

**RESOLUTION RATIFYING THE MEMORANDUM OF AGREEMENT AND
AUTHORIZING EXECUTION OF A COLLECTIVE NEGOTIATIONS AGREEMENT
WITH THE AFSCME LOCAL 3304-C**

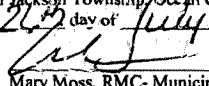
WHEREAS, representatives of the Township of Jackson and the AFSCME Local 3304-C met and negotiated terms and conditions of employment for certain employees of the Township of Jackson; and

WHEREAS, the parties have come to an agreement with regard to the terms and conditions of the collective negotiations agreement as set forth in a Memorandum of Agreement attached hereto as Schedule A; and

WHEREAS, the governing body wishes to ratify the Memorandum of Agreement with the AFSCME Local 3304-C and authorize the execution of a collective negotiations agreement with regard to said terms and conditions of employment for the period of time between January 1, 2023 and December 31, 2026.

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

1. That the governing body does hereby ratify the memorandum of agreement with the AFSCME Local 3304-C attached hereto as Schedule A.
2. That the governing body does hereby authorize the Mayor to execute and the Township Clerk to attest to, respectively, a collective negotiations agreement between the Township and the AFSCME Local 3304-C with regard to said terms and conditions of employment set forth in the Memorandum of Agreement for the period of time between January 1, 2023 and December 31, 2026 in the form acceptable to the Township's Labor Counsel.
3. That this resolution shall take effect immediately.
4. That a copy of this resolution shall be forwarded to the AFSCME Local 3304-C, the Township Administrator, Chief Financial Officer and Township Labor Counsel.

	MOTION	SECONDED	AYE	NAY	ABSTAIN	ABSENT	CERTIFICATION
Councilman Flemming			X				I, Mary Moss, RMC, Municipal Clerk of Jackson Township, do hereby certify the foregoing to be a true, complete and correct copy of resolution adopted by the Township Council at a regular meeting held on July 25, 2023. In witness whereof, I have hereunto set my hand affix the official seal of Jackson Township, Ocean County, New Jersey this <u>26th</u> day of <u>July</u>, 2023.  Mary Moss, RMC- Municipal Clerk
Councilwoman Kuhn	X		X				
Councilman Sargent		X	X				
Council Vice President Borrelli						X	
Council President Chisholm			X				

MEMORANDUM OF AGREEMENT

Jackson Township ("Township") and AFSCME NJ Council 63 ("AFSCME"), hereby agree to this Memorandum of Agreement with respect to a successor collective negotiations agreement between the parties. This agreement is subject to ratification of the parties. The parties agree to recommend ratification of this agreement to their respective membership (the Township Council and AFSCME members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2023 to December 31, 2026.
2. All terms of the existing collective negotiations agreement shall remain in full force and effect, except as modified by this Memorandum.
3. The parties shall mutually create and agree upon a successor collective negotiations agreement from the terms of this Memorandum.
4. Article 7 - Holidays
Amend as follows:

Section 1. remove Lincoln's Birthday and day after Thanksgiving from the holiday list in years 2024-2026.
5. Article 9 - Sick Leave
Amend as follows:

Section 4. change two (2) personal days to three (3) personal days.
6. Article 19 – General Provisions
Amend as follows.

Section 12c. change meal allowance from ten dollars (\$10.00) to twenty dollars (\$20.00) in both occurrences in section.

7. Article 20 - Salaries

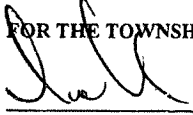
a. *Increase* wages as follows:

4% retroactive to January 1, 2023;
4% on January 1, 2024;
4% on January 1, 2025; and
4% on January 1, 2026.

8. Article 21 -Duration

- a. Modify to update dates in Section 1 to be consistent with agreed-upon term.
- b. *Remove* all references of Council 71 and replace with AFSCME NJ Council 63. *Add:* Signature page: Steve Tully Executive Director AFSCME NJ Council 63.

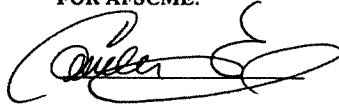
FOR THE TOWNSHIP:



7.16.2023

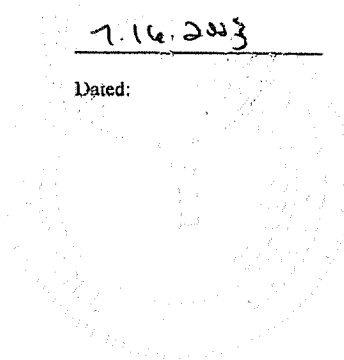
Dated:

FOR AFSCME:



7/10/23

Dated:



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