

Memorandum of Agreement

Between

AFSCME New Jersey Council 63, Local 2192 (White Collar)

&

Township of Wayne

March 18, 2022

The negotiation committees of the Township of Wayne, New Jersey and AFSCME New Jersey Council 63 Local 2192 (White Collar) have agreed upon the following terms for a successor agreement to the Collective Negotiations Agreement (CNA) that expired December 31, 2018

DUES & FEES (ARTICLE V, pg. 8):

ADD:

PEOPLE

The Township agrees to deduct from the wages of all bargaining unit members a deduction for Public Employees Organizing for Political and Legislative Equality ("P.E.O.P.L.E) as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked at any time by given notice to both the Township and the Union. The Township agrees to remit any deductions made pursuant to this provision promptly to the Union, together with an itemized statement showing the name of each employee from whose pay such deduction had been made, and the amount deducted during the period covered by the remittance.

The Township shall comply with the New Jersey Workplace Democracy Enhancement Act (WDEA).

SALARIES (ARTICLE VII, pg. 11):

A1.

- Effective and retroactive to January 1, 2019- 2% or \$800 (whichever is greater), per employee added to base salary
- Effective and retroactive to January 1, 2020- 2% or \$800 (whichever is greater), per employee added to base salary
- Effective and retroactive to January 1, 2021- 2% or \$800 (whichever is greater), per employee added to base salary
- Effective January 1, 2022-1.75% or \$700 (whichever is greater), per employee, added to base salary; this increase will not apply to those employees benefiting from a title movement to a higher grade on the attached list.

The tops and bottoms of the salary guide for each grade shall be increased January 1st of each year, by the above referenced percentage adjustment.

The Proposed White Collar Title & Grades provided on the below list and salary guide will take effect upon ratification of this contract and shall not be retroactive.

SICK LEAVE (ARTICLE X, pg. 2 b1.):

Beginning January 1, 2022, all employees shall be allowed to take two (2) Sick Days in hourly increments.

D5.

Beginning January 1, 2022, all employees may use two (2) personal days in hourly increments.

INSURANCE (ARTICLE XII, pg. 26):

A. The following will be added to the end, "All full-time employees shall contribute towards his/her health insurance benefits at the Tier IV rates set forth in Ch. 78, P.L. 2011, or as amended by New Jersey Law.

M. The following will be added, "Except for those retirees who have twenty or more years of creditable service in one or more State or locally administered retirement systems as of December 31, 2014, all qualifying retirees shall contribute towards his/her health insurance benefit at the Tier IV rates set forth in Ch. 78, P.L. 2011, or as amended by New Jersey Law.

SENIORITY, VACANCIES, LAYOFFS & RECALL (ARTICLE XVI):

D. Vacancies (page 40)

7. In any case where an employee changes job titles, the new salary will be negotiated between the employee, the union and the Township. The new salary must be within the grade range established for that title and at a minimum, must be an increase of one thousand (\$1000.00) per grade or the bottom of the salary guide established for that grade, whichever is greater. The aforementioned increase will be paid to the employee so long as the individual holds the new position. In the event the employee is demoted to a lower position, this increase will be removed.

14. Employees temporarily assigned by their Department Head to take on additional duties which were previously assigned to another job title are entitled to an opportunity to negotiate a temporary increase in base salary. After a period of one year, if the employee is still performing the additional assigned duties, the employee, the union and the township will be required to meet to negotiate a permanent title and base salary.

SAFETY AND HEALTH (ARTICLE XIX, pg. 52)

D6.

Each year the Township shall provide a clothing allowance to employees working in the job titles found in Schedule C. Effective January 1, 2019 the clothing allowance shall increase to \$700, to be paid retroactively.

DURATION (ARTICLE XXVII, pg. 57): January 1, 2019 through December 31, 2022

SCHEDULE C
WHITE COLLAR CLOTHING ALLOWANCE
2019-2022

FULL TIME JOB TITLES

Animal Control Officer
Animal Shelter Manager
Assessing Field Representative
Assistant Animal Control Officer
Building Inspector
Code Enforcement Officer
Code Enforcement/Property Maintenance Inspector
Computer Operator
Electrical Inspector
Inspector (Engineering)
Fire Inspector
Plumbing Inspector
Public Health Nurse
Public Safety Telecommunicator (PST)
Recreation Program Supervisor
Registered Environmental Health Specialist (REHS)
Senior Equipment Maintenance Clerk (DPW/Wastewater Treatment Plant)
Senior Public Safety Telecommunicator (PST)
Senior Registered Environmental Health Specialist (Sr. REHS)
Wastewater Analyst Technician (DPW)

Corrected Title Name:

Sanitarian → Registered Environmental Health Specialist (REHS)
Dispatcher → Public Safety Telecommunicator (PST)

Proposed White Collar Title & Grades (Effective upon Ratification of Contract)

Grade 4

Clerk Typist
Floater
Mailroom Clerk/Floater
Receptionist Typist
Revenue Collector
Sr. Clerk Typist
Sr. Clerk Typist/Floater
Violation Clerk
Violations/Secretary

Grade 5

Assistant Animal Control Officer
Bookkeeper
Custodian Maintenance
Secretary

Grade 6

Animal Control Officer
Planning Coordinator
Purchasing Specialist
Secretary II
Sr. Revenue Collector
Sr. Violations Clerk
Technical Assistant
Wastewater Analyst/Technician

Grade 7

Administrative Clerk
Animal Shelter Manager
Assessing Field Representative
Assistant Assessor
Code Enforcement Officer/Inspector
Computer Operator
Inspector
Principal Assessing Officer
Public Safety Telecommunicator (PST)
Purchasing Coordinator
Recreation Specialist
Sr. Equipment Maintenance Clerk
Sr. Planning Coordinator

Grade 8

Accountant
Building Inspector
Certified Recycling Professional
Deputy Court Clerk
Deputy Registrar
Deputy Treasurer
Electrical Inspector
Fire Inspector
Payroll Benefits Administrator
Payroll Clerk
Public Health Nurse
Plumbing Inspector
Registered Environmental Health Specialist
(REHS)
Specifications Writer
Sr. Building Maintenance

Grade 9

Recreation Program Supervisor
Sr. Public Safety Telecommunicator (Sr. PST)
Sr. Registered Environmental Health Specialist
(Sr. REHS)

Inactive Job Titles

Assistant Director of Purchasing
 Administrative Secretary
 Assessing Officer
 Assistant Deputy Court Clerk
 Assistant Deputy Township Clerk
 Assistant Tax Collector
 Assistant Zoning Officer
 Building Maintenance
 Construction Code Coordinator
 Equipment Maintenance Clerk
 Health/Housing Officer
 Homeowner Protection Officer

Income Maintenance Worker
 Key punch Operator/Verifier
 Legal Secretary
 Payroll Bookkeeper
 Park Ranger
 Pollution Operator
 Printer
 Recycling & Solid Waste Inspector
 Sr. Draftsman
 Sr. Park Ranger
 Sr. Public Health Nurse
 Sr. Wastewater Analyst/Technician

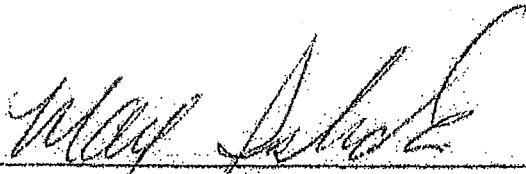
White Collar Salary Range Guide

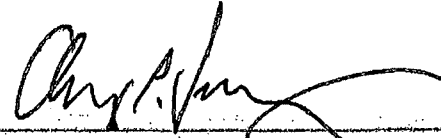
White Collar Minimums						
2%; 1.75%(2022)	Grade 4 Min	Grade 5 Min	Grade 6 Min	Grade 7 Min	Grade 8 Min	Grade 9 Min
2019	\$34,024.00	\$35,874.00	\$39,560.00	\$41,418.00	\$45,187.00	\$48,952.00
2020	\$34,824.00	\$36,674.00	\$40,360.00	\$42,246.00	\$46,091.00	\$49,931.00
2021	\$35,624.00	\$37,474.00	\$41,167.00	\$43,091.00	\$47,013.00	\$50,930.00
2022	\$36,324.00	\$38,174.00	\$41,887.00	\$43,845.00	\$47,836.00	\$51,821.00
White Collar Maximums						
2%; 1.75%(2022)	Grade 4 Max	Grade 5 Max	Grade 6 Max	Grade 7 Max	Grade 8 Max	Grade 9 Max
2019	\$64,015.00	\$69,050.00	\$78,739.00	\$85,900.00	\$88,379.00	\$93,894.00
2020	\$65,295.00	\$70,431.00	\$80,314.00	\$87,618.00	\$90,147.00	\$95,772.00
2021	\$66,601.00	\$71,840.00	\$81,920.00	\$89,370.00	\$91,950.00	\$97,687.00
2022	\$67,767.00	\$73,097.00	\$83,354.00	\$90,934.00	\$93,559.00	\$99,397.00

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their proper corporate officers and their corporate seal to be hereto affixed, the day and year first above written.

ATTEST:

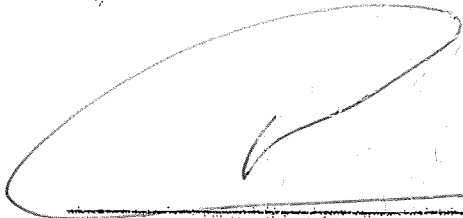
Township of Wayne

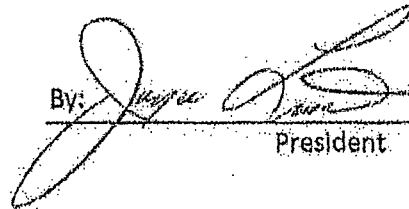

Secretary-Treasurer

By: 
Mayor

ATTEST:

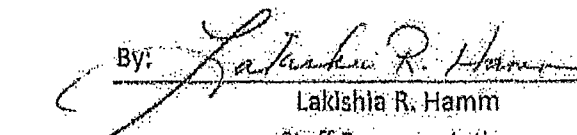
2192 (P)
AFSCME Council 63 Local 2274 AFL-CIO


Paul Margiotta
Township Clerk

By: 
President

Date: 3-18-22

2192 (P)
AFSCME Council 63 Local 2274 AFL-CIO

By: 
Lakishia R. Hamm
Staff Representative