

AGREEMENT
BETWEEN
BOROUGH OF SAYREVILLE
AND
LOCAL 3527, AMERICAN FEDERATION
OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES

January 1, 2017 – December 31, 2022

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ARTICLE 1

PREAMBLE

- A. This Agreement entered into by the Borough of Sayreville hereinafter referred to as the "Employer", and Local 3527, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union", has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work and other conditions of employment.
- B. Borough wide terms and conditions of employment currently in effect shall not be reduced or terminated during the period of this Agreement.

ARTICLE 2

TERMS OF AGREEMENT

- A. The term of the Agreement shall be from January 1, 2017 to December 31, 2022.
Subsequent to ratification and execution of this Agreement, the Agreement shall be printed by the Borough at its expense and distributed so that there are sufficient copies for the employees in the unit.
- B. The Agreement shall reflect the date of signing with all benefits retroactive to January 1, 2017 unless otherwise specifically set forth below.

ARTICLE 3

RECOGNITION

- A. The Employer recognizes Local 3527 as the sole and exclusive bargaining agent for the purpose of establishing wages, hours, and other conditions of employment for all its employees in the classifications listed under Appendix A attached hereto and by reference made a part of the Agreement and for such additional classifications as the parties may later agree to include, excluding supervisors, confidential employees and all others. The Employer reserves the right to litigate over the inclusion of certain supervisory titles listed under Appendix A.
- B. The title "employee" shall be defined to include the plural as well as females.

ARTICLE 4

CHECKOFF

- A. The Employer agrees to deduct the Union monthly membership dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Union and the aggregate deductions of all employees shall be remitted to Council #63 AFSCME, 3635 Quakerbridge Road, Suite #1, Trenton, New Jersey 08619 together with a list of names of all employees for whom the deductions were made by the 15th day of the succeeding month after such deductions are made.
- B. The Union shall indemnify and hold the Employer harmless against any and all claims, demands, suits and other forms of liability that may arise out of, or by reason of any action taken or not taken by the Employer in conformance with this provision. The Union shall intervene in, and defend any administrative or court litigation concerning this provision. In any such litigation, the Employer shall have no obligation to defend this provision but shall cooperate with the Union in defending this provision.

ARTICLE 5

UNION STEWARDS AND OFFICERS

- A. A written list of Union Officers and Shop Stewards shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer promptly of any changes of such Union Officers or Stewards.
- B. Representatives of the Union who are not employees of the Borough shall be permitted to visit with employees during working hours upon proper notification to the Business Administrator.

ARTICLE 6
HOURS OF WORK

A. WORK WEEK

Other than Communication Operators

1. The workweek for full-time blue collar employees shall consist of a forty (40) hour week (eight (8) hours per day) exclusive of a half hour lunch period for full-time blue collar employees.
2. The work week for full-time clerical and white collar employees shall consist of a thirty-five (35) hour week (seven (7) hours per day) exclusive of a one (1) hour lunch period.
3. Part-time, Temporary and Seasonal employees shall be paid for the hours actually worked.
4. Lunch period shall be scheduled and approved by the Department Head as not to interfere with the service of any given department. Whenever possible, existing lunch schedules will be maintained.
5. All employees shall report to work and be present at their assigned work stations at the scheduled commencement time for their respective job assignment. An employee reporting late to work, without justifiable reason, shall be subject to the following discipline.
 - a. For the first occurrence verbal reprimand by their Department Head;
 - b. For the second occurrence within a twelve (12) month period, written reprimand by their Department Head;

- c. For the third and all subsequent occurrences within a twelve (12) month period, reduction in pay of one-quarter hour or portion thereof that the employee is late;
 - d. If, in the opinion of the Department Head, the tardiness of the employee becomes excessive, additional disciplinary actions shall be taken.
6. Employees failing to report off sick within fifteen (15) minutes prior to start of their scheduled work day without justifiable reason (emergency, hospitalization, etc.) shall forfeit their right to utilize sick leave and shall suffer a loss of the day's wages.
7. Each employee shall be entitled to one (1) fifteen (15) minute break for each one-half day period of work, morning and afternoon, provided, however, that such breaks shall be taken for the morning period no earlier than 9:30 a.m. and not later than 10:30 a.m., and the afternoon period no earlier than 2:30 p.m. and no later than 3:30 p.m. There shall be a ten (10) minute wash-up period prior to quitting time for the blue collar employees.

Communication Operators

8. The Borough agrees to continue the current work schedule for Communications Operators, which averages 35 hours per week over the year's period of employment.

B. WORK SCHEDULES

Other than Communication Operators

1. Work schedules showing the employee's shifts, workdays, and hours of work shall be posted on all department bulletin boards at all times.

2. No work schedule shall be temporarily changed without reasonable notice to the employee (at least five (5) working days) prior to the beginning of the work week involved except in cases where an employee is being transferred or reassigned because there is no available work or the employee is not able to perform the responsibilities of the job and it is necessary to transfer the employee to another position or function.
3. Except for emergency situations, work schedules shall not be changed unless the changes are mutually agreed upon by the Union and the Employer.
4. Borough offices may be open one night a week twice a month and will be staffed by various employees working staggered shifts.
5. Employees who are Sayreville Volunteer Fire and First Aid members shall be granted time off without loss of pay, when necessary, in accordance with N.J.S.A. 40A:9-160.1.

For Communication Operators

1. If the work schedule for the Policemen employed by the Borough changes during the term of this contract, then the Borough and the Union shall immediately meet to negotiate a revised work schedule for the Communications Operators.

C. OVERTIME

Other than Communication Operators

1. All full and part-time white collar employees shall be paid time and one-half the employee's regular rate of pay for all hours of work beyond seven (7) consecutive hours a day, not inclusive of the unpaid lunch period, and time and one-half of the

employee's rate of pay for all hours worked in excess of thirty five (35) regular hours per week, not inclusive of the unpaid lunch period..

2. All full and part-time blue collar employees shall be paid at the rate of time and one-half the employee's regular rate of pay for all hours worked in excess of (8) consecutive hours per day, not inclusive of the unpaid lunch period, and time and one-half the employee's rate of pay for all hours worked in excess of forty (40) regular hours per week, not inclusive of the unpaid lunch period.
3. At the discretion of the Department Head, employees, including Communication Operators, shall have the choice of paid overtime or compensatory time at the overtime rate. Scheduling of earned compensatory time shall be subject to the prior approval of the Department Head.

Employees shall have the option to "sell back" to the Borough any and all compensatory time earned in the current year. Employees choosing to exercise this option shall notify the Business Administrator no later than November 15th of that same year in which the time was earned. The sell back of compensatory time shall take place one time each year between November 15 and December 31.

4. Employees working past sixteen (16) consecutive hours shall be paid at the rate of double time the employee's regular rate of pay.

Communication Operators

5. Communication Operators shall be paid time and one-half for all overtime work over the regularly scheduled shift/schedule.
6. In the event a Communication Operator cannot work overtime when requested, the Station Commander or other police officer in charge shall call in a

communication operator not assigned to work by a priority list based on seniority of Communication Operators before replacing the Communication Operator with a Police Officer.

7. The overtime situation whereby patrolmen are assigned to Communication Operator duties shall be reviewed by the Borough with the Chief of Police to determine whether or not patrolmen can be assigned to such overtime duties if Communication Operators are available for same.
8. Communication Operators who work ten (10) consecutive hours shall be entitled to a thirty (30) minute break provided the Station Commander or his/her designee authorizes the same.
9. Communications Operators will be compensated with compensatory time at a rate of time and one half for all court appearances outside the Borough which extends the normal workday.
10. Overtime assignments for full-time communications operators shall be in accordance with the April 1998 Memorandum of Agreement between the Communication Operators and the Borough and is as follows:
 - a. When there is a vacancy created due to the unanticipated absence of a communications operator, any full-time operator working the shift prior to the vacant position will first be offered the opportunity to "hold over" in order to work the vacant shift. If this opportunity is declined by all operators working during the prior shift, the Borough will have the unfettered ability to use a part-time communications operator to fill the vacant position.
 - b. An "unanticipated absence" for purposes of this Agreement is an absence caused by the illness of a communications operator which was brought to the Borough's attention no more than 8 hours prior to the start of the shift on which the vacancy occurs.

11. Full-time Communication Operators shall be paid double time for work performed on a 6th consecutive day of work.

D. SATURDAY AND SUNDAY OVERTIME

(Other than Communication Operators)

1. Full-time employees who work on Saturday as their sixth consecutive work day shall receive payment at the rate of time and one-half. For purposes of this section, any holiday falling within the week shall be construed as a work day. For hours worked beyond their regularly scheduled work day on Saturday (7 consecutive hours for full-time white collar employees and 8 consecutive hours for full-time blue collar employees) employees shall receive double time.
2. Full-time employees who work on Saturday as their sixth or Sunday as their seventh (7th) consecutive work day and take scheduled vacation or personal time during that work week will receive time and one-half for Saturday and double time for Sunday.
3. Full-time employees who work on Saturday as their sixth (6th) consecutive work day and call-in sick during this time period may be required to present management, upon return to work, with a doctor's verification of sick time in accordance with the sick leave policy established in this contract. In the event the sick day is not granted, the full-time employee shall be paid straight time for Saturday.
4. For all overtime, full-time employees not regularly scheduled to work on Sunday, shall be paid double time for their normal shift (7 consecutive hours for full-time white collar employees and 8 consecutive hours for full-time blue collar

employees), and double time and one-half for all hours beyond their normal shift on a Sunday.

5. Full-time employees regularly scheduled to work on Sunday shall be paid at the rate of time and one-half for their normal work day (7 consecutive hours for full-time white collar employees and 8 consecutive hours for full-time blue collar employees) and double time in pay for all hours worked beyond Sunday shift.
6. Full-time employees regularly scheduled to work on Sunday and take scheduled vacation or personal time during that work week will receive time and one-half in pay for their normal workday and double time in pay for all hours worked beyond their Sunday shift.
7. Full-time employees regularly scheduled to work on Sunday and call in sick during their work week may be required to present management, upon return to work, a doctor's verification of sick time in accordance with the sick leave policy established in this contract. In the event the sick day is not granted, the employee shall be paid straight time for Sunday.

E. HOLIDAYS

1. Employees, other than Communication Operators, scheduled to work on a holiday shall be paid their regular day's pay (7 consecutive hours for white collar employees and 8 consecutive hours for blue collar employees), plus an additional rate of time and one-half for all hours worked.
2. Communication Operators who work on a designated holiday shall receive time and one-half for all hours worked on the holiday.

F. CLOSING OF BOROUGH OFFICES

Should an employee report for work and subsequently the Borough decides to close Borough office(s) for whatever reason, such employee who reports to work shall be credited for the day's work. However, if an employee does not report for work, he will lose a day's wages. Should the Borough, for whatever reason, close Borough office(s) before the start of a work day, all affected employees of those or that office(s) will be credited with a day's work. This provision does not apply to Communication Operators.

ARTICLE 7

CALL IN PAY

- A. Employees in the Department of Water and Sewer (Divisions of Water Treatment, Water, and Sewer) only shall receive stand-by pay at the rate of \$20 per workday, \$50 per Saturday and Sunday, and \$75 for holidays as listed in the Agreement. Effective January 1, 2019, Employees in the Department of Water and Sewer (Divisions of Water Treatment, Water, and Sewer) only shall receive stand-by pay at the rate of \$300 per week, or at the rate of \$30 per workday, \$75 per Saturday and Sunday, and \$75 for holidays. Stand-by assignments will be made on a fair and equitable rotating basis as approved by the Department Director. A standby schedule on a week by week basis shall begin at the end of the workday on Friday of any given week, and end on the beginning of the workday the following Friday.
- B. If an employee is called in for emergency work, he shall receive call-in pay as follows: two (2) hours of straight time pay, plus appropriate pay for time actually worked. In the event an employee is on vacation, a personal day off or birthday, and the employee agrees to come in for an emergency, his/her excused absence time will end and shall resume upon completion of the emergency. The employee will be paid his/her usual hourly rate for the time worked on such days for which he/she is called in on an emergency unless an alternative provision of the contract or law calls for another rate.

ARTICLE 8

DISTRIBUTION OF OVERTIME

- A. Overtime opportunities will be distributed as equally as possible among employees in the same department, or if more than one division in a department then by division, job classification, and shift. A system of distribution shall be devised on a departmental basis in conjunction with the President of the Union. If the agreed upon system of distribution is changed, it shall be negotiated by the parties to this collective bargaining agreement.
- B. When an employee is required to work ten (10) consecutive hours, said employee shall be entitled to one-half (1/2) hour dinner period without pay.
- C. In an emergency, each and every employee shall be subject to call for overtime duty and it is each employee's responsibility to cooperate and accept such overtime work, when required. Emergency is hereby defined as that period of time when the health, safety and general welfare of the public is in jeopardy. In the event that a disaster or an emergency is declared by the Mayor of the Borough of Sayreville and some employees work that day or a portion thereof and were not released prior to the eight (8) hours for the regular shift for blue collar employees, seven (7) hours for the regular shift for white collar employees, and other employees of the Borough do not work that day or a portion thereof because of the declared disaster or emergency, in that event the employees who worked that day or a portion of that day will be granted compensatory time on a hour for hour basis. The compensatory time is to be taken at the discretion of the Department Head.

ARTICLE 9

SALARIES AND LONGEVITY

- A. Effective on and retroactive to January 1, 2017, all employees shall receive a wage increase of two (2.0%) percent over their total 2016 base salary.
- B. Effective January 1, 2018 all employees shall receive a wage increase of two (2%) percent over their 2017 base salary.
- C. Effective January 1, 2019, all employees shall receive a wage increase of two and one-half (2.5%) percent over their 2018 base salary.
- D. Effective January 1, 2020 all employees shall receive a wage increase of two and one-half (2.5%) percent over their total 2019 base salary.
- E. Effective January 1, 2021, all employees shall receive a wage increase of two and three quarters (2.75%) percent over their 2020 base salary.
- F. Effective January 1, 2022 all employees shall receive a wage increase of two and three quarters (2.75%) percent over their total 2021 base salary
- G. Longevity of two (2%) percent shall be paid effective January 1, (of each year) on base salary for Communication Operators hired on or before December 31, 1997 and all employees hired on or before June 8, 1998 after obtaining five (5) years of service.
- H. Minimum starting salaries for each position for those employees hired after the effective date of this contract together with the number of steps for each position to achieve maximum salary are set forth in Appendix B.
- I. Communication Operators hired after January 1, 1991 and all other employees hired after January 1, 1994 will remain at Step I for one full year before proceeding to Step II on the

anniversary of their date of hire. Each additional wage Step will be achieved on the anniversary date of hire until the employee is at the top of the range.

- J. Communication Operators hired after December 31, 1997 and all other employees hired after June 8, 1998 shall not receive longevity pursuant to this article.

ARTICLE 10

INSURANCE

- A. The Borough shall provide coverage through AETNA Managed Choice Open Access \$5.00 Co-pay Plan. Effective January 1, 2019 the \$5.00 Co-pay plan will be eliminated as an option and the Borough will provide health coverage through the AETNA Managed Choice Open Access Plan Option 2 with a \$10 Co-Pay. (Plan Description attached as Exhibit C.) Effective January 1, 2019 employee contributions will change so that each employee will contribute the percentage of premium cost as set forth in the Appendix B, or 1.5% of their annual base salary, whichever amount is greater, towards the cost of health benefits.
- B. The Borough reserves the right to change insurance carriers so long as substantially similar benefits are provided and the Borough agrees that when such change occurs for economic reasons, there will be no lapse in coverage for any employee.
- C. The Borough shall provide health insurance coverage for retired employees in accordance with N.J.S.A. 52:14-17.38. The present practice regarding insurances for retirees shall continue during the life of this agreement. In the event the insurance for bargaining unit employees is modified, the same modification shall apply to retirees.
- D. The Borough shall contribute \$4.00 monthly for each participating employee toward the purchase of a Disability Insurance Plan which is now in effect. The balance of the cost of said plan shall be paid for by individuals electing to participate. In the event the disability insurance plan is discontinued or terminated for any reason there shall be no liability upon the Borough to contribute toward any nonexistent coverage.

E. AFSCME members that are full-time employees of the Borough shall be provided with a dental plan, prescription plan, and an optical plan. The Borough shall have the right to select and manage the plan. Communication Operators hired after December 31, 1997 and all other employees hired after June 8, 1998 shall not be entitled to an optical plan. The Borough's dental plan shall provide for coverage of up to eighty (80%) percent on certain items as more specifically set forth in the said dental plan. Prescription co-pays shall be \$15 for generic drugs and \$30 for brand name drugs. In addition, the prescription plan makes available a mail-order process for acquisition of prescriptions. The charge for this service is determined solely by the employee's health care coverage as chosen by the employee.

F. The Borough shall be obligated to pay the premiums for the insurance plan set forth in Paragraph A of this Article for the following part-time permanent employees provided no member of the household of said employee has the same or similar insurance coverage that includes the said employee.

1. Employees, other than Communication Operators, hired on or before January 1, 1998 who work twenty (20) hours or more per week exclusive of overtime.
2. Communication Operators and all other employees hired after January 1, 1998 who work twenty-five (25) hours or more per week exclusive of overtime.
3. All part-time employees hired after August 1, 2009 will not be eligible for health benefits including medical, prescription, optical, and dental benefits.

- G. Employees who do not receive dental or vision coverage will have the option to obtain such coverage at their expense at the Borough's group rate.
- H. Employees may opt out of the Borough's health insurance plan and thereby be paid twenty-five percent (25%) of the of the premium cost or \$5,000 whichever amount is less or as otherwise provided by law. Employees may make this choice on an annual basis only. Employees opting out or choosing to re-enroll after opting out must do so by informing the borough of their intentions to do so by October 15 of the preceding coverage year. In order to obtain this benefit, employees must demonstrate to the Borough Administrator that they have alternative health coverage.

In the event the employee demonstrates the loss of their alternative health coverage, the Borough will allow the employee to re-enroll in the Borough provided health coverage plan. In such a case, the payment for opting-out of Borough coverage will be pro-rated based upon the exact period of time that the employee waived coverage under the Borough provided plan.

- I. The Borough and AFSCME agree to look at health insurance options and plans which may be beneficial to the Borough and the Union. However, under no circumstances shall either party to this contract incur additional or greater costs than stipulated in the Agreement. Any modifications to the current shall be done by mutual consent and will be delineated in an addendum signed by both parties.
- J. The Borough shall provide life insurance coverage in the amount of fifteen thousand dollars (\$15,000) for each Communication Operator.
- K. An employee who is either seriously sick or injured and has run out of sick time as set forth in this Agreement may make a request for a leave of absence. The Borough shall

continue to provide to the said employees all benefits outlined in this Article for a period not to exceed six (6) months. However, this benefit to the employees is conditioned upon he or she documenting the medical disability by a statement or an affidavit by the treating physician and may be subject to a determination made by a physician for the Borough. That examination by a physician for the Borough shall confirm that the employee is medically disabled.

L. The Borough shall provide to retired employees life insurance in the amount of \$5,000.00. For an employee to be eligible for this benefit, he or she must be either age 62 with at least ten (10) years of permanent service with the Borough at retirement OR, if less than 62 years of age he/she must have at least twenty-five (25) years of permanent service with the Borough at retirement. This provision applies only to full-time employees. i.e. those who regularly work at least 35 hours per week. Beginning on the date of adoption of this contract the amount of life insurance shall increase to \$15,000.

M. HEALTH AND SUBSTANCE ABUSE PROGRAM - The Borough and the Union recognize the existence of drug and alcohol related problems in our society. In order to combat these problems locally, the parties agree to establish a mandatory health and substance abuse education program. This program shall include educational components, counseling and rehabilitation. Further, the parties agree to work together to resolve identified problems in this area.

ARTICLE 11

SENIORITY

Employees shall accrue three (3) types of seniority: Borough, Department, and Division. Seniority is defined as the total length of service beginning with the original date of hire, or the date an employee begins work in a department or division within said department. Any authorized leave of absence is considered to be continuous service. Under this Agreement, seniority shall govern the Borough and the Union in the following manner:

A. PROMOTIONS

No employee is required to accept a promotion which would cause him/her a loss in pay. For purposes of promotions only, seniority shall be defined as an employee's continuous length of service within present job titles within the department and/or division. Where qualifications, skills, and abilities are relatively equal, seniority shall govern promotions. Such promotions shall be subject to paragraph B of this section.

B. PROVISIONAL APPOINTMENTS

Provisional appointments within the bargaining unit shall be based upon qualifications, skills and abilities of applicants and seniority within the department or division. The director of each department may remove any such provisional appointee for unsatisfactory performance and replace the employee with the next most qualified and senior employee.

C. TEMPORARY ASSIGNMENT

Employees shall be assigned to fill higher level positions by qualifications and seniority within the department or division. In the event of emergency conditions

or the unavailability of qualified manpower from such divisional or departmental seniority list, appointments may be made at the sole discretion of the Borough. Employees shall receive the rate of pay for their higher classification after working one (1) day in the higher classification. This language shall not be administered by the Borough in a manner intended solely to avoid paying the higher classification pay.

D. LAYOFF

All matters of demotion, layoffs and recalls shall be accomplished in accordance with New Jersey Department of Personnel Regulations.

E. SHIFTS

Where more than one work shift per day within a given classification is in effect, employees within such classification will be given preference of shifts on a seniority basis only when vacancies occur or changes in the number of employees per shift are being made. Where such vacancy occurs, or where there is a change in the number of employees per shift, the senior employee can exercise his preference of shift over a less senior employee.

F. TRANSFERS - NON-PROMOTIONAL

There are two (2) types of transfers: Voluntary and Involuntary.

1. Voluntary Transfers: Voluntary transfers of employees within the same title but from department to department will be based on seniority. Employees who opt to voluntarily transfer may suffer a loss of pay if they choose to transfer to a lower title or pay rate. In addition, the Borough shall give consideration to

employees with seniority who request to be transferred to job openings within the same department.

2. Involuntary transfers, or those ordered by management, can be made on a lateral title basis between divisions within the same Department. No such transfer shall result in a loss of pay for the transferred employee.

G. OVERTIME

Scheduling of overtime shall be based on departmental and divisional (where applicable) seniority. The system for overtime distribution is further discussed in Article 8 of this agreement.

H. VACATIONS

Vacations shall be granted on the basis of departmental and divisional (where applicable) seniority.

ARTICLE 12

SENIORITY LISTS

- A. The Borough shall maintain an accurate, up-to-date seniority roster by department, and division where applicable, showing each employee's date of hire, classification and pay rate and shall furnish copies of same to the Union upon reasonable request.
- B. The Borough shall promptly advise the appropriate Union representatives of any changes which necessitate amendments to the seniority list.
- C. The agreed to seniority list shall be brought up to date on July 1st and January 1st of each year and provided to the President of the Union. The President shall post the seniority list on the Union bulletin boards.

ARTICLE 13

HOLIDAYS

Other than Communication Operators

- A. The following holidays are hereby established for the duration of this Agreement as modified below:

New Year's Day

Martin Luther King Day

President's Day

Good Friday

Memorial Day

Independence Day

Labor Day

Columbus Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving

Christmas

In addition, employees shall receive a paid day off during the week of their respective birthday. The specific day off will be at the employee's discretion as long as two calendar weeks' notice as to the choice of day is provided by the employee to his or her supervisor. The Borough will be open for normal business on Election Day. For the purposes of this citation, a week shall be defined as Sunday thru Saturday. Monday and Friday as well as a day before or after a holiday are eligible days to be taken.

Washington's Birthday shall be eliminated as a holiday and replaced with President's Day as one of the listed holidays, except for the communication operators.

- B. In the event the Mayor and Council of the Borough of Sayreville declare an additional holiday, such holiday shall apply to the employees covered by this Agreement. Any National or State holiday which is voted upon by the appropriate Legislative authorities shall also be awarded if the Mayor and Council of the Borough of Sayreville deem it appropriate and does so by resolution.
- C. When a holiday falls on a Saturday, it shall be observed on the preceding Friday. When a holiday falls on a Sunday, it shall be observed on the following Monday.
- D. When a holiday creates a three (3) day weekend, employees of those departments required to work on any of those three days shall be paid at the rate of time and one-half. Holiday pay shall not be permitted if the employee fails to work on scheduled work days or portion thereof immediately preceding and following such holidays, unless there is a justifiable reason or a proper doctor's certificate.
- E. Employees working on the holidays of July 4th, Thanksgiving, or Christmas shall be paid double time for all time worked on said holidays. This shall include all employees (as well as Communication Operators) who are regularly scheduled to work on said holidays.
- F. Part-time employees shall receive pro-rated pay on the 13 contractual holidays. Pro-rata amounts shall be determined by the planned number of hours to be worked at the time the employee is hired as delineated in the employment agreement to be executed at the time of hire(for new employees) or by January 15th of each year for current employees. Part-time employees working less than 15 hours per week shall not be entitled to paid holidays

under this Article (this exclusion applies to communication operators working less than 15 hours per week).

For Communications Operators only

G. With the exception of E above, Communication Operators shall receive the thirteen (13) holidays listed below at the base pay and shall be paid for those holidays in the last pay in November of each year. The Communication Operators must work the holiday, the day before and the day after the holiday (if the holiday is a scheduled work day) in order to qualify for holiday pay unless a physician certified the illness of the communications operator caused his/her absence. For purposes of this section, the following days and dates shall be considered the days and dates for which the holiday shall be paid for Communication Operators.

Day	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	January 15
Lincoln's Birthday	February 12
Washington's Birthday	February 22
Good Friday	actual
Memorial Day	May 30
Independence Day	July 4
Labor Day	actual
Columbus Day	October 12
Election Day	actual
Veterans' Day	November 11
Thanksgiving Day	actual
Christmas Day	December 25

This provision does not apply to the part-time, on-call communications operators.

ARTICLE 14

SAFETY AND HEALTH COMMITTEE

- A. The Employer shall provide a safe and healthful place of work for each employee. A Safety Committee shall be established consisting of a Safety Officer and one other member designated by the Employer and six members elected by the Union. To the greatest extent possible, the eight members should represent functional areas in the Borough in which safety is of particular concern. No division or bureau should be represented by more than one Union member.
- B. The president of the Union may attend but shall have no voting power. It will be the responsibility of the Committee to investigate and correct unsafe and unhealthful conditions. The Committee shall meet monthly or as necessary to review general health and safety conditions and to make recommendations about such conditions.
- C. The Safety Committee members shall be permitted reasonable opportunity to visit work locations with the approval of a supervisor throughout the Employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss pay.
- D. Prior to 8:30 a.m. when the Safety Officer is not available, the Safety Officer's designee assigned to a particular area shall make the determination whether a piece of equipment or vehicle is dangerous and unsafe and should not be sent out or used. The determination of the safety designee shall be binding until the Safety Officer can be consulted. The Safety Officer shall make a final determination regarding the piece of equipment or vehicle after making a road test accompanied by a mechanic, if necessary.

E. The Employer shall comply with all established Public Employee Occupational Health and Safety Administration standards and practices. Any employee, group of employees or employee representative who believes that a violation of a standard exists, or that an imminent danger exists, may request an inspection by giving notice to the applicable authority (the Safety Officer or his designee) of the violation or danger.

ARTICLE 15

ACCESS TO PERSONNEL FILES AND BULLETIN BOARDS

Employees shall have the right to inspect and review their individual personnel files. The employer recognizes and agrees to permit this review and examination. An employee shall within five (5) working days of a written request to the employer to review his personnel file in the presence of the appropriate official. The employee shall have the right to object to in writing anything found in his personnel file. This writing shall become part of the employee's personnel file.

Employee's personnel disciplinary records to be kept by the Department Head and in the Borough Treasurer's Office shall be the same and before any disciplinary documents are placed in the record of the employee, the Union Shop Steward and the Department Head or his/her designee shall initial said documents.

Bulletin boards will be made available by the Employer at each of the work locations for the use of the Union for purpose of posting Union announcements and other Union information of a non-controversial nature.

ARTICLE 16

EMPLOYEE FACILITIES

Adequate facilities shall be provided for employees for changing of uniforms, purposes of eating of lunches and for relief in time of momentary illness incurred while at work.

ARTICLE 17

EMPLOYEE CLOTHING PROVISIONS

- A. When any class of employment requires the use of specialized equipment, such as rain gear, mechanics coveralls, and safety equipment, these shall be provided by the employer, maintained by the employer at no expense to the employee. The employee will turn in work clothes before getting new ones; provided, however, that no such rain gear, coveralls or safety equipment shall be replaced until the existing equipment has either been turned in to the Borough or certified as unusable or obsolete by the Head of the Department involved.
- B. Uniforms shall be provided, repaired or replaced by the employer. A committee consisting of two management representatives and two union representatives shall be formed to review uniform specifications and make recommendations to the Borough. The Borough will provide to any employee required to wear safety shoes as a condition of employment as designated by his/her department supervisor or designee up to ninety) (\$90.00) dollars annually for safety shoes. This reimbursement is an annual maximum and can be taken for one or more pairs of shoes, but under no circumstance shall any employee received more than then the annual reimbursement cap in cumulative reimbursements in any calendar year. Employees must present a receipt for the purchase of shoes to receive the reimbursement. In the event an employee does not comply with this requirement to wear safety shoes or does not have a reasonable justification for not wearing safety shoes, he/she may be subject to disciplinary action.

All employees are required to wear uniforms provided by the employer as a condition of employment. The Borough shall enforce the wearing of uniforms.

Uniforms shall be provided annually by the employer. For the purposes of uniform wearing the year shall be January to December for all employees. In the event an employee does not comply with this requirement to wear uniforms or does not have a reasonable justification for not wearing uniforms, he/she may be subject to disciplinary action.

C. All blue collar employees of the Building Maintenance Department, Water and Sewer Department, Park Department and Roads and Sanitation Department, including mechanics assigned to any department, shall receive full complete uniforms from the Borough each year.

D. Fire Inspectors within the Fire Prevention Bureau shall receive the following clothing from the Borough:

1) Full time inspectors:

- a. At the time of initial employment they shall receive five (5) shirts and five (5) pairs of pants and a Jacket.
- b. During each year after their subsequent anniversary of their hire they shall receive an additional three (3) shirts and three (3) pairs of pants as replacements at the discretion of the Department Director/Head or Business Administrator.

2) Part-Time Inspectors:

- a. At the time of initial employment they shall receive three (3) shirts and three (3) pairs of pants.
- b. During each year after their subsequent anniversary of their hire they shall receive an additional one (1) shirt and one (1) pair of

pants as replacements at the discretion of the Department
Director/Head or Business Administrator.

Communication Operators only

- E. 1. The Borough shall allow each Communications Operator an annual clothing allowance in the amount of one thousand (\$1,000.00) dollars.
- 2. The Borough shall replace any uniform destroyed in the line of duty, and in the event that repairs are possible, the employee shall repair the same at his or her own cost and expense.
- 3. The Borough shall pay in the last pay in May of each year the sum of one hundred (\$100.00) dollars to the employee for maintenance of the said uniforms.

ARTICLE 18

MILEAGE AND MEAL EXPENSE

- A. Effective January 1, 2004 the mileage allowance for employees using their own automobiles on authorized Borough business shall be paid at the effective IRS rate per mile.
- B. All other necessary expenses borne by the employees in the course of their work, which are currently subject to reimbursement, shall continue to be reimbursed.

ARTICLE 19

VACATIONS

Other than Communication Operators

- A. Employees hired on or before June 8, 1998 shall be granted vacation leave upon the following schedules:

0 through first year - One (1) day per month.

Beginning of the second year through the fifth year - Twelve (12) days vacation.

Beginning of the sixth year through the tenth year - Three (3) weeks vacation.

Beginning of the eleventh year through the fifteenth year - Four (4) weeks vacation.

Beginning of the sixteenth year and over - Five (5) weeks vacation plus one (1) additional day for each year over twenty-five (25) years to a total of six (6) weeks. For purposes of vacation schedules, length of service will begin with the first day of employment for provisional employees, and with the first day of employment for provisional employees who are subsequently certified as permanent employees by the New Jersey Department of Personnel.

- B. Employees hired after June 8, 1998 shall be granted vacation leave upon the following schedules:

0 through first year – one (1) day per month.

Beginning of the second year through the fifth year - twelve (12) days vacation.

Beginning of the sixth year through the fifteenth year – three (3) weeks vacation.

Beginning of the sixteenth year and over – four (4) weeks vacation.

- C. The vacation period is equivalent to the calendar year.
- D. Any employee attaining an anniversary date which would increase his or her vacation schedule for a particular calendar year shall receive the vacation and shall be taken during that calendar year.

E. The employer and the Union agree that employees shall submit written requests to their immediate supervisor, on a form prescribed by the Borough, no later than January 31st of each year with first and second choices. The Borough through the Department Director/Head and immediate supervisor shall respond directly to the employee by February 21st of that year with an approval or denial of that request. The first choice requested shall be on the basis of seniority and the needs of the Borough. It shall be assumed that an employee will remain in the service of the Borough for the full calendar year and is entitled to use all vacation time for that year when requested, as permitted by the vacation schedule. Should any employee leave before the calendar year is completed, he/she must repay any vacation time already used but not earned on a pro rata basis.

- F.
1. Employees from the date of hire to ten (10) years of service with the Borough shall be permitted to accumulate or carry over up to one (1) week's vacation.
 2. Employees having more than ten (10) years of service with the Borough shall be permitted to accumulate or carry over up to two (2) weeks vacation.
 3. No employee shall be permitted to have accumulated or carry over of more than two (2) weeks at one time.

Effective January 1, 2019 paragraphs 1, 2 and 3 above will be eliminated and replaced as follows: *Employees shall be permitted to cash out up to 10 vacation days each year. Employees must notify the Business Administrator no later than November 15 of their intention to sell back vacation time. Employees shall not be permitted to sell back vacation time not yet earned. The sell back of vacation time shall take place one time each year between November 15 and December 31 at the prevailing rate of pay.*

Employees may be permitted to carry over up to ten (10) days' vacation time subject to the limits and requirements of N.J.A.C. 4A:6-1.2. Any vacation time carried over must be utilized in the following year or will be deemed forfeited. Employees who choose to cash out vacation time shall not be permitted to carry over vacation time.

- G. An employee of the Borough of Sayreville shall have, if a holiday falls in an employee's scheduled vacation, the option to take the Friday before or the Monday after his or her vacation.
- H. An employee may use two (2) weeks' vacation as fractured days at the request of the employee with a minimum of two (2) weeks' notice given to the Borough and with approval of his/her Department Head.
- I. Except in the case of the death of the employee or if the employee retires after May 30 of the calendar year, then the employee or his estate shall be entitled to the full year vacation leave. An employee injured or on extended sick leave shall not be entitled to his vacation period unless he works ninety (90) days in any calendar year. Failure to actually work (in attendance and performing one's assigned task) the minimum of 90 days will result in the loss of any additional benefit days (i.e. sick, vacation or personal time) provided for in this Agreement that exceeds those mandated by the New Jersey State Administrative Code.

For the purposes of calculating the state mandated benefit time, days worked shall include vacation, personal, accrued and donated sick leave.

All vacation time for the given year will be pro-rated for employment termination payout calculations.

- J. For purposes of this section, periods of employment before and after a suspension or leave without pay shall be considered continuous service. However, the period of time on suspension or leave without pay, except for military leave, shall not be included in calculating years of continuous service.

K. All permanent part-time employees working fifteen (15) or more hours per week, upon completion of training, if applicable, and probationary period, shall be eligible for vacation leave on a pro-rata hourly basis, subject to the conditions of this agreement. Pro-rata amounts shall be determined by the planned number of hours to be worked at the time the employee is hired and is delineated in the employment agreement to be executed at the time of hire(for new employees) or by January 15th of each year for current employees. Part-time employees working less than 15 hours per week shall not be entitled to paid vacation under this Article (this exclusion shall apply to part-time communication operators working less than 15 hours per week).

Communication Operators only

- L. 1. Communication Operator seniority for the purpose of vacations and scheduled days off shall be independent of the police officers and the Police Department. However, the scheduling of vacations shall be subject always to prior written application and prior written approval of the Chief of Police or his/her designee.
- 2. Communication Operators hired prior to January 1, 1998 shall receive vacation with pay in each calendar year according to the following schedule:
 - a. During the first year of service, through the fifth year of service- 14 working days.
 - b. From the beginning of the sixth year through the tenth year of service-21 working days
 - c. From the beginning of the eleventh year of service and thereafter-28 working days.

3. Communications Operators hired on or after January 1, 1998 shall have their vacation entitlement "capped" at 21 working days; thus, paragraph C above shall not apply to these employees.
4. No Communication Operator shall be compelled to take his/her full vacation at one time but may be permitted to break up not more than one of the weeks to which he/she is entitled, but subject always to prior written application and prior written approval of the Division Commander.
5. There shall be no restrictions against vacations between December 15 and January 15.
6. All vacations shall be granted at established base pay rates. If, at the request of the employer, all or any part of a scheduled vacation is worked, said Communication Operator shall have the option of either rescheduling his/her vacation or receiving compensation at double time for vacation hours worked.
7. The Division Commander may allot vacation periods so as to assure orderly operation and adequate continuous service but will grant vacations so far as possible in accordance with the desires of the Communication Operators in order of seniority.
8. A cash allowance computed according to base pay in lieu of earned vacation will be paid as follows:
 - a. To the employee where an employee retires or resigned after giving the Borough at least two (2) weeks' notice; or
 - b. To the next of kin, in the event of an employee's death.

9. An employee injured or on an extended sick leave shall not be entitled to his/her vacation period unless he works ninety (90) days in any calendar year.
10. Part-time Communication Operators shall receive a pro-rata allotment of vacation time. Pro-rata amounts shall be determined by the planned number of hours to be worked at the time the employee is hired and as delineated in the employment agreement to be executed at the time of hire (new employees) or by January 15th of each year for current employees.
11. All vacation time for the given year will be pro-rated for employment termination payout calculations.
12. Non-regularly scheduled part-time (“on-call”) Communication Operators shall not be entitled to any vacation time.

ARTICLE 20

LEAVES - FINAL CLAUSE

Employees returning from authorized leave of absence as set forth in this contract will be restored to their original classification at the then appropriate rate of pay, with seniority calculated in accordance with New Jersey Department of Personnel rules and regulations or other employee rights, privileges or benefits.

ARTICLE 21

JURY DUTY LEAVE

Should an employee be obligated to serve as a juror, he/she shall receive full pay from the Borough for all time spent on jury duty. Any remuneration received by the employee from the Court shall not be deducted from the pay above.

1. In order to be paid for the day(s), the employee serving jury duty must proof of attendance upon returning to work.
2. Jurors pay as provided by the Court must be submitted to the Borough in order to receive Borough pay for the day(s).

Employees subpoenaed by Court for job related matters will not lose a day's pay or any leave time.

ARTICLE 22

INJURY LEAVE

The present practice regarding job related injury or illness shall continue. In addition, the employer shall defend any action brought against the employee on account of any act or omission in the scope of his employment and shall indemnify and hold harmless the employee for all expenses and damages in connection with such action.

ARTICLE 23

UNION LEAVE

- A. The President, Vice-President, and/or Shop Steward of the Union, or Delegate will be granted time off without loss of pay for the purpose of attending Union business provided that the cumulative total amount of such time off for all union representatives shall not exceed ten (10) working days per year, which days shall not accrue from year to year. The employee must notify the Employer of said leave at least five (5) days prior to the said leave.
- B. Less than five (5) days' notice will be approved only in the case where the presence of the Union president is deemed necessary by the Borough. Leave under this section shall be limited to not more than four (4) employees at any one time.

ARTICLE 24

BEREAVEMENT LEAVE

- A. All employees shall receive four (4) days leave with pay from the date of death up to and including the day after the funeral, in the event of a death in their immediate family. In addition, employees may use sick leave to a limit of three (3) days or personal days for bereavement for a period of up to five (5) days after such a funeral in the immediate family.
- B. Immediate family, for the purpose of this Article, shall be defined as spouse, child, step-child, parent, brother, sister, step-parent, grandchild or other members of the employee's immediate household.
- C. Employees shall receive two days leave with pay in the event of a death of a mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, or grandparent of the employee. However, said day shall not be taken after the day of the funeral.
- D. Employees shall receive one day leave with pay in the event of a death of an aunt, uncle, niece, nephew or grand-parent-in-law of the employee. However, said day shall not be taken after the day of the funeral.
- E. In the event the employee is on vacation leave and a death occurs to a member of the employee's family as set forth in subparagraph B or C above, then the vacation leave terminates and bereavement leave applies as outlined above. The original vacation period will not be extended by virtue of the bereavement leave unless the employee's Department Head approves. The remaining portion of the employee's vacation leave will be rescheduled with the approval of the Department Head.

- E. Part-time employees shall receive a pro-rata allotment of bereavement leave days. Pro-rata amounts shall be determined by the planned number of hours to be worked at the time the employee is hired and as delineated in the employment agreement to be executed at the time of hire (for new employees) or by January 15th of each year for current employees. Part-time employees working less than twenty (20) hours per week shall not be entitled to bereavement leave under this Article. This exclusion applies to part-time communication operators working less than twenty (20) hours per week.
- G. Non-regularly scheduled part-time (“on call”) Communications Operators shall not be entitled to any bereavement leave.

ARTICLE 25

MATERNITY LEAVE

- A. An employee who requests leave with or without pay for reason of disability due to pregnancy shall be granted leave under the same terms and conditions as those applicable to such employees for sick leave or leave without pay. The Borough may request acceptable medical evidence that the employee is unable to perform her work because of disability due to pregnancy.
- B. Any employee may use accrued sick and vacation leave for pregnancy - disability purposes but shall not be required to exhaust accrued leave before taking a leave without pay.

ARTICLE 26

SICK LEAVE

Other than Communication Operators

- A. Sick leave may be used by an employee for personal illness, an illness in his immediate family which requires his attendance upon the ill person, quarantine restrictions, pregnancy or disabling injuries. The term immediate family as used in this section is defined to include the employee's spouse, child, stepchild, parent, stepparent, brother, sister, grandparent, mother-in-law, or father-in-law, who is a member of the employee's household or for whom the employee has proven to be the primary care giver.
- B. Sick leave shall be accumulated in accordance with the following schedule:
- During the first year of employment - One (1) day per month of employment.
- From the beginning of the second year of employment and thereafter - sixteen (16) days per year.
- The said sixteen (16) days per year shall be credited at the commencement of each year and may be accumulated from year to year.
- C. Absence for more than three (3) consecutive days shall require a certificate from the employee's doctor in order to be charged to sick leave.
- D. Any use of sick time that is less than one-half (1/2) of a day shall not be charged to sick leave but that time must be made up within two (2) weeks.
- E. Regardless of the amount of paid sick leave to which an employee may be entitled, where the nature of his/her non-occupational related illness or injury requires an extended period of absence, he/she may be granted a leave of absence without pay for a period of

up to six (6) months, as needed, and may be extended as required upon the advice of a physician for additional periods thereafter, subject to the employer's approval.

- F. Up to four (4) days of sick leave may be utilized by an employee in any one (1) year for personal business, provided that such days may not be taken consecutively. No reason need be stated, other than that day is being used for personal business. If personal days are to be taken consecutively, then a justifiable reason must be stated. Personal days may not be taken either on the day before or the day after the employee's vacation or holiday except for a justifiable reason with documentation. "If the employee used his/her yearly allowance of sick leave, he cannot use accumulated sick time for personal leave or personal days."
- G. Any sick leave day taken on the day immediately preceding or the day immediately following an employee's vacation or holiday shall be credited only upon the presentation of a medical certificate as to the employee's illness.
- H. Part-time employees shall receive a pro-rata allotment of bereavement leave days. Pro-rata amounts shall be determined by the planned number of hours to be worked at the time the employee is hired and as delineated in the employment agreement to be executed at the time of hire (for new employees) or by January 15th of each year for current employees. Part-time employees working less than 15 hours per week shall not be entitled to sick day pursuant to this Article.
- I. All employees may purchase all unused sick leave over an accumulated thirty (30) days at the rate of \$100.00 per day, for a maximum purchase of ten (10) days of the current year. The employee must notify the Borough of the purchase by January 15th of the

following year. The Borough must pay the employee's sick time by February 15th of the same year of notification.

Addendum for Water Treatment Plan Operators

All Water Treatment Plan Operators may purchase all unused sick leave over an accumulated two hundred forty (240) hours at the rate of \$12.50 per hour, for a maximum purchase of eighty (80) hours for the current year.

- J. At separation, all employees in good standing with five (5) or more years of service with the Borough would be entitled to 25% of accumulated sick leave at their current rate of pay. All employees with ten (10) years or more of service, at the time of separation, would be compensated at the rate of 50% of accumulated sick time at their current rate of pay with a maximum payment of \$10,000.00. The maximum number of calculated sick days that can be sold back at the current rate of pay is 125 days. The number of days over 125 days could be sold back at \$100.00 a day in those cases where the maximum of \$10,000.00 has not been reached.

Addendum for Water Treatment Operators

The maximum number of calculated sick leave hours that can be sold back at the current rate of pay is One thousand (1,000) hours. The number of hours over one thousand (1,000) could be sold back at \$12.50 per hour in those cases where the maximum of \$10,000.00 has not been reached.

For Communication Operators

- K. 1. A minimum sick leave shall accumulate to employees hired prior to January 1, 1998 on the basis of sixteen (16) working days in a calendar year.

Communications Operators hired on or after January 1, 1998 shall receive fifteen (15) sick days per year. The total sick leave entitlement shall accumulate to Communication Operator's benefit on the first day of each year provided, however, if an employee resigns or is terminated from his/her employment and has utilized all of his/her accumulated sick leave and all of the annual sick leave entitlement he/she shall only receive credit for the annual sick leave of one and one-quarter (1 ¼) days per month and if as a result thereof he/she has utilized more sick leave than earned, the employee shall be charged back such excess and the same shall be deducted from any monies due the Communication Operator.

2. Sick leave may be used by Communication Operators for personal illness or illness of a member of his/her family which requires his/her attendance upon the person who is seriously ill. The term member of his/her family as used in this section is defined to include the employee's spouse, child, stepchild, parent, stepparent, brother, sister, grandparent, mother-in-law, or father-in-law, who is a member of the employee's household or for whom the employee has proven to be the primary care giver. In the event the Communication Operator's illness causes his/her absence from work for three(3) consecutive days, a physician's certificate must be filed with the Chief on the fourth (4th) day. This physician should be requested to indicate when the Communication Operator may be expected to return to work.
3. Communication Operators shall be granted up to four (4) days off per calendar year with pay for personal reasons, provided, however, that they make application with the Chief of Police or his/her designee for such personal leave two (2) days

in advance of the requested leave. Requests for the use of personal leave on less than two days' notice shall be considered on a case by case basis. If the employee has used his/her yearly allowance of sick leave, he cannot use accumulated sick leave for personal leave or personal days.

4. Part-time employees shall receive a pro-rata allotment of sick and personal days. Pro-rata amounts shall be determined by the planned number of hours to be worked at the time the employee is hired and as delineated in the employment agreement to be executed at the time of hire (for new employees) or by January 15th of each year for current employees. **Part-time communication operators shall not be entitled to sick leave benefits under this Article.**
5. Non-regularly scheduled part-time ("on call") Communications Operators shall not be entitled to any sick or personal days.

ARTICLE 27

MILITARY LEAVE

Employees will be granted military leave in accordance with New Jersey Department of Personnel regulation N.J.A.C. 4A:6-1-11.

ARTICLE 28

GRIEVANCE PROCEDURE

- A. Any grievance is a dispute which may arise between the parties concerning application, meaning or interpretation of this Agreement shall be settled in the following manner:
- STEP 1. The Union Steward, with or without the aggrieved employee, shall take up the grievance or dispute with the employee's immediate supervisor within five (5) working days of the date of the occurrence of the grievance. The supervisor shall attempt to adjust the matter and shall respond to the steward within five (5) working days. If the grievance or dispute is not taken up in accordance with this provision within five (5) working days of its occurrence or within five (5) working days upon learning of the existence of the alleged grievance or dispute, it shall be deemed abandoned.
- STEP 2. Within five (5) working days of the oral or written answer from the immediate Supervisor, if the grievance is not resolved, the employee shall file a written grievance to the Department Head or Director. The Department Head or Director will arrange a meeting with the employee and the Local Union Steward not later than five (5) working days to attempt to resolve the grievance. The Department Head or Director shall give a written answer to the employee and Steward not later than five (5) working days.
- STEP 3. If the grievance still remains not settled, it shall be presented, in writing, within seven (7) days to the Business Administrator. The Business Administrator, or his/her designee, will hold a hearing within ten (10) days of receipt of presentation of the grievance to him. The Business Administrator, or his/her designee, shall respond in writing within five (5) days. If the grievance is not presented in writing, in accordance with this provision within seven (7) days, it shall be deemed abandoned. The employee

may be represented by a steward, the local Union President or his designee, and a representative of AFSCME Council 73. Time lost from work to process grievance, and such discussion or meeting by the grievant, steward and local President or his designee will result in no loss of pay.

STEP 4. If the grievance still remains not settled, it shall be presented to the Mayor and Council at one of their business or executive sessions, in writing, within ten (10) days after the response from the Business Administrator. The Mayor and the Council agree to meet with all concerned parties within seven (7) working days from the date of receipt of the request.

STEP 5. ARBITRATION: If the grievance is still unsettled, the Borough or the Union may within ten (10) working days after the reply of the Mayor and Council is due by written notice to the other, request binding arbitration. In the case of disciplinary action against an employee resulting in a suspension of five (5) days or less, the employee may utilize the grievance and arbitration process. In all cases resulting in a suspension of more than five (5) days, the employee's remedy shall be an appeal to the New Jersey Department of Personnel. A list of arbitrators shall be furnished to the Borough and the Union. If the Borough and the Union cannot mutually arrive at a satisfactory arbitrator within thirty (30) working days after receipt of the list from the Public Employment Relations Commission, the arbitrator shall be selected in accordance with the procedures of P.E.R.C. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement, such rules and regulations as may be in effect by the New Jersey Department of Personnel which might be pertinent and render his award in writing which shall be final and binding. The arbitrator's decision cannot add to, subtract from, or

modify this contract. The cost of the arbitrator's fee shall be shared by the Borough and the Union. Time extensions may be mutually agreed to by the Borough and the Union.

ARTICLE 29

SEPARABILITY AND SAVING

It is understood and agreed that if any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction such decision of the court shall apply only to the specific portion of the Agreement affected by such decision, whereupon, the parties agree immediately to negotiate a substitute for the invalidated portion thereof.

ARTICLE 30

LAYOFFS

The employer agrees that in the event of employee layoffs for a bona fide economy reasons with good faith demonstrated on the part of the employer to the Union, shall be on the basis of seniority within the Department, beginning with temporary help, then provisional employees and last, permanent employees, according to procedures specified in New Jersey Department of Personnel rules. In no instance shall permanent employees be laid off and part-time employees retained. In all cases, the employer shall provide proper written notice to employees to be laid off, forty-five (45) days in advance as required by New Jersey Department of Personnel rules.

ARTICLE 31

FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement of the parties on all bargainable issues which were or could have been the subject of negotiations. During the terms of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement, except as to salary for any new titles added to the bargaining unit.

ARTICLE 32

MISCELLANEOUS PROVISIONS

- A. The employer shall provide at its expense, training programs for employees during working hours which shall adequately maintain skills for such employees with regard to their jobs and shall adequately allow employees to maintain licenses which may be required in connection with their jobs.
- B. The Borough shall continue the automatic payroll deduction and direct deposit for an employee's savings plan.
- C. The Borough, on request of a Communication Operator and after reasonable notice, may grant a six (6) month leave of absence without pay to a Communication Operator. Said leave may only be granted by the Mayor and Council when they receive a written request signed by the Communication Operator and endorsed by the chief of Police. The Mayor and Council may extend such leave for an additional period of six (6) months. If, however, the Communication Operator overstays such leave, then his/her employment with the Borough shall be deemed to have terminated. Seniority of the Communication Operator shall not accumulate during such leave. All provisions of this section are subject to the laws of the State of New Jersey, specifically, Department of Personnel Rules and Regulations.
- D. In the event a Communication Operator is charged with a violation of the law as a result of action taken by him/her in the course of performing his/her duty, the Borough of Sayreville will provide him/her, upon request, with competent counsel to conduct the defense of the charges and the said attorney's fees and costs shall be paid in full by the Borough.

- E. The Borough will provide at its expense influenza inoculations to be given to all Communications Operators by a physician designated by the Borough. In the event a Communication Operator is exposed to a contagious disease and prophylactic treatment is available, the employer will provide at its expense, such treatment to the Communication Operator and his/her family as medically indicated. Medical records regarding such treatment may be subject to review by the Borough.
- F. Any Communication Operator authorized to attend a police academy or any other police training academy recognized by the State of New Jersey Police Training Commission shall be granted time off to complete the course or program and shall be compensated for meals and mileage at the rates so indicated in this agreement.
- G. The waiver of any breach or condition of this agreement by either party shall not constitute a precedent in the future enforcement of the other terms and conditions hereof.
- H. It is understood and agreed that if any part of this Agreement is in conflict with applicable Federal or State laws, that such part shall be suspended and the appropriate applicable provision shall prevail, the remainder of this Agreement shall not be affected thereby.
- I. Any provision of this Agreement which is in conflict with New Jersey Department of Personnel Rules and Regulations shall remain in full force and effect, it being the intention of the parties to supplement the protections afforded under New Jersey Department of Personnel Rules and Regulations.
- J. The Borough agrees that permanent replacement of Communication Operators will not be made by the use of police officers whether now employed or subsequently hired by the Borough. However, the Borough has the right to utilize police officers on a temporary

basis due to manpower shortage, vacations and other valid reasons and in order to maintain the continuous efficiency and excellence of the Police Department.

ARTICLE 33

NON-DISCRIMINATION

- A. There shall be no discrimination by the Borough or the Union against an employee on account of race, color, creed, sex, age, national origin, religion, political affiliation or sexual preference.
- B. There shall be no discrimination interference, restraint, or coercion by the Borough or any of its representatives against any of the employees covered by this Agreement because of their membership or non-membership in the Union or because of any lawful activities by such employee on behalf of the Union. The Union, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employee covered under this Agreement who are not members of the Union and shall not solicit membership in the Union or the payments of dues during working time.
- C. Any employee who believes that he or she has been discriminated against in any manner shall have the right to file a grievance directly with the Borough Administrator or Affirmative Action Officer, or to file a grievance in accordance with the grievance procedure set forth in Article 28 of the collective bargaining agreement. This decision shall be at the sole discretion of the employee.

ARTICLE 34

NO STRIKE PLEDGE

- A. The Union covenants and agrees that during the terms of this Agreement neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike, work stoppage or walkout designed to interfere with the normal operation of the Borough. The Union agrees that such action would constitute a material breach of this Agreement.
- B. The Borough shall not cause, authorize or support any lockout.

ARTICLE 35

MANAGEMENT RIGHTS

- A. The Borough hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities, conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States.
- B. Nothing contained herein shall be construed to deny or restrict the Borough of its power, rights, authority, duties and responsibilities under N.J.S.A. 40 and N.J.S.A. 11A or any other national, state, county or local laws or ordinances.

ARTICLE 36

TERMINAL LEAVE PAY AND SEVERANCE PAYMENT

- A. Employees shall receive one (1) month's wages for every five (5) years of service with the Borough as terminal leave pay upon retirement in accordance with the Public Employees Retirement System. All new employees hired after December 31, 1990 shall not receive terminal leave pay.
- B. If employment is terminated for a medical disability in the fifth year or thereafter of employment, the employee is entitled to the appropriate terminal leave provided the medical disability is approved by the New Jersey Public Pension System or P.E.R.C. Terminal leave that is due an employee shall be paid to the beneficiary upon the death of the employee.
- C. All severance payments (terminal, sick, vacation) will be combined into one total upon retirement and will be paid according to the following schedule:
- * Severance totals up to and including \$20,000 will be paid in one payment to the Retiree in the year of retirement.
 - * Severance totals of \$20,001 up to and including \$50,000 will be paid to the retiree over a period of two years. One payment will be made in the year of retirement and one payment will be made in January of the following year.
 - * Severance totals over \$50,000 will be paid to the retiree over a period of three years. One payment will be made in the year of retirement and one payment will be made in January of the following two years.

Payment for terminal leave shall be made after the employee's official retirement and commencement of the receipt of a retirement pension

ARTICLE 37

LABOR MANAGEMENT COMMITTEE

- A. It is agreed that representatives of the Employer and representatives of the Union will meet from time to time upon request of either party to discuss matters of general interest or concern, matters which are not necessarily a grievance. To this end, the Employer and the Union shall jointly maintain and support a Labor-Management Committee.
- B. The Labor-Management Committee shall consider and recommend to the Administration changes in the working conditions.
- C. The Labor Management Committee shall consist of six (6) members. The Union representatives shall be the three (3) ranking officers of the Union; the Administration shall designate three (3) members. An agenda must be submitted by the party requesting the meeting at least five (5) working days prior to said meeting. The parties will endeavor to meet on a quarterly basis or as needed.

ARTICLE 38

RULES AND REGULATIONS

New rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are instituted. Copies of all new or modified rules shall be distributed to all employees covered by this Agreement, and to the Union. Any changes in work rules and regulations shall be in accordance with the State of New Jersey statutes.

ARTICLE 39

SNOW REMOVAL – SECONDARY JOB CLASSIFICATIONS

To the extent permitted by law, employees will have the opportunity to accept a secondary job classification (“Job 2” per State DOP rules) as a laborer on a part-time temporary basis during periods of snow. Dependent on the needs of the Borough and the work actually performed by the employee, the employee will be paid at the pay scale of laborer, truck driver, and/or heavy truck driver.

All interested employees must send a letter of interest to the Personnel Clerk no later than October 31st of each year. The letter of interest must be submitted each year despite the employee’s participation in prior years.

Employee’s working in this capacity will be paid in the following manor:

- a. 1st year of participation: The employee shall be paid at a rate equivalent to Step A of the appropriate title multiplied by 1.5 for the first 8 consecutive hours worked. After the first 8 consecutive hours, the employee shall be paid at a rate of Step A multiplied by 2.
- b. 2nd and subsequent years: The employee shall be paid rate equivalent to Step B of the appropriate title multiplied by 1.5 for the first 8 consecutive hours worked. After the first 8 consecutive hours, the employee shall be paid at a rate of Step B multiplied by 2.
- c. In accordance with Article 13, Item E; Employees will be paid at the corresponding Step A and Step B rates multiplied times 2 for

all hours worked on Sundays and the actual (not the municipally observed) dates of the two major holidays of Thanksgiving and Christmas.


The employee working in this temporary assignment will not be excused from his/her regular job assignment during their regularly scheduled work day and shift. The employee will be relieved of his/her temporary assignment a minimum of one hour prior to the start time of their permanent position with the Borough. The time between the two jobs may vary dependent upon the specific needs of the permanent position which shall take precedent.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals at Sayreville, New Jersey on the date and year first above written.

BOROUGH OF SAYREVILLE
MIDDLESEX COUNTY,
NEW JERSEY

SAYREVILLE LOCAL 3527
AMERICAN FEDERATION OF
STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO

BY: 
Kennedy O'Brien, Mayor

BY: 
Mark Hurley, President

WITNESS:


Theresa Farbaniec, Municipal Clerk


Craig Fallon, Vice President

Appendix B

Health Contributions

<u>Base Salary</u>	<u>% of Applicable Premium</u>
0 - \$45,000	7%
\$45,001 – 55,000	12%
\$55,001 – 65,000	15%
\$65,001 – 80,000	19%
\$80,001 – 90,000	22%
\$90,001 – 100,000	26%
\$100,001 +	30%

TITLE	Annual Hours	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
		A	B	1	2	3	4	5	6	7	8					
Account Clerk	1820	36,793	38,730	40,768	48,506	50,722	52,929	54,033	55,516	56,334	57,133					
Assignment Clerk	1820	35,334	37,190	39,149	46,670	48,881	51,090	51,455	51,823	52,196	52,842					
Assignment Clerk (Court)	1820	35,507	37,363	39,322	46,846	49,056	51,263	51,628	51,997	52,371	61,793					
Building Inspector - HHS	1820	39,570	41,677	43,857	51,027	54,703	58,401	62,030	65,729	69,449	73,079					
Building Inspector - ICS	1820	37,119	39,003	41,066	48,168	51,594	55,542	59,308	63,004	66,888	70,584					
Building Inspector - RCS	1820	35,188	37,050	38,865	47,533	50,867	55,495	56,495	60,261	64,391	68,180					
Building Maintenance Worker	2080	32,061	33,749	35,525	35,783	39,957	42,238	44,600	46,960	49,293	51,547					
Building Subcode Official - HHS	1820	40,795	42,904	45,150	54,928	58,514	62,167	65,797	69,496	73,079	76,731					
Cashier	1820	36,793	38,730	40,768	48,506	50,722	52,929	54,033	55,516	56,334	57,133					
Clerk 1	1820	36,793	38,730	40,768	48,506	50,722	52,929	54,033	55,516	56,334	57,133					
Clerk 2	1820	38,139	40,139	42,242	50,159	52,371	54,580	55,497	56,414	57,339	58,256					
Clerk 3	1820	46,433	48,874	51,448	54,091	56,733	59,372	62,018	64,661	67,302	69,161					
Clerk 4	1820	47,594	50,095	52,733	59,500	60,987	62,513	63,568	66,277	68,985	70,890					
Code Enforce Officer Trainee	1820	40,363	42,496	44,766	52,865	54,950	57,061	59,148	61,190	63,256	65,321					
Code Enforcement Officer - Zoning Officer	1820	40,363	42,496	44,766	52,865	54,950	57,061	59,148	61,190	63,256	65,321					
Community Library Assistant P/T	1820	13,31	13,99	14,78	17,48	18,14	18,80	19,46	20,16	20,83	21,53					
Computer Operator	1820	42,937	45,198	47,578	56,239	58,451	60,656	61,399	62,139	63,326	65,176					
Custodial Worker	1820	36,793	38,730	40,768	48,506	50,722	52,929	54,033	55,516	56,334	57,133					
Data Entry Operator 1	1820	40,011	42,120	44,334	52,561	54,771	56,980	58,084	59,193	60,290	61,560					
Data Entry Operator 2	1820	44,260	46,589	49,037	57,899	60,111	62,316	62,871	63,423	63,974	64,772					
Electrical Inspector - HHS	1820	39,570	41,677	43,857	51,027	54,703	58,401	62,030	65,729	69,449	73,079					
Electrical Inspector - ICS	1820	37,119	39,003	41,066	48,168	51,594	55,542	59,308	63,004	66,888	70,584					
Electrical Subcode Official - HHS	1820	40,795	42,904	45,150	54,928	58,514	62,167	65,797	69,496	73,079	76,731					
Electrician	2080	40,032	42,028	44,231	53,955	57,741	61,708	64,224	67,439	70,758	71,950					
Employee Benefit Clerk	1820	38,256	40,272	42,391	50,351	52,563	54,769	55,873	57,167	58,129	58,972					
Employee Benefit Specialist	1820	38,730	41,123	43,724	50,351	52,562	54,769	55,873	57,167	58,128	58,973					
Equipment Operator	2080	43,881	46,214	48,651	59,023	61,203	66,726	68,956	70,615	72,559	73,440					
Field Reprsnv Senior Cit	1820	47,594	50,095	52,733	59,500	60,987	62,513	63,568	66,277	68,985	70,890					
Fire Prevention Specialist	1820	39,890	41,988	44,199	52,403	54,613	56,818	57,459	58,084	58,715	59,351					
Fire Subcode Official - HHS	1820	40,795	42,904	45,150	54,928	58,514	62,167	65,797	69,496	73,079	76,731					

Heavy Equipment Operator	2080	44,462	46,820	49,431	60,019	62,198	67,721	69,951	71,610	73,605	75,112
Housing Inspector	1820	40,363	42,496	44,766	52,865	54,950	57,061	59,148	61,190	63,256	65,321
Keyboarding Clerk 1	1820	40,396	42,120	44,334	52,561	54,771	56,980	58,084	59,193	60,290	61,560
Keyboarding Clerk 2	1820	40,089	42,195	44,413	52,639	54,848	57,057	58,161	59,268	60,368	61,705
Keyboarding Clerk 3	1820	43,840	46,150	48,579	57,378	59,583	61,792	62,302	62,815	63,319	63,835
Laborer 1	2080	39,625	41,777	43,902	53,756	57,570	61,329	62,962	64,388	67,500	70,820
Laborer 2	2080	42,398	44,700	46,974	57,520	61,599	65,621	67,369	68,894	72,223	75,777
Librarian 1	1820	46,173	48,601	51,159	60,406	62,716	65,022	65,600	66,177	66,761	67,331
Librarian 2	1820	52,469	55,230	58,138	68,337	70,645	72,952	73,390	73,831	74,268	75,139
Library Assistant	1820	39,430	41,502	43,686	51,823	54,033	56,241	57,347	58,908	59,725	60,512
Library Assistant - P/T < 20 hrs)	P/T	21.68	22.80	24.00	28.48	29.69	30.90	31.52	32.36	32.81	33.25
Library Associate	1820	42,085	43,822	45,692	51,971	54,777	57,450	57,984	58,786	59,655	60,523
Maintenance Repairer	2080	40,310	42,306	44,510	54,233	58,019	62,210	64,502	67,717	71,038	71,839
Maintenance Worker 1, Grounds	2080	40,063	42,059	44,263	53,987	57,773	61,963	64,254	67,470	70,789	71,592
Maintenance Worker 2, Grounds	2080	42,398	44,700	46,974	57,520	61,599	65,621	67,369	68,894	72,223	75,777
Mechanic	2080	48,980	51,496	54,193	65,393	69,127	72,992	74,547	75,998	77,555	80,641
Mechanic's Helper	2080	39,517	41,669	43,794	53,648	57,462	61,220	62,853	64,279	67,390	70,712
Meter Worker 1	2080	55,112	58,016	61,051	64,784	66,236	67,480	69,503	71,732	72,201	72,616
Ominibus Operator	1820	31,899	33,602	35,349	43,540	46,941	49,906	50,936	51,594	52,569	53,567
Parking Attendant Part Time	P/T	9.78	10.03	10.32	10.63	10.89	11.19	11.48	11.80	12.04	12.23
Payroll Clerk	1820	38,535	40,562	42,696	50,439	52,653	54,860	55,966	57,446	60,457	62,744
Plumbing Inspector - HHS	1820	39,570	41,677	43,857	51,027	54,703	58,401	62,030	65,729	69,449	73,079
Plumbing Inspector - ICS	1820	37,119	39,003	41,066	48,168	51,594	55,542	59,308	63,004	66,888	70,584
Plumbing Subcode Official -HHS	1820	40,795	42,904	45,150	54,928	58,514	62,167	65,797	69,496	73,079	76,731
Principal Account Clerk	1820	44,260	46,589	49,037	57,899	60,111	62,316	62,871	63,423	63,974	64,772
Principal Payroll Clerk	1820	44,400	46,740	49,196	58,084	60,290	62,503	63,246	63,974	64,712	65,699
Public Safety Telecommunicator	1820	44,828	47,168	49,627	58,516	60,726	62,935	65,153	67,373	69,594	70,837
Public Safety TelecommTrainee	1820	34,859	36,693	38,626	45,943	48,018	50,092	52,169	54,246	56,324	58,401
Pump Station Attendant	2080	52,740	55,542	58,498	60,958	63,917	65,681	68,039	71,308	71,540	72,396
Pumping Station Operator	2080	39,625	41,777	43,902	53,756	57,570	61,329	62,962	64,388	67,500	70,820
Pumping Station Repairer	2080	53,668	56,469	59,477	63,341	65,026	67,230	68,812	70,757	71,690	73,660
Records Support Tech 1	1820	36,793	38,730	40,768	48,506	50,722	52,929	54,033	55,516	56,334	61,560

Records Support Tech 2	1820	40,659	42,797	45,050	53,376	55,587	57,791	59,221	59,843	60,778	61,719
Records Support Tech 3	1820	44,988	47,359	49,848	58,821	61,030	63,245	64,427	65,630	66,821	68,018
Recreation Program Coordinator	1820	41,204	43,371	45,656	54,057	56,268	58,474	59,273	60,029	60,801	61,560
Road Repairer 1	2080	41,081	43,311	45,567	55,601	59,466	63,329	65,015	67,219	68,801	70,745
Sanitation Driver	2080	43,194	45,373	47,787	58,002	61,891	65,678	68,426	69,980	71,536	72,419
Sanitation Worker	2080	41,749	43,952	46,260	56,424	60,184	64,151	65,683	68,455	69,985	71,541
School Traffic Guard	P/T	6,031	6,347	6,681	7,712	7,837	7,956	8,080	8,202	8,327	8,446
School Traffic Guard - Addtl per Hr	P/T	9.92	10.00	10.30	11.25	11.54	11.76	12.03	12.24	12.51	12.73
Security Guard	1820	24,367	26,206	27,997	29,835	31,651	33,443	35,257	37,095	38,889	40,635
Senior Account Clerk	1820	40,011	42,120	44,334	52,561	54,771	56,980	58,084	59,193	60,290	61,560
Senior Account Clerk (Court)	1820	39,893	41,987	44,186	52,370	54,578	56,782	57,888	59,372	60,185	60,986
Senior Building Maintenance Wkr	2080	44,339	46,648	49,008	59,431	63,216	67,055	68,142	68,636	69,752	71,384
Senior Cashier	1820	39,818	41,913	44,121	52,318	54,526	56,733	57,839	59,066	60,074	61,063
Senior Employee Benefits Clerk	1820	39,721	41,814	44,014	52,195	54,404	56,608	57,713	58,819	59,924	60,813
Senior Library Assistant	1820	39,832	41,926	44,130	52,329	54,538	56,750	57,857	59,414	60,227	61,014
Senior Maintenance Repairer	2080	46,544	49,008	51,573	62,465	66,278	70,010	70,788	71,643	72,448	73,045
Senior Payroll Clerk	1820	41,456	43,643	45,935	51,102	53,204	55,303	57,405	59,510	61,607	63,707
Senior Recreation Aide	1820	18,380	19,347	20,367	24,174	25,206	26,243	27,286	28,322	29,366	30,397
Senior Water Trt Plant Repairer	2080	49,853	52,445	55,220	66,448	70,312	74,226	74,977	75,600	76,456	80,449
Sr Maintenance Repairer Electrician	2080	46,752	49,163	51,756	62,672	66,692	70,529	71,360	72,240	73,096	74,393
Sr Water Trt Plant Opr - Licensed	2184	60,848	63,762	66,973	71,902	75,958	79,879	80,724	81,567	82,357	83,174
Sewer Repairer 1	2080	45,440	47,852	50,393	61,051	64,758	68,726	69,244	70,100	70,879	72,616
Sewer Repairer 2	2080	48,541	51,003	53,492	64,177	67,859	71,878	72,396	73,251	74,030	74,989
Sewer Repairer1/Water Repairer 1	2080	55,101	58,005	61,040	64,773	66,227	67,471	69,494	71,722	72,526	73,304
Supervising Library Asst	1820	43,526	45,819	48,228	56,981	59,193	61,399	62,503	63,609	64,712	65,966
Technical Asst-Const Off	1820	47,101	49,620	52,252	61,554	63,823	65,955	66,476	67,045	67,522	68,021
Truck Driver	2080	41,796	44,000	46,308	56,472	60,232	64,199	65,732	67,934	69,595	71,589
Truck Driver Heavy	2080	43,230	45,407	47,819	58,035	61,919	65,709	67,915	69,573	71,569	72,452
Violations Clerk	1820	36,793	38,730	40,768	48,506	50,722	52,929	54,033	55,516	56,334	61,619
Violations Clerk (Court)	1820	36,968	38,903	40,942	48,681	50,894	53,102	54,208	55,691	56,507	61,793
Water Repairer 1	2080	45,440	47,852	50,393	61,051	64,758	68,726	69,244	70,100	70,879	72,616
Water Repairer 2	2080	48,541	51,003	53,492	64,177	67,859	71,878	72,396	73,251	74,030	74,989

Water Treatment Plant Operator	2184	56,794	59,762	62,867	68,556	72,584	76,615	77,459	78,302	79,202	79,908
Water Treatment Plant Repairer	2080	47,726	50,189	52,835	63,907	67,692	71,530	72,153	72,980	73,786	74,563
Water Trt Plant Operator - Licensed	2184	57,418	60,385	63,599	69,315	73,236	77,293	78,137	78,981	79,798	80,724
Zoning Officer	1820	40,363	42,496	44,766	52,865	54,950	57,061	59,148	61,190	63,256	65,321

TITLE	Annual Hours	STEP									
		A	B	1	2	3	4	5	6	7	8
Account Clerk	1820	37,713	39,698	41,787	49,719	51,990	54,252	55,384	56,904	57,742	58,561
Assignment Clerk	1820	36,217	38,120	40,128	47,837	50,103	52,367	52,741	53,119	53,501	54,163
Assignment Clerk (Court)	1820	36,395	38,297	40,305	48,017	50,282	52,545	52,919	53,297	53,680	63,338
Building Inspector - HHS	1820	40,559	42,719	44,953	52,303	56,071	59,861	63,581	67,372	71,185	74,906
Building Inspector - ICS	1820	38,047	39,978	42,093	49,372	52,884	56,931	60,791	64,579	68,560	72,349
Building Inspector - RCS	1820	36,068	37,976	39,837	48,721	52,139	56,882	57,907	61,768	66,001	69,885
Building Maintenance Worker	2080	32,863	34,593	36,413	36,678	40,956	43,294	45,715	48,134	50,525	52,836
Building Subcode Official - HHS	1820	41,815	43,977	46,279	56,301	59,977	63,721	67,442	71,233	74,906	78,649
Cashier	1820	37,713	39,698	41,787	49,719	51,990	54,252	55,384	56,904	57,742	58,561
Clerk 1	1820	37,713	39,698	41,787	49,719	51,990	54,252	55,384	56,904	57,742	58,561
Clerk 2	1820	39,092	41,142	43,298	51,413	53,680	55,945	56,884	57,824	58,772	59,712
Clerk 3	1820	47,594	50,096	52,734	55,443	58,151	60,856	63,568	66,278	68,985	70,890
Clerk 4	1820	48,784	51,347	54,051	60,988	62,512	64,076	65,157	67,934	70,710	72,662
Code Enforce Officer Trainee	1820	41,372	43,558	45,885	54,187	56,324	58,488	60,627	62,720	64,837	66,954
Code Enforcement Officer - Zoning Officer	1820	41,372	43,558	45,885	54,187	56,324	58,488	60,627	62,720	64,837	66,954
Community Library Assistant P/T	1820	13,64	14,34	15,15	17,92	18,59	19,27	19,95	20,66	21,35	22,07
Computer Operator	1820	44,010	46,328	48,767	57,645	59,912	62,172	62,934	63,692	64,909	66,805
Custodial Worker	1820	37,713	39,698	41,787	49,719	51,990	54,252	55,384	56,904	57,742	58,561
Data Entry Operator 1	1820	41,011	43,173	45,442	53,875	56,140	58,405	59,536	60,673	61,797	63,099
Data Entry Operator 2	1820	45,367	47,754	50,263	59,346	61,614	63,874	64,443	65,009	65,573	66,391
Electrical Inspector - HHS	1820	40,559	42,719	44,953	52,303	56,071	59,861	63,581	67,372	71,185	74,906
Electrical Inspector - ICS	1820	38,047	39,978	42,093	49,372	52,884	56,931	60,791	64,579	68,560	72,349
Electrical Subcode Official - HHS	1820	41,815	43,977	46,279	56,301	59,977	63,721	67,442	71,233	74,906	78,649
Electrician	2080	41,033	43,079	45,337	55,304	59,185	63,251	65,830	69,125	72,527	73,749
Employee Benefit Clerk	1820	39,212	41,279	43,451	51,610	53,877	56,138	57,270	58,596	59,582	60,446
Employee Benefit Specialist	1820	39,698	42,151	44,817	51,610	53,876	56,138	57,270	58,596	59,581	60,447
Equipment Operator	2080	44,978	47,369	49,867	60,499	62,733	68,394	70,680	72,380	74,373	75,276
Field Reprntv Senior Cit	1820	48,784	51,347	54,051	60,988	62,512	64,076	65,157	67,934	70,710	72,662
Fire Prevention Specialist	1820	40,887	43,038	45,304	53,713	55,978	58,238	58,895	59,536	60,183	60,835
Fire Subcode Official - HHS	1820	41,815	43,977	46,279	56,301	59,977	63,721	67,442	71,233	74,906	78,649
Heavy Equipment Operator	2080	45,574	47,991	50,667	61,519	63,753	69,414	71,700	73,400	75,445	76,990

Housing Inspector	1820	41,372	43,558	45,885	54,187	56,324	58,488	60,627	62,720	64,837	66,954
Keyboarding Clerk 1	1820	41,406	43,173	45,442	53,875	56,140	58,405	59,536	60,673	61,797	63,099
Keyboarding Clerk 2	1820	41,091	43,250	45,523	53,955	56,219	58,483	59,615	60,750	61,877	63,248
Keyboarding Clerk 3	1820	44,936	47,304	49,793	58,812	61,073	63,337	63,860	64,385	64,902	65,431
Laborer 1	2080	40,616	42,821	45,000	55,100	59,009	62,862	64,536	65,998	69,188	72,591
Laborer 2	2080	43,458	45,818	48,148	58,958	63,139	67,262	69,053	70,616	74,029	77,671
Librarian 1	1820	47,327	49,816	52,438	61,916	64,284	66,648	67,240	67,831	68,430	69,014
Librarian 2	1820	53,781	56,611	59,591	70,045	72,411	74,776	75,225	75,677	76,125	77,017
Library Assistant	1820	40,416	42,540	44,778	53,119	55,384	57,647	58,781	60,381	61,218	62,025
Library Assistant - P/T < 20 hrs)	P/T	22,22	23,37	24,60	29,19	30,43	31,67	32,31	33,17	33,63	34,08
Library Associate	1820	43,137	44,918	46,834	53,270	56,146	58,886	59,434	60,256	61,146	62,036
Maintenance Repairer	2080	41,318	43,364	45,623	55,589	59,469	63,765	66,115	69,410	72,814	73,635
Maintenance Worker 1, Grounds	2080	41,065	43,110	45,370	55,337	59,217	63,512	65,860	69,157	72,559	73,382
Maintenance Worker 2, Grounds	2080	43,458	45,818	48,148	58,958	63,139	67,262	69,053	70,616	74,029	77,671
Mechanic	2080	50,205	52,783	55,548	67,028	70,855	74,817	76,411	77,898	79,494	82,657
Mechanic's Helper	2080	40,505	42,711	44,889	54,989	58,899	62,751	64,424	65,886	69,075	72,480
Meter Worker 1	2080	56,490	59,466	62,577	66,404	67,892	69,167	71,241	73,525	74,006	74,431
Ominbus Operator	1820	32,696	34,442	36,233	44,629	48,115	51,154	52,209	52,884	53,883	54,906
Parking Attendant Part Time	P/T	10,02	10,28	10,58	10,90	11,16	11,47	11,77	12,10	12,34	12,54
Payroll Clerk	1820	39,498	41,576	43,763	51,700	53,969	56,232	57,365	58,882	61,968	64,313
Plumbing Inspector - HHS	1820	40,559	42,719	44,953	52,303	56,071	59,861	63,581	67,372	71,185	74,906
Plumbing Inspector - ICS	1820	38,047	39,978	42,093	49,372	52,884	56,931	60,791	64,579	68,560	72,349
Plumbing Subcode Official -HHS	1820	41,815	43,977	46,279	56,301	59,977	63,721	67,442	71,233	74,906	78,649
Principal Account Clerk	1820	45,367	47,754	50,263	59,346	61,614	63,874	64,443	65,009	65,573	66,391
Principal Payroll Clerk	1820	45,510	47,909	50,426	59,536	61,797	64,066	64,827	65,573	66,330	67,341
Public Safety Telecommunicator	1820	45,949	48,347	50,868	59,979	62,244	64,508	66,782	69,057	71,334	72,608
Public Safety TelecommunTrainee	1820	35,730	37,610	39,592	47,092	49,218	51,344	53,473	55,602	57,732	59,861
Pump Station Attendant	2080	54,059	56,931	59,960	62,482	65,515	67,323	69,740	73,091	73,329	74,206
Pumping Station Operator	2080	40,616	42,821	45,000	55,100	59,009	62,862	64,536	65,998	69,188	72,591
Pumping Station Repairer	2080	55,010	57,881	60,964	64,925	66,652	68,911	70,532	72,526	73,482	75,502
Records Support Tech 1	1820	37,713	39,698	41,787	49,719	51,990	54,252	55,384	56,904	57,742	63,099
Records Support Tech 2	1820	41,675	43,867	46,176	54,710	56,977	59,236	60,702	61,339	62,297	63,262
Records Support Tech 3	1820	46,113	48,543	51,094	60,292	62,556	64,826	66,038	67,271	68,492	69,718

Recreation Program Coordinator	1820	42,234	44,455	46,797	55,408	57,675	59,936	60,755	61,530	62,321	63,099
Road Repairer 1	2080	42,108	44,394	46,706	56,991	60,953	64,912	66,640	68,899	70,521	72,514
Sanitation Driver	2080	44,274	46,507	48,982	59,452	63,438	67,320	70,137	71,730	73,324	74,229
Sanitation Worker	2080	42,793	45,051	47,417	57,835	61,689	65,755	67,325	70,166	71,735	73,330
School Traffic Guard	P/T	6,182	6,506	6,848	7,905	8,033	8,155	8,282	8,407	8,535	8,657
School Traffic Guard - Addtl per Hr	P/T	10.17	10.25	10.56	11.53	11.83	12.05	12.33	12.55	12.82	13.05
Security Guard	1820	24,976	26,861	28,697	30,581	32,442	34,279	36,138	38,022	39,861	41,651
Senior Account Clerk	1820	41,011	43,173	45,442	53,875	56,140	58,405	59,536	60,673	61,797	63,099
Senior Account Clerk (Court)	1820	40,890	43,037	45,291	53,679	55,942	58,202	59,335	60,856	61,690	62,511
Senior Building Maintenance Wkr	2080	45,447	47,814	50,233	60,917	64,796	68,731	69,846	70,352	71,496	73,169
Senior Cashier	1820	40,813	42,961	45,224	53,626	55,889	58,151	59,285	60,543	61,576	62,590
Senior Employee Benefits Clerk	1820	40,714	42,859	45,114	53,500	55,764	58,023	59,156	60,289	61,422	62,333
Senior Library Assistant	1820	40,828	42,974	45,233	53,637	55,901	58,169	59,303	60,899	61,733	62,539
Senior Maintenance Repairer	2080	47,708	50,233	52,862	64,027	67,935	71,760	72,558	73,434	74,259	74,871
Senior Payroll Clerk	1820	42,492	44,734	47,083	52,380	54,534	56,686	58,840	60,998	63,147	65,300
Senior Recreation Aide	1820	18,840	19,831	20,876	24,778	25,836	26,899	27,968	29,030	30,100	31,157
Senior Water Trt Plant Repairer	2080	51,099	53,756	56,601	68,109	72,070	76,082	76,851	77,490	78,367	82,460
Sr Maintenance Repairer Electrician	2080	47,921	50,392	53,050	64,239	68,359	72,292	73,144	74,046	74,923	76,253
Sr Water Trt Plant Opr - Licensed	2184	62,369	65,356	68,647	73,700	77,857	81,876	82,742	83,606	84,416	85,253
Sewer Repairer 1	2080	46,576	49,048	51,653	62,577	66,377	70,444	70,975	71,853	72,651	74,431
Sewer Repairer 2	2080	49,755	52,278	54,829	65,781	69,555	73,675	74,206	75,082	75,881	76,864
Sewer Repairer1/Water Repairer 1	2080	56,479	59,455	62,566	66,392	67,883	69,158	71,231	73,515	74,339	75,137
Supervising Library Asst	1820	44,614	46,964	49,434	58,406	60,673	62,934	64,066	65,199	66,330	67,615
Technical Asst-Const Off	1820	48,279	50,861	53,558	63,093	65,419	67,604	68,138	68,721	69,210	69,722
Truck Driver	2080	42,841	45,100	47,466	57,884	61,738	65,804	67,375	69,632	71,335	73,379
Truck Driver Heavy	2080	44,311	46,542	49,014	59,486	63,467	67,352	69,613	71,312	73,358	74,263
Violations Clerk	1820	37,713	39,698	41,787	49,719	51,990	54,252	55,384	56,904	57,742	63,159
Violations Clerk (Court)	1820	37,892	39,876	41,966	49,898	52,166	54,430	55,563	57,083	57,920	63,338
Water Repairer 1	2080	46,576	49,048	51,653	62,577	66,377	70,444	70,975	71,853	72,651	74,431
Water Repairer 2	2080	49,755	52,278	54,829	65,781	69,555	73,675	74,206	75,082	75,881	76,864
Water Treatment Plant Operator	2184	58,214	61,256	64,439	70,270	74,399	78,530	79,395	80,260	81,182	81,906
Water Treatment Plant Repairer	2080	48,919	51,444	54,156	65,505	69,384	73,318	73,957	74,805	75,631	76,427
Water Trt Plant Operator - Licensed	2184	58,853	61,895	65,189	71,048	75,067	79,225	80,090	80,956	81,793	82,742
Zoning Officer	1820	41,372	43,558	45,885	54,187	56,324	58,488	60,627	62,720	64,837	66,954

TITLE	Annual Hours	STEP									
		A	B	1	2	3	4	5	6	7	8
Account Clerk	1820	38,656	40,690	42,832	50,962	53,290	55,608	56,769	58,327	59,186	60,025
Assignment Clerk	1820	37,122	39,073	41,131	49,033	51,356	53,676	54,060	54,447	54,839	55,517
Assignment Clerk (Court)	1820	37,305	39,254	41,313	49,217	51,539	53,859	54,242	54,629	55,022	64,921
Building Inspector - HHS	1820	41,573	43,787	46,077	53,611	57,473	61,358	65,171	69,056	72,965	76,779
Building Inspector - ICS	1820	38,998	40,977	43,145	50,606	54,206	58,354	62,311	66,193	70,274	74,158
Building Inspector - RCS	1820	36,970	38,925	40,833	49,939	53,442	58,304	59,355	63,312	67,651	71,632
Building Maintenance Worker	2080	33,685	35,458	37,323	37,595	41,980	44,376	46,858	49,337	51,788	54,157
Building Subcode Official - HHS	1820	42,860	45,076	47,436	57,709	61,476	65,314	69,128	73,014	76,779	80,615
Cashier	1820	38,656	40,690	42,832	50,962	53,290	55,608	56,769	58,327	59,186	60,025
Clerk 1	1820	38,656	40,690	42,832	50,962	53,290	55,608	56,769	58,327	59,186	60,025
Clerk 2	1820	40,069	42,171	44,380	52,698	55,022	57,344	58,306	59,270	60,241	61,205
Clerk 3	1820	48,784	51,348	54,052	56,829	59,605	62,377	65,157	67,935	70,710	72,662
Clerk 4	1820	50,004	52,631	55,402	62,513	64,075	65,678	66,786	69,632	72,478	74,479
Code Enforce Officer Trainee	1820	42,406	44,647	47,032	55,542	57,732	59,950	62,143	64,288	66,458	68,628
Code Enforcement Officer - Zoning Officer	1820	42,406	44,647	47,032	55,542	57,732	59,950	62,143	64,288	66,458	68,628
Community Library Assistant P/T	1820	13,98	14,70	15,53	18,37	19,05	19,75	20,45	21,18	21,88	22,62
Computer Operator	1820	45,110	47,486	49,986	59,086	61,410	63,726	64,507	65,284	66,532	68,475
Custodial Worker	1820	38,656	40,690	42,832	50,962	53,290	55,608	56,769	58,327	59,186	60,025
Data Entry Operator 1	1820	42,036	44,252	46,578	55,222	57,544	59,865	61,024	62,190	63,342	64,676
Data Entry Operator 2	1820	46,501	48,948	51,520	60,830	63,154	65,471	66,054	66,634	67,212	68,051
Electrical Inspector - HHS	1820	41,573	43,787	46,077	53,611	57,473	61,358	65,171	69,056	72,965	76,779
Electrical Inspector - ICS	1820	38,998	40,977	43,145	50,606	54,206	58,354	62,311	66,193	70,274	74,158
Electrical Subcode Official - HHS	1820	42,860	45,076	47,436	57,709	61,476	65,314	69,128	73,014	76,779	80,615
Electrician	2080	42,059	44,156	46,470	56,687	60,665	64,832	67,476	70,853	74,340	75,593
Employee Benefit Clerk	1820	40,192	42,311	44,537	52,900	55,224	57,541	58,702	60,061	61,072	61,957
Employee Benefit Specialist	1820	40,690	43,205	45,937	52,900	55,223	57,541	58,702	60,061	61,071	61,958
Equipment Operator	2080	46,102	48,553	51,114	62,011	64,301	70,104	72,447	74,190	76,232	77,158
Field Reprsmv Senior Cit	1820	50,004	52,631	55,402	62,513	64,075	65,678	66,786	69,632	72,478	74,479
Fire Prevention Specialist	1820	41,909	44,114	46,437	55,056	57,377	59,694	60,367	61,024	61,688	62,356
Fire Subcode Official - HHS	1820	42,860	45,076	47,436	57,709	61,476	65,314	69,128	73,014	76,779	80,615
Heavy Equipment Operator	2080	46,713	49,191	51,934	63,057	65,347	71,149	73,493	75,235	77,331	78,915

Housing Inspector	1820	42,406	44,647	47,032	55,542	57,732	59,950	62,143	64,288	66,458	68,628
Keyboarding Clerk 1	1820	42,441	44,252	46,578	55,222	57,544	59,865	61,024	62,190	63,342	64,676
Keyboarding Clerk 2	1820	42,118	44,331	46,661	55,304	57,624	59,945	61,105	62,269	63,424	64,829
Keyboarding Clerk 3	1820	46,059	48,487	51,038	60,282	62,600	64,920	65,457	65,995	66,525	67,067
Laborer 1	2080	41,631	43,892	46,125	56,478	60,484	64,434	66,149	67,648	70,918	74,406
Laborer 2	2080	44,544	46,963	49,352	60,432	64,717	68,944	70,779	72,381	75,880	79,613
Librarian 1	1820	48,510	51,061	53,749	63,464	65,891	68,314	68,921	69,527	70,141	70,739
Librarian 2	1820	55,126	58,026	61,081	71,796	74,221	76,645	77,106	77,569	78,028	78,942
Library Assistant	1820	41,426	43,604	45,897	54,447	56,769	59,088	60,251	61,891	62,748	63,576
Library Assistant - P/T (< 20 hrs)	P/T	22,78	23,95	25,22	29,92	31,19	32,46	33,12	34,00	34,47	34,93
Library Associate	1820	44,215	46,041	48,005	54,602	57,550	60,358	60,920	61,762	62,675	63,587
Maintenance Repairer	2080	42,351	44,448	46,764	56,979	60,956	65,359	67,768	71,145	74,634	75,476
Maintenance Worker 1, Grounds	2080	42,092	44,188	46,504	56,720	60,697	65,100	67,507	70,886	74,373	75,217
Maintenance Worker 2, Grounds	2080	44,544	46,963	49,352	60,432	64,717	68,944	70,779	72,381	75,880	79,613
Mechanic	2080	51,460	54,103	56,937	68,704	72,626	76,687	78,321	79,845	81,481	84,723
Mechanic's Helper	2080	41,518	43,779	46,011	56,364	60,371	64,320	66,035	67,533	70,802	74,292
Meter Worker 1	2080	57,902	60,953	64,141	68,064	69,589	70,896	73,022	75,363	75,856	76,292
Ominibus Operator	1820	33,513	35,303	37,139	45,745	49,318	52,433	53,514	54,206	55,230	56,279
Parking Attendant Part Time	P/T	10,27	10,54	10,84	11,17	11,44	11,76	12,06	12,40	12,65	12,85
Payroll Clerk	1820	40,485	42,615	44,857	52,993	55,318	57,638	58,799	60,354	63,517	65,921
Plumbing Inspector - HHS	1820	41,573	43,787	46,077	53,611	57,473	61,358	65,171	69,056	72,965	76,779
Plumbing Inspector - ICS	1820	38,998	40,977	43,145	50,606	54,206	58,354	62,311	66,193	70,274	74,158
Plumbing Subcode Official -HHS	1820	42,860	45,076	47,436	57,709	61,476	65,314	69,128	73,014	76,779	80,615
Principal Account Clerk	1820	46,501	48,948	51,520	60,830	63,154	65,471	66,054	66,634	67,212	68,051
Principal Payroll Clerk	1820	46,648	49,107	51,687	61,024	63,342	65,668	66,448	67,212	67,988	69,025
Public Safety Telecommunicator	1820	47,098	49,556	52,140	61,478	63,800	66,121	68,452	70,783	73,117	74,423
Public Safety TelecommTrainee	1820	36,623	38,550	40,582	48,269	50,448	52,628	54,810	56,992	59,175	61,358
Pump Station Attendant	2080	55,410	58,354	61,459	64,044	67,153	69,006	71,484	74,918	75,162	76,061
Pumping Station Operator	2080	41,631	43,892	46,125	56,478	60,484	64,434	66,149	67,648	70,918	74,406
Pumping Station Repairer	2080	56,385	59,328	62,488	66,548	68,318	70,634	72,295	74,339	75,319	77,390
Records Support Tech 1	1820	38,656	40,690	42,832	50,962	53,290	55,608	56,769	58,327	59,186	64,676
Records Support Tech 2	1820	42,717	44,964	47,330	56,078	58,401	60,717	62,220	62,872	63,854	64,844
Records Support Tech 3	1820	47,266	49,757	52,371	61,799	64,120	66,447	67,689	68,953	70,204	71,461

Recreation Program Coordinator	1820	43,290	45,566	47,967	56,793	59,117	61,434	62,274	63,068	63,879	64,676
Road Repairer 1	2080	43,161	45,504	47,874	58,416	62,477	66,535	68,306	70,621	72,284	74,327
Sanitation Driver	2080	45,381	47,670	50,207	60,938	65,024	69,003	71,890	73,523	75,157	76,085
Sanitation Worker	2080	43,863	46,177	48,602	59,281	63,231	67,399	69,008	71,920	73,528	75,163
School Traffic Guard	P/T	6,337	6,669	7,019	8,103	8,234	8,359	8,489	8,617	8,748	8,873
School Traffic Guard - Addtl per Hr	P/T	10.42	10.51	10.82	11.82	12.13	12.35	12.64	12.86	13.14	13.38
Security Guard	1820	25,600	27,533	29,414	31,346	33,253	35,136	37,041	38,973	40,858	42,692
Senior Account Clerk	1820	42,036	44,252	46,578	55,222	57,544	59,865	61,024	62,190	63,342	64,676
Senior Account Clerk (Court)	1820	41,912	44,113	46,423	55,021	57,341	59,657	60,818	62,377	63,232	64,074
Senior Building Maintenance Wkr	2080	46,583	49,009	51,489	62,440	66,416	70,449	71,592	72,111	73,283	74,998
Senior Cashier	1820	41,833	44,035	46,355	54,967	57,286	59,605	60,767	62,057	63,115	64,155
Senior Employee Benefits Clerk	1820	41,732	43,930	46,242	54,838	57,158	59,474	60,635	61,796	62,958	63,891
Senior Library Assistant	1820	41,849	44,048	46,364	54,978	57,299	59,623	60,786	62,421	63,276	64,102
Senior Maintenance Repairer	2080	48,901	51,489	54,184	65,628	69,633	73,554	74,372	75,270	76,115	76,743
Senior Payroll Clerk	1820	43,554	45,852	48,260	53,690	55,897	58,103	60,311	62,523	64,726	66,933
Senior Recreation Aide	1820	19,311	20,327	21,398	25,397	26,482	27,571	28,667	29,756	30,853	31,936
Senior Water Trt Plant Repairer	2080	52,376	55,100	58,016	69,812	73,872	77,984	78,772	79,427	80,326	84,522
Sr Maintenance Repairer Electrician	2080	49,119	51,652	54,376	65,845	70,068	74,099	74,973	75,897	76,796	78,159
Sr Water Trt Plant Opr - Licensed	2184	63,928	66,990	70,363	75,543	79,803	83,923	84,811	85,696	86,526	87,384
Sewer Repairer 1	2080	47,740	50,274	52,944	64,141	68,036	72,205	72,749	73,649	74,467	76,292
Sewer Repairer 2	2080	50,999	53,585	56,200	67,426	71,294	75,517	76,061	76,959	77,778	78,786
Sewer Repairer1/Water Repairer 1	2080	57,891	60,941	64,130	68,052	69,580	70,887	73,012	75,353	76,197	77,015
Supervising Library Asst	1820	45,729	48,138	50,670	59,866	62,190	64,507	65,668	66,829	67,988	69,305
Technical Asst-Const Off	1820	49,486	52,133	54,897	64,670	67,054	69,294	69,841	70,439	70,940	71,465
Truck Driver	2080	43,912	46,228	48,653	59,331	63,281	67,449	69,059	71,373	73,118	75,213
Truck Driver Heavy	2080	45,419	47,706	50,239	60,973	65,054	69,036	71,353	73,095	75,192	76,120
Violations Clerk	1820	38,656	40,690	42,832	50,962	53,290	55,608	56,769	58,327	59,186	64,738
Violations Clerk (Court)	1820	38,839	40,873	43,015	51,145	53,470	55,791	56,952	58,510	59,368	64,921
Water Repairer 1	2080	47,740	50,274	52,944	64,141	68,036	72,205	72,749	73,649	74,467	76,292
Water Repairer 2	2080	50,999	53,585	56,200	67,426	71,294	75,517	76,061	76,959	77,778	78,786
Water Treatment Plant Operator	2184	59,669	62,787	66,050	72,027	76,259	80,493	81,380	82,267	83,212	83,954
Water Treatment Plant Repairer	2080	50,142	52,730	55,510	67,143	71,119	75,151	75,806	76,675	77,522	78,338
Water Trt Plant Operator - Licensed	2184	60,324	63,442	66,819	72,824	76,944	81,206	82,092	82,980	83,838	84,811
Zoning Officer	1820	42,406	44,647	47,032	55,542	57,732	59,950	62,143	64,288	66,458	68,628

TITLE	Annual Hours	STEP A	STEP B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Account Clerk	1820	39,719	41,809	44,010	52,363	54,755	57,137	58,330	59,931	60,814	61,676
Assignment Clerk	1820	38,143	40,148	42,262	50,381	52,768	55,152	55,547	55,944	56,347	57,044
Assignment Clerk (Court)	1820	38,331	40,333	42,449	50,570	52,956	55,340	55,734	56,131	56,535	66,706
Building Inspector - HHS	1820	42,716	44,991	47,344	55,085	59,054	63,045	66,963	70,955	74,972	78,890
Building Inspector - ICS	1820	40,070	42,104	44,331	51,998	55,697	59,959	64,025	68,013	72,207	76,197
Building Inspector - RCS	1820	37,987	39,995	41,956	51,312	54,912	59,907	60,987	65,053	69,511	73,602
Building Maintenance Worker	2080	34,611	36,433	38,349	38,629	43,134	45,596	48,147	50,694	53,212	55,646
Building Subcode Official - HHS	1820	44,039	46,316	48,740	59,296	63,167	67,110	71,029	75,022	78,890	82,832
Cashier	1820	39,719	41,809	44,010	52,363	54,755	57,137	58,330	59,931	60,814	61,676
Clerk 1	1820	39,719	41,809	44,010	52,363	54,755	57,137	58,330	59,931	60,814	61,676
Clerk 2	1820	41,171	43,331	45,600	54,147	56,535	58,921	59,909	60,900	61,898	62,888
Clerk 3	1820	50,126	52,760	55,538	58,392	61,244	64,092	66,949	69,803	72,655	74,660
Clerk 4	1820	51,379	54,078	56,926	64,232	65,837	67,484	68,623	71,547	74,471	76,527
Code Enforce Officer Trainee	1820	43,572	45,875	48,325	57,069	59,320	61,599	63,852	66,056	68,286	70,515
Code Enforcement Officer - Zoning Officer	1820	43,572	45,875	48,325	57,069	59,320	61,599	63,852	66,056	68,286	70,515
Community Library Assistant P/T	1820	14,36	15.10	15.96	18.88	19.57	20.29	21.01	21.76	22.48	23.24
Computer Operator	1820	46,351	48,792	51,361	60,711	63,099	65,478	66,281	67,079	68,362	70,358
Custodial Worker	1820	39,719	41,809	44,010	52,363	54,755	57,137	58,330	59,931	60,814	61,676
Data Entry Operator 1	1820	43,192	45,469	47,859	56,741	59,126	61,511	62,702	63,900	65,084	66,455
Data Entry Operator 2	1820	47,780	50,294	52,937	62,503	64,891	67,271	67,870	68,466	69,060	69,922
Electrical Inspector - HHS	1820	42,716	44,991	47,344	55,085	59,054	63,045	66,963	70,955	74,972	78,890
Electrical Inspector - ICS	1820	40,070	42,104	44,331	51,998	55,697	59,959	64,025	68,013	72,207	76,197
Electrical Subcode Official - HHS	1820	44,039	46,316	48,740	59,296	63,167	67,110	71,029	75,022	78,890	82,832
Electrician	2080	43,216	45,370	47,748	58,246	62,333	66,615	69,332	72,801	76,384	77,672
Employee Benefit Clerk	1820	41,297	43,475	45,762	54,355	56,743	59,123	60,316	61,713	62,751	63,661
Employee Benefit Specialist	1820	41,809	44,393	47,200	54,355	56,742	59,123	60,316	61,713	62,750	63,662
Equipment Operator	2080	47,370	49,888	52,520	63,716	66,069	72,032	74,439	76,230	78,328	79,280
Field Reprsnv Senior Cit	1820	51,379	54,078	56,926	64,232	65,837	67,484	68,623	71,547	74,471	76,527
Fire Prevention Specialist	1820	43,061	45,327	47,714	56,570	58,955	61,336	62,027	62,702	63,384	64,071
Fire Subcode Official - HHS	1820	44,039	46,316	48,740	59,296	63,167	67,110	71,029	75,022	78,890	82,832
Heavy Equipment Operator	2080	47,998	50,544	53,362	64,791	67,144	73,106	75,514	77,304	79,458	81,085

Housing Inspector	1820	43,572	45,875	48,325	57,069	59,320	61,599	63,852	66,056	68,286	70,515
Keyboarding Clerk 1	1820	43,608	45,469	47,859	56,741	59,126	61,511	62,702	63,900	65,084	66,455
Keyboarding Clerk 2	1820	43,276	45,550	47,944	56,825	59,209	61,593	62,785	63,981	65,168	66,612
Keyboarding Clerk 3	1820	47,326	49,820	52,442	61,940	64,322	66,705	67,257	67,810	68,354	68,911
Laborer 1	2080	42,776	45,099	47,393	58,031	62,147	66,206	67,968	69,508	72,868	76,452
Laborer 2	2080	45,769	48,254	50,709	62,094	66,497	70,840	72,725	74,371	77,967	81,802
Librarian 1	1820	49,844	52,465	55,227	65,209	67,703	70,193	70,816	71,439	72,070	72,684
Librarian 2	1820	56,642	59,622	62,761	73,770	76,262	78,753	79,226	79,702	80,174	81,113
Library Assistant	1820	42,565	44,803	47,159	55,944	58,330	60,713	61,908	63,593	64,474	65,324
Library Assistant - P/T < 20 hrs)	P/T	23,41	24,61	25,91	30,74	32,05	33,35	34,03	34,94	35,42	35,89
Library Associate	1820	45,431	47,307	49,325	56,104	59,133	62,018	62,595	63,460	64,399	65,336
Maintenance Repairer	2080	43,516	45,670	48,050	58,546	62,632	67,156	69,632	73,101	76,686	77,552
Maintenance Worker 1, Grounds	2080	43,250	45,403	47,783	58,280	62,366	66,890	69,363	72,835	76,418	77,285
Maintenance Worker 2, Grounds	2080	45,769	48,254	50,709	62,094	66,497	70,840	72,725	74,371	77,967	81,802
Mechanic	2080	52,875	55,591	58,503	70,593	74,623	78,796	80,475	82,041	83,722	87,053
Mechanic's Helper	2080	42,660	44,983	47,276	57,914	62,031	66,089	67,851	69,390	72,749	76,335
Meter Worker 1	2080	59,494	62,629	65,905	69,936	71,503	72,846	75,030	77,435	77,942	78,390
Ominbus Operator	1820	34,435	36,274	38,160	47,003	50,674	53,875	54,986	55,697	56,749	57,827
Parking Attendant Part Time	P/T	10,55	10,83	11,14	11,48	11,75	12,08	12,39	12,74	13,00	13,20
Payroll Clerk	1820	41,598	43,787	46,091	54,450	56,839	59,223	60,416	62,014	65,264	67,734
Plumbing Inspector - HHS	1820	42,716	44,991	47,344	55,085	59,054	63,045	66,963	70,955	74,972	78,890
Plumbing Inspector - ICS	1820	40,070	42,104	44,331	51,998	55,697	59,959	64,025	68,013	72,207	76,197
Plumbing Subcode Official -HHS	1820	44,039	46,316	48,740	59,296	63,167	67,110	71,029	75,022	78,890	82,832
Principal Account Clerk	1820	47,780	50,294	52,937	62,503	64,891	67,271	67,870	68,466	69,060	69,922
Principal Payroll Clerk	1820	47,931	50,457	53,108	62,702	65,084	67,474	68,275	69,060	69,858	70,923
Public Safety Telecommunicator	1820	48,393	50,919	53,574	63,169	65,555	67,939	70,334	72,730	75,128	76,470
Public Safety Telecommunitrainee	1820	37,630	39,610	41,698	49,596	51,835	54,075	56,317	58,559	60,802	63,045
Pump Station Attendant	2080	56,934	59,959	63,149	65,805	69,000	70,904	73,450	76,978	77,229	78,153
Pumping Station Operator	2080	42,776	45,099	47,393	58,031	62,147	66,206	67,968	69,508	72,868	76,452
Pumping Station Repairer	2080	57,936	60,960	64,206	68,378	70,197	72,576	74,283	76,383	77,390	79,518
Records Support Tech 1	1820	39,719	41,809	44,010	52,363	54,755	57,137	58,330	59,931	60,814	66,455
Records Support Tech 2	1820	43,892	46,201	48,632	57,620	60,007	62,387	63,931	64,601	65,610	66,627
Records Support Tech 3	1820	48,566	51,125	53,811	63,498	65,883	68,274	69,550	70,849	72,135	73,426

Recreation Program Coordinator	1820	44,480	46,819	49,286	58,355	60,743	63,123	63,987	64,802	65,636	66,455
Road Repairer 1	2080	44,348	46,755	49,191	60,022	64,195	68,365	70,184	72,563	74,272	76,371
Sanitation Driver	2080	46,629	48,981	51,588	62,614	66,812	70,901	73,867	75,545	77,224	78,177
Sanitation Worker	2080	45,069	47,447	49,939	60,911	64,970	69,252	70,906	73,898	75,550	77,230
School Traffic Guard	P/T	6,511	6,852	7,212	8,326	8,460	8,589	8,722	8,854	8,989	9,117
School Traffic Guard - Addtl per Hr	P/T	10.71	10.80	11.12	12.15	12.46	12.69	12.99	13.21	13.50	13.75
Security Guard	1820	26,304	28,290	30,223	32,208	34,167	36,102	38,060	40,045	41,982	43,866
Senior Account Clerk	1820	43,192	45,469	47,859	56,741	59,126	61,511	62,702	63,900	65,084	66,455
Senior Account Clerk (Court)	1820	43,065	45,326	47,700	56,534	58,918	61,298	62,490	64,092	64,971	65,836
Senior Building Maintenance Wkr	2080	47,864	50,357	52,905	64,157	68,242	72,386	73,561	74,094	75,298	77,060
Senior Cashier	1820	42,983	45,246	47,630	56,479	58,861	61,244	62,438	63,764	64,851	65,919
Senior Employee Benefits Clerk	1820	42,880	45,138	47,514	56,346	58,730	61,110	62,302	63,495	64,689	65,648
Senior Library Assistant	1820	43,000	45,259	47,639	56,490	58,875	61,263	62,458	64,138	65,016	65,865
Senior Maintenance Repairer	2080	50,246	52,905	55,674	67,433	71,548	75,577	76,417	77,340	78,208	78,853
Senior Payroll Clerk	1820	44,752	47,113	49,587	55,166	57,434	59,701	61,970	64,242	66,506	68,774
Senior Recreation Aide	1820	19,842	20,886	21,986	26,095	27,210	28,329	29,455	30,574	31,701	32,814
Senior Water Trt Plant Repairer	2080	53,816	56,615	59,611	71,732	75,903	80,129	80,938	81,611	82,535	86,846
Sr Maintenance Repairer Electrician	2080	50,470	53,072	55,871	67,656	71,995	76,137	77,035	77,984	78,908	80,308
Sr Water Trt Plant Opr - Licensed	2184	65,686	68,832	72,298	77,620	81,998	86,231	87,143	88,053	88,905	89,787
Sewer Repairer 1	2080	49,053	51,657	54,400	65,905	69,907	74,191	74,750	75,674	76,515	78,390
Sewer Repairer 2	2080	52,401	55,059	57,746	69,280	73,255	77,594	78,153	79,075	79,917	80,953
Sewer Repairer1 /Water Repairer 1	2080	59,483	62,617	65,894	69,923	71,493	72,836	75,020	77,425	78,292	79,133
Supervising Library Asst	1820	46,987	49,462	52,063	61,512	63,900	66,281	67,474	68,667	69,858	71,211
Technical Asst-Const Off	1820	50,847	53,567	56,407	66,448	68,898	71,200	71,762	72,376	72,891	73,430
Truck Driver	2080	45,120	47,499	49,991	60,963	65,021	69,304	70,958	73,336	75,129	77,281
Truck Driver Heavy	2080	46,668	49,018	51,621	62,650	66,843	70,934	73,315	75,105	77,260	78,213
Violations Clerk	1820	39,719	41,809	44,010	52,363	54,755	57,137	58,330	59,931	60,814	66,518
Violations Clerk (Court)	1820	39,907	41,997	44,198	52,551	54,940	57,325	58,518	60,119	61,001	66,706
Water Repairer 1	2080	49,053	51,657	54,400	65,905	69,907	74,191	74,750	75,674	76,515	78,390
Water Repairer 2	2080	52,401	55,059	57,746	69,280	73,255	77,594	78,153	79,075	79,917	80,953
Water Treatment Plant Operator	2184	61,310	64,514	67,866	74,008	78,356	82,707	83,618	84,529	85,500	86,263
Water Treatment Plant Repairer	2080	51,521	54,180	57,037	68,989	73,075	77,218	77,891	78,784	79,654	80,492
Water Trt Plant Operator - Licensed	2184	61,983	65,187	68,657	74,827	79,060	83,439	84,350	85,262	86,144	87,143
Zoning Officer	1820	43,572	45,875	48,325	57,069	59,320	61,599	63,852	66,056	68,286	70,515

TITLE	Annual Hours	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
		A	B	1	2	3	4	5	6	7	8		
Account Clerk	1820	40,811	42,959	45,220	53,803	56,261	58,708	59,934	61,579	62,486	63,372		
Assignment Clerk	1820	39,192	41,252	43,424	51,766	54,219	56,669	57,075	57,482	57,897	58,613		
Assignment Clerk (Court)	1820	39,385	41,442	43,616	51,961	54,412	56,862	57,267	57,675	58,090	68,540		
Building Inspector - HHS	1820	43,891	46,228	48,646	56,600	60,678	64,779	68,804	72,906	77,034	81,059		
Building Inspector - ICS	1820	41,172	43,262	45,550	53,428	57,229	61,608	65,786	69,883	74,193	78,292		
Building Inspector - RCS	1820	39,032	41,095	43,110	52,723	56,422	61,554	62,664	66,842	71,423	75,626		
Building Maintenance Worker	2080	35,563	37,435	39,404	39,691	44,320	46,850	49,471	52,088	54,675	57,176		
Building Subcode Official - HHS	1820	45,250	47,590	50,080	60,927	64,904	68,956	72,982	77,085	81,059	85,110		
Cashier	1820	40,811	42,959	45,220	53,803	56,261	58,708	59,934	61,579	62,486	63,372		
Clerk 1	1820	40,811	42,959	45,220	53,803	56,261	58,708	59,934	61,579	62,486	63,372		
Clerk 2	1820	42,303	44,523	46,854	55,636	58,090	60,541	61,556	62,575	63,600	64,617		
Clerk 3	1820	51,504	54,211	57,065	59,998	62,928	65,855	68,790	71,723	74,653	76,713		
Clerk 4	1820	52,792	55,565	58,491	65,998	67,648	69,340	70,510	73,515	76,519	78,631		
Code Enforce Officer Trainee	1820	44,770	47,137	49,654	58,638	60,951	63,293	65,608	67,873	70,164	72,454		
Code Enforcement Officer - Zoning Officer	1820	44,770	47,137	49,654	58,638	60,951	63,293	65,608	67,873	70,164	72,454		
Community Library Assistant P/T	1820	14,75	15,52	16,40	19,40	20,11	20,85	21,59	22,36	23,10	23,88		
Computer Operator	1820	47,626	50,134	52,773	62,381	64,834	67,279	68,104	68,924	70,242	72,293		
Custodial Worker	1820	40,811	42,959	45,220	53,803	56,261	58,708	59,934	61,579	62,486	63,372		
Data Entry Operator 1	1820	44,380	46,719	49,175	58,301	60,752	63,203	64,426	65,657	66,874	68,283		
Data Entry Operator 2	1820	49,094	51,677	54,393	64,222	66,676	69,121	69,736	70,349	70,959	71,845		
Electrical Inspector - HHS	1820	43,891	46,228	48,646	56,600	60,678	64,779	68,804	72,906	77,034	81,059		
Electrical Inspector - ICS	1820	41,172	43,262	45,550	53,428	57,229	61,608	65,786	69,883	74,193	78,292		
Electrical Subcode Official - HHS	1820	45,250	47,590	50,080	60,927	64,904	68,956	72,982	77,085	81,059	85,110		
Electrician	2080	44,404	46,618	49,061	59,848	64,047	68,447	71,239	74,803	78,485	79,808		
Employee Benefit Clerk	1820	42,433	44,671	47,020	55,850	58,303	60,749	61,975	63,410	64,477	65,412		
Employee Benefit Specialist	1820	42,959	45,614	48,498	55,850	58,302	60,749	61,975	63,410	64,476	65,413		
Equipment Operator	2080	48,673	51,260	53,964	65,468	67,886	74,013	76,486	78,326	80,482	81,460		
Field Reprsnv Senior Cit	1820	52,792	55,565	58,491	65,998	67,648	69,340	70,510	73,515	76,519	78,631		
Fire Prevention Specialist	1820	44,245	46,573	49,026	58,126	60,576	63,023	63,733	64,426	65,127	65,833		
Fire Subcode Official - HHS	1820	45,250	47,590	50,080	60,927	64,904	68,956	72,982	77,085	81,059	85,110		
Heavy Equipment Operator	2080	49,318	51,934	54,829	66,573	68,990	75,116	77,591	79,430	81,643	83,315		
Housing Inspector	1820	44,770	47,137	49,654	58,638	60,951	63,293	65,608	67,873	70,164	72,454		

Keyboarding Clerk 1	1820	44,807	46,719	49,175	58,301	60,752	63,203	64,426	65,657	66,874	68,283
Keyboarding Clerk 2	1820	44,466	46,803	49,262	58,388	60,837	63,287	64,512	65,740	66,960	68,444
Keyboarding Clerk 3	1820	48,627	51,190	53,884	63,643	66,091	68,539	69,107	69,675	70,234	70,806
Laborer 1	2080	43,952	46,339	48,696	59,627	63,856	68,027	69,837	71,419	74,872	78,554
Laborer 2	2080	47,028	49,581	52,103	63,802	68,326	72,788	74,725	76,416	80,111	84,052
Librarian 1	1820	51,215	53,908	56,746	67,002	69,565	72,123	72,763	73,404	74,052	74,683
Librarian 2	1820	58,200	61,262	64,487	75,799	78,359	80,919	81,405	81,894	82,379	83,344
Library Assistant	1820	43,736	46,035	48,456	57,482	59,934	62,383	63,610	65,342	66,247	67,120
Library Assistant - P/T < 20 hrs)	P/T	24.05	25.29	26.62	31.59	32.93	34.27	34.97	35.90	36.39	36.88
Library Associate	1820	46,680	48,608	50,681	57,647	60,759	63,723	64,316	65,205	66,170	67,133
Maintenance Repairer	2080	44,713	46,926	49,371	60,156	64,354	69,003	71,547	75,111	78,795	79,685
Maintenance Worker 1, Grounds	2080	44,439	46,652	49,097	59,883	64,081	68,729	71,270	74,838	78,519	79,410
Maintenance Worker 2, Grounds	2080	47,028	49,581	52,103	63,802	68,326	72,788	74,725	76,416	80,111	84,052
Mechanic	2080	54,329	57,120	60,112	72,534	76,675	80,963	82,688	84,297	86,024	89,447
Mechanic's Helper	2080	43,833	46,220	48,576	59,507	63,737	67,906	69,717	71,298	74,750	78,434
Meter Worker 1	2080	61,130	64,351	67,717	71,859	73,469	74,849	77,093	79,564	80,085	80,546
Ominbus Operator	1820	35,382	37,272	39,209	48,296	52,068	55,357	56,498	57,229	58,310	59,417
Parking Attendant Part Time	P/T	10.84	11.13	11.45	11.80	12.07	12.41	12.73	13.09	13.36	13.56
Payroll Clerk	1820	42,742	44,991	47,359	55,947	58,402	60,852	62,077	63,719	67,059	69,597
Plumbing Inspector - HHS	1820	43,891	46,228	48,646	56,600	60,678	64,779	68,804	72,906	77,034	81,059
Plumbing Inspector - ICS	1820	41,172	43,262	45,550	53,428	57,229	61,608	65,786	69,883	74,193	78,292
Plumbing Subcode Official -HHS	1820	45,250	47,590	50,080	60,927	64,904	68,956	72,982	77,085	81,059	85,110
Principal Account Clerk	1820	49,094	51,677	54,393	64,222	66,676	69,121	69,736	70,349	70,959	71,845
Principal Payroll Clerk	1820	49,249	51,845	54,568	64,426	66,874	69,330	70,153	70,959	71,779	72,873
Public Safety Telecommunicator	1820	49,724	52,319	55,047	64,906	67,358	69,807	72,268	74,730	77,194	78,573
Public Safety TelecommunTrainee	1820	38,665	40,699	42,845	50,960	53,260	55,562	57,866	60,169	62,474	64,779
Pump Station Attendant	2080	58,500	61,608	64,886	67,615	70,898	72,854	75,470	79,095	79,353	80,302
Pumping Station Operator	2080	43,952	46,339	48,696	59,627	63,856	68,027	69,837	71,419	74,872	78,554
Pumping Station Repairer	2080	59,529	62,636	65,972	70,258	72,127	74,572	76,326	78,484	79,518	81,705
Records Support Tech 1	1820	40,811	42,959	45,220	53,803	56,261	58,708	59,934	61,579	62,486	68,283
Records Support Tech 2	1820	45,099	47,472	49,969	59,205	61,657	64,103	65,689	66,378	67,414	68,459
Records Support Tech 3	1820	49,902	52,531	55,291	65,244	67,695	70,152	71,463	72,797	74,119	75,445
Recreation Program Coordinator	1820	45,703	48,107	50,641	59,960	62,413	64,859	65,747	66,584	67,441	68,283
Road Repairer 1	2080	45,568	48,041	50,544	61,673	65,960	70,245	72,114	74,558	76,314	78,471

Sanitation Driver	2080	47,911	50,328	53,007	64,336	68,649	72,851	75,898	77,622	79,348	80,327
Sanitation Worker	2080	46,308	48,752	51,312	62,586	66,757	71,156	72,856	75,930	77,628	79,354
School Traffic Guard	P/T	6,690	7,040	7,410	8,555	8,693	8,825	8,962	9,097	9,236	9,368
School Traffic Guard - Addtl per Hr	P/T	11.00	11.10	11.43	12.48	12.80	13.04	13.35	13.57	13.87	14.13
Security Guard	1820	27,027	29,068	31,054	33,094	35,107	37,095	39,107	41,146	43,137	45,072
Senior Account Clerk	1820	44,380	46,719	49,175	58,301	60,752	63,203	64,426	65,657	66,874	68,283
Senior Account Clerk (Court)	1820	44,249	46,572	49,012	58,089	60,538	62,984	64,208	65,855	66,758	67,646
Senior Building Maintenance Wkr	2080	49,180	51,742	54,360	65,921	70,119	74,377	75,584	76,132	77,369	79,179
Senior Cashier	1820	44,165	46,490	48,940	58,032	60,480	62,928	64,155	65,518	66,634	67,732
Senior Employee Benefits Clerk	1820	44,059	46,379	48,821	57,896	60,345	62,791	64,015	65,241	66,468	67,453
Senior Library Assistant	1820	44,183	46,504	48,949	58,043	60,494	62,948	64,176	65,902	66,804	67,676
Senior Maintenance Repairer	2080	51,628	54,360	57,205	69,287	73,516	77,655	78,518	79,467	80,359	81,021
Senior Payroll Clerk	1820	45,983	48,409	50,951	56,683	59,013	61,343	63,674	66,009	68,335	70,665
Senior Recreation Aide	1820	20,388	21,460	22,591	26,813	27,958	29,108	30,265	31,415	32,573	33,716
Senior Water Trt Plant Repairer	2080	55,296	58,172	61,250	73,705	77,990	82,333	83,164	83,855	84,805	89,234
Sr Maintenance Repairer Electrician	2080	51,858	54,531	57,407	69,517	73,975	78,231	79,153	80,129	81,078	82,516
Sr Water Trt Plant Opr - Licensed	2184	67,492	70,725	74,286	79,755	84,253	88,602	89,539	90,474	91,350	92,256
Sewer Repairer 1	2080	50,402	53,078	55,896	67,717	71,829	76,231	76,806	77,755	78,619	80,546
Sewer Repairer 2	2080	53,842	56,573	59,334	71,185	75,270	79,728	80,302	81,250	82,115	83,179
Sewer Repairer1/Water Repairer 1	2080	61,119	64,339	67,706	71,846	73,459	74,839	77,083	79,554	80,445	81,309
Supervising Library Asst	1820	48,279	50,822	53,495	63,204	65,657	68,104	69,330	70,555	71,779	73,169
Technical Asst-Const Off	1820	52,245	55,040	57,958	68,275	70,793	73,158	73,735	74,366	74,896	75,449
Truck Driver	2080	46,361	48,805	51,366	62,639	66,809	71,210	72,909	75,353	77,195	79,406
Truck Driver Heavy	2080	47,951	50,366	53,041	64,373	68,681	72,885	75,331	77,170	79,385	80,364
Violations Clerk	1820	40,811	42,959	45,220	53,803	56,261	58,708	59,934	61,579	62,486	68,347
Violations Clerk (Court)	1820	41,004	43,152	45,413	53,996	56,451	58,901	60,127	61,772	62,679	68,540
Water Repairer 1	2080	50,402	53,078	55,896	67,717	71,829	76,231	76,806	77,755	78,619	80,546
Water Repairer 2	2080	53,842	56,573	59,334	71,185	75,270	79,728	80,302	81,250	82,115	83,179
Water Treatment Plant Operator	2184	62,996	66,288	69,732	76,043	80,511	84,981	85,917	86,854	87,851	88,635
Water Treatment Plant Repairer	2080	52,938	55,670	58,606	70,886	75,085	79,341	80,033	80,951	81,844	82,706
Water Trt Plant Operator - Licensed	2184	63,688	66,980	70,545	76,885	81,234	85,734	86,670	87,607	88,513	89,539
Zoning Officer	1820	44,770	47,137	49,654	58,638	60,951	63,293	65,608	67,873	70,164	72,454

