentage dollar increase in each year of the agreement.

Section 6. In addition to the annual basic wage there shall be paid to each qualified full time employee employed prior to September 1, 1993, as additional salary, a longevity increment of two percent (2%) of base pay upon completion of the first five years of continuous employment, five percent (5%) of base pay upon completion of ten years of continuous service, eight percent (8%) of base pay upon completion of fifteen years of continuous service, and ten percent (10%) of base pay upon the completion of twenty years of continuous service, the maximum longevity being ten percent.

Section 7. Beginning September 1, 1993, and thereafter, all employees hired by the township of Jackson shall be paid only their base rate of pay. No employee hired after September 1, 1993, shall be entitled to or receive longevity pay. All employees hired prior to September 1, 1993 shall continue to receive all longevity benefits as outlined in Section 6 of this Article.

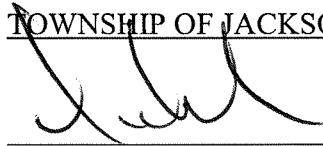
ARTICLE 21 - DURATION AND TERM

Section 1. This agreement shall be in effect from date of Agreement through December 31, 2026.

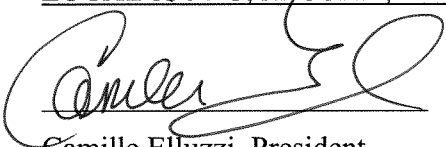
Section 2. Negotiations for a successor Agreement shall commence in accordance with N.J.A.C. 19:12-2.1. This Agreement shall remain in full force and effect during the period of negotiations for a successor Agreement.

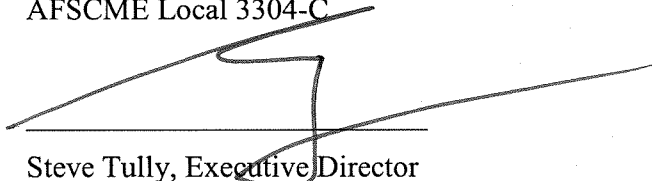
Section 3. The effective date of this contract shall be the date a final agreement is reached except the initial wage increase shall be retro-active to January 1, 2023 and shall cover all presently existing employees employed during the calendar year 2023.

TOWNSHIP OF JACKSON

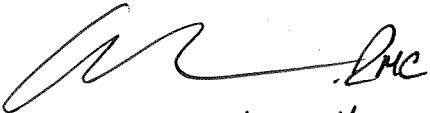

Michael Reina, MAYOR

LOCAL 3304-C, AFSCME, AFL-CIO


Camille Elluzzi, President
AFSCME Local 3304-C


Steve Tully, Executive Director
AFSCME NJ Council 63

ATTEST:


Mary Moss
Municipal Clerk

RESOLUTION OF THE TOWNSHIP OF JACKSON
JACKSON, NEW JERSEY

RESOLUTION NUMBER: 055R-12

DATE OF ADOPTION: 1/24/12

TITLE: AUTHORIZING THE RATIFICATION AND EXECUTION OF MEMORANDUM OF AGREEMENT BETWEEN THE TOWNSHIP OF JACKSON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 3304-C AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES COUNCIL 71

Council Member Riviera presents the following resolution.

Seconded by Updegrave 1 of 2

WHEREAS, the Township of Jackson and representatives of the American Federation of State, County and Municipal Employees, Local 3304-C and the American Federation of State, County and Municipal Employees Council 71 (hereinafter "AFSCME") entered into negotiations with regard to terms of employment; and

WHEREAS, the Township imposed a temporary layoff plan during the period from June 26, 2010 through December 31, 2010 and January 1, 2011 through July 1, 2011; and

WHEREAS, AFSCME filed petitions, charges and/or appeals related to the temporary layoff plan which have been put before the New Jersey Public Employee Relations Commission, the New Jersey Civil Service Commission, the Office of Administrative Law, Arbitrator or any other entity which would hear such a petition, charge or appeal; and

WHEREAS, in order to avoid any petition, charge or appeal, the Township and AFSCME have reached a settlement related to the dispute over the temporary layoff plan, the terms of which are memorialized in a Memorandum of Agreement, dated January 18, 2012; and

WHEREAS, the Township desires to ratify and authorize the execution of said Memorandum of Agreement,

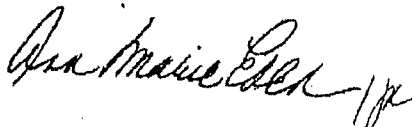


ANN MARIE EDEN, R.M.C.
TOWNSHIP CLERK

DATED: 1/24/12

RECORD OF VOTE				COUNCIL VICE PRES.	COUNCIL PRESIDENT
TOWNSHIP COUNCIL	Michael Kafion	Scott Martin	Bobbie Riviera	Ann Updegrave	Kenneth Bressi
YES		✓	✓	✓	✓
NO					
ABSTAIN	✓				
ABSENT					

I, Ann Marie Eden, Municipal Clerk of the Township of Jackson in the County of Ocean, hereby certify that the above is a true copy of a Resolution adopted by the Township Council on the 24th day of January 2012.



NOW, THEREFORE, BE IT RESOLVED by the Mayor and Township Council of the Township of Jackson, County of Ocean, State of New Jersey, as follows:

1. That the governing body hereby ratifies the Memorandum of Agreement, dated January 18, 2012, between the negotiating committee of the Township of Jackson, the negotiating committee of the American Federation of State, County and Municipal Employees, Local 3304-C and the American Federation of State, County and Municipal Employees Council 71, with regard to the terms and conditions of employment, which is attached hereto as Schedule A.
 2. That the Mayor is hereby authorized to execute and the Township Clerk to attest to the Memorandum of Agreement, dated January 18, 2012, with the American Federation of State, County and Municipal Employees, Local 3304-C and the American Federation of State, County and Municipal Employees Council 71.
 3. That this resolution shall become effective immediately.
 4. That a certified copy of this resolution be provided by the Township Clerk to the American Federation of State, County and Municipal Employees, Local 3304-C and the American Federation of State, County and Municipal Employees Council 71, the Township Administrator, and the Chief Financial Officer.
-

MEMORANDUM OF AGREEMENT

Made this Eighteenth date of January, 2012 by and
between:

The Township of Jackson (hereinafter "Township")
and

All Employees Represented by American Federation of State, County and Municipal Employees
Local 3304-C and American Federation of State, County and Municipal Employees Council
71 (hereinafter "AFSCME")

Regarding: Temporary Layoff Plan (furlough) imposed by the Township during the period from
June 26, 2010 through December 31, 2010 (twenty-seven (27) days), and January 1, 2011
through July 1, 2011 (twenty-four (24) days)

The negotiating committees of the Township of Jackson and American Federation of State,
County and Municipal Employees Local 3304-C (AFSCME) have reached the following
settlement to resolve all claims with regard to the temporary layoff plans described above and
this agreement is subject to ratification by the Township Council and membership of Local 3304-
C. This agreement between the Township and AFSCME should result in direct budgetary
savings for the Township for budget year 2012 and should be in consideration for the agreement
set forth herein.

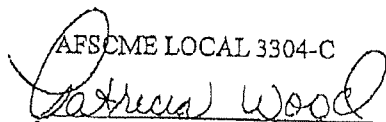
1. Effective January 18, 2012, for each Jackson Township employee who is listed in Exhibit A
from the bargaining unit of AFSCME Local 3304-C, there shall be established an "Earned
Personal" time bank.
2. Effective on the same date, each employee who is listed on Exhibit A-1 from the bargaining
unit of AFSCME shall have placed into said bank, time which is equivalent to furlough time
deducted due to the Temporary Layoff Plan (furlough) imposed by the Township during the
period from January 1, 2011 through July 1, 2011 (twenty-four (24) days)
3. Effective on the same date, each employee listed on Exhibit A-2 from the AFSCME
bargaining unit, for furlough days imposed by the Township during the period from June 26,
2010 through December 31, 2010 (most employees served twenty-seven (27) days), shall
have placed in said bank time that is equivalent to half of the days actually deducted (thirteen
and a half (13.5) days).
4. USE OF EARNED PERSONAL TIME AS LEAVE TIME
 - a. Employees are to notify their supervisor of their intent to use said days in the
same manner as personal time, which is to provide notification prior to the start of
their normal shift on the date of the absence
 - b. Employees will be permitted to carry days from year to year without limit
 - c. Time earned as a result of the 2010 furlough may not be taken during the year
2012, however it will remain banked and may be taken as follows:
 - i. Half of the bank earned as a result of 2010 (6.75 days based on a return of
13.5 days) may be used in 2013
 - ii. The remaining half of the bank earned as a result of 2010 (6.75 days based
on a return of 13.5 days) may be used in 2014

5. COMPENSATION FOR PERSONAL TIME OFF

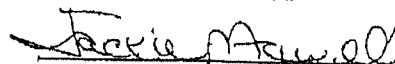
- a. Earned Personal time cannot be cashed in until such time as an employee terminates employment with the Township.
 - b. Employees will be paid for all time remaining in the Earned Personal bank at their rate of pay at the time of termination.
 - c. In the event of the death of the employee, all time remaining in the Earned Personal bank shall be paid to the employee's estate.
 - d. Earned Personal bank days established pursuant to paragraphs 2 and 3 shall be the property of each listed employee and shall be a contractual obligation between the Township and the employee.
6. In the event that any employee listed on Exhibit B is permanently laid off by the Township during the period of January 28, 2012 through December 31, 2013, the Township will ~~become obligated to make cash payments to all employees covered by this Agreement for the~~ remaining balance of any personal time earned by way of this Agreement. Said payments are to be made no later than thirty (30) days from the date of the layoff.
7. In exchange for the above agreements and upon approval by the principals of the respective parties, AFSCME Local 3304-C and AFSCME Council 71 will withdraw all petitions, charges and/or appeals related to the Temporary Layoff or grievance which have been put before the NJ Public Employee Relations Commission, the New Jersey Civil Service Commission, the Office of Administrative Law, Arbitrator or any other entity which would hear such a petition, charge or appeal.
8. Enforcement of this MOA shall be pursuant to grievance arbitration and the parties specifically agree that the terms herein and the enforcement of this agreement is properly subject to arbitration. The parties shall choose among the following arbitrators by a random selection process and shall split the fee for such services at the rate charged by the arbitrator. The arbitrators in the pool are:
- a. Joel Weissblat
 - b. Thomas Hartigan
 - c. Timothy Hundley

ATTEST: TOWNSHIP OF JACKSON


Jose "Joey" Torres

AFSCME LOCAL 3304-C

Subject To Ratification 1/18/12

AFSCME COUNCIL 71



DATE: 1/18/12

EXHIBIT A -1

Jackson Township
Furlough Days by Union/EE - 2011

AFSCME - 2011						
Emp Id	Union	Employee	Chk Year	Chk Date	Amt Prc	# of Days
		BADD, MICHELE Total				24
		BECK, DORIS Total				24
		BORZEK, CHERYL Total				20
		BRAND, TRUDI Total				24
		BROWNFIELD, CRAIG Total				23
		BUKSAR, DARLENE Total				0
		CANNON, JENNIFER Total				0
		CONDE, CARMEN Total				0
		D'AGOSTINO, DAWN Total				24
		DANSKI, ANN Total				24
		DE HOPE, TAMMY Total				24
		DEMARGO, STEPHANIE Total				24
		DICRISTINA, ERIN Total				20
		DZUMYK, VERA Total				24
		ELLUZZI, CAMILLE Total				20
		ENZ, CRAIG Total				24
		FESTINO, DIANE Total				24
		JONES, KAREN Total				20
		JORDAN, GAROL Total				23
		JORDAN, JACQUELINE Total				20
		KALINAUSKAS, DINA Total				24
		KOWALSKI, ELAINE Total				23
		LACALAMITO, JANINE Total				24
		MCDONALD, CHRISTIE Total				24
		MEYERS, IVETTE Total				24
		NAJARIAN, CLAIRE Total				24
		O'DONNELL, MARIA Total				24
		ORNER, GRACE Total				24
		SARDO, EILEEN Total				24
		SCHAEFER, SANDRA Total				0
		SCHULTZ, ANNETTE Total				21
		SEALY, MARTHA Total				0
		SEMPKOWSKI, ANTONIA Total				24
		SHERRY, JUDITH Total				24
		SIDOR, CONSTANCE Total				24
		STALEY, ROBIN Total				24
		TOBIASSEN, THEODORE Total				24
		VANBRAMER, MAUREEN Total				24
		VANCLEF, PATRICIA Total				24
		WOOD, PATRICIA Total				24
		YANIS, GLORIA Total				24
		ZAPATA, JOEY Total				23
Sealy, Lawrence						prorated
Grand Total						830

EXHIBIT A - 2

Jackman Township

Furlough Days by Union/EE - 2010

AFSCME - 2010						
Emp_Id	Union	Employee	Chk Year	Chk Date	Amt Pro	# of Days
		BADO, MICHELE Total				27
		BECK, DORIS Total				27
		BORZEK, CHERYL Total				27
		BRAND, TRUDI Total				27
		BROWNFIELD, CRAIG Total				27
		BUKSAR, DARLENE Total				24
		CANNON, JENNIFER Total				21
		CONDE, CARMEN Total				24
		D'AGOSTINO, DAWN Total				27
		DANSKI, ANN Total				27
		DE HOPE, TAMMY Total				27
		DEMARCO, STEPHANIE Total				27
		DICRISTINA, ERIN Total				27
		DZUMYK, VERA Total				27
		ELLUZZI, CAMILLE Total				27
		ENZ, CRAIG Total				27
		FESTINO, DIANE Total				27
		JONES, KAREN Total				27
		JORDAN, CAROL Total				27
		JORDAN, JACQUELINE Total				27
		KALINAUSKAS, DINA Total				27
		KOWALSKI, ELAINE Total				27
		LACALAMITO, JANINE Total				27
		MCDONALD, CHRISTIE Total				13
		MEYERS, IVETTE Total				27
		NAJARIAN, CLAIRE Total				27
		O'DONNELL, MARIA Total				27
		ORNER, GRACE Total				27
		SARDO, EILEEN Total				27
		SCHAEFER, SANDRA Total				24
		SCHULTZ, ANNETTE Total				27
		SEALY, MARTHA Total				27
		SEMPKOWSKI, ANTONIA Total				27
		SHERRY, JUDITH Total				27
		SIDOR, CONSTANCE Total				27
		STALEY, ROBIN Total				27
		TOBIASSEN, THEODORE Total				27
		VANBRAMER, MAUREEN Total				27
		VANGLEF, PATRICIA Total				27
		WOOD, PATRICIA Total				27
		YANIS, GLORIA Total				27
		ZAPATA, JOEY Total				27
		Sealy, Lawrence				
		Grand Total				1273

prorated
1273

GRADE GUIDE

<u>Grade I</u>	<u>Titles</u> Clerk 1 Keyboarding Clerk 1 Account Clerk
<u>Grade II</u>	<u>Titles</u> Clerk 2 Keyboarding Clerk 2 Senior Account Clerk Senior Account Clerk/Tel. Op.
<u>Grade III</u>	<u>Titles</u> Clerk 3 Keyboarding Clerk 3 Principal Account Clerk Assessing Aide Principal Clerk Typist/Telephone Operator Violations Clerk Recreation Aide
<u>Grade IV</u>	<u>Titles</u> Clerk 4 Keyboarding Clerk 4 Senior Assessing Aide Secretarial Assistant Supervising Account Clerk Technical Assistant Recreation Leader Purchasing Assistant
<u>Grade V</u>	<u>Titles</u> Administrative Clerk Payroll Clerk Senior Purchasing Assistant
<u>Grade VI</u>	<u>Titles</u> Deputy Court Administrator Assistant Assessor Senior Payroll Clerk
<u>Grade VII</u>	<u>Titles</u> Assistant Tax Collector Assistant Purchasing Agent
<u>Grade VIII</u>	<u>Titles</u> Municipal Court Administrator

2023 with 4% raise added to all grades and years of service

Pay Grade	Starting	1-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
1	\$37,534	\$40,536	\$43,539	\$46,539	\$49,542	\$54,044	\$57,046	\$60,046
2	\$38,650	\$41,661	\$44,663	\$47,664	\$50,667	\$55,168	\$58,171	\$61,173
3	\$39,787	\$43,162	\$46,165	\$49,164	\$52,167	\$56,672	\$61,173	\$65,675
4	\$40,913	\$44,663	\$47,664	\$50,667	\$53,668	\$58,171	\$62,672	\$67,177
5	\$42,036	\$46,539	\$49,542	\$52,542	\$55,544	\$60,048	\$64,550	\$69,053
6	\$45,038	\$51,042	\$54,044	\$57,046	\$60,048	\$64,550	\$69,053	\$73,557
7	\$49,542	\$57,046	\$60,048	\$63,049	\$66,049	\$70,554	\$75,057	\$79,560
8	\$51,312	\$58,815	\$61,818	\$64,819	\$67,822	\$72,323	\$76,827	\$81,850

2024 with 4% raise added to all grades and years of service

Pay Grade	Starting	1-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
1	\$39,035	\$42,158	\$45,280	\$48,401	\$51,524	\$56,205	\$59,328	\$62,448
2	\$40,196	\$43,328	\$46,449	\$49,571	\$52,693	\$57,375	\$60,498	\$63,620
3	\$41,379	\$44,889	\$48,011	\$51,130	\$54,254	\$58,939	\$63,620	\$68,302
4	\$42,549	\$46,449	\$49,571	\$52,693	\$55,815	\$60,498	\$65,179	\$69,864
5	\$43,717	\$48,401	\$51,524	\$54,644	\$57,766	\$62,449	\$67,132	\$71,815
6	\$46,840	\$53,084	\$56,205	\$59,328	\$62,449	\$67,132	\$71,815	\$76,499
7	\$51,524	\$59,328	\$62,449	\$65,571	\$68,691	\$73,376	\$78,059	\$82,742
8	\$53,364	\$61,168	\$64,290	\$67,412	\$70,534	\$75,216	\$79,900	\$85,124

2025 with 4% raise added to all grades and years of service

Pay Grade	Starting	1-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
1	\$40,596	\$43,844	\$47,091	\$50,337	\$53,585	\$58,454	\$61,701	\$64,946
2	\$41,803	\$45,061	\$48,307	\$51,554	\$54,801	\$59,670	\$62,918	\$66,165
3	\$43,034	\$46,684	\$49,932	\$53,176	\$56,424	\$61,296	\$66,165	\$71,034
4	\$44,251	\$48,307	\$51,554	\$54,801	\$58,047	\$62,918	\$67,787	\$72,658
5	\$45,466	\$50,337	\$53,585	\$56,829	\$60,077	\$64,947	\$69,817	\$74,688
6	\$48,713	\$55,207	\$58,454	\$61,701	\$64,947	\$69,817	\$74,688	\$79,559
7	\$53,585	\$61,701	\$64,947	\$68,194	\$71,439	\$76,311	\$81,181	\$86,052
8	\$55,499	\$63,614	\$66,862	\$70,108	\$73,356	\$78,224	\$83,096	\$88,529

2026 with 4% raise added to all grades and years of service

Pay Grade	Starting	1-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
1	\$42,220	\$45,598	\$48,975	\$52,350	\$55,729	\$60,792	\$64,169	\$67,544
2	\$43,475	\$46,863	\$50,240	\$53,616	\$56,993	\$62,056	\$65,435	\$68,811
3	\$44,755	\$48,551	\$51,929	\$55,303	\$58,681	\$63,748	\$68,811	\$73,875
4	\$46,021	\$50,240	\$53,616	\$56,993	\$60,369	\$65,435	\$70,498	\$75,565
5	\$47,285	\$52,350	\$55,729	\$59,102	\$62,480	\$67,545	\$72,610	\$77,675
6	\$50,662	\$57,415	\$60,792	\$64,169	\$67,545	\$72,610	\$77,675	\$82,742
7	\$55,729	\$64,169	\$67,545	\$70,922	\$74,297	\$79,363	\$84,429	\$89,494
8	\$57,718	\$66,159	\$69,536	\$72,913	\$76,290	\$81,353	\$86,420	\$92,070

Animal Control Officers

	Starting	1-4 YRS	5-9 YRS	10-14 YRS	15-19 YRS	20-24 YRS	25+ YRS
2023	\$51,809	\$53,031	\$56,086	\$59,140	\$62,194	\$65,250	\$68,303
2024	\$53,881	\$55,152	\$58,330	\$61,505	\$64,682	\$67,860	\$71,035
2025	\$56,036	\$57,358	\$60,663	\$63,965	\$67,269	\$70,574	\$73,877
2026	\$58,278	\$59,652	\$63,089	\$66,524	\$69,960	\$73,397	\$76,832