



RESOLUTION OF THE NEW JERSEY PINELANDS COMMISSION

NO. PC4-24- 23

TITLE: Issuing an Order to Certify Hamilton Township Ordinance 2085-2024, Adopting a Site-Specific Redevelopment Plan for Block 237, Lot 1 and 2

Commissioner Lohbauer moves and Commissioner Irick seconds the motion that:

WHEREAS, on March 8, 1985, the Pinelands Commission fully certified the Master Plan and Land Use Ordinances of Hamilton Township; and

WHEREAS, Resolution #PC4-85-10 of the Pinelands Commission specified that any amendment to the Township's certified Master Plan and codified Land Use Ordinances be submitted to the Executive Director in accordance with N.J.A.C. 7:50-3.45 (Submission and Review of Amendments to Certified Master Plans and Land Use Ordinances) of the Comprehensive Management Plan to determine if said amendment raises a substantial issue with respect to conformance with the Pinelands Comprehensive Management Plan; and

WHEREAS, Resolution #PC4-85-10 further specified that any such amendment shall only become effective as provided in N.J.A.C. 7:50-3.45 of the Comprehensive Management Plan; and

WHEREAS, on September 16, 2024, Hamilton Township adopted Ordinance 2085-2024, adopting a Site-Specific Redevelopment Plan for Block 237, Lot 1 and 2 located within the Township's Pinelands Forest Area; and

WHEREAS, the Pinelands Commission received a certified copy of Ordinance 2085-2024 on September 19, 2024; and

WHEREAS, by letter dated October 4, 2024, the Executive Director notified the Township that Ordinance 2085-2024 would require formal review and approval by the Pinelands Commission; and

WHEREAS, a public hearing to receive testimony on Ordinance 2085-2024 was duly advertised, noticed and remotely held on November 6, 2024, at 9:30 a.m. with live broadcast on the Pinelands Commission's public YouTube channel and opportunity for the public to call-in during the live broadcast; and

WHEREAS, the Executive Director has found that Ordinance 2085-2024 is consistent with the standards and provisions of the Pinelands Comprehensive Management Plan; and

WHEREAS, the Executive Director has submitted a report to the Commission recommending issuance of an order to certify that Ordinance 2085-2024, adopting the Site-Specific Redevelopment Plan for Block 237, Lot 1 and 2, is in conformance with the Pinelands Comprehensive Management Plan; and

WHEREAS, the Pinelands Commission has duly considered all public testimony submitted to the Commission concerning Ordinance 2085-2024 and has reviewed the Executive Director's report; and

WHEREAS, the Pinelands Commission accepts the recommendation of the Executive Director; 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

1. An Order is hereby issued to certify that Hamilton Township Ordinance 2085-2024, adopting the Site-Specific Redevelopment Plan for Block 237, Lot 1 and 2, dated August 2024, is in conformance with the Pinelands Comprehensive Management Plan.
2. Any additional amendments to Hamilton Township’s certified Master Plan and Land Use Ordinances shall be submitted to the Executive Director in accordance with N.J.A.C. 7:50-3.45 to determine if said amendments raise a substantial issue with respect to the Comprehensive Management Plan. Any such amendment shall become effective only as provided in N.J.A.C. 7:50-3.45.

Record of Commission Votes

AYE NAY NP A/R*				AYE NAY NP A/R*				AYE NAY NP A/R*			
Asselta	X			Lettman			X	Rittler Sanchez	X		
Avery	X			Lohbauer	X			Wallner	X		
Christy	X			Mauriello	X			Matos	X		
Holroyd	X			Meade			X				
Irick	X			Pikolycky	X						


*A = Abstained / R = Recused

Adopted at a meeting of the Pinelands Commission

Date: December 13, 2024



Susan R. Grogan
Executive Director



Laura E. Matos
Chair



State of New Jersey
THE PINELANDS COMMISSION
PO Box 359
NEW LISBON, NJ 08064
(609) 894-7300
www.nj.gov/pinelands



PHILIP D. MURPHY
Governor
TAHESHA L. WAY
Lt. Governor

General Information: Info@pinelands.nj.gov
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LAURA E. MATOS
Chair
SUSAN R. GROGAN
Executive Director

Report on Hamilton Township Ordinance 2085-2024, Adopting the Site-Specific Redevelopment Plan for Block 237, Lot 1 & 2

November 22, 2024

Hamilton Township
6101 Thirteenth Street
Mays Landing, NJ 08330

Findings of Fact

I. Background

The Township of Hamilton is located in the south-central portion of the Pinelands Area in Atlantic County. Pinelands Area municipalities adjacent to Hamilton Township include the Townships of Mullica, Galloway, Egg Harbor, Weymouth and Buena Vista as well as Estell Manor City, Folsom Borough and the Town of Hammonton, all of which are located in Atlantic County.

On March 8, 1985, the Pinelands Commission fully certified the Master Plan and Land Use Ordinances of Hamilton Township.

On September 16, 2024, the Hamilton Township Committee adopted Ordinance 2085-2024, approving the Site-Specific Redevelopment Plan for Block 237, Lot 1 and 2, dated September 2024. The associated redevelopment area is located within a Pinelands Forest Area. The Pinelands Commission received a certified copy of Ordinance 2085-2024 on September 19, 2024.

By letter dated October 4, 2024, the Executive Director notified the Township that Ordinance 2085-2024 would require formal review and approval by the Pinelands Commission.

II. Master Plans and Land Use Ordinances

The following ordinance has been submitted to the Pinelands Commission for certification:

- * Ordinance 2085-2024, adopting the Site-Specific Redevelopment Plan for Block 237, Lots 1 and 2, dated August 2024, introduced on August 19, 2024 and adopted on September 16, 2024.

This ordinance has been reviewed to determine whether it conforms with the standards for certification of municipal master plans and land use ordinances as set out in N.J.A.C. 7:50-3.39 of the Pinelands Comprehensive Management Plan (CMP). The findings from this review are presented below. The numbers used to designate the respective items correspond to the numbers used to identify the standards in N.J.A.C. 7:50-3.39.

1. Natural Resource Inventory

Not applicable.

2. Required Provisions of Master Plans and Land Use Ordinances Relating to Development Standards

Ordinance 2085-2024 adopts the Site-Specific Redevelopment Plan for Block 237, Lot 1 & 2, dated September 2024. The associated redevelopment area is approximately 105.2 acres and is the site of a former, but now vacant, industrial building (see Exhibit #1). The existing industrial building predates the CMP and contains approximately 31,000 square feet. The redevelopment area is bordered by the Atlantic City Expressway to the south and southwest, privately-owned, forested lands to the northwest; and the Makepeace Lake Wildlife Management Area from the northeast to the southeast. A shooting range at the Makepeace Lake Wildlife Management Area is located directly across Elwood Road from the redevelopment area. The entirety of the redevelopment area is located in the Township's Forest Area-70 (FA-70) District, which is within a Pinelands Forest Area.

The Township has been actively seeking a tenant for the existing facility that could ameliorate the blighted conditions of the site and to return it to active use. This task has faced barriers as the prior non-conforming industrial use has been deemed abandoned under the CMP. This status prevents the reestablishment of the prior non-conforming industrial use at the site (N.J.A.C. 7:50-5.2). The Township's FA-70 District is reflective of the limited uses that the CMP permits in a Forest Area. The district permits agriculture, agricultural commercial establishments, campgrounds, forestry, low-intensity recreation, places of worship, and schools. Single-family dwelling units are also permitted at a density of one dwelling unit per 70 acres. Re-establishing a non-residential use at this site has remained a challenge due to these constraints.

The redevelopment plan adopted by Ordinance 2085-2024 seeks to effectuate the redevelopment of the former industrial building as a Class 1 Cannabis (cultivation) facility. The redevelopment plan establishes an overlay zone encompassing the entire redevelopment area. The underlying zoning regulations of the FA-70 District remain applicable to the redevelopment area except as modified by the redevelopment plan. The overlay zone conditionally permits Class 1 Cannabis (cultivation) facilities and provides a variety of associated conditional use standards.

A notable conditional use standard limits any Class 1 Cannabis facility to those activities consistent with the definitions of "Agricultural or Horticultural Purpose or Use" and "Agricultural Products Processing Facility" as provided in Chapter 203 of the Township Code. These two definitions align with those contained in the CMP. Importantly, while the CMP permits agricultural uses in Forest Areas, it does not permit agricultural products processing facilities in that management area. The Township's FA-70 District reflects those limitations.

However, drawing upon the CMP's municipal flexibility provisions, the Township is providing a limited opportunity for a Class 1 Cannabis Cultivator licensee to engage in the full range of activities permitted under that license, including those that would fall under the CMP definition of agricultural products processing.

Class 1 Cannabis Cultivator licenses are established by state law (N.J.S.A. 24:6I-37), and activities authorized under a Class 1 Cannabis Cultivator license are further described under the Personal Use Cannabis Rules adopted by the Cannabis Regulatory Commission (N.J.A.C. 17:30-10.2). As interpreted through the regulations of the CMP, some of the activities authorized under the Class 1 license are considered agricultural activities (i.e., propagating, germinating, planting, cultivating, growing, or harvesting cannabis), while others are considered agricultural products processing activities (i.e., processing or packaging cannabis or, depending on the methods, drying or curing cannabis). Under the redevelopment plan, these later processing activities would be permitted within the redevelopment area.

Recognizing the size of the parcel and the Township's targeted focus on rehabilitating the vacant industrial building, the redevelopment plan limits the location of any development associated with a Class 1 Cannabis facility to an approximately 10-acre area that has been previously developed/cleared as depicted in the redevelopment plan (see Exhibit #2). This is an important constraint that would limit agricultural products processing activities to no more than 10 acres of the overall redevelopment area.

The remaining conditional use standards include minimum distance requirements from other cannabis facilities, schools, and places of worship; requirements that cultivation take place in enclosed heated and air-conditioned buildings; requirements for air treatment and ventilation to mitigate odor; and various security requirements.

The overlay zone also permits various uses accessory to a Class 1 Cannabis facility including administrative offices, environmental equipment, parking, trash enclosures, fencing, signage, and any other accessory buildings incidental to a permitted principal use. The sale or consumption of food, beverages, alcohol, or tobacco, as well as a marijuana consumption area are expressly prohibited.

Lastly, it is noted that Section XII (Relationship of the Redevelopment Plan to Other Plans) of the redevelopment plan incorrectly references the redevelopment area as being in the Pinelands Regional Growth Area rather than the Forest Area. This is clearly a clerical error, as the remainder of the redevelopment plan correctly acknowledges the redevelopment area's location in the FA-70 District within the Forest Area. Furthermore, Section XII has no impact on the land development standards contained in the redevelopment plan and, therefore, should not warrant further amendment for the purposes of Commission certification.

Pinelands municipalities have long had the ability to refine the various standards and provisions of the CMP and tailor them to local conditions, provided CMP goals and objectives continue to be achieved. In this case, Hamilton Township has chosen to adopt an ordinance that allows a limited opportunity for redevelopment of an existing nonresidential structure in its Pinelands Forest Area. Under the ordinance, redevelopment may only consist of agriculture and the processing of agricultural products. Furthermore, the standards adopted by Ordinance 2085-2024 confine the redevelopment to the previously disturbed portion of the site. This represents an appropriate exercise of municipal flexibility, one that meets the objectives of the CMP.

Ordinance 2085-2024 and the Site-Specific Redevelopment Plan for Block 237, Lot 1 & 2, are consistent with the land use and development standards of the Comprehensive Management Plan. Therefore, this standard for certification is met.

3. Requirement for Certificate of Filing and Content of Development Applications

All development in the redevelopment area remains subject to the application requirements and procedures in the Township's certified land use ordinance, including the need to obtain a Certificate of Filing from the Pinelands Commission and to meet the minimum application submission requirements.

This standard for certification is met.

4. Requirement for Municipal Review and Action on All Development

All development in the redevelopment area remains subject to the municipal development review procedures in the Township's certified land use ordinance.

This standard for certification is met.

5. Review and Action on Forestry Applications

Not applicable.

6. Review of Local Permits

All development in the redevelopment area remains subject to municipal development review procedures in the Township's certified land use ordinance.

This standard for certification is met.

7. Requirement for Capital Improvement Program

Not applicable.

8. Accommodation of Pinelands Development Credits

Not applicable

9. Referral of Development Applications to Environmental Commission

All development in the redevelopment area remains subject to the municipal development

review procedures in the Township's certified land use ordinance, including the referral of any application within the Pinelands Area portion of the Township to the Township Environmental Commission for review and comment.

This standard for certification is met.

10. General Conformance Requirements

Ordinance 2085-2024 is consistent with the standards and provisions of the Pinelands Comprehensive Management Plan. Therefore, this standard for certification is met.

11. Conformance with Energy Conservation

Not applicable.

12. Conformance with the Federal Act

Ordinance 2085-2024 is consistent with the standards and provisions of the Pinelands Comprehensive Management Plan. No special issues exist relative to the Federal Act. Therefore, this standard for certification is met.

13. Procedure to Resolve Intermunicipal Conflicts

The redevelopment area subject to Ordinance 2085-2024 does not affect lands adjacent to any other municipalities. Intermunicipal conflicts are not anticipated. Therefore, this standard for certification is met.

Public Hearing

A public hearing to receive testimony concerning Hamilton Township's application for certification of Ordinance 2085-2024 was duly advertised, noticed and held on November 6, 2024 at 9:30 a.m. Mr. Lanute conducted the hearing, which was held remotely and broadcast live on the Pinelands Commission's public YouTube channel. The public was provided the opportunity to call-in during the public hearing to provide testimony. Oral testimony was provided by the following individual:

Brooke Fisher of the Great Egg Harbor River Watershed Association thanked the Pinelands Commission for the work on this redevelopment plan. She stated that redevelopment makes a lot of sense and would be an improvement on what is already there. She asked whether there would be any updates to the stormwater management practices on the site and if any of the forested area of the parcel will be deed restricted as a condition of the new use.

Written comments on Ordinance 2085-2024 were accepted through November 8, 2024. No written comments were received.

Executive Director's Response




In response to Ms. Fisher's questions, any proposed development within the redevelopment area under either the redevelopment plan or the underlying zoning will require application to the Pinelands Commission. Any such application will be required to demonstrate consistency with the minimum environmental standards of the Pinelands CMP, including those for stormwater management. The Commission received an application for the development of a Class 1 Cannabis Facility at the site in January 2024. However, it has not yet been determined what existing stormwater facilities are contained on the site and what additional development will be proposed in the 10-acre area. Therefore, it is hard to predict what, if any, additional stormwater management improvements will be required onsite to meet CMP standards. In terms of whether there is any requirement to deed restrict the remaining forest lands on the parcel, the redevelopment plan contains no such requirements. The remainder of the site, outside the 10-acre area, will remain available for agriculture and other uses permitted in the Township's FA-70 District.

Conclusion

Based on the Findings of Fact cited above, the Executive Director has concluded that Hamilton Township Ordinance 2085-2024, adopting the Site-Specific Redevelopment Plan for Block 237, Lots 1 and 2, complies with the Comprehensive Management Plan standards for the certification of municipal master plans and land use ordinances. Accordingly, the Executive Director recommends that the Commission issue an order to certify Ordinance 2085-2024 of Hamilton Township.

SRG/DBL/KLE/CHA
Attachments

Hamilton Township Ordinance 2085-2024

-  Redevelopment Area
-  Parcel Boundaries
-  Developed/Cleared Area

Executive Director's Report
Hamilton Twp. Ord. 2085-2024
11/22/20224
Exhibit #1





2377 ELWOOD
RD

Blueberry Road



RESOLUTION OF THE NEW JERSEY PINELANDS COMMISSION

NO. PC4-24- 24

TITLE: Scheduling Regular Pinelands Commission Meeting Dates for 2025

Commissioner Pikolycky moves and Commissioner Lohbauer seconds the motion that:

WHEREAS, the Open Public Meetings Act requires that the Pinelands Commission establish an annual schedule of regular meetings prior to January 10th of each year; and

WHEREAS, the Pinelands Commission will use the Pinelands Commission’s Richard J. Sullivan Center for Environmental Policy and Education in New Lisbon, Pemberton Township, as the regular site for its meetings; and

WHEREAS, any meeting to be held at a location other than the Pinelands Commission’s Richard J. Sullivan Center for Environmental Policy and Education, 15 C Springfield Road, New Lisbon, Pemberton Township, will be advertised in accordance with the requirements of the Open Public Meetings Act; and

WHEREAS, the public can attend all regular Commission meetings in person or livestream the meetings through the Commission’s YouTube channel. Public comment can be provided in person or by dialing the phone number and entering the code displayed on the meeting agenda and the YouTube screen during each meeting. An agenda will be posted on the Commission’s website at www.nj.gov/pinelands/ in advance of each 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 Pinelands Commission shall conduct its meetings on the following dates in 2025, beginning at 9:30 a.m., unless notice is otherwise provided in accordance with the Open Public Meetings Act:

Friday, January 10, 2025
Friday, February 14, 2025
Friday, March 14, 2025
Friday, April 11, 2025
Friday, May 9, 2025
Friday, June 13, 2025

Friday, July 11, 2025
Friday, August 8, 2025
Friday, September 12, 2025
Friday, October 10, 2025
Friday, November 14, 2025
Friday, December 12, 2025

BE IT FURTHER RESOLVED that the Executive Director is directed to publish notice of this schedule in the Commission's official newspapers, file copies of the schedule with the Secretary of State of the State of New Jersey and Pinelands county and municipal clerks, post a copy of the notice in the Commission's offices and post the annual schedule on the Commission’s website (www.nj.gov/pinelands/).

Record of Commission Votes

	AYE	NAY	NP	A/R*		AYE	NAY	NP	A/R*		AYE	NAY	NP	A/R*
Asselta	X				Lettman			X		Rittler Sanchez	X			
Avery	X				Lohbauer	X				Wallner	X			
Christy	X				Mauriello	X				Matos	X			
Holroyd	X				Meade			X						
Irick	X				Pikolycky	X								

*A = Abstained / R = Recused

Adopted at a meeting of the Pinelands Commission

Date: December 13, 2024

Susan R. Grogan
Executive Director

Laura E. Matos
Chair



RESOLUTION OF THE NEW JERSEY PINELANDS COMMISSION

NO. PC4-24- 25

TITLE: To Authorize the Executive Director to enter into New Collective Negotiations Agreements with the Communications Workers of America, Local 1040, for the Period Beginning July 1, 2023 and Ending June 30, 2027

Commissioner Pikolycky moves and Commissioner Lohbauer seconds the motion that:

WHEREAS, the prior Collective Negotiation Agreements (CNAs) between the Pinelands Commission and its three employee bargaining units (Non-Supervisory, Professional and Supervisory) expired on June 30, 2023; and

WHEREAS, the three bargaining units are represented by the Communications Workers of America (CWA), Local 1040; and

WHEREAS, negotiations for new CNAs for the term July 1, 2023 through June 30, 2027 commenced on June 13, 2023 between the Commission's negotiating team and the employee bargaining unit negotiating team, which included representatives of the CWA, Local 1040, and employees from two of the three bargaining units (CWA Local 1040 Negotiating Team); and

WHEREAS, new CNAs have been successfully negotiated between the Commission and the CWA Local 1040 Negotiating Team; and

WHEREAS, the attached Memorandum of Understanding represents the complete and final understanding on all bargaining issues between the Commission and the CWA Local 1040 Negotiating Team, for the period of July 1, 2023 through June 20, 2027; and

WHEREAS, the attached Memorandum of Understanding will apply to all three of the Commission's bargaining units; and

WHEREAS, on October 29, 2024, the Executive Director briefed the Commission's Personnel & Budget Committee on the terms reflected in the attached Memorandum of Understanding; and

WHEREAS, Commission employees represented by the CWA, Local 1040 voted on December 6, 2024 to ratify the attached Memorandum of Understanding; and

WHEREAS, the Commission has reviewed the attached Memorandum of Understanding and finds its terms to be acceptable; 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:

1. The Pinelands Commission hereby authorizes the Executive Director to execute CNAs, consistent with the attached Memorandum of Understanding, with all of the Commission’s three employee bargaining units.

2. The Pinelands Commission hereby authorizes the Executive Director to implement the terms of the attached Memorandum of Understanding with regard to the Commission’s employees who are members of its three bargaining units.

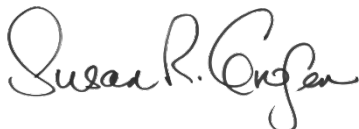
Record of Commission Votes

	AYE	NAY	NP	A/R*		AYE	NAY	NP	A/R*		AYE	NAY	NP	A/R*
Asselta	X				Lettman			X		Rittler Sanchez	X			
Avery	X				Lohbauer	X				Wallner	X			
Christy	X				Mauriello	X				Matos	X			
Holroyd	X				Meade	X		X						
Irick	X				Pikolycky									

*A = Abstained / R = Recused

Adopted at a meeting of the Pinelands Commission

Date: December 13, 2024




Susan R. Grogan
Executive Director

Laura E. Matos
Chair

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE NEW JERSEY PINELANDS COMMISSION
AND
THE COMMUNICATIONS WORKERS OF AMERICA
(NON-SUPERVISORY, PROFESSIONAL, AND SUPERVISORY UNITS, LOCAL 1040)

Whereas, the collective bargaining agreements for employees of the New Jersey Pinelands Commission in the Non-Supervisory, Professional, and Supervisory units expired on June 30, 2023; and

Whereas, the parties have negotiated certain changes in the terms and conditions of employment and are desirous of entering into successor agreements,

Now, therefore, the negotiators set forth the following Memorandum of Understanding.

1. All provisions of the 2019-2023 contracts will be incorporated into new contracts, except as set forth below.

ARTICLE 4. SALARIES

A. Salary

(1) The annual salary of each full-time employee will be in accordance with the salary range corresponding to his or her title (see Appendix A). Salaries will be pro-rated for part-time employees. New employees will be hired at the minimum of their range, except that the Employer, at its discretion, may place a new employee on a higher level if the employee's education and experience significantly exceed the minimum requirements.

(2) All employees will receive across-the-board salary increases as follows: ~~2% as of July 1, 2019, 2% as of July 1, 2020, 2% as of July 1, 2021, and 2% as of July 1, 2022.~~

3.5% as of July 1, 2023

3.5% as of July 1, 2024

3.5% as of July 1, 2025

3.5% as of July 1, 2026

B. Merit Increases

~~Beginning as of 2019, e~~ Each employee with at least one year of service who is not at the maximum of his or her salary range and whose overall performance achieved or exceeded expectations in the most recently completed final evaluation issued during the 12-month period prior to July 1 ~~meets or exceeds expectations~~ will receive an annual merit increase in salary effective July 1 of each year. It is understood that merit increases are not guaranteed to all

employees, but are intended for performance that achieves or exceeds expectations. The amount of the merit increase will be equal to the lesser of (a) 2.25% of the employee's base salary or (b) the amount needed to reach the maximum of the range. The increases will be included in the first regular pay of the new fiscal year for the pay period that includes July 1.

ARTICLE 7. SICK LEAVE

G. Notification

Employees reporting sick leave shall notify their supervisor as early as possible, but not later than one (1) hour prior to the start of the work day, or at a reasonable time in case of emergency. Such notice shall be made via email to the supervisor's work email address and shall include the following information: The supervisor will notify employees of one specified phone number to call when an employee calls out. Subsequent to this notification under this paragraph the employee reporting sick leave must notify the supervisor of:

- (1) Personal certification for a sick day. The date and time of the reported sick leave (e.g., full day of sick leave, delayed arrival, or early departure due to sick leave, etc.).
- (2) The telephone number where the employee may be contacted during sick leave.
- (3) The expected duration of sick leave, if known.

Supervisors may, at their discretion, request that employees notify them of sick leave by text or phone call to a designated phone number. Such text or phone notifications do not relieve the employee of the obligation to provide an email containing the information required in (1) – (3) above.

The Human Resource Specialist may also follow up as necessary to verify medical excuses, confirm an employee's expected date of return to work, discuss FMLA or NJFLA or for any other legitimate business reason.

ARTICLE 9. BEREAVEMENT LEAVE

A. Bereavement Leave for Immediate Family

When an employee experiences a death in his or her immediate family, he or she will be permitted ~~to~~ two (2) working days of bereavement leave at his or her regular rate of pay.

B. Definition of Immediate Family

The immediate family is defined as spouse, father, domestic partner under law and civil unions, mother, stepfather, stepmother, stepchild, minor child under legal guardianship, sister, brother, son, and daughter spouse, domestic partner under the law, father, mother, mother-in-law, father-in-law, stepmother, stepfather, grandfather, grandmother, grandchild, sister, brother, sister-in-law, brother-in-law, son, daughter, foster child, stepchild, or other child under legal guardianship.

~~C. Bereavement Leave for Additional Family Members~~

~~Employees will be permitted one (1) working day of bereavement leave in the event of death of the following family members: grandparent, grandchild, sister-in-law, brother-in-law, non-minor child under legal guardianship.~~

~~D C. Verification~~

~~Reasonable verification of the event may be required by the Commission.~~

ARTICLE 10. INSURANCE

Section B. Health Insurance

~~(1) Employees shall contribute to their health insurance benefits in accordance with C. 78, P.L. 2011. Employees shall have the right to select any of the health insurance plans offered to Local Employers by the Division of Pensions and Benefits, located within the Department of Treasury.~~

~~(2) Employees shall contribute to their health insurance benefits as follows:~~

~~(a) Employees who choose to enroll in a health insurance plan other than those listed in (b) below shall contribute to their health insurance benefits in accordance with N.J.S.A. 52:14-17.28c.~~

~~(b) Employees who choose to enroll in the NJ DIRECT plan, the NJ DIRECT 2019 plan, or another health insurance plan whose annual premium is equal to or lower than the annual premium for the NJ DIRECT plan shall contribute to their health insurance benefits in accordance with Appendix C, attached hereto and incorporated herein.~~

~~(3) The Employer will deduct employee health benefit contributions from employees' pay on a pre-tax basis pursuant to a Section 125 premium-only plan.~~

~~(2) (4) Employees shall pay-contribute 50% of the cost of their dental plan, if elected.~~

~~(3) (5) Opt-out [No change]~~

ARTICLE 34. DURATION

~~This Agreement shall be in full force and effect from the date of signing through June 30, 2023-2027.~~

2. Appendix A is amended to read as set forth at the end of this Memorandum of Understanding.

3. Upon ratification by the parties, a new contract will be drawn up in conformance with this Memorandum of Understanding and will be duly executed by the parties.

FOR THE UNION

Richard A. Dann

Date of Signing 11/20/2024

FOR THE EMPLOYER

Date of Signing

APPENDIX A. TITLES AND SALARY SCHEDULES

Salary ranges take effect on July 1 at the start of each contract year.

Support Assistants: Custodial and Clerical									
Level	Range #	2023-2024		2024-2025		2025-2026		2026-2027	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	5	\$41,086	\$59,575	\$42,524	\$61,660	\$44,013	\$63,818	\$45,553	\$66,052
2	3	\$37,266	\$54,036	\$38,571	\$55,928	\$39,921	\$57,885	\$41,318	\$59,911
3	1	\$33,802	\$49,013	\$34,985	\$50,728	\$36,209	\$52,503	\$37,477	\$54,341

Support Assistants: Business and Maintenance									
Level	Range #	2023-2024		2024-2025		2025-2026		2026-2027	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	7	\$45,298	\$65,682	\$46,883	\$67,980	\$48,524	\$70,360	\$50,222	\$72,822
2	5	\$41,086	\$59,575	\$42,524	\$61,660	\$44,013	\$63,818	\$45,553	\$66,052
3	3	\$37,266	\$54,036	\$38,571	\$55,928	\$39,921	\$57,885	\$41,318	\$59,911

Technical Assistants: Land Use, Planning, Legal, Public Programs									
Level	Range #	2023-2024		2024-2025		2025-2026		2026-2027	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	13	\$60,703	\$88,020	\$62,828	\$91,100	\$65,027	\$94,289	\$67,303	\$97,589
2	10	\$52,438	\$76,035	\$54,273	\$78,696	\$56,173	\$81,450	\$58,139	\$84,301
3	7	\$45,298	\$65,682	\$46,883	\$67,980	\$48,524	\$70,360	\$50,222	\$72,822
4	5	\$41,086	\$59,575	\$42,524	\$61,660	\$44,013	\$63,818	\$45,553	\$66,052

Specialists: Environmental, Public Programs, GIS, MIS									
Level	Range #	2023-2024		2024-2025		2025-2026		2026-2027	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	20	\$85,415	\$123,852	\$88,405	\$128,187	\$91,499	\$132,674	\$94,702	\$137,317
2	15	\$66,925	\$97,042	\$69,268	\$100,438	\$71,692	\$103,953	\$74,201	\$107,592
3	13	\$60,703	\$88,020	\$62,828	\$91,100	\$65,027	\$94,289	\$67,303	\$97,589
4	11	\$55,060	\$79,836	\$56,987	\$82,631	\$58,981	\$85,523	\$61,045	\$88,516

Research Scientists									
Level	Range #	2023-2024		2024-2025		2025-2026		2026-2027	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	20	\$85,415	\$123,852	\$88,405	\$128,187	\$91,499	\$132,674	\$94,702	\$137,317
2	16	\$70,271	\$101,894	\$72,731	\$105,460	\$75,277	\$109,151	\$77,911	\$112,971
3	14	\$63,738	\$92,420	\$65,969	\$95,655	\$68,278	\$99,003	\$70,668	\$102,468
4	12	\$57,812	\$83,828	\$59,836	\$86,762	\$61,930	\$89,799	\$64,098	\$92,942

APPENDIX C

EMPLOYEE HEALTH BENEFIT CONTRIBUTIONS

CONTRIBUTION WORKSHEET

Calculate your monthly contribution by following the step-by-step instructions below:

1	Choose the column to the right corresponding to your selected coverage tier and make all entries in that column.	Family	Member/ Spouse or Parent/ Child	Single
2	Enter your annual base salary.	\$	\$	\$
3	Select the multiplier for the applicable year: (a) Multiplier for 2025 (b) Multiplier for 2026 and 2027	0.0003158 0.0003007	0.0003521 0.0003353	0.0003401 0.0003239
4	Multiply the amount on Line 2 by the selected decimal fraction on Line 3(a) or 3(b). Enter the result rounded to three decimal places.			
5		5.118	5.667	2.321
6	Subtract the amount on Line 5 from the amount on Line 4 and enter the result rounded to two decimal places. If the result is more than 33.00, enter 33.00 instead. <i>This is your CONTRIBUTION RATE expressed as a percentage.</i>	%	%	%
7	Enter the monthly premium for your plan and selected coverage tier using the appropriate SHBP premium rate chart. *	\$	\$	\$
8	Multiply the amount on Line 7 by the percentage on Line 6 and enter the result. <i>This is your MONTHLY CONTRIBUTION for medical and prescription coverage.</i>	\$	\$	\$

* To find the premium rate chart that applies to employees of the Pinelands Commission, go to the following web page:

<https://www.state.nj.us/treasury/pensions/hb-active-shbp.shtml>

Click on “Calculate Your Costs,” then click on “Local Government Including Rx.”