



RESOLUTION OF THE NEW JERSEY PINELANDS COMMISSION

NO. PC4-17- 43

TITLE: To Implement the Organizational Restructuring

Commissioner Lohbauer moves and Commissioner McGlinchey seconds the motion that:

WHEREAS, a comprehensive review was completed which concluded that a restructuring and revision of the Commission's Salary Structure was needed in order to offer and maintain "comparative salaries in similar positions in other governmental organizations", as required by the personnel policies; and

WHEREAS, since approximately April 2007, the certain members of the Commission staff have been represented by the Communications Workers of America (CWA), AFL-CIO, Local 1040; and

WHEREAS, the CWA, Local 1040 has reviewed the new Salary Structure attached to this Resolution and has signed the attached Memorandum of Agreement approving same; and

WHEREAS, the Personnel and Budget Committee reviewed the attached Salary Structure at its November 3, 2017 meeting; and

WHEREAS, pursuant to N.J.S.A. 13:18A-5h, no action authorized by the Commission shall have force or effect until ten (10) days, Saturdays, Sundays and public holidays excepted, after a copy of the minutes of the meeting of the Commission has been delivered to the Governor for review, unless prior to expiration of the review period the Governor shall approve same, in which case the action shall become effective upon such approval.

NOW, THEREFORE BE IT RESOLVED that the Commission:

1. Adopts the attached Salary Structure and MOA that implements said Structure.
2. Authorizes the Executive Director to execute the attached MOA in order to implement the Salary Structure.

Record of Commission Votes

	AYE	NAY	NP	AR*		AYE	NAY	NP	AR*		AYE	NAY	NP	AR*
Ashmun	X				Jannarone	X				Quinn	X			
Avery	X				Lloyd			X		Rohan Green			X	
Barr	X				Lohbauer	X				Earlen	X			
Chila	X				McGlinchey	X								
Galletta	X				Prickett	X								

Abstained / R = Recused

Adopted at a meeting of the Pinelands Commission
Nancy Wittenberg
Nancy Wittenberg
Executive Director

Date: November 17, 2017
Sean Earlen
Sean W. Earlen
Chairman

MEMORANDUM OF AGREEMENT

The New Jersey Pinelands Commission and Communications Workers of Americas (CWA), AFL-CIO, Local 1040 agree as follows:

This Memorandum of Agreement covers the Non-Supervisory Unit (RO-2007-053); the Professional Unit (RO-2007-063); and the Supervisory Unit (RO-2007-067).

1. As a result of a restructuring, new positions and associated pay ranges, as set forth in the attached schedules, shall be implemented, effective retroactively to July 1, 2017. The attached pay ranges supersede the Commission's Salary Structure set forth in Appendix A of the Pinelands Commission's Personnel Policies, last revised January 2010.
2. This Memorandum of Agreement shall remain in effect, to the fullest extent permitted by law, until new collective negotiation agreements are implemented.
3. This Memorandum of Agreement represents the parties' complete agreement. All of the terms and conditions of the parties' 2011-2015 collective negotiation agreement not expressly addressed by this Memorandum of Agreement shall remain in full force and effect and shall be incorporated into the new collective negotiation agreements for the above referenced units.
4. This Memorandum of Agreement shall be approved by the Pinelands Commission and the Local 1040, CWA, AFL-CIO.

NJ Pinelands Commission

Dated: November ____, 2017

Local 1040, CWA, AFL-CIO

Dated: November ____, 2017

SALARY SCHEDULES

Support Assistants: Custodian and Clerical						
Current Level	Current Minimum	Current Maximum	New Level	New Range #	New Minimum	New Maximum
Principal	\$25,322	\$44,014	1	5	\$35,250	\$51,112
1	\$24,172	\$42,013	2	3	\$31,973	\$46,360
2	\$20,718	\$32,780	3	1	\$29,000	\$42,050

Support Assistants: Business and Maintenance						
Current Level	Current Minimum	Current Maximum	New Level	New Range #	New Minimum	New Maximum
Principal	\$33,379	\$58,018	1	7	\$38,863	\$56,351
1	\$27,623	\$48,168	2	5	\$35,250	\$51,112
2	\$24,172	\$36,761	3	3	\$31,973	\$46,360

Technical Assistants: Land Use, Planning, Legal, Public Programs						
Current Level	Current Minimum	Current Maximum	New Level	New Range #	New Minimum	New Maximum
Principal	\$33,379	\$58,018	1	13	\$52,080	\$75,516
1	\$29,350	\$51,014	2	10	\$44,989	\$65,233
2	\$25,322	\$38,511	3	7	\$38,863	\$56,351
			4	5	\$35,250	\$51,112

Specialists: Environmental, Public Programs, GIS, MIS						
Current Level	Current Minimum	Current Maximum	New Level	New Range #	New Minimum	New Maximum
Supervising/ Principal	\$61,577	\$101,350	1	20	\$73,282	\$106,258
1	\$47,765	\$83,487	2	15	\$57,418	\$83,256
2	\$39,709	\$65,228	3	13	\$52,080	\$75,516
3	\$36,256	\$47,364	4	11	\$47,238	\$68,495

Research Scientists						
Current Level	Current Minimum	Current Maximum	New Level	New Range #	New Minimum	New Maximum
Supervising/ Principal	\$61,577	\$101,350	1	20	\$73,282	\$106,258
1	\$52,945	\$92,027	2	16	\$60,289	\$87,419
2	\$44,888	\$73,147	3	14	\$54,684	\$79,292
3	\$39,709	\$51,766	4	12	\$49,600	\$71,920

New Salary Ranges

1	29,000	30,450	31,900	33,350	34,800	36,250	37,700	39,150	40,600	42,050
2	30,450	31,973	33,495	35,018	36,540	38,063	39,585	41,108	42,630	44,153
3	31,973	33,571	35,170	36,768	38,367	39,966	41,564	43,163	44,762	46,360
4	33,571	35,250	36,928	38,607	40,285	41,964	43,642	45,321	47,000	48,678
5	35,250	37,012	38,775	40,537	42,300	44,062	45,825	47,587	49,350	51,112
6	37,012	38,863	40,713	42,564	44,415	46,265	48,116	49,966	51,817	53,668
7	38,863	40,806	42,749	44,692	46,635	48,578	50,522	52,465	54,408	56,351
8	40,806	42,846	44,887	46,927	48,967	51,007	53,048	55,088	57,128	59,169
9	42,846	44,989	47,131	49,273	51,415	53,558	55,700	57,842	59,985	62,127
10	44,989	47,238	49,487	51,737	53,986	56,236	58,485	60,734	62,984	65,233
11	47,238	49,600	51,962	54,324	56,686	59,047	61,409	63,771	66,133	68,495
12	49,600	52,080	54,560	57,040	59,520	62,000	64,480	66,960	69,440	71,920
13	52,080	54,684	57,288	59,892	62,496	65,100	67,704	70,308	72,912	75,516
14	54,684	57,418	60,152	62,886	65,621	68,355	71,089	73,823	76,557	79,292
15	57,418	60,289	63,160	66,031	68,902	71,773	74,643	77,514	80,385	83,256
16	60,289	63,303	66,318	69,332	72,347	75,361	78,376	81,390	84,404	87,419
17	63,303	66,469	69,634	72,799	75,964	79,129	82,294	85,460	88,625	91,790
18	66,469	69,792	73,115	76,439	79,762	83,086	86,409	89,733	93,056	96,379
19	69,792	73,282	76,771	80,261	83,750	87,240	90,730	94,219	97,709	101,198
20	73,282	76,946	80,610	84,274	87,938	91,602	95,266	98,930	102,594	106,258
21	76,946	80,793	84,640	88,487	92,335	96,182	100,029	103,877	107,724	111,571
22	80,793	84,833	88,872	92,912	96,951	100,991	105,031	109,070	113,110	117,150
23	84,833	89,074	93,316	97,557	101,799	106,041	110,282	114,524	118,766	123,007
24	89,074	93,528	97,982	102,435	106,889	111,343	115,796	120,250	124,704	129,158