

AGREEMENT

BETWEEN

CITY OF ATLANTIC CITY

AND

AFSCME NJ COUNCIL NO. 63 LOCAL 1210

JANUARY 1, 2022 - DECEMBER 31, 2025

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PREAMBLE

This Agreement entered into by the City of Atlantic City, (hereinafter referred to as the "City"), and American Federation of State, County and Municipal Employees, New Jersey Council No. 63 and its affiliated Local 1210 (hereinafter referenced to as the "Union" or "AFSCME"). This contract for the Atlantic City Beach Patrol bargaining unit has as its purpose the promotion of harmonious relations between the City and the Union; the establishment of an equitable and peaceful procedure for the resolution of difference; and the establishment of rates of pay, hours of work and other conditions of employment.

ARTICLE 1

RECOGNITION

A. The City recognizes AFSCME as the sole and exclusive negotiating agent and representative for all lifeguards, Lieutenants, Captains, and lifeguard medics, but excluding the Chief, Assistant Chief, Area Chief, Beach Surgeon, Medical Assistant, and all other employees of the City. Lifeguard medics shall be appointed by the Chief in his discretion.

B. The City agrees that the Union has the right to negotiate as to rates of pay, hours of work, fringe benefits, working conditions and procedures for adjustment of grievances.

ARTICLE 2

PURPOSE

A. This Agreement is entered into pursuant to the provisions of Chapter 303, Laws of 1968, as amended by Chapter 123, Laws of 1974, of the State of New Jersey to promote and ensure harmonious relations, cooperation, and understanding between the City and the employees; to prescribe the rights and duties of the City and employees; to provide for the solution of legitimate grievances, all in order that the public service and safety shall be expedited and effectuated in the best interest of the people of the City of Atlantic City and its employees and the City.

ARTICLE 3

INTERPRETATION



It is the intention of the parties that this Agreement be construed in harmony with the Rules and Regulations of the Civil Service Commission, Chapter 303, of the Laws of 1968, as amended by Chapter 123 of the Laws of 1974, and thereafter, the Statutes of the State of New Jersey, the Ordinances of the City of Atlantic City, and the Rules and Regulations of the Atlantic City Beach Patrol.

ARTICLE 4

NEGOTIATIONS PROCEDURE

A. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 303, Public Laws of 1968, as amended by Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employee's employment. Such notification of negotiations shall be given not later than April 1 of the calendar year in which this Agreement expires. Negotiations for a successor agreement shall commence no later than the first week in May of the year in which this Agreement expires. Any agreement so negotiated shall apply to all members of the unit, be reduced to writing, be signed by the City and the Union, and be adopted by the City.

B. Neither party in any negotiations shall have control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counterproposals in the course of negotiations.

C. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, be signed by the City and the Union, and be adopted by the City.

ARTICLE 5

MANAGEMENT RIGHTS

It is the right of the City to determine the standards of service to be offered by its agencies; determine the standards of selection for employment; direct its employees; take disciplinary action pursuant to terms stated herein; relieve its employee from duty because of lack of work or for any other legitimate reason; maintain the efficiency of the Beach Patrol; determine the methods, means and personnel by which the Beach Patrol is to be conducted; determine the content of the job classifications; schedule the hours; take all necessary actions to carry out its Public Safety mission in emergencies; establish reasonable rules and regulations, and exercise control and discretion over the employees method of performing their work.

Nothing in this Article shall alter or relieve the City of any of its obligations under this Agreement.

ARTICLE 6

DUTIES OF EMPLOYEES

The parties agree that the lifeguards shall exercise their duties faithfully and to the best interest of the City and the bathing public irrespective of the fact that they are covered by this Agreement.

ARTICLE 7

GRIEVANCE PROCEDURE

A. Definitions:

The term "grievance", as used herein, means any controversy arising over the interpretations, application or alleged violation of policies or administrative decision affecting terms and conditions of employment or of the express terms of the Agreement, and may be raised by an individual unit employee, a group of unit employees, or the Union Steward, hereinafter referred to as the "grievant."

B. Purpose:

The purpose of this grievance procedure is to secure an equitable solution to grievances as herein defined. The parties agree that grievances should be resolved at the lowest possible administrative level. Therefore, no grievance shall by-pass any step of the grievance procedure, except as expressly provided herein, and any failure to prosecute a grievance within the time periods provided shall constitute an absolute bar to relief and shall stop the grievant from prosecuting his grievance in any forum thereafter. This grievance procedure constitutes the sole and exclusive method for raising and disposing of controversies within the definition of the term.

Nothing contained herein shall be deemed to preclude the filling and processing of any unfair labor practice or

discrimination charge through an appropriate administrative agency or court law. This shall not bar an administrative agency or tribunal or the courts from deferring a matter to arbitration under the terms of this collective bargaining agreement.

C. Any grievance or dispute that might arise between the parties will be settled in the following manner:

Step 1. The aggrieved employee or the Union Steward at the request of the employee with the employee's immediate supervisor shall take up the grievance or dispute within ten (10) working days of the grieving party reasonably becoming aware of its occurrence. Failure to act within said ten-day period shall be deemed to constitute an abandonment of the grievance. The supervisor shall then attempt to adjust the matter and shall respond to the employee or steward within three (3) working days.

Step 2. If the grievance has not been settled, it shall be presented in writing by the Union representative or employee to the Chief within five (5) working days after the supervisor's response is received. The Chief shall meet with the Union Steward (or Union Grievance Committee or employee) (each may be referenced to hereinafter as "Representative") and respond in writing to the Union within ten (10) working days.

Step 3. If the grievance still remains unadjusted, it shall be presented by the Union representative or employee to the Human

Resources ("HR") Director in writing within five (5) days after the response from the Chief is due. The HR Director shall respond in writing to the Union within seven (7) working days. Any disciplinary decision involving loss of pay moves to Step 3 automatically.

Step 4. If the grievance remains unsettled, the representative may, within twenty-five (25) working days after the reply of the HR Director or designee is due, by written notice to the City, proceed to arbitration. A request for arbitration shall be made no later than such twenty-five-day period and a failure to file within said time period shall constitute a bar from such arbitration unless the Union and City mutually agree upon a longer time period within which to adjust such demand. If either of the parties fails to agree upon an arbitrator, PERC shall be requested by one or both parties to provide a panel of five arbitrators.

D. With regard to subject matters that are grieveable, the arbitration proceedings shall be conducted by an arbitrator to be selected by the City and the Union as soon as possible after notice has been given.

The selected arbitrator shall restrict his inquiry to the standards established by the Agreement and the arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument. The Arbitrator's decision shall be final and binding on both parties.

E. Expense for the arbitrator's services and proceedings under either Step 4 shall be borne equally by the City and Union. Each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays the record and makes copies available without charge to the other party and the arbitrator.

F. The Union will notify the City, in writing, of the names of its employees who are designated by the Union as shop stewards. Such employees will be permitted to confer with other Union employees, during working hours without loss of pay for periods not in excess of one (1) hour per day unless additional time is needed to complete the hearing consultation.

G. Agents of the Union who are not employees of the City will be permitted to visit with employees during working hours at their workstations for the purpose of discussing Union representation matters, so long as such right is reasonably exercised and there is no undue interference with work progress.

H. The City and the Union agree, in conjunction with the grievance procedure, that each will give reasonable consideration to requests of the other party for meetings to discuss grievances pending at any step of the Grievance Procedure.

ARTICLE 8

CHECK-OFF

A. The City of Atlantic City agrees to deduct Union dues bi-weekly from each employee, as defined herein, who furnishes a voluntary written authorization for such deduction, on a form acceptable to The City of Atlantic City. The amount of monthly Union dues shall be in such an amount as may be certified to The City of Atlantic City from time to time, and at least thirty (30) days prior to the date on which deductions of Union dues are to be made. Deductions of Union dues made pursuant hereto shall be remitted by The City of Atlantic City to the Union every four (4) weeks together with a list of the names of the employees from whose pay such deductions were made. Where possible such list shall be also be sent electronically as an Excel file.

B. Withdrawal of Authorization

Employees shall be eligible to withdraw such authorization by providing written notice to The City of Atlantic City payroll clerk (or identify the office which would receive the notice) only during the ten (10) days following each anniversary date of their employment. Within ten (10) days of receipt of notice from an employee of revocation of authorization for payroll deduction of dues, The City of Atlantic City shall provide written notice to the Union of an

employee's revocation of such authorization. An employee's notice or revocation of authorization for the payroll deduction of dues shall be effective on the (30th) day after the anniversary date of employment.

C. INDEMNIFICATION OF CITY

The Union agrees to indemnify, defend, hold, and save the City harmless from any causes of action, demand, claim, suit, loss, damages, or any other liability that shall arise out of or by reason of action taken under this Article.

ARTICLE 9

EMPLOYEE REPRESENTATION

The Union must notify the City as to the names of its accredited representatives who shall be the Chairperson and Shop Steward. Representatives of the Union who are not employees of the City will not be permitted to visit with employees during working hours at their workstations for the purpose of discussing Union representation matters without notifying the head of the department. The Chief of the Beach Patrol may, at his discretion, give time off for official union business to members of the Local.

The City shall provide the Union a full list of all lifeguards hired prior to the start of each season and shall provide the Union with at least 30 minutes to address new employees at orientation with regard to the Union and benefits of membership.

City of Atlantic City agrees to provide to the Union a complete up-to-date electronic listing of all employees covered by this Contract consistent with requirements of the WDEA. 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. Effective immediately upon receipt of dues authorization by the City of Atlantic City members shall be dues paying members.

ARTICLE 10

NON-DISCRIMINATION

The City and employees recognize that there shall be no discrimination by reason of sex, creed, race, natural origin, age, or any other status protected by laws as far as employment is concerned or as far as any opportunity for improvement of jobs or as condition for employment.

ARTICLE 11

STRIKES

The Union assures and pledges to the City that its goals and purposes are such as not to condone any strikes by lifeguards, captains and lieutenants, no work stoppages, slowdowns, or any other such method which would interfere with service to the public or violate the Constitution and laws of the State of New Jersey, and the Union will not initiate such activities do not advocate or encourage members of the unit to initiate the same.

ARTICLE 12

BULLETIN BOARDS

A. The City shall permit the use of bulletin boards located in the lifeguard stations by the Union for the posting of notices concerning Union business and activities.

B. All such notices shall be signed by the Chairperson or other authorized official of the Union.

ARTICLE 13

SPECIAL LEAVES

A. Leave from active duty with full pay shall be granted to up to three (3) members of the Union negotiation committee who attend meetings between the City and the Union for the purpose of negotiating terms of the contract provided the employees are scheduled for duty at the same time.

B. Funeral leave in the amount of four (4) consecutive days for mother, father, spouse, and children, three (3) days for grandparents, brothers, sisters, mother-in-law, and father-in-law and one (1) day for cousins, aunts, uncles, nieces, and nephews. All leave must include the day of the funeral.

C. Pension Break: An employee who has completed at least ten (10) years of services and is not less than thirty-five (35) years old, who for medical reasons, has been certified by a Certified Medical Doctor as unable to perform duties for a season, may apply to the City for an unpaid leave of absence. The City will grant the unpaid leave of absences, all in one season, and shall not consider this a break in employment for pension purposes. This unpaid leave of absence shall not count toward pension. The leave may only be granted once in an employee's career.

D. Any seasonal employee who has not been absent for the entire season from starting date through Labor Day will receive one-half (1/2) day additional pay at the end of the season.

ARTICLE 14

PROMOTIONAL PROGRAM

The City agrees to notify the Union of all available positions on the Atlantic City Beach Patrol for lifeguards, captains, lieutenants, and boat yard maintenance and shall set forth their qualifications for hiring and promotions.

ARTICLE 15

SEASON/SENIORITY RIGHTS

A. The summer season for all employees shall be from May 1st until October 31st. Rehiring of all employees in the spring of the year shall be based upon seniority. The employees with the greater number of years of service shall be hired before employees with a lesser number of years of service. If the employee is discharged for disciplinary reasons, seniority is waived should the lifeguard be rehired in the future.

B. When it becomes necessary to reduce the work force by lay-off in any classification seniority in such classification shall govern the reduction in force. Employees shall retain bumping rights into lower classifications, however.

C. An employee who needs to achieve tenure (years 1-3) must complete forty-five (45) full days of employment during season in order to earn credit for one (1) year of service for seniority purposes. An employee who has more than three (3) years of service will need to complete fifty-five (55) full days of employment during season in order to earn credit for one (1) year of service for seniority purposes.

D. In all cases of layoff, recall and rehiring, merit, ability, fitness, and qualifications will be considered by the City along with seniority.

E. Nothing herein shall guarantee any specific number of hours or days in a given work year or work week, nor shall anything be construed to guarantee a specific number of staff at any given time.

ARTICLE 16

WORKWEEK AND OVERTIME

It is understood that unit employees shall be entitled to overtime after forty (40) hours of work during a week. [Work shall include any paid sick time off]. Given the scheduled hours required for coverage and the agreement that unit employees shall be eligible to work, regardless of days worked in a given workweek, the parties agree that the overtime rate shall be 1.5 times the hourly rate for all hours worked over 40 in a work week. The hourly rate shall be derived by multiplying the daily rate by five and then dividing that total by 40 hours.

ARTICLE 17

PROBATIONARY PERIOD

A lifeguard shall be on probation until completion of three (3) seasons. A season shall be defined as forty-five (45) days of service from May 1 to October 31 when on probation; thereafter, the services shall be defined as fifty-five (55) days of service from May 1 to October 31. Until such time is completed, an employee shall be subject to discharge or non-renewal for any cause, and the Union shall not file any grievance on his/her behalf or subject the City to any type of claim as a result of such discharge or non-renewal.

ARTICLE 18

UNIFORMS

A. The City shall continue to supply and provide each employee a full uniform for the official performance of his/her duties without costs to the employee.

B. The City further agrees that uniforms worn out or damaged in the line of duty, requiring immediate replacement, shall be replaced by the City after inspection by a Superior Officer.

C. The City agrees to provide and make available sunscreen to all members while on duty.

D. Employees shall be responsible for their uniforms in all other cases and shall wear them only during working hours.

E. Each employee shall be examined at the time of their regular annual re-employment or pre-employment physical examination by a health care professional for the purpose of screening for skin cancer and/or other related medical problems. If there is any suspicion of skin cancer and/or other related medical problems a subsequent review by a dermatologist or oncologist will be provided. The cost for such examination(s) shall be borne by the City. Each employee shall receive a copy of the report findings of the physical examination within five (5) days after the report has been received by the City. Such copy shall be provided to the employee in a sealed envelope to insure confidentiality.

F. Hepatitis vaccine shall be made available to all employees making such request, within the provision that the employee is committed to completing the full series of vaccine injections.

ARTICLE 19

TENURE

A. A lifeguard who has completed three (3) full seasons, as defined in the contract, of service shall not be discharged except for just cause.

B. A lifeguard who has completed three (3) full seasons of service shall not be discharged except for just cause. A season is defined as forty-five (45) days of service from May 1 to October 31 if employees during the probationary period and fifty-five (55) days for employees who are no longer in their probationary period.

C. All employees must complete seventy (70) days of service to earn each year of service for pension purposes.

ARTICLE 20

LEAVE OF ABSENCE

A. An employee shall be entitled to request an unpaid leave of absence for up to two (2) seasons without losing his/her seniority rights.

B. If an employee as a result of his/her performance of lifeguard duties, is required to appear in court when the employee is scheduled to work, the employee shall not be required to make up such time. If the City requires an employee to appear in court during the work season when the employee is not scheduled to work, the employee shall be given compensatory time. If in the off-work season, the employee shall be paid straight time for such court time and payment shall be by July 15.

C. Members will be entitled to the Jury Duty compensation as set forth in the Policy and Procedures Manual.

D. After four (4) years of service, an employee will be entitled to one (1) sick day per year without the ability to accumulate. An employee must notify the district officer at least one (1) hour prior to the start of the workday.

ARTICLE 21

SALARY

A. Salary Increases

Effective May 1, 2022, the base salary for each step and title shall be as set forth in the attached guide. Unit employees shall progress through the guide increasing one step for each year of service earned.

The base salary for each unit employee shall increase as of May 1st by guide movement (if a year of service has been earned in prior seasons and by the increase to the guide set forth in Schedule A, which includes the increase effective May 1, 2022 which have already been issued. The increases starting July 1, 2022 are as follows:

- Effective July 1, 2022, the increase to each step's rates prorated to annual full time increase of \$4,500 to base with credit for increase received on May 1, 2022;
- Effective January 1, 2023 increase to each step's rate prorated to annual full time increase of \$3,000 to base;
- Effective January 1, 2024, 2% to each step;
- Effective January 1, 2025, 2% to each step; and
- The salary for the Lieutenant ("Lt") and Captain shall remain at a 15% rank differential with Lt salary 15% above top step Lifeguard and Captain rate 15% above Lt rate.

B. Any employee certified as an EMT shall receive a \$10.00 per day stipend in 2022.

C. Detail Pay Rate: Hours worked for outside contractors as details shall count towards seniority/service for year and shall be compensated as follows:

- Lifeguards - \$30 per hour
- Superiors - \$60 per hour

ARTICLE 22

FULLY BARGAINED PROVISION

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.

B. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

C. The City and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive all bargaining rights, and each agrees that the other shall not be obligated to bargain or negotiate with respect to any subject or matter referred to or covered in this Agreement, or with respect to any matter or subject not specifically referred to or covered in this Agreement, even though each subject or matters may not have been within knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

D. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.

ARTICLE 23

EXPUNGEMENT

When a member of the bargaining unit is charged with an offense or crime arising out of his/her duties and is subsequently acquitted therefrom, the City shall provide for the expungement of said charge from his/her personnel record. The City agrees that the employee shall receive back pay for time of suspension if completely exonerated of all charges.

ARTICLE 24

WINTER EMPLOYMENT

A. Non-supervisory members of the bargaining unit who are employed at the City boatyard during the winter and whose titles continue to be that of "lifeguard" shall receive benefits and wages consistent with that received by the members of the City's blue collar bargaining unit, for the period of time employed at the boatyard, so long as such are consistent with laws. Supervisory employees shall receive those benefits and wages consistent with those received by members of the City's Supervisory bargaining unit for the same period of time.

B. Employees shall be considered "lifeguard" so long as the word "lifeguard" appears in their office civil service title.

ARTICLE 25

DISCIPLINE AND DISCHARGE

A. Disciplinary action shall generally consist of any or all of the following:

1. Oral warning
2. Written reprimand
3. Suspension
4. Discharge

B. It is also recognized that any form of disciplinary action which is authorized by New Jersey Civil Service Commission and the New Jersey Administrative Code Regulations is permissible.

C. Any disciplinary action or measure imposed upon an employee, or whom a hearing is not authorized by New Jersey Civil Service Commission and the New Jersey Administrative Code Regulations may proceed as a grievance through the regular grievance procedure assuming the three (3) year probationary period defined in Article XVII has been completed.

D. Disciplinary action may be imposed upon an employee for failing to fulfill his or her responsibilities as an employee. The authority issuing the disciplinary action must make a sincere attempt to notify the employee privately.

E. The City shall not discharge any permanent employee without just cause.

F. An employee discharged solely for failing a drug/alcohol test shall be reinstated with prior seniority after providing the City proof of the successful completion of a rehabilitation program within one (1) year of discharge. If the employee subsequently fails another drug/alcohol test at any point of their employment, the employee will be terminated without the possibility of being rehired in any capacity.

ARTICLE 26

MISCELLANEOUS PROVISIONS

A. The City will provide twenty-seven (27) copies of the Agreement plus two (2) to each district plus five (5) to the Union.

B. A current copy of the City Policies and Procedure shall be made available at each district.

ARTICLE 27

DRUG AND ALCOHOL TESTING

A. All lifeguards will be drug screened annually. The sample will be split and upon failure, the lifeguard may request testing of the split sample at the lifeguard's cost. If the results of the split are negative, the employee will be retested and reimbursed for the cost of the testing of the split sample. Drug screenings shall comply with the New Jersey Cannabis Regulatory Enforcement Assistance and Marketplace Mobilization Act ("CREAMM Act") prohibition on random screenings for cannabinoids which the parties understand does not bar reasonable suspicion testing for cannabinoids.

B. A lifeguard may reapply after failing a drug testing provided the employee has proof of completing a rehabilitation program in accordance with Article XXVII, Section F.

C. Any lifeguard injured on the job may be subject to a drug and alcohol test if there is reasonable suspicion.

D. In the event that the legal or regulatory framework changes or the City implements a Policy that affects such testing, the parties shall meet and negotiate any changes to these terms upon the request of either party in writing.

ARTICLE 28

DURATION

A. This Agreement shall be in full force and effect from January 1, 2022 thru December 31, 2025.

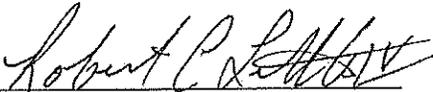
B. The negotiations for a successor agreement modifying, amending, or altering the terms and provisions of this Agreement shall commence during the first week of June 2025. In the event, no successor agreement is completed on or before December 31, 2025 all terms and provisions in the Agreement will continue in effect.

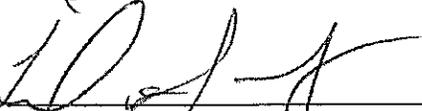
Year	2021 Rate:	5/1/2022*	7/1/2022 *	1/1/23	1/1/24	1/1/25
1		\$125.00	\$125.00	\$127.50	\$130.05	\$132.65
2	\$112.00	\$125.00	\$126.42	\$136.04	\$138.76	\$141.53
3	\$116.00	\$128.75	\$130.42	\$140.04	\$142.84	\$145.70
4	\$121.65	\$132.61	\$136.07	\$145.69	\$148.60	\$151.57
5	\$131.00	\$136.59	\$145.42	\$155.04	\$158.14	\$161.30
6	\$134.78	\$140.69	\$149.20	\$158.82	\$161.99	\$165.23
7	\$140.50	\$144.91	\$154.92	\$164.54	\$167.83	\$171.19
8	\$143.50	\$149.26	\$157.92	\$167.54	\$170.89	\$174.31
9	\$147.90	\$153.73	\$162.32	\$171.94	\$175.38	\$178.88
10	\$158.92	\$158.92	\$173.34	\$182.96	\$186.62	\$190.35
11	\$158.92	\$163.99	\$173.34	\$182.96	\$186.62	\$190.35
12	\$158.92	\$168.60	\$173.34	\$182.96	\$186.62	\$190.35
13	\$162.97	\$170.71	\$177.39	\$187.01	\$190.75	\$194.56
14	\$167.61	\$172.84	\$182.03	\$191.65	\$195.48	\$199.39
15	\$169.44	\$175.00	\$183.86	\$193.48	\$197.35	\$201.29
16	\$175.44	\$177.19	\$189.86	\$199.48	\$203.47	\$207.54
17	\$175.44	\$178.40	\$189.86	\$199.48	\$203.47	\$207.54
18	\$176.63	\$181.64	\$191.05	\$200.67	\$204.68	\$208.78
19	\$177.63	\$183.92	\$192.05	\$201.67	\$205.70	\$209.82
20	\$182.24	\$186.21	\$196.66	\$206.28	\$210.40	\$214.61
21	\$184.32	\$188.54	\$198.74	\$208.36	\$212.53	\$216.78
22	\$184.32	\$190.90	\$198.74	\$208.36	\$212.53	\$216.78
23	\$187.32	\$193.29	\$201.74	\$211.36	\$215.59	\$219.90
24	\$190.32	\$195.20	\$204.74	\$214.36	\$218.65	\$223.02
Lieutenant Daily Rate: 15% above Top Step Lifeguard						
Captain Daily Rate: 15% above Lieutenant Rate						
LEAD LIFEGUARDS – Add \$10.00 per day to all above steps						

IN WITNESS WHEREOF, the undersigned have affixed their signatures as the fully authorized legal representatives of American Federation of State, County, and Municipal Employees, NJ Council No. 63, and its affiliated Local 1210, on this ____ day of December, 2022.

AFSCME NJ, Council No. 63

AFSCME Local No. 1210

By: 
RFS DIRECTOR

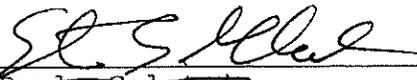
By: 
EXECUTIVE BOARD

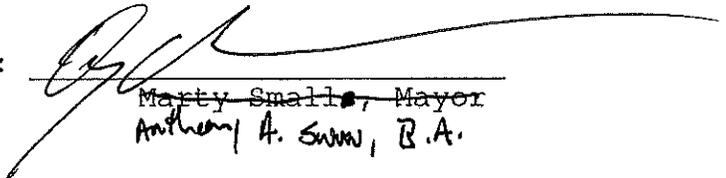
Dated: 1-23-23

Dated: 1-24-2023

ATTEST:

CITY OF ATLANTIC CITY

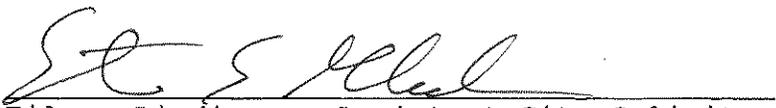
By: 
~~Paula Geletel,~~
City Clerk
Steven S. Glickman
Labor Counsel

By: 
~~Marty Smalls, Mayor~~
Anthony A. Swann, B.A.

~~David Beckett, Esq.~~

Dated: _____

The within Agreement is approved as to form and execution.

By: 
~~Eileen Lindinger, Assistant City Solicitor~~
Steven S. Glickman, Labor Counsel