



State of New Jersey
 DEPARTMENT OF COMMUNITY AFFAIRS
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CITY OF ATLANTIC CITY
 CITY CLERK'S OFFICE
 2017 MAR 14 AM 11:08

CHRIS CHRISTIE
Governor

KIM GUADAGNO
Lt. Governor

CHARLES A. RICHMAN
Commissioner

TO: All Police Lieutenants and Captains

FROM: Jeffrey S. Chiesa, DLGS State Designee

cc: Charles A. Richman, Commissioner, Department of Community Affairs
 Timothy Cunningham, Director, Division of Local Government Services
 Donald A. Guardian, Mayor, City of Atlantic City
 Marty Small, Atlantic City Municipal Council President
 All Members of the Atlantic City Municipal Council
 Jason Holt, Business Administrator
 Henry White, Police Chief, City of Atlantic City

RE: NOTICE OF CHANGES IN THE TERMS AND CONDITIONS OF YOUR
 EMPLOYMENT EFFECTIVE MARCH 15, 2017

DATE: MARCH 13, 2017

As you are aware, the City of Atlantic City is in severe financial distress. The Municipal Stabilization and Recovery Act provides that the Director of the Division of Local Government Services and/or his Designee may unilaterally modify wages, hours, or any other terms and conditions of employment to assist in the financial rehabilitation and recovery of the municipality. Over the past two (2) months, representatives of the Director and the City have tried to agree to modify the SOA contract in order to make it more affordable. Unfortunately, those efforts were not successful. The SOA leadership has been aware of the following changes since late December of 2016. As a result, the following changes to your terms and conditions of employment will occur on March 15, 2017:

- Effective March 15, 2017, a new salary guide is hereby established for all current Lieutenants and Captains. The salaries listed below shall be your entire compensation. There shall be no supplemental compensation except for overtime where applicable. Your new salary will be effective on March 15, 2017 in accordance with the below salary guide. You will see a salary adjustment reflected in your pay check dated April 7, 2017:

<u>RANK</u>	<u>2017 Salaries</u>
CAPTAIN	\$125,000
LIEUTENANT	\$115,000



- Effective March 15, 2017, all Longevity pay and Educational Incentive pay shall be eliminated.
- Effective March 15, 2017, all pending and prospective Terminal Leave payments shall be eliminated.
- The City shall no longer be required to pay any officer promoted to the rank of Captain after July 1, 2004 for his/her accumulated sick leave in a lump sum payment or over a four (4) year period at the rate of pay in effect as a Lieutenant on the date of his/her promotion to Captain.
- Effective March 15, 2017, work schedules will change in accordance with 29 U.S.C. § 207k and officers will be required to work 2190 hours over the course of the work year. The specific shifts will be devised by the ACPD Chief of Police.
- Effective March 15, 2017, overtime pay will no longer be earned after an employee works forty (40) hours in any given workweek. Instead, officers will only receive overtime pay after they work more than eighty-six (86) hours in a fourteen (14) day cycle in accordance with 29 U.S.C. § 207k. Sick days, vacation days or personal days off will not count as hours worked for overtime purposes.
- Effective as soon as practicable after March 15, 2017, your health plan will change to the NJ Direct 15 Plan or you will be responsible for paying the difference between the cost of any other plan you select and that of NJ Direct 15 in addition to your Ch. 78, P.L. 2011 contributions.
- Effective as soon as practicable after March 15, 2017, prescription drug co-pays will increase to \$15.00 for generic drugs and \$35.00 for non-generic drugs.
- Effective March 15, 2017, employees will receive workers compensation benefits based on seventy percent (70%) of their weekly wages in accordance with the law. [N.J.S.A. 34:15-12(c).]
- Effective March 15, 2017, accumulated sick leave will be deducted from an employee's bank when he or she is out of work with an illness or injury that is not work-related.
- Effective March 15, 2017, employees shall no longer receive differential payments for assignments to the Detective Bureau, the Investigative Unit, or the Bomb Squad.
- For more information concerning your SOA contract, please contact your SOA representative.