

1986 - 1988 AGREEMENT

Between

Board of Chosen Freeholders of the
County of Burlington,
Burlington County Library Commission
and
Burlington County
Mosquito Extermination Commission



and

Communication Workers of America



LCCAL

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EFFECTIVE DATE OF AGREEMENT

January 1, 1986 - December 31, 1988

ARTICLE I
RECOGNITION

The Employer recognizes the Communications Workers of America, AFL-CIO as the sole and exclusive bargaining agent for all full-time and all permanent part-time employees of the County of Burlington for the purposes of negotiating the terms and conditions of their employment. Representation of permanent part-time employees is limited to articles of this agreement where permanent part-time employees are specifically mentioned. Managerial Executives and Confidential Employees, within the meaning of N.J.S.A.34:13A-3 et.seq! are excluded from this Agreement.

Titles represented by the Union shall include those listed on Exhibit A.

ARTICLE II
GENERAL RULES OF COMPENSATION

A. Rates of Compensation set forth in this Agreement, in an addendum or supplement, shall apply only to full-time employees unless otherwise explicitly stated.

Part-time employees shall work no more than 24 hours per week. The hourly rate shall be computed as follows: the annual salary for the occupied position shall be divided by the number of working days per year, the product of which shall be divided by eight (8).

B. "Salary" shall refer to and mean an employee's base pay, exclusive of bonuses, and other financial benefits.

C. Copies of all resolutions creating and/or abolishing job positions or titles which are covered under the terms of this agreement shall be sent to the Union following adoption by the Employer.

D. Whenever an employee is promoted from one class or title to a class or title with a higher salary range, his/her salary shall be adjusted to the step on the new range which is no less than one step on his present range should such promotion occur after September 1, 1986.

If an employee is promoted from one class or title to a class or title with a higher salary range prior to the above date his/her base salary shall be adjusted by \$300.00 or to the new minimum for that class or title, whichever is higher.

E. An employee who performs work in a higher paid title which is clearly outside of his/her Civil Service job description for more than five (5) consecutive days or after ten (10) days in a calendar year shall be entitled to the adjustment in pay provided for in paragraph D of this Article. In no event shall the procedure of upgrading an employee's classification be used in lieu of promotion of duly qualified employees when available. In the event an employee shall work more than five (5) consecutive days, payment shall be retroactive to the first day worked in the higher paid title. In the event of more than ten (10) non-consecutive days, higher title pay shall begin on the 11th day.

ARTICLE III
SALARIES

A. Minimum Salaries

1. Effective 1-1-86 the minimum salary in Burlington County shall be \$7,500.

B. Salary Adjustments/1986

1. Effective January 1, 1986 every title shall be placed in a salary range in Exhibit B-86.

2. Employees who are on the payroll effective September 30, 1985 and who have maintained continuous full time employment through January 1, 1986 shall receive a salary increase effective January 1, 1986 of no less than 7%.

3. All employees in titles whose January 1, 1986 minimum is less than \$12,000 and who were employed prior to October 1, 1985 shall be brought to the new minimum if they were below that minimum and shall then receive the 7% salary increase.

4. All employees in a title whose January 1, 1986 minimum is \$12,000 or more and who were employed prior to October 1, 1985 shall be given the 7% raise or adjusted to the new minimum, whichever is greater.

5. Effective September 1, 1986

a. All permanent full time employees with five years of continuous service from the date of permanent appointment shall receive an adjustment to his/her base salary based upon the percentage for years of service as shown below. Such adjustment shall be limited to a maximum base salary of \$20,000.

Full time Continuous Service	% added to Base Salary 9-1-86
5 years	2.5
10 years	3.5
15 years	4.5
20 years	5.5
25 years or more	6.5

b. All permanent full-time employees with continuous service from the date of permanent appointment shall receive an adjustment to his/her base salary based upon the percentage for years of service as shown below. Such adjustment shall be limited to a maximum base salary of \$20,000.

Full time Continuous Service	% added to Base Salary 9-1-86
4 years (1981)	2%
3 years (1982)	1.5%
2 years (1983)	1%

c. Burlington County Compensation Plan

On September 1, 1986 - All employees shall be placed on the Burlington County Compensation Plan at the Range for the title and on a step equal to the employee salary or the next highest step if necessary. The Burlington County Compensation Plan is attached as Exhibit B-86.

C. Salary Adjustments/1987

1. Effective January 1, 1987 the 1987 Compensation Plan shall go into effect. This is attached as Exhibit B-87. All employees shall receive no less than a 6% salary increase as a result of moving from the 1986 to the 1987 Compensation Plan. To be eligible for said wage increase, the employee shall have been on the payroll on September 30, 1986 and shall have maintained continuous, full-time employment through January 1, 1987.

2. Employees in titles whose 1987 minimum is less than \$10,600 shall receive a 6% salary increase. If this results in their salary being between two steps, their salary shall be adjusted to the higher step.

3. All other employees shall be placed on the same step on Exhibit B-87 as they were on in Exhibit B-86.

4. On July 1, 1987, all employees who have at least eleven months of continuous full-time employment by June 15, 1987 shall be eligible for a salary adjustment based upon the established Performance Evaluation System and the Burlington County Compensation Plan.

D. Salary Adjustments/1988

1. Effective January 1, 1988 all steps in the 1987 Compensation Plan shall be increased by 6% thus creating the 1988 Compensation Plan. To be eligible, for said wage increase, the employee shall have been on the payroll on September 30, 1987 and shall have maintained continuous, full-time employment through January 1, 1988.

2. Employees shall be placed on the same step on Exhibit B-88 as they were on in Exhibit B-87.

3. On January 1, 1988, all employees who have at least

eleven months of continuous full-time employment by June 15, 1986 shall be eligible for a salary adjustment based upon the established Performance/Evaluation System and the Burlington County Compensation Plan.

E. Burlington County Performance/Evaluation System

Employees who meet the eligibility requirements of Paragraph C, Section 4 and Paragraph D, Section 3 shall be evaluated and adjustments made in the employees base salary based upon the Performance/Evaluation System which is attached as Exhibit C.

F. Permanent Part-Time Salary Adjustments

1. All permanent part-time employees who are on the payroll as of September 30, 1985 and who shall have maintained continuous permanent part-time employment through January 1, 1986 shall receive a salary increase of 5%.

2. All permanent part-time employees who are on the payroll as of September 30, 1986 and who shall have maintained continuous permanent part-time employment through January 1, 1987 shall receive a salary increase of 5%.

3. All permanent part-time employees who are on the payroll as of September 30, 1987 and who shall have maintained continuous permanent part-time employment through January 1, 1988 shall receive a salary increase of 5%.

ARTICLE IV
ADDITIONAL COMPENSATION

A. Shift Differential

Shift differential compensation shall be paid only to employees of Buttonwood Hall/Evergreen Park. Shift differential shall be calculated on the basis of fifteen (15c) cents per hour for every hour worked between 3 PM and 11 PM and fifteen (15c) cents per hour for every hour worked between 11 PM and 7 AM. Payment for the shift differential shall be included in the regular bi-weekly paycheck.

B. Maintenance Schedule

Employees of Buttonwood Hall/Evergreen Park shall be assessed a charge for meals and lodging when elected by the employee. Any employee electing maintenance shall do so prior to the beginning of the quarter in which maintenance is to be received. Once maintenance is elected, it shall continue for a period of at least 90 days, in accordance with the following schedule:

Nature of Maintenance	Symbol	Annual Rate Chargeable to Employee 1986-1988
1 meal per day for individual in institution dining room	1-M	\$330
2 meals per day for individual		

in institution dining room	2-M	\$500
3 meals per day for individual in institution dining room	3-M	\$660
3 meals per day, room, common bath, heat, light, laundry (1 or 2 persons to a room hereinafter designated as full maintenance)	LMA	\$1500
3 meals per day, 2 rooms private bath and full maintenance	LMB	\$1800

C. Uniforms

Employees who are required by the County to wear special clothing and/or uniforms which are not supplied by the County shall receive upon agreement of the management/union committee an annual clothing maintenance allowance of one hundred (\$100) dollars which shall be paid no later than December 1st of each calendar year. The criteria for such payment to those eligible employees shall be determined by the above committee.

Employees who are required to wear special clothing and/or uniforms as determined by the committee shall be subject to disciplinary action for non-compliance.

D. Certification

Any full-time employee who was employed prior to 12/31/85 and is required to be certified or licensed in their present position shall be granted time off in order to take the necessary test if such test is scheduled during the normal work day.

E. Tuition Reimbursement

Employees will be eligible for tuition reimbursement for courses which are job related provided prior approval is received from the Board of Freeholders after a written request to and recommendation by the Department Head to the Board.

If prior approval is granted, the employee must submit evidence that he/she has attained a grade equivalent to a "C" or better. In addition, the employee must agree to remain in County service for a period of six (6) months following completion of each three (3) credits reimbursed. Such period of County service is to be cumulative. If such employee does not remain in the County service for the appropriate length of time, the total amount of tuition paid will be reimbursed to the County by the employee or deducted from the employees final pay. The amount of reimbursement shall be limited to the equivalent cost of three (3) undergraduate credit hours at Rutgers, the State University per semester.

ARTICLE V
WORK SCHEDULE

"Working day" is defined as Monday through Friday,
excluding holidays

A. All clerical employees shall work thirty five (35) hours per week. All other employees shall work forty (40) hours per week. Those titles which are considered to be clerical in nature are listed in Exhibit D. (attached).

B. Notwithstanding the work schedules listed below, provisions may be made for flexible schedules for employees in various departments of the County, subject to the approval of the Department Head and affected employees.

C. County offices and facilities shall be open to the public between the hours of 8:00 AM and 5:00 PM and employees shall be scheduled as follows:

1. Clerical Employees: 8:30 AM to 4:30 PM or 9:00 AM to 5:00 PM in accordance with departmental policy.
2. Nonshift Forty (40) Hour Employees: 8:00 AM to 5:00 PM with one-hour lunch or 8:00 AM to 4:30 PM with a one-half hour lunch in accordance with departmental policy.
3. Buttonwood Hall/Evergreen Park: 7:00 AM to 3:30 PM; 3:00 PM to 11:30 PM; 11:00 PM to 7:30 AM
4. Emergency Management Service: 7:00 AM to 7:00 PM; or 7:00 PM to 7:00 AM on a permanent schedule (one half hour for meal break in accordance with departmental policy)
5. Other 24 Hour County Facilities: 8:00 AM to 4:00 PM; 4:00 PM to 12:00 midnight; 12:00 midnight to 8:00 AM
6. Buildings and Grounds Employees: (one half hour lunch)
to 4:30 PM
Midnight
 - a) Stationery Fireman: 7:00 AM to 3:30 PM
 - b) Maintenance Repairers and Day Crews: 8:00 AM
 - c) Janitorial Night Crew: 4:00 PM to 12:00
7. Library Employees:
 - a) Hours of Work
 1. Professionally certified librarians - forty (40) hours per week as follows:

Thirty five (35) hours per week to be scheduled for work on the Commission's premises. The additional (5) five hours per week shall be devoted to, but not limited to, duties such as professional reading, selection of materials, program planning, professional conferences and continuing education, which duties need not be furnished while present on the Commission's premises.

2. All other full-time employees thirty-five (35) hours per week.

b) The Burlington County Library Commission's headquarters shall be open to the public as follows:

1. October through May: Monday through Thursday 9:00 AM to 9:00 PM; Friday and Saturday 9:00 AM to 5:00 PM; Sunday 1:00 PM to 5:00 PM.

2. June through September: Monday through Thursday 9:00 AM to 9:00 PM; Friday 9:00 AM to 5:00 PM; Saturday 9:00 AM to 1:00 PM.

c) The hours of branch libraries shall be as determined from time to time by the Commission.

d) Employees who work the scheduled Sunday hours shall be credited with a full work day. Employees hired prior to January 1, 1982 shall not be required to work Sundays. Where there is a need for some workers to work Sundays, employees within a given classification will be given preference of schedule in accordance with their seniority.

D. Adjustments in work schedules set forth in paragraph C above other than those authorized by paragraph B may be made by the employer only with the prior consent of the affected employee. Weekly work hours shall not be increased or decreased without the prior consent of the Employee Representative, except in cases of emergency.

E. Where the nature of the work involved requires continuous operations on a twenty-four (24) hour per day, seven (7) days per week basis, employees so assigned shall have their schedules arranged on a rotational basis which will insure that they have an equal number of Saturdays and Sundays off, distributed evenly throughout the year.

F. Where there is more than one (1) work shift per day, employees within a given classification will be given preference of shifts in accordance with their seniority, except in cases of emergency.

G. During the course of the year, sick, vacation, and personal days for Communication Workers and Senior Communication Workers will be deducted at the rate of 1 1/2 days for each 12 hour shift scheduled off. This equates to 8 sick or vacation days (12 hour days) where an employee is entitled to 12 normal sick or vacation days. They will be entitled to ten 12 hour days where they are authorized 15 sick or 15 vacation days. Each individual, when so authorized, will get two PL (12 hour days) where 3 normal

personal days are authorized. To compensate for the extra 1/2 hour worked each pay period, one extra day off will be given to those employees working the entire year or proportionately thereof for those who do not work the entire year.

H. The following paid holidays will be observed:

1. January 1, known as New Year's Day.
2. Third Monday in January known as Martin Luther King's Birthday.
3. February 12, known as Lincoln's Birthday.
4. Third Monday in February, known as Washington's Birthday.
5. Good Friday.
6. Last Monday in May, known as Memorial Day.
7. July 4, known as Independence Day.
8. First Monday in September, known as Labor Day.
9. Second Monday in October, known as Columbus Day.
10. General Election Day.
11. November 11, known as Veterans Day.
12. Fourth Thursday in November, known as Thanksgiving Day.
13. Friday after Thanksgiving Day.
14. December 25, known as Christmas Day.
15. December 26, 1986.

I. Holidays which fall on Saturday shall be observed on the prior Friday, and those which fall on Sunday shall be observed on the following Monday.

J. Holidays - Emergency Management Service

1. Holidays at the Communications Center will be scheduled off on a timely basis as near as possible to the actual holiday but not so as to jeopardize the minimum manning in the Communications Center. Holidays will be compensated on the basis of each holiday being worth 8 hours off, i.e., 14 holidays equates to 112 hours, 15 holidays equates to 120 hours. 112 hours equates to 9 3/4 days off, 120 hours equates to 11 days off.

2. To round out days to everyone's satisfaction in those years where 14 holidays fall, each Operator will be scheduled 10 extra days off. In those years where 15 holidays occur, 11 extra days off will be scheduled.

K. For other facilities which operate more than five (5) days per week, holidays need not be given to employees on the specific day on which the holiday falls. One compensatory day off will be scheduled for an employee either thirty (30) days prior to or thirty (30) days after the particular holiday worked. The compensatory time must be taken within that time period and shall not accumulate beyond the time period unless there is approval from the Department Head. There shall be no accumulation of holidays from year to year. If the compensatory day off cannot be scheduled within the thirty 30 day period after the holiday, the employee may request payment at the straight time rate.

ARTICLE VI
OVERTIME

A. General Rules

1. Overtime refers to any time worked beyond the normal work week and is to be earned only when an employee is ordered to work by a Department Head. Such orders shall be given only when unusual circumstances arise. If an employee works overtime, he shall be entitled to compensatory time off or pay equal to 1-1/2 times the number of overtime hours worked so long as it is consistent with the Fair Labor Standards Act.

2. Supervisory personnel shall be eligible for overtime only in emergency situations at the request of the department head and not for routine or other administrative functions.

3. No overtime shall be authorized or approved unless the individual making the application has in fact worked his/her designated position beyond their normal work week of either thirty five (35) or forty (40) hours. Sick Leave shall not be considered "time worked." Personal leave, Holiday and Vacation time shall be considered "time worked" if properly scheduled and approved.

4. Compensatory time off must be taken within the thirty (30) day period immediately following the overtime worked unless priority of work necessitates an extension of time or the calendar year ends within the thirty (30) day period. Compensatory time shall not accumulate from year to year, but previously earned compensatory time shall not be altered or affected by the terms of this Agreement.

5. If an employee elects to be compensated with overtime pay in lieu of compensatory time off, he shall immediately notify the department head, following the period in which overtime hours are worked. All such requests for pay shall not be unreasonably denied.

6. If compensatory time cannot be scheduled within a thirty (30) day period from the date the overtime was worked, the employee shall be compensated with overtime pay.

7. Where the nature of the work requires the availability of personnel at times other than standard working hours, a call roster shall be established by the employer (department head). Such roster will be prepared based on seniority within the appropriate section of each department. The roster shall be available at all times for review by the employee union or local representative. In the event that an employee shall decline to work overtime when afforded the opportunity, such employee's name shall be placed at the end of the seniority roster for purposes of future overtime. Said employee shall have only one right of refusal. When an employee is called for a job assignment only the

time actually worked on the assignment need be counted as hours worked.

B. Holiday Pay

1. Employees at seven (7) days per week - eight (8) hours per day facilities scheduled to work a Holiday, shall be scheduled another day off in its place unless said Holiday is Thanksgiving or Christmas Day, in which case the employee shall receive 1/2 day compensatory time in addition to another scheduled day off.

2. If an employee is not scheduled to work on a holiday, but is required to do so, such employee shall be compensated at the rate of 1-1/2 times the employee's rate, in addition to which such employee shall receive straight time for the holiday.

C. Call-In

1. Any employee called in to work shall receive a minimum of two (2) hours pay at straight time or 1-1/2 times pay for actual time worked, whichever is greater.

D. Standby/Beeper

1. If employees are designated to be on standby status, they will be required to leave a telephone number where they can be reached at all times during the period of standby. In consideration of standby status, employees shall be compensated with two (2) hours straight time pay or time off for every eight (8) hours of standby status. Volunteers for standby shall be solicited. Employees shall be eligible for standby status on a rotational basis in the order of seniority. In the event of insufficient volunteers, standby shall be mandated on the basis of inverse seniority.

2. In the event an employee other than a supervisor is required to carry a beeper, compensation at the rate of one (1) hour pay or time off shall be granted for every eight (8) hours on beeper call. Supervisors may be required to carry a beeper without any compensation.

E. Emergency/Snow Removal

1. Employees who are required to work by reason of an emergency as declared by the Director of the Board of Chosen Freeholders or as required for snow removal shall be paid at the rate of 1-1/2 times for all hours worked beyond forty (40) for the normal work week. During such period no employee shall work more than sixteen (16) consecutive hours. When such employee has worked sixteen (16) consecutive hours, he shall be given eight (8) hours off. If any of those eight (8) hours fall within the employee's normal work schedule, he shall be paid for such time off up to a maximum of four (4) hours pay. The employee may use accumulated compensatory time to supplement time off with pay up to a total of 8 hours. During such emergencies no employee shall refuse to work overtime unless he has been granted a pre-approved vacation, sick or personal day. All employees failing to work

during this emergency by reason of sickness shall be required to produce a doctor's certificate. Employee affidavits may be accepted at the supervisors discretion.

2. Employees who fulfill the requirements of paragraph 1 above and have worked two (2) hours beyond the normal work day shall receive the following cash allowance for meals provided the employee signs a form of receipt for such payment.

Dinner	\$7.00
Breakfast	\$4.00
Lunch	\$4.00
Midnight snack	\$2.00

3. Upon submission of a doctors note stating working long periods of time would aggravate an existing condition, employees with ongoing physical limitations shall be exempted from emergency overtime requirements.

F. Failure to respond

Any employee who refuses to work overtime (1) beyond the first right of refusal, (2) during a declared emergency or (3) during snow removal procedures shall be disciplined for Neglect of Duty with such refusal noted in the employee's personnel file.

ARTICLE VII
SENIORITY/JOB POSTING

A. Seniority is defined as an employee's total length of service with the Employer, commencing with his permanent date of appointment.

B. In the event of a dispute concerning the seniority of two or more employees hired on the same date, preference shall be given in alphabetical order of the employee's last name. If permanent employee status is not affected, seniority shall be computed from the hiring date.

C. The employer shall maintain an accurate, up-to-date seniority roster with each employee's date of permanent employment, classification and pay rate. Such records shall be available to the Representative upon request.

D. Where openings in non-entry level positions occur, the openings will be posted on the bulletin board, together with the basic job duties, shifts and wage rates of such jobs.

Notices shall remain posted for six (6) working days before filling the jobs, during which time any employee or his/her shop steward desiring such job may present his/her bid in writing.

If, in management's sole discretion, a job needs to be filled and the six (6) day posting requirement inhibits timely filling of the position, the posting requirement shall be waived. The employee representative will be notified of this decision.

ARTICLE VIII
BENEFITS

A. Family Hospital, Surgical and Major Medical or Health Maintenance Organization (HMO) Benefits shall be available for temporary and permanent full-time employees after the first of the month following ninety (90) days of service. The Employer shall pay up to the same amount toward HMO coverage that it contributes toward basic coverage. Any additional cost for HMO coverage shall be the sole responsibility of the employee.

1. It is understood that, because of restricted open enrollment periods, some new employees may not be eligible to participate in HMO until the next open enrollment period. New employees will be so advised at the time of hire.

B. The County may extend to a maximum of thirty (30) days the health insurance coverage of eligible employees and their covered dependents upon exhaustion of such employee's accumulated sick leave and who are granted approved sick leave without pay, with the County paying the cost in accordance with Paragraph A above. At its discretion, the Board of Freeholders may extend this coverage beyond the initial thirty (30) day period.

C. At the beginning of each enrollment period, permanent employees shall have the option to enroll in a contributory life insurance plan under which the Employer shall provide a \$5,000 life policy, premiums for the first \$1,000 of which shall be paid by the Employer. Premiums for the remaining \$4,000 coverage shall be paid by the employee through the payroll deduction plan.

D. During the term of this Agreement, there shall be no change in the Group Hospital Medical Plan or any type of insurance presently maintained and paid for by the Employer on behalf of the employees as shown above. However, this shall not prevent the Employer from substituting new and equivalent or more beneficial plans for the ones now in effect.

E. The Employer shall pay the full premium cost of a family program of dental care.

F. Prescription/Vision Care

1. Effective January 1, 1988 full-time employees who are on the payroll effective September 30, 1987 shall be eligible for prescription/vision care reimbursement not to exceed \$100.00.

2. The County shall reimburse each eligible employee up to \$100.00 for prescription/vision care for him/herself and/or family members. Such payment for expenses incurred in the year 1988 shall be for items or services not covered by any other employee benefit program and shall not be duplicative.

3. Reimbursement shall be made to the employee once documentation has been verified by receipt on approved forms. Such documentation shall be submitted no later than November 15, 1988 to the Burlington County Treasurer's Office.

4. Payment shall be made to the employee within a reasonable period prior to December 31, 1988.

G. Disability Plan

Effective 1/1/86 all employees in the bargaining unit will be covered by the New Jersey State Temporary Disability Plan. A copy of the plan is to be provided to each employee. It is understood that this Plan or a plan with equivalent benefits requires the employee to make a contribution of at least 50% of the cost.

H. Mileage

Employees shall be paid twenty-one (21c) cents per mile for privately owned vehicles used during the course of employment.

I. Annual Vacation

Permanent employees in the county service shall be entitled to the following annual vacation with pay subject to scheduling approval by the department head.

1. New employees shall receive one (1) working day for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month. Employees who begin work on the 9th through the 23rd day of the month shall receive one-half (1/2) working day for the month. Employees who begin work after the 23rd day of the month shall not receive any paid vacation for that month. All such time shall be credited on the first day of the following month.

2. After the initial month of employment and up to the end of the first calendar year, employees shall receive one (1) working day credited the first day of the next month for each month of service. Thereafter, employees shall receive paid vacation days as follows:

1 year and up to 5 years	12 days
after 5 and up to 12 years	15 days
after 12 and up to 20 years	20 days
after 20 years and over	25 days

3. Additional days based upon years of permanent service are credited on January 1 in the calendar year of the employee's anniversary.

When in any calendar year the vacation, or part thereof is not granted by reason of necessity of work, that part of the vacation period not granted shall accumulate to the next succeeding calendar year only.

4. All vacation leave is to be taken only as credited. Although each employee is credited with his/her vacation time at the beginning of the calendar year, vacation time is earned on a pro rated basis. The amount of time earned shall be pro rated to calculate time owed to the county should an employee leave the county service for any reason. Deductions will be made from an employee's final pay if more vacation has been taken than has been earned.

5. Any employee who is laid off, due to a reduction in force, discharge, retired or separated from the service of the employer for any reason prior to taking his vacation, shall be compensated in money for any earned unused vacation time.

6. Provisional, full-time employees shall be entitled to one (1) working day's vacation for each month served during such provisional, full-time employment.

7. Permanent part-time employees on daily or hourly basis shall be eligible for vacations in accordance with Civil Service Rules and Regulations.

J. Sick Leave With Pay

Permanent employees in the county service shall be entitled to sick leave with pay in accordance with the following schedule:

1. New employees shall receive one (1) working day for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month. Employees who begin work on the 9th through the 23rd day of the month shall receive one half (1/2) working day for that month. Employees who begin work after the 23rd day of the month shall not receive any paid sick leave for that month. All such time shall be credited on the first day of the following month.

2. After the initial month of employment and up to the end of the first calendar year, employees shall receive (one) 1 working day credited the first day of the next month for each month of service. Thereafter, employees shall receive fifteen (15) sick days for each year of service.

3. Sick leave may be taken as credited. Although each employee is credited with fifteen (15) sick days after the first calendar year, sick time is earned at 1 1/4 days per month for purposes of computing time owed to the county in the event an employee should leave prior to the completion of that calendar year and, having used all credited sick time.

4. Provisional, full-time employees in the county service shall be entitled to one (1) working day's sick leave with pay for each month served during such provisional full-time employment.

5. Permanent part-time employees shall be eligible for sick leave of absence with pay in accordance with Civil Service Rules and Regulations.

6. An employee who exhausts all accumulated paid sick days in any one (1) year shall not be credited with additional paid sick leave days until the beginning of the next calendar year.

7. Paid sick days shall not accrue during a leave of absence without pay.

8. Sick leave is defined to mean absence of an employee from duty because of personal illness by reason of which the employee is unable to perform the usual duties of his position, or exposure to contagious disease. Sick leave may also be requested for the following reasons:

a. Up to ten (10) working days of emergency attendance upon a member of his family critically ill and requiring the presence of such employee. Family is defined as spouse, parents, children, grandparents, or anyone residing in the same household. For good cause shown this definition of family may be expanded upon request and approval of the Department Head or designee.

b. Up to five (5) working days may be requested for a death in the immediate family to include spouse, parents, parents-in-law, children, grandparents, or siblings. Upon request and approval of the Department Head, this definition may be expanded.

9. If an employee is absent for five (5) consecutive working days for any of the reasons set forth in the above rule, the appointing authority shall require acceptable medical evidence on the form prescribed.

10. If it is reasonably suspected that the employee is abusing the sick leave privilege, the Department Head may require the employee seeking leave to submit proof of illness. If the sick leave is not approved, the employee will suffer loss of pay for such time.

11. An employee who does not expect to report for work because of personal illness for any of the reasons included in the definition of sick leave set forth above shall notify his immediate supervisor, by telephone or personal message, prior to the normal starting time, or he shall suffer loss of pay.

12. Sick days may accumulate.

13. Employees who have exhausted their sick leave benefit and who wish to substitute vacation, personal leave or any other compensable time shall make such request to the Department Head who may approve such request based upon merit.

K. Sick Leave/Pregnancy Disability

(1) 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 sick leave or leave without pay. The Department Head may request acceptable medical evidence that the employee is unable to perform her work because of disability due to pregnancy.

(2) An employee may use accrued leave time (for example, sick, vacation, personal) for pregnancy-disability purposes but shall not be required to exhaust accrued leave before taking a leave without pay. However, the employee must exhaust all accrued sick leave to be eligible for New Jersey Temporary Disability Insurance.

L. Military Leave

A permanent or temporary employee who is a member of the Naval Militia or of a Reserve component of any of the Armed Forces of the United States, who is ordered to undergo required annual field training or annual active duty for training, shall be granted a leave of absence with pay for such period, for a period of ten (10) working days. Such leave shall be in addition to regular vacation leave, provided the employee presents the official notice from his Commanding Officer and a copy of his Orders prior to the effective date of such leave.

In the event that said employee wishes to undertake additional optional training through the National Guard, Naval Militia, or Reserve component, the Employer shall consider the request for such leave, in accordance with regulations. Upon receiving reasonable notice from the New Jersey Department of Defense or the employees respective reserve component that said employee has made application for such training and also providing said leave of absence will not unduly interfere with the operation of the employee's department, it may be granted.

M. Jury Duty

If an employee is called to serve on a jury, the time will not be deducted from his vacation time if his jury check is turned over to the County Treasurer's Office for the number of days absent from his employ. This time must be reported on the daily report forms.

N. Special Leave of Absence

A permanent employee holding a position in the classified service who is temporarily either mentally or physically incapacitated to perform his duties or who desires to engage in a course of study that will increase his usefulness on his return to the service, or who for any reason considered good by the appointing authority and the Board desires to secure leave from his regular duties may, with the approval of the appointing authority and the Board be granted special leave of absence without pay for a period not exceeding six (6) months. With the approval of the appointing authority and the Board such leave may be extended for an additional period not exceeding six (6) months. Any employee requesting special leave without pay shall submit his request in writing stating the reason why in his opinion the request should be granted, the date when he desires the leave to begin, and the probable date of his return to duty.

O. Personal Leave

1. Each employee shall be eligible for three (3) personal leave days with pay for personal business with no accumulation of such leave from year to year. New employees in the County service shall be accorded one (1) personal leave day for each four (4) months of service in the first calendar year of employment.

2. An employee shall give no less than twenty-four (24) hours advance notice of his intent to take a personal leave day.

3. In the event of retirement or termination, deductions will be made from the final pay of the employee for used but unearned personal leave time.

P. Absence Without Leave

Any unauthorized absence of an employee from duty shall be an absence without leave and is cause for disciplinary action.

Q. Coffee Break

All employees shall receive two 10 minute coffee breaks, one in the morning and one in the afternoon.

ARTICLE IX
RETIREMENT

A. Each employee in the classified service who has been granted sick leave shall be entitled upon retirement to receive a lump sum payment as supplemental compensation for each full day of earned and unused accumulated sick leave which is credited to him on the effective date of his retirement.

The amount of the supplemental compensation payment shall be computed at the rate of one-half of eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the average annual compensation received during the last year of his employment prior to the effective date of his retirement, provided, however, that no lump sum supplemental compensation payment shall exceed \$12,000.00.

B. Employees who have retired or who shall retire with twenty five (25) years or more of credited service to Burlington County shall be eligible to have his/her Hospital, Surgical and Major Medical or Health Maintenance Organization (HMO) benefits premium paid by the county. The Employer shall pay up to the same amount toward HMO coverage that it contributes toward alternative coverages for each such retiree. Any additional cost for HMO coverage or coverage for eligible dependents shall be the sole responsibility of the retiree.

Prior to being eligible for this benefit, all retirees who are sixty-five (65) years or older must be carriers of Medicare A & B.

The county shall continue its current practice of payment of full coverage for the first 90 days following the date of retirement regardless of the number of years of service.

C. For those employees who retire or the estate of any person who dies prior to Sept. 1, 1986 the employee shall receive the equivalent of his/her 1986 final longevity payment pro rated on a monthly basis.

ARTICLE X
PERSONNEL FILE

A. All employees shall have the right to see all documents in their personnel file.

B. An employee shall be permitted to have a copy of any documents in his/her file.

C. Effective 1/1/86 employees shall be given copies of all documents placed in their file at the time the document is so placed.

D. No document shall be placed in an employee's file unless the employee is first given the opportunity to initial same. Such initialing shall not indicate anything other than the employee's review of the document. The employee shall be given the opportunity to indicate they have read and accepted the contents of the document. Upon written release from an employee, a Union Representative may see and copy documents in the employees file.

E. Employees shall have the right to respond in writing to anything placed in their file.

F. Employees may request of the Department Head that records of counseling sessions contained in any personnel file be removed after twenty-four (24) months provided there has been no recurrence of the same or similar nature. A Department Head's refusal to remove said documents shall not be subject to the formal grievance procedure.

ARTICLE XI
WORKER'S COMPENSATION, SAFETY & HEALTH

A. When an employee is injured on duty, he shall notify his Department Head immediately so that a departmental report may be prepared. The employee and his immediate supervisor are also required to prepare an accident report. The employee will be placed on a leave of absence without pay unless he desires to use his accumulated time during this period of disability. If it is determined by the Employer that the injury is work related, the employee shall then be entitled to Worker's Compensation.

If he is on leave of absence without pay, he shall be entitled to his Workers' Compensation check without loss of any accumulated time.

If the employee has opted to use his accumulated time, he shall receive his normal pay with appropriate charges against accumulated time up to the point a final determination is made concerning whether the employee is found to be entitled. The employee's personnel records shall then be modified, if necessary to reflect the employee's entitlement to Workers' Compensation benefits with the balance of his salary, if any, to be paid by county payroll check.

If accumulated time is completely used up before Worker's Compensation benefits terminate, the employee shall thereafter receive only his Workers' Compensation benefits.

Credit for sick and vacation leave shall continue to accrue to an employee's benefit during a leave of absence without pay for an injury for which the employee is entitled to Workmen's Compensation benefits. However, credit for said leave shall be actually added to an employee's account only upon his return to work.

B. The Employer shall at all times maintain safe and healthful working conditions, and shall provide employees with OSHA equipment once every two (2) years, as necessary, and with any additional wearing apparel, tools or devices reasonably necessary in order to insure their safety and health.

C. The Employer and Representative shall each designate a safety committee member from each complex to include: Woodlane, Maple Avenue Complex, Institutions at Pemberton, Judicial, and Non-Judicial employees in the main county complex. It shall be their joint responsibility to investigate and correct unsafe and unhealthful conditions. They shall meet periodically, as necessary, to review conditions in general and to make recommendations to either or both parties when appropriate. The safety committee member representing the Representative shall be permitted a reasonable opportunity to visit work locations throughout the Employer's facilities where employees covered by this Agreement perform their duties for the purpose of investigating safety and health conditions during working hours with no loss in pay for periods not to exceed one (1) hour per day, unless additional time is authorized by the Employer.

ARTICLE XII
EQUAL TREATMENT

The Employer agrees that there shall be no discrimination on the basis of sex, age, nationality, race, religion, marital status, political status, political affiliation, sexual orientation, Representative membership or Representative activities.

ARTICLE XIII
MANAGEMENT RIGHTS

A. The employer retains the right in accordance with applicable laws and regulations directly and by way of delegation to designated personnel:

1. To direct all operations of the county.
2. To direct all employees of the county.
3. To hire, promote, transfer, assign and retain employees in positions within the county, and to suspend, demote, discharge, or take other disciplinary action against employees.
4. To maintain the efficiency of the government operations entrusted to it.
5. To determine the methods, means, and personnel by which such operations are to be conducted.
6. To determine the number and kind of job classifications, titles and positions.
7. To contract and/or sub-contract work including but not limited to professional and other specialized services.
8. To take whatever action may be necessary to comply with State and Federal Law and Regulations.

B. It is the intention of the parties hereto that all matters affecting the wages, hours, and other terms and conditions of employment for the employees covered hereby, which are not specifically governed by this Agreement, remain within the discretion of the employer until the expiration of this Agreement.

ARTICLE XIV
RIGHTS AND PRIVILEGES OF THE REPRESENTATIVE

A. Designated agents of the Representative shall be allowed reasonable time off from their normal employment duties, without loss of pay, to engage in Representative activity provided that such activity shall not substantially interfere with or interrupt

the normal operations of the Employer. It is understood that all Representative activity, of whatever kind or nature, shall take place only within the parameters of pre-arranged schedules, and at the locations listed therein, mutually agreed to by the Representative and the Employer.

B. When office space becomes available, during the term of the Agreement in the Office Building at 49 Rancocas Road, a reasonable amount may be made available for the use of the Employee Organization at no cost.

C. The Union shall be granted an aggregate of fifty (50) paid and fifty (50) unpaid days leave time per annum to attend to Union business. However, in no event shall an employee be granted an aggregate to exceed ten (10) days per annum whether paid or unpaid except upon approval of the Board of Chosen Freeholders. Use of such days shall be at the sole discretion of the Union provided the Union gives two (2) weeks written notice. If less than two (2) weeks written notice is given, the leave time may be denied. Such denial shall not be arbitrarily or capriciously applied.

D. The Union will continue to have the right to place items on existing employee bulletin boards. Materials found posted on areas other than bulletin boards shall be removed.

E. Union stewards shall be the last to be involuntarily transferred from one work location to another or from one shift to another so long as it does not conflict with any State or Federal rules, regulations, or laws.

F. The Union President, or other authorized representative will have access to the premises under the jurisdiction of the County and its offices during working hours provided such access does not interfere with the orderly operations of the employer. Said representative will notify the appropriate County official of his or her presence.

G. Upon reasonable notice and approval of the appropriate County Official the Union may hold meetings on County premises during the lunch hour.

H. The Union may distribute literature to members of the Bargaining Unit on County premises, so long as it is not disruptive of County business.

I. The use of the County mail delivery service shall be limited to those offices which currently occupy or which may occupy in the future a County owned or leased facility.

Article XV
UNION DUES

The Employer agrees to deduct twice monthly from the base pay of each employee, who furnishes a written authorization for such deduction in a form acceptable to the Employer, the amount of monthly Union Dues. Dues shall be per month or such amount as may be certified by the CWA to the Employer at least thirty (30) days prior to the month in which the deduction of Union Dues is to be made. Deduction of Union Dues made pursuant hereto shall be remitted by the Employer to the CWA, c/o Secretary-Treasurer, Communications Workers of America, AFL-CIO, 1925 K Street, N.W., Washington, DC., 20006, by the 10th (tenth) calendar day after such deductions are made, together with a list of employees from whose pay such deductions were made. A copy of such list shall also be delivered to the Local CWA President.

The CWA agrees to indemnify and hold the county harmless against any, and all claims, suits, orders of judgments brought or issued against the County with regard to the dues check-off, except for any claims that result from negligent or improper acts of Employer or its agent or servants.

1. Dues deduction may only be stopped if the employee so requests. Any such request must be in writing and submitted to the County prior to December 15 of any given year. Dues shall be halted beginning with the first pay period of each calendar year.

2. The County will immediately supply the Union a copy of any request to halt dues.

3. If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish to the County written notice prior to the effective date of such change, and shall furnish the County a certified copy of the Resolution, indicating dues changes and the effective date of such changes.

ARTICLE XVI
AGENCY SHOP

1. Purposes of Fee

Beginning thirty (30) days after agreement on this contract, all eligible non-member employees in this unit will be required to pay to the majority representative a representation fee in lieu of dues for services rendered by the majority representative. Nothing herein shall be deemed to require any employee to become a member of the majority representative.

2. Amount of Fee

Prior to the beginning of each contract year, the union will notify the employer in writing of the amount of regular membership dues; initiation fees and assessments charged by the Union to its own members for that contract year, and the amount of the representation fee for that contract year.

The representation fee in lieu of dues shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to or benefiting only its members, but in no event shall such fee exceed 85% of the regular membership dues, fees and assessments.

3. Deduction and Transmission of Fee

After verification by the employer that an employee must pay the representation fee, the County will deduct the fee for all eligible employees in accordance with this Article.

The mechanics of the deduction of representation fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Union.

The County shall deduct the representation fee as soon as possible after the tenth day following reentry into this unit for employees who previously served in a position identified as excluded or confidential, for individuals re-employed in this unit from a re-employment list, for employees returning from leave without pay, and for previous employee members who become eligible for the representation fee because of non-member status.

The County shall deduct the representation fee from a new employee as soon as possible after thirty (30) days from the beginning date of employment in a position in this unit.

4. Demand and Return System

The representation fee in lieu of dues only shall be available to the Union if the procedures hereafter are maintained by the Union.

The burden of proof under this system is on the Union.

The Union shall return any part of the representation fee paid by the employee which represents the employee's additional pro rata share of expenditures by the Union that is either in aid of activities or causes of a partisan political or ideological nature only incidentally related to the terms and conditions of employment, or applied toward the cost of any other benefits available only to members of the majority representative.

The employee shall be entitled to a review of the amount of the representation fee by requesting the Union to substantiate the amount charged for the representation fee. This review shall be accorded in conformance with the internal steps and procedures established by the Union.

The Union shall submit a copy of the Union review system to the Burlington County Board of Chosen Freeholders. The deduction of the representation fee shall be available only if the Union establishes and maintains this review system.

If the employee is dissatisfied with the Union's decision, he may appeal to a three-member board established by the Governor.

5. County Held Harmless

The Union hereby agrees that it will indemnify and hold Burlington County and the Burlington Board of Chosen Freeholders, Library Commission and Mosquito Commission harmless from any

laims, actions or proceedings brought by an employee in the negotiations unit which arises from deductions made by the County in accordance with this provision. The County shall not be liable to the Union for any retroactive or past due representation fee or an employee who was identified by the employer as excluded or confidential or in good faith was mistakenly or inadvertently omitted from deduction of the representation fee.

6. Legal Requirements

Provisions in this clause are further conditioned upon all other requirements set by statute.

7. Enrollment

It is understood that the implementation of the agency fee program is predicated on the demonstration by the Union that more than 60% of the eligible employees in the negotiating unit are dues paying members of the Union.

If at the signing of this Contract the above percentage has not been achieved, the agency fee plan will be continued through December 31, 1986 after which it shall be discontinued unless the minimum has been achieved prior to that occurrence. Thereafter, if the minimum percentage is exceeded on any quarterly date; i.e., January 1, April 1, July 1 or October 1, the agency fee plan shall be reinstated, with proper notice to affected employees.

In each year of the Contract on January 1, an assessment shall be made to determine if the minimum percentage has been exceeded. If it has, the agency fee shall continue until the following annual assessment. If it has not, the agency fee will be discontinued and eligibility for reinstatement shall be on a quarterly basis as provided above.

ARTICLE XVII
GRIEVANCE PROCEDURE

A. Definition

"GRIEVANCE" is:

1. A claimed breach, misinterpretation or improper application of the terms of this agreement, or

2. A claimed violation, misinterpretation or misapplication of rules or regulations, existing policy, agreements, administrative decisions, or laws applicable to the department, to include minor disciplinary actions.

"WORKING DAY" is defined as: Monday through Friday, including Holidays.

B. Any grievance or dispute which arises between an employee (to include permanent part-time employees) and Employer shall be processed and settled in strict accordance with the time limits set out herein. It is understood that all of the time limits, unless otherwise expressed, refer to working days and not

calendar days. It is also understood that a separate grievance procedure has been established for Judicial employees in the County Clerk's Office, the Probation Department and the Surrogate Office.

C. PROCEDURES*

Within ten (10) days of the date of the grievance or the date in which the grievant should reasonably have known of its occurrence a worker with a potential grievance must orally present and discuss his/her complaint with their immediate supervisor on an informal basis prior to filing a formal Step 1 grievance, whenever time permits. A union steward may be present at such discussions.

Step 1 -

A grievance must be filed initially within fifteen (15) working days from the date or any date on which the act which is the subject of the grievance occurred, or fifteen (15) working days from the date on which the grievant should reasonably have known of its occurrence. The grievant shall prepare his/her grievance in writing, stating the remedy desired on forms approved by the parties to this Agreement, and submit same to the Department Head who shall schedule, hear and determine the grievance within ten (10) working days after receiving it. The decision shall be made in writing, and in triplicate and copies thereof, together with copies of the grievance, shall be served upon the grievant, the Union representatives and the Clerk/Administrator of the Board of Freeholders within said ten (10) working day period.

Step 2 -

Upon receipt of an adverse determination by the Department Head, the grievant or Union representative shall have a period of ten (10) days to appeal such determination to the Clerk/Administrator of the Board or designee who shall schedule, hear and determine the grievance within fifteen (15) working days after receiving it. The Clerk/Administrator or designee shall hear the grievance de novo and issue a decision in writing and in triplicate and copies thereof, together with copies of the grievance and previous decision, shall be served upon the grievant, the Union representative and the members of the Board of Chosen Freeholders within said fifteen (15) working day period.

Step 3 -

Upon receipt of an adverse determination by the Clerk/Administrator or designee, the grievant or Union representative shall have a period of ten (10) working days to appeal such determination to the Board of Chosen Freeholders who shall schedule, hear and determine the grievance within twenty (20) working days after receiving it. The Board of Chosen Freeholders shall hear the grievance de novo and issue a decision in writing and in triplicate and copies thereof, together with

copies of the grievance and previous decisions, shall be served upon the employee and the Union representative within said twenty (20) working day period.

Step 4 -

Upon receipt of an adverse determination of the Board of Elected Freeholders, the Union shall have thirty (30) working days to appeal such determination to arbitration pursuant to the rules of the Public Employee Relations Commission.

D. General Rules

1. A failure to schedule, hear and determine the grievance at any step by the person designated to do so shall cause the matter to proceed immediately to the next step. Said grievance shall be deemed pending in the next step without the necessity of formal written appeal.

2. Under no circumstances shall the Employer have the right to appeal a grievance adjudicated favorably to the employee, except when a determination is issued by PERC or Civil Service.

3. At all steps in the grievance procedure, the grievant shall have the right to be represented by the Union and only the Union.

4. If the grievant alleges acts by or against the person designated to schedule, hear and decide grievances, the grievance shall be filed with, heard by and determined at the next highest step in grievance procedure.

5. A group or class grievance may be filed by a member of the affected group or class, or by a representative of the Union, however, any such grievance shall clearly delineate the group or class involved, and shall, where practicable, list the names and titles of the individual employees involved.

6. Extensions of time limits may be obtained only by the written consent of the grievant or representative and person designated to hear and determine the grievance.

7. If a grievant accepts a resolution that is not in conflict with this agreement it shall be final and binding upon the parties.

8. A grievance settlement at steps 1-3 shall not be precedent setting, however, they may be introduced as evidence in arbitration.

*Variations to Grievance Procedures are shown as Exhibit E and F.

E. Discipline

1. Discipline and discharge shall only be for just cause.
2. Discipline shall be progressive in nature and corrective in intent.
3. The degree of discipline administered by the Employer in a particular case must be reasonably related to (a) the seriousness of the employee's proven offense and (b) the record of the employee and his/her service with the Employer.
4. Disciplinary grievances shall be filed directly at Step 2. No discipline which results in loss of pay shall be imposed prior to the employee having a hearing unless there is an imminent threat to health or safety.

ARTICLE XVIII
NO STRIKES

For the duration of this agreement, the representative, its officers, agents, representatives, and members shall not in any way directly or indirectly authorize, cause, assist, encourage, participate in, ratify or condone any strike, sit-in, slowdown, cessation or stoppage of work, boycott, or other interference with or interruption of work at any of the operations of the employer. Inciting or inducing any such activity shall constitute cause for suspension or discharge under this agreement.

ARTICLE XIX
EFFECTIVE DATES OF AGREEMENT

A. Duration and Effect

This Agreement shall be effective as of the date of signing herein by all of the parties hereto, and shall remain in full force and effect through December 31, 1988. It is agreed to and understood by and between the parties hereto, that, unless specifically referred to as retroactive thereto, all terms and provisions of this Agreement are not retroactive to January 1, 1986, and shall assume full force and effect beginning only on the date of the signing of this Agreement and continuing thereon to expiration of this Agreement.

B. Renewal

This Agreement shall automatically renew itself on January 1, 1989, and continue from that point, on a year to year basis, unless one or more of the parties hereto shall notify the other parties hereto in writing, at least 90 calendar days prior

the scheduled expiration date of this Agreement. In the event that such notice is given, negotiations for a new Agreement shall begin not later than 60 days prior to the scheduled expiration date of this Agreement.

ARTICLE XX
SAVING CLAUSE

In the event any Article, Section or Portion of this Agreement should be held invalid and unenforceable by any Court of competent jurisdiction, such decision shall apply only to the specific Article, Section or Portion thereof specifically specified in the Court's decision; and upon issuance of such order on the invalidated Article, Section or Portion thereof.

ARTICLE XXI
COMPLETE AGREEMENT

The Employer and the Representative acknowledge this to be their complete Agreement and that this Agreement incorporates the entire understanding by the parties on all negotiable issues whether or not discussed.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their Director, Chairpersons and President, respectively, attested by their Clerk and Secretaries respectively, and their seals to be hereto affixed this 24th day of February, 1986.

BOARD OF CHOSEN FREEHOLDERS
OF THE COUNTY OF BURLINGTON

Bradford S. Smith
Director

Charles J. Feliciano
Clerk/Administrator

COMMUNICATION WORKERS OF
AMERICA

John Loos
John Loos
C.W.A. Representative

John Lazzarotti
John Lazzarotti
President Local 1044

BURLINGTON COUNTY LIBRARY
COMMISSION

Henry W. Van der Meer
Chairperson

BURLINGTON COUNTY MOSQUITO
COMMISSION

Nahel E. P. P. P.
President

BARGAINING COMMITTEE
MEMBERS

Audrey Beekler
Audrey Beekler

James Da Loia
James Da Loia

Helen Henry
Helen Henry

Frank Wickwire
Frank Wickwire

Pauline William
Pauline William

EXHIBIT A

POSITION CODE	TITLE	RNG	MINIMUM	HRS/WK
100001	ACCOUNT CLERK	03	8,500.00	35
100003	ACCOUNT CLERK-TYPING	03	8,500.00	35
100248	ALCOHOLISM COUNSELOR	10	12,000.00	40
104348	ALCOHOLISM COUNSELOR TRAINEE	06	10,000.00	40
100259	ANALYST GRANT APPLICATIONS	16	15,000.00	40
100263	ANIMAL ATTENDANT	06	10,000.00	40
100267	ANIMAL KEEPER FOREMAN	12	13,000.00	40
100252	APPLICATION PROGRAMMER TRAINEE	20	17,000.00	40
100281	ARMORER	10	12,000.00	40
100302	ASSISTANT ADMINISTRATIVE ANALYST	13	13,500.00	40
100325	ASSISTANT BRIDGE REPAIRER FOREMAN	10	12,000.00	40
100443	ASSISTANT COUNTY Supt OF WEIGHTS AND MEASURES	10	12,000.00	40
100518	ASSISTANT ENGINEER	31	24,000.00	40
100519	ASSISTANT ENGINEER CIVIL	31	24,000.00	40
100634	ASSISTANT NUTRITION PROGRAM COORDINATOR	12	13,000.00	40
100686	ASSISTANT ROAD FOREMAN	10	12,000.00	40
100769	ASSISTANT SUPERVISOR OF NURSES	27	20,800.00	40
100796	ASSISTANT TRAFFIC MAINTENANCE FOREMAN	18	16,000.00	40
100844	AUDIO-VISUAL REPAIRER	08	11,000.00	40
100869	BIOLOGIST, MEC	18	16,000.00	40
100911	BRIDGE OPERATOR	05	9,500.00	40
100913	BRIDGE REPAIRER	06	10,000.00	40
100917	BRIDGE REPAIRER FOREMAN	15	14,500.00	40
100929	BUILDING MAINTENANCE WORKER	01	7,500.00	40
104949	BUILDING SERVICE FOREMAN	06	10,000.00	40
100938	BUILDING SERVICE WORKER	01	7,500.00	40
100960	BUYER	16	15,000.00	40
100970	CARPENTER	10	12,000.00	40
100993	CHAUFFEUR	05	9,500.00	40
011109	CHIEF COURT CLERK	10	12,000.00	35
011129	CHIEF FIRE INSTRUCTOR	16	15,000.00	40
011191	CHIEF POLICE INSTRUCTOR	16	15,000.00	40
012205	CHIEF SANITARY INSPECTOR	27	20,800.00	40
012243	CLERK	01	7,500.00	35
012260	CLERK STENOGRAPHER	05	9,500.00	35
012266	CLERK TRANSCRIBER	04	9,000.00	35
012268	CLERK TYPIST	03	8,500.00	35
012248	CLERK/BILINGUAL	03	8,500.00	35
012296	COMMUNICATIONS OPERATOR	10	12,000.00	40
013321	COMPUTER COMMUNICATION TECHNICIAN	31	24,000.00	40
013330	COMPUTER OPERATOR	11	12,500.00	40
013332	COMPUTER OPERATOR TRAINEE	05	9,500.00	40
013339	CONSTRUCTION INSPECTOR ENGINEERING	24	19,000.00	40
013443	CONSUMER PROTECTION AIDE	04	9,000.00	40
01347	COOK	07	10,500.00	40
04386	COORDINATOR (LIBRARY AUTOMATION SERVICES)	31	24,000.00	40
01379	COST ESTIMATOR PROPERTY IMPROVEMENT	07	10,500.00	40
01385	COUNSELOR	16	15,000.00	40
01387	COUNSELOR-PENAL INSTITUTION	16	15,000.00	40
01434	COURT CLERK	03	8,500.00	35
01431	CURRICULUM DEVELOPMENT SPECIALIST POLICE SCHOOL	16	15,000.00	40
01468	DATA CONTROL CLERK	05	9,500.00	35
04184	DATA CONTROL CLERK / TRANSCRIBER	06	10,000.00	35
02233	DATA ENTRY MACHINE OPERATOR	05	9,500.00	35
01474	DATA PROCESSING PROGRAMMER	24	19,000.00	40
01475	DATA PROCESSING PROGRAMMER TRAINEE	16	15,000.00	40
04866	DATA PROCESSING TECHNICIAN	05	9,500.00	40
01480	DELIVERY WORKER	10	12,000.00	40
01528	DEPUTY WORK RELEASE ADMINISTRATOR	10	12,000.00	40
01534	DIETITIAN-PT	16	15,000.00	40
01673	DOCKET CLERK	03	8,500.00	35
01731	EMPLOYABILITY SPECIALIST	13	13,500.00	40
01733	ENGINEERING AIDE	10	12,000.00	40
01737	ENTOMOLOGIST-MEC	18	16,000.00	40
01740	ENVIRONMENTAL HEALTH TECHNICIAN	08	11,000.00	40
01742	ENVIRONMENTAL SPECIALIST	15	14,500.00	40
01746	EQUIPMENT OPERATOR	08	11,000.00	40
01762	EQUIPMENT OPERATOR MEC	08	11,000.00	40
01790	EXECUTIVE HOUSEKEEPER	11	12,500.00	40
01792	EXHIBIT ARTIST	06	10,000.00	35

POSITION CODE	TITLE	RNO	MINIMUM	HRS/W
001812	FIELD REP - DISEASE CONTROL	13	13,500.00	.
004883	FIELD REPRESENTATIVE CONTRACT COMPLIANCE	17	15,500.00	.
001811	FIELD REPRESENTATIVE TAXATION	11	12,500.00	.
001830	FILE CLERK	01	7,500.00	.
001861	FOOD SERVICE SUPERVISOR	16	15,000.00	.
001862	FOOD SERVICE SUPERVISOR/BUYER	16	15,000.00	.
001864	FOOD SERVICE WORKER	01	7,500.00	.
001867	FOREMAN-MEC	15	14,500.00	.
001869	FORENSIC CHEMIST	22	18,000.00	.
001877	GARAGE ATTENDANT	03	8,500.00	.
001926	GRADUATE NURSE	16	15,000.00	.
001942	GROUNDSKEEPER FOREMAN	15	14,500.00	.
001944	GUARD PUBLIC PROPERTY	02	8,000.00	.
001931	HEAD CLINIC NURSE	20	17,000.00	.
001932	HEAD COOK	16	15,000.00	.
001960	HEAD NURSE	22	18,000.00	.
001972	HEALTH AIDE/BILINGUAL	03	8,500.00	.
001998	HEATING & AIR CONDITIONING MECHANIC	16	15,000.00	.
004636	HEATING & AIR CONDITIONING MECHANIC FOREMAN	22	18,000.00	.
002001	HEAVY EQUIPMENT OPERATOR	10	12,000.00	.
002019	HEAVY EQUIPMENT OPERATOR-MEC	10	12,000.00	.
002046	HOSPITAL ATTENDANT	04	9,000.00	.
004953	HOUSING ASSISTANCE TECHNICIAN	08	11,000.00	.
002066	HOUSING DEVELOPMENT ANALYST	13	13,500.00	.
002071	HOUSING INSPECTOR	10	12,000.00	.
002080	IDENTIFICATION CLERK	03	8,500.00	.
002091	INDEX CLERK	03	8,500.00	.
002103	INSPECTOR TRAINEE, MEC	05	9,500.00	.
002105	INSPECTOR-MEC	07	10,500.00	.
002153	INSTRUCTOR IN SERVICE NURSING	20	17,000.00	.
004422	INTAKE RECRUITER / JTPA	08	11,000.00	.
002161	INVESTIGATOR CONSUMER PROTECTION	10	12,000.00	.
002196	INVESTIGATOR PROBATION	10	12,000.00	.
002217	JOB DEVELOPER	13	13,500.00	.
002221	JUNIOR LIBRARIAN	19	16,500.00	.
002222	JUNIOR LIBRARY ASSISTANT	04	9,000.00	.
002224	JUNIOR LIBRARY ASST/TYPING	04	9,000.00	.
002230	JUVENILE DETENTION OFFICER	07	10,500.00	.
002247	LABORATORY TECHNICIAN WATER ANALYSIS	13	13,500.00	.
002240	LABORER	05	9,500.00	.
004723	LEASED HOUSING SPECIALIST	08	11,000.00	.
002281	LIBRARY CLERK DRIVER	04	9,000.00	.
002288	LIBRARY INTERN	11	12,500.00	.
002289	LIBRARY PAGE	02	8,000.00	.
002310	LINEN ROOM ATTENDANT	03	8,500.00	.
002313	LOAN ADVISOR PROPERTY IMPROVEMENT	19	16,500.00	.
002328	MAINTENANCE REPAIRER	10	12,000.00	.
002310	MAINTENANCE REPAIRER FOREMAN	20	17,000.00	.
002311	MANAGEMENT SPEC, TYPING/SUPERVISING LIBRARY ASST	17	15,500.00	.
002417	MARBH SPECIALIST-MEC	13	13,500.00	.
002420	MASON	10	12,000.00	.
002434	MECHANIC	14	14,000.00	.
002441	MECHANIC DIESEL MEC	15	14,500.00	.
002440	MECHANIC-DIESEL	15	14,500.00	.
002456	MECHANICS HELPER	04	9,000.00	.
004937	MEDICAL RECORD ADMINISTRATOR	20	17,000.00	.
002470	MEDICAL RECORD CLERK TYPING	03	8,500.00	.
002476	MEDICAL STENOGRAPHER	05	9,500.00	.
002498	MENTAL HEALTH WORKER	16	15,000.00	.
002504	MICROFILM MACHINE OPERATOR	04	9,000.00	.
002506	MICROFILM SYSTEMS SUPERVISOR	11	12,500.00	.
004519	MIS / EEO SPECIALIST / JTPA	18	16,000.00	.
002548	NARCOTIC CLINIC AIDE	08	11,000.00	.
002549	NARCOTICS CLINIC SUPERVISOR	12	13,000.00	.
002550	NARCOTICS COORDINATOR	18	16,000.00	.
002560	NURSE COORDINATOR PSYCHIATRIC THERAPY	20	17,000.00	.
002563	OCCUPATIONAL THERAPIST	10	12,000.00	.
002568	OFFICE APPLIANCE OPERATOR	02	8,000.00	.
004600	OMNIBUS OPERATOR CLASS I	04	9,000.00	.
002587	PAINTER	10	12,000.00	.

POSITION CODE	TITLE	RNG	MINIMUM	HRS/WK
102677	PILOT & AIRCRAFT MECHANIC, INSECT EXTERMINATION	19	16,500.00	40
104567	PLANNER / SOLID WASTE	18	16,000.00	40
102693	PLUMBER	10	12,000.00	40
102750	PRACTICAL NURSE	10	12,000.00	40
102751	PRACTICAL NURSE PENAL INSTITUTION	10	12,000.00	40
102755	PRINCIPAL ACCOUNT CLERK	10	12,000.00	40
102777	PRINCIPAL CLERK STENOGRAPHER	07	10,500.00	35
102781	PRINCIPAL CLERK TYPIST	10	12,000.00	35
104540	PRINCIPAL DATA ENTRY MACHINE OPERATOR	07	10,500.00	35
102791	PRINCIPAL DOCKET CLERK	10	12,000.00	35
102804	PRINCIPAL ENGINEER AIDE	07	10,500.00	35
102795	PRINCIPAL ENGINEER BRIDGE	22	18,000.00	40
102796	PRINCIPAL ENGINEER CIVIL	36	28,000.00	40
102810	PRINCIPAL ENGINEERING DRAFTSMAN / TRAFFIC ANALYST	36	28,000.00	40
102817	PRINCIPAL INDEX CLERK	26	20,000.00	40
102820	PRINCIPAL LIBRARIAN	07	10,500.00	35
102822	PRINCIPAL LIBRARY ASSISTANT	23	18,500.00	40
104467	PRINCIPAL MICROFILM OPERATOR	08	11,000.00	35
102827	PRINCIPAL OFFSET MACHINE OPERATOR	07	10,500.00	35
102842	PRINCIPAL PLANNING ENGINEER	14	14,000.00	40
102848	PRINCIPAL SANITARY INSPECTOR	36	28,000.00	40
102855	PRINCIPAL TAX CLERK	24	19,000.00	40
102871	PROGRAM ANALYST	10	12,000.00	35
104556	PROGRAM COORDINATOR WIC/PUBLIC HEALTH NUTR	13	13,500.00	40
104599	PROGRAM COORDINATOR, HERITAGE	26	20,000.00	40
104603	PROGRAM COORDINATOR AQING	08	11,000.00	40
102881	PROGRAM SPECIALIST ALCOHOL ABUSE ACTIVTES	16	15,000.00	40
102890	PROJECT DIRECTOR NUTRITION PROJECT	11	12,500.00	40
102901	PSYCHIATRIC SOCIAL WORKER	16	15,000.00	40
102903	PSYCHIATRIC TECHNICIAN	16	15,000.00	40
102911	PUBLIC HEALTH LABORATORY TECHNICIAN	06	10,000.00	40
102916	PUBLIC HEALTH NUTRITIONIST	10	12,000.00	40
102933	PUBLIC WORKS INSPECTOR	16	15,000.00	40
102957	QUALITY ASSURANCE / HEAD NURSE	24	19,000.00	40
102959	RABIES CONTROL OFFICER	22	18,000.00	40
102958	RADIO DISPATCHER	05	9,500.00	40
104149	RECEPTIONIST/TELEPHONE OPERATOR	04	9,000.00	40
102981	RECEPTIONIST/TYPIST	03	8,500.00	35
104362	RECOVERY ASSISTANT-DETOX	03	8,500.00	35
102991	RECREATION COUNSELOR	06	10,000.00	40
103040	RECREATION THERAPIST	06	10,000.00	40
103069	RESEARCH ASSISTANT / SOLID WASTE	06	10,000.00	40
103087	ROAD FOREMAN	11	12,500.00	40
103088	ROAD INSPECTOR	15	14,500.00	40
103097	SANITARY INSPECTOR	14	14,000.00	40
103101	SANITARY INSPECTOR TRAINEE	16	15,000.00	40
103120	SCHOOL NURSE CONSULTANT	11	12,500.00	40
103126	SEAMSTRESS	16	15,000.00	40
103165	SENIOR ACCOUNT CLERK	03	8,500.00	40
103168	SENIOR ACCOUNT CLERK TYPING	05	9,500.00	35
103181	SENIOR ALCOHOLISM COUNSELOR	05	9,500.00	35
103227	SENIOR BUILDING MAINTENANCE WORKER	12	13,000.00	40
103229	SENIOR BUILDING SERVICE WORKER	04	9,000.00	40
103243	SENIOR CHILD SUPERVISOR	04	9,000.00	40
103247	SENIOR CLERK	11	12,500.00	40
103248	SENIOR CLERK BI-LINGUAL	04	9,000.00	35
103253	SENIOR CLERK STENOGRAPHER	05	9,500.00	35
103256	SENIOR CLERK TYPIST	07	10,500.00	35
103262	SENIOR COMMUNICATION OPERATOR	05	9,500.00	35
103271	SENIOR COMPUTER OPERATOR	16	15,000.00	40
103274	SENIOR COOK	16	15,000.00	40
103276	SENIOR COST ESTIMATOR PROPERTY IMPROVEMENT	10	12,000.00	40
103278	SENIOR COUNSELOR, PENAL INSTITUTIONS	13	13,500.00	40
103282	SENIOR COURT CLERK	22	18,000.00	40
051807	SENIOR DATA ENTRY MACHINE OPERATOR	05	9,500.00	35
103295	SENIOR DATA PROCESSING PROGRAMMER	07	10,500.00	35
103298	SENIOR DOCKET CLERK	30	23,200.00	40
104367	SENIOR EMPLOYABILITY SPECIALIST	05	9,500.00	35
103320	SENIOR ENGINEERING AIDE	22	18,000.00	40
103325	SENIOR ENVIRONMENTAL HEALTH TECHNICIAN	12	13,000.00	40
		24	19,000.00	40

POSITION CODE	TITLE	RNO	MINIMUM	HRS/WK
003331	SENIOR FIELD REPRESENTATIVE DISEASE CONTROL	22	18,000.00	40
003338	SENIOR FOOD SERVICE WORKER	04	9,000.00	40
003340	SENIOR GARAGE ATTENDANT	06	10,000.00	40
003350	SENIOR GUARD PUBLIC PROPERTY	04	9,000.00	40
003362	SENIOR HOSPITAL ATTENDANT	07	10,500.00	40
003366	SENIOR HOUSEKEEPER	05	9,500.00	40
003368	SENIOR HOUSING INSPECTOR	15	14,500.00	40
003372	SENIOR IDENTIFICATION CLERK	05	9,500.00	40
003374	SENIOR INDEX CLERK	05	9,500.00	35
003380	SENIOR INSPECTOR MEC	12	13,000.00	40
004703	SENIOR INTAKE RECRUITER / JTPA	13	13,500.00	40
003390	SENIOR INVESTIGATOR CONSUMER PROTECTION	16	15,000.00	40
003394	SENIOR INVESTIGATOR-PROBATION	20	17,000.00	40
004525	SENIOR JOB DEVELOPER	22	18,000.00	40
002231	SENIOR JUVENILE DETENTION OFFICER	09	11,500.00	40
003399	SENIOR JUVENILE DETENTION OFFICER/TYPING	09	11,500.00	40
003406	SENIOR LIBRARIAN	21	17,500.00	40
003416	SENIOR LIBRARY ASSISTANT	06	10,000.00	35
003418	SENIOR LIBRARY CLERK DRIVER	06	10,000.00	40
003424	SENIOR MAIL CLERK	05	9,500.00	40
003425	SENIOR MAINTENANCE REPAIRER	12	13,000.00	40
003477	SENIOR MICROFILM OPERATOR	05	9,500.00	40
003485	SENIOR OFFSET MACHINE OPERATOR	10	12,000.00	40
003510	SENIOR PLANNER	23	18,500.00	40
003524	SENIOR PRACTICAL NURSE	12	13,000.00	40
003535	SENIOR PUBLIC HEALTH LABORATORY TECHNICIAN	17	15,500.00	40
003559	SENIOR RECREATION THERAPIST	10	12,000.00	40
003566	SENIOR ROAD INSPECTOR	18	16,000.00	40
003569	SENIOR SANITARY INSPECTOR	20	17,000.00	40
003600	SENIOR STOREKEEPER	10	12,000.00	40
003612	SENIOR TELEPHONE OPERATOR	03	9,500.00	35
003614	SENIOR TELEPHONE OPERATOR RECEPTIONIST	03	9,500.00	35
003625	SENIOR TRAFFIC MAINTENANCE WORKER	09	11,500.00	40
003626	SENIOR TRAFFIC SIGNAL ELECTRICIAN	16	15,000.00	40
004732	SENIOR YOUTH AIDE	07	10,500.00	40
003255	SENIOR CLERK TRANSCRIBER	06	10,000.00	35
003705	SIGN DESIGNER PROCESSOR LETTERER	09	11,500.00	40
004577	SOCIAL WORKER INSTITUTIONS	16	15,000.00	40
003766	STATIONARY ENGINEER	11	12,500.00	40
003767	STATIONARY FIREMAN	11	12,500.00	40
003777	STOCK CLERK	02	8,000.00	40
003778	STOCK HANDLER	05	9,500.00	40
003807	STUDENT ASSISTANT	01	7,500.00	35
003848	SUPERVISING ACCOUNT CLERK	11	12,500.00	35
003851	SUPERVISING ALCOHOLISM COUNSELOR	16	15,000.00	40
003950	SUPERVISING ANIMAL ATTENDANT	18	16,000.00	40
003859	SUPERVISING CLERK	11	12,500.00	35
003862	SUPERVISING CLERK STENOGRAPHER	12	13,000.00	35
003864	SUPERVISING CLERK TYPING	11	12,500.00	35
003874	SUPERVISING DOCKET CLERK	11	12,500.00	35
003881	SUPERVISING ENGINEERING AIDE	31	24,000.00	40
003891	SUPERVISING INDEX CLERK	11	12,500.00	35
003902	SUPERVISING LIBRARIAN	26	20,000.00	40
003904	SUPERVISING LIBRARY ASSISTANT	11	12,500.00	35
004452	SUPERVISING RECOVERY ASSISTANT	18	16,000.00	40
003936	SUPERVISING ROAD INSPECTOR	26	20,000.00	40
003951	SUPERVISOR CENTRAL MAILING ROOM	09	11,500.00	40
004034	SUPERVISOR OF LABORATORIES (CLINICAL & WATER ANAL)	22	18,000.00	40
004116	SYSTEMS ANALYST	35	27,200.00	40
004124	TEACHER JUVENILE DETENTION CENTER	16	13,000.00	40
004143	TELEPHONE OPERATOR	03	8,500.00	35
004188	TRAFFIC MAINTENANCE SUPERVISOR	22	18,000.00	40
004189	TRAFFIC MAINTENANCE WORKER	06	10,000.00	40
004192	TRAFFIC SIGNAL ELECTRICIAN	10	12,000.00	40
004201	TRAINEE WEIGHTS AND MEASURES	04	9,000.00	40
004222	TRUCK DRIVER	07	10,500.00	40
004250	WARD CLERK	01	7,500.00	35
004713	WARD-CLERK TYPING	03	8,500.00	35
004254	WATCHMAN	04	9,000.00	40
004305	WELDER	10	12,000.00	40
004330	YARD WORKER	08	11,000.00	40
004332	YOUTH AIDE	05	9,500.00	40
004333	YOUTH GROUP WORKER	14	14,000.00	40

283 records listed.

EXHIBIT B

1986 COUNTY OF BURLINGTON SALARIES

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	7,500	7,800	8,112	8,436	8,774	9,123	9,489	9,869	10,264	10,675	11,102	11,546	12,008	12,489	12,988
2	8,000	8,320	8,652	8,996	9,355	9,721	10,103	10,507	10,949	11,418	11,904	12,408	12,939	13,498	14,085
3	8,500	8,840	9,192	9,556	9,934	10,327	10,735	11,169	11,633	12,124	12,632	13,159	13,704	14,278	14,881
4	9,000	9,360	9,734	10,124	10,529	10,950	11,388	11,843	12,317	12,810	13,322	13,855	14,409	14,984	15,589
5	9,500	9,880	10,275	10,686	11,116	11,558	12,021	12,501	13,001	13,521	14,062	14,625	15,210	15,818	16,451
6	10,000	10,400	10,818	11,249	11,699	12,167	12,652	13,159	13,688	14,233	14,802	15,395	16,010	16,651	17,317
7	10,500	10,920	11,340	11,780	12,180	12,600	13,020	13,440	13,880	14,360	14,770	15,220	15,740	16,280	16,840
8	11,000	11,440	11,880	12,320	12,740	13,200	13,640	14,080	14,520	14,960	15,400	15,840	16,280	16,720	17,180
9	11,500	11,960	12,420	12,880	13,340	13,800	14,260	14,720	15,180	15,640	16,100	16,560	17,020	17,480	17,940
10	12,000	12,480	12,960	13,440	13,920	14,400	14,880	15,360	15,840	16,320	16,800	17,280	17,760	18,240	18,720
11	12,500	13,000	13,500	14,000	14,500	15,000	15,500	16,000	16,500	17,000	17,500	18,000	18,500	19,000	19,500
12	13,000	13,520	14,040	14,560	15,080	15,600	16,120	16,640	17,160	17,680	18,200	18,720	19,240	19,760	20,280
13	13,500	14,040	14,580	15,120	15,660	16,200	16,740	17,280	17,820	18,360	18,900	19,440	19,980	20,520	21,060
14	14,000	14,560	15,120	15,680	16,240	16,800	17,360	17,920	18,480	19,040	19,600	20,160	20,720	21,280	21,840
15	14,500	15,080	15,660	16,240	16,820	17,400	17,980	18,560	19,140	19,720	20,300	20,880	21,460	22,040	22,620
16	15,000	15,600	16,200	16,800	17,400	18,000	18,600	19,200	19,800	20,400	21,000	21,600	22,200	22,800	23,400
17	15,500	16,120	16,740	17,360	17,980	18,600	19,220	19,840	20,460	21,080	21,700	22,320	22,940	23,560	24,180
18	16,000	16,640	17,280	17,920	18,560	19,200	19,840	20,480	21,120	21,760	22,400	23,040	23,680	24,320	24,960
19	16,500	17,160	17,840	18,520	19,200	19,880	20,560	21,240	21,920	22,600	23,280	23,960	24,640	25,320	26,000
20	17,000	17,680	18,360	19,040	19,720	20,400	21,080	21,760	22,440	23,120	23,800	24,480	25,160	25,840	26,520
21	17,500	18,200	18,900	19,600	20,300	21,000	21,700	22,400	23,100	23,800	24,500	25,200	25,900	26,600	27,300
22	18,000	18,720	19,440	20,160	20,880	21,600	22,320	23,040	23,760	24,480	25,200	25,920	26,640	27,360	28,080
23	18,500	19,240	19,980	20,720	21,460	22,200	22,940	23,680	24,420	25,160	25,900	26,640	27,380	28,120	28,860
24	19,000	19,760	20,520	21,280	22,040	22,800	23,560	24,320	25,080	25,840	26,600	27,360	28,120	28,880	29,640
25	19,500	20,280	21,060	21,840	22,620	23,400	24,180	24,960	25,740	26,520	27,300	28,080	28,860	29,640	30,420
26	20,000	20,800	21,600	22,400	23,200	24,000	24,800	25,600	26,400	27,200	28,000	28,800	29,600	30,400	31,200
27	20,500	21,320	22,144	22,968	23,792	24,616	25,440	26,264	27,088	27,912	28,736	29,560	30,384	31,208	32,032
28	21,000	21,840	22,680	23,520	24,360	25,200	26,040	26,880	27,720	28,560	29,400	30,240	31,080	31,920	32,760
29	21,500	22,360	23,220	24,080	24,940	25,800	26,660	27,520	28,380	29,240	30,100	30,960	31,820	32,680	33,540
30	22,000	22,880	23,760	24,640	25,520	26,400	27,280	28,160	29,040	29,920	30,800	31,680	32,560	33,440	34,320
31	22,500	23,384	24,268	25,152	26,036	26,920	27,804	28,688	29,572	30,456	31,340	32,224	33,108	33,992	34,876
32	23,000	23,904	24,808	25,712	26,616	27,520	28,424	29,328	30,232	31,136	32,040	32,944	33,848	34,752	35,656
33	23,500	24,416	25,332	26,248	27,164	28,080	29,000	29,920	30,840	31,760	32,680	33,600	34,520	35,440	36,360
34	24,000	24,928	25,856	26,784	27,712	28,640	29,568	30,496	31,424	32,352	33,280	34,208	35,136	36,064	36,992
35	24,500	25,440	26,384	27,328	28,272	29,216	30,160	31,104	32,048	32,992	33,936	34,880	35,824	36,768	37,712
36	25,000	25,960	26,920	27,880	28,840	29,800	30,760	31,720	32,680	33,640	34,600	35,560	36,520	37,480	38,440
37	25,500	26,472	27,444	28,416	29,388	30,360	31,332	32,304	33,276	34,248	35,220	36,192	37,164	38,136	39,108
38	26,000	27,000	28,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000
39	26,500	27,520	28,544	29,568	30,592	31,616	32,640	33,664	34,688	35,712	36,736	37,760	38,784	39,808	40,832
40	27,000	28,040	29,080	30,120	31,160	32,200	33,240	34,280	35,320	36,360	37,400	38,440	39,480	40,520	41,560

16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
13,507	14,047	14,609	15,194	15,801	16,432	17,091	17,774	18,485	19,225	19,994	20,794	21,625	22,490	23,390
14,408	14,984	15,583	16,207	16,859	17,539	18,230	18,950	19,710	20,506	21,327	22,180	23,067	23,990	24,949
15,308	15,920	16,557	17,219	17,908	18,625	19,370	20,144	20,950	21,788	22,660	23,568	24,509	25,489	26,509
16,208	16,857	17,531	18,232	18,963	19,725	20,509	21,329	22,182	23,070	23,992	24,950	25,950	26,988	28,068
17,109	17,792	18,505	19,248	20,019	20,816	21,648	22,514	23,415	24,351	25,323	26,338	27,392	28,488	29,627
18,009	18,730	19,479	20,258	21,068	21,911	22,788	23,699	24,647	25,633	26,658	27,725	28,834	29,987	31,187
18,900	19,640	20,400	21,180	22,000	22,860	23,760	24,690	25,650	26,640	27,660	28,710	29,790	30,900	32,040
19,800	20,560	21,340	22,140	22,980	23,860	24,780	25,740	26,740	27,780	28,860	29,980	31,140	32,340	33,580
20,700	21,480	22,280	23,100	23,960	24,860	25,800	26,780	27,800	28,860	29,960	31,100	32,280	33,500	34,760
21,600	22,400	23,220	24,060	24,940	25,860	26,820	27,820	28,860	29,940	31,060	32,220	33,420	34,660	35,940
22,500	23,320	24,160	25,020	25,920	26,860	27,840	28,860	29,920	31,020	32,160	33,340	34,560	35,820	37,120
23,400	24,240	25,100	25,980	26,900	27,860	28,860	29,900	30,980	32,100	33,260	34,460	35,700	36,980	38,300
24,300	25,160	26,040	26,940	27,880	28,860	29,880	30,940	32,040	33,180	34,360	35,580	36,840	38,140	39,480
25,200	26,080	26,980	27,900	28,860	29,860	30,900	31,980	33,100	34,260	35,460	36,700	37,980	39,300	40,660
26,100	27,000	27,920	28,860	29,840	30,860	31,920	33,020	34,160	35,340	36,560	37,820	39,120	40,460	41,840
27,000	27,920	28,860	29,840	30,860	31,920	33,020	34,160	35,340	36,560	37,820	39,120	40,460	41,840	43,260
28,000	28,960	29,940	30,940	31,980	33,060	34,180	35,340	36,540	37,780	39,060	40,380	41,740	43,140	44,580
29,000	29,960	30,960	31,980	33,020	34,100	35,220	36,380	37,580	38,820	40,100	41,420	42,780	44,180	45,620
30,000	30,960	31,960	32,980	34,020	35,100	36,220	37,380	38,580	39,820	41,100	42,420	43,780	45,180	46,620
31,000	31,960	32,960	33,980	35,020	36,100	37,220	38,380	39,580	40,820	42,100	43,420	44,780	46,180	47,620
32,000	32,960	33,960	34,980	36,020	37,100	38,220	39,380	40,580	41,820	43,100	44,420	45,780	47,180	48,620
33,000	33,960	34,960	35,980	37,020	38,100	39,220	40,380	41,580	42,820	44,100	45,420	46,780	48,180	49,620
34,000	34,960	35,960	36,980	38,02										

1987 COUNTY OF BURLINGTON SALARIES

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
R	1	7,930	8,268	8,588	8,904	9,222	9,540	9,858	10,176	10,494	10,812	11,130	11,448	11,766	12,084
A	2	8,480	8,819	9,159	9,498	9,837	10,176	10,515	10,854	11,194	11,533	11,872	12,211	12,550	12,889
	3	9,010	9,370	9,731	10,091	10,452	10,812	11,172	11,533	11,893	12,254	12,614	12,975	13,335	13,695
H	4	9,540	9,922	10,303	10,685	11,068	11,448	11,827	12,207	12,587	12,968	13,348	13,728	14,108	14,488
G	5	10,070	10,473	10,876	11,279	11,682	12,085	12,488	12,891	13,294	13,697	14,100	14,503	14,906	15,309
K	6	10,600	11,024	11,448	11,872	12,296	12,720	13,144	13,568	13,992	14,416	14,840	15,264	15,688	16,112
O	7	11,130	11,579	12,028	12,466	12,911	13,356	13,801	14,246	14,692	15,137	15,582	16,027	16,472	16,917
E	8	11,660	12,128	12,593	13,059	13,526	13,992	14,458	14,925	15,391	15,858	16,324	16,790	17,257	17,723
S	9	12,190	12,678	13,165	13,653	14,140	14,628	15,115	15,603	16,091	16,579	17,066	17,554	18,041	18,529
	10	12,720	13,229	13,738	14,246	14,755	15,264	15,773	16,282	16,791	17,300	17,809	18,318	18,827	19,336
	11	13,250	13,780	14,310	14,840	15,370	15,900	16,430	16,960	17,490	18,020	18,550	19,080	19,610	20,140
	12	13,780	14,331	14,882	15,434	15,985	16,536	17,087	17,638	18,190	18,741	19,292	19,843	20,394	20,945
	13	14,310	14,882	15,455	16,027	16,600	17,172	17,744	18,316	18,888	19,460	20,032	20,604	21,176	21,748
	14	14,840	15,434	16,027	16,621	17,214	17,808	18,402	18,995	19,589	20,182	20,776	21,370	21,963	22,557
	15	15,370	15,985	16,600	17,214	17,829	18,444	19,059	19,674	20,289	20,904	21,519	22,134	22,749	23,363
	16	15,900	16,538	17,177	17,816	18,455	19,094	19,733	20,372	21,011	21,650	22,289	22,928	23,567	24,206
	17	16,430	17,087	17,744	18,402	19,059	19,716	20,373	21,030	21,687	22,344	23,001	23,658	24,315	24,972
	18	16,960	17,638	18,317	18,995	19,674	20,352	21,030	21,709	22,387	23,066	23,744	24,423	25,101	25,779
	19	17,490	18,190	18,889	19,589	20,288	20,988	21,688	22,387	23,087	23,786	24,486	25,185	25,885	26,584
	20	18,020	18,741	19,462	20,182	20,903	21,624	22,345	23,066	23,786	24,507	25,228	25,948	26,669	27,390
	21	18,550	19,292	20,034	20,776	21,518	22,260	23,002	23,744	24,486	25,228	25,970	26,712	27,454	28,196
	22	19,080	19,843	20,606	21,369	22,132	22,895	23,658	24,421	25,184	25,947	26,710	27,473	28,236	29,000
	23	19,610	20,394	21,179	21,963	22,748	23,532	24,316	25,101	25,885	26,670	27,454	28,238	29,023	29,807
	24	20,140	20,946	21,751	22,557	23,362	24,168	24,974	25,779	26,585	27,390	28,196	29,002	29,807	30,613
	25	20,670	21,497	22,324	23,150	23,977	24,804	25,631	26,458	27,284	28,111	28,938	29,765	30,592	31,418
	26	21,200	22,048	22,896	23,744	24,592	25,440	26,288	27,136	27,984	28,832	29,680	30,528	31,376	32,224
	27	22,048	22,930	23,812	24,694	25,576	26,458	27,340	28,222	29,104	29,986	30,868	31,750	32,632	33,514
	28	22,896	23,812	24,728	25,644	26,560	27,476	28,392	29,308	30,224	31,140	32,056	32,972	33,888	34,804
	29	23,744	24,694	25,644	26,593	27,543	28,493	29,443	30,392	31,342	32,292	33,242	34,191	35,141	36,091
	30	24,592	25,576	26,560	27,543	28,527	29,510	30,494	31,478	32,461	33,445	34,428	35,412	36,395	37,379
	31	25,440	26,458	27,475	28,493	29,510	30,528	31,546	32,563	33,581	34,599	35,616	36,634	37,651	38,669
	32	26,288	27,340	28,391	29,443	30,494	31,546	32,598	33,650	34,702	35,754	36,806	37,858	38,910	39,962
	33	27,136	28,221	29,307	30,392	31,478	32,563	33,649	34,734	35,820	36,905	37,990	39,076	40,161	41,247
	34	27,984	29,103	30,223	31,343	32,463	33,583	34,703	35,823	36,943	38,063	39,183	40,303	41,423	42,543
	35	28,832	29,985	31,139	32,292	33,445	34,598	35,751	36,904	38,057	39,210	40,363	41,516	42,669	43,822
	36	29,680	30,867	32,054	33,242	34,429	35,616	36,803	37,990	39,177	40,364	41,551	42,738	43,925	45,112
	37	30,528	31,749	32,970	34,191	35,412	36,634	37,855	39,076	40,297	41,518	42,739	43,960	45,181	46,402
	38	31,376	32,631	33,886	35,141	36,396	37,651	38,906	40,161	41,416	42,671	43,926	45,181	46,436	47,691
	39	32,224	33,513	34,802	36,091	37,380	38,669	39,958	41,247	42,536	43,825	45,114	46,403	47,692	48,981
	40	33,072	34,395	35,718	37,041	38,364	39,687	41,010	42,333	43,656	44,979	46,302	47,625	48,948	50,271

	16	17	18	19	20	21	22	23	24	25	26	27	28	29
1	12,720	13,038	13,356	13,674	13,992	14,310	14,628	14,946	15,264	15,582	15,900	16,218	16,536	16,854
2	13,968	14,307	14,646	14,985	15,324	15,663	16,002	16,341	16,680	17,019	17,358	17,697	18,036	18,375
3	14,416	14,776	15,137	15,497	15,858	16,218	16,579	16,939	17,299	17,660	18,020	18,380	18,741	19,101
4	15,264	15,646	16,027	16,409	16,790	17,172	17,554	17,936	18,318	18,699	19,080	19,462	19,843	20,225
5	16,112	16,515	16,918	17,320	17,723	18,126	18,529	18,932	19,334	19,737	20,140	20,543	20,946	21,348
6	16,960	17,384	17,808	18,232	18,656	19,080	19,504	19,928	20,352	20,776	21,200	21,624	22,048	22,472
7	17,808	18,253	18,698	19,144	19,589	20,034	20,479	20,924	21,370	21,815	22,260	22,705	23,150	23,595
8	18,656	19,122	19,589	20,055	20,522	20,988	21,454	21,921	22,387	22,854	23,320	23,786	24,252	24,719
9	19,504	19,992	20,479	20,967	21,454	21,942	22,430	22,917	23,405	23,893	24,380	24,868	25,355	25,843
10	20,352	20,861	21,370	21,878	22,387	22,896	23,405	23,914	24,422	24,931	25,440	25,949	26,458	26,966
11	21,200	21,729	22,258	22,787	23,316	23,845	24,374	24,903	25,432	25,961	26,490	27,019	27,548	28,077
12	22,048	22,599	23,150	23,701	24,252	24,803	25,354	25,905	26,456	27,007	27,558	28,109	28,660	29,211
13	22,896	23,468	24,041	24,613	25,186	25,758	26,330	26,903	27,475	28,048	28,620	29,192	29,765	30,337
14	23,744	24,338	24,931	25,525	26,118	26,712	27,306	27,899	28,493	29,086	29,680	30,274	30,867	31,461
15	24,592	25,207	25,822	26,437	27,052	27,667	28,281	28,896	29,510	30,125	30,740	31,355	31,970	32,584
16	25,440	26,076	26,712	27,348	27,984	28,620	29,256	29,892	30,528	31,164	31,800	32,436	33,072	33,708
17	26,288	26,945	27,602	28,259	28,917	29,574	30,231	30,888	31,546	32,203	32,860	33,517	34,174	34,832
18	27,136	27,814	28,493	29,171	29,850	30,528	31,206	31,885	32,563	33,242	33,920	34,598	35,277	35,955
19	27,984	28,684	29,383	30,083	30,782	31,482	32,182	32,881	33,581	34,280	34,980	35,680	36,379	37,079
20	28,832	29,553	30,274	30,994	31,715	32,436	33,157	33,878	34,599	35,319	36,040	36,761	37,482	38,202
21	29,680	30,422	31,164	31,906	32,648	33,390	34,132	34,874	35,616	36,358	37,100	37,842	38,584	39,326
22	30,528	31,291	32,054	32,818	33,581	34,344	35,107	35,870	36,634	37,397	38,160	38,923	39,686	40,449
23	31,376	32,160	32,945	33,729	34,514	35,298	36,082	36,867	37,651	38,436	39,220	40,004	40,789	41,573
24	32,224	33,030	33,835	34,641	35,446	36,252	37,058	37,863	38,669	39,474	40,280	41,086	41,891	42,697
25	33,072	33,899	34,726	35,552	36,379	37,206	38,033	38,860						

1988 COUNTY OF BURLINGTON SALARIES

ITZPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
8,427	8,764	9,101	9,438	9,775	10,112	10,449	10,787	11,124	11,461	11,798	12,135	12,472	12,809	13,146	
8,989	9,348	9,708	10,067	10,427	10,787	11,146	11,506	11,865	12,225	12,584	12,944	13,303	13,663	14,023	
9,551	9,913	10,275	10,637	11,000	11,361	11,723	12,084	12,445	12,806	13,167	13,528	13,889	14,250	14,611	14,972
10,112	10,517	10,921	11,326	11,730	12,135	12,539	12,944	13,348	13,753	14,157	14,562	14,966	15,371	15,775	
10,674	11,101	11,528	11,955	12,382	12,809	13,236	13,663	14,090	14,517	14,944	15,371	15,798	16,225	16,652	
11,236	11,688	12,139	12,584	13,034	13,483	13,933	14,382	14,832	15,281	15,730	16,180	16,629	17,079	17,528	
11,798	12,270	12,743	13,216	13,689	14,162	14,635	15,108	15,581	16,054	16,527	17,000	17,473	17,946	18,419	
12,360	12,854	13,348	13,843	14,337	14,832	15,326	15,820	16,315	16,809	17,303	17,798	18,292	18,787	19,281	
12,921	13,438	13,955	14,472	14,989	15,506	16,023	16,539	17,056	17,573	18,090	18,607	19,124	19,641	20,157	
13,483	14,023	14,562	15,101	15,641	16,180	16,719	17,258	17,798	18,337	18,876	19,416	19,955	20,494	21,034	
14,045	14,607	15,169	15,730	16,292	16,854	17,416	17,978	18,539	19,101	19,663	20,225	20,787	21,348	21,910	
14,607	15,191	15,775	16,360	16,944	17,528	18,112	18,697	19,281	19,865	20,450	21,034	21,618	22,202	22,787	
15,169	15,775	16,382	16,989	17,596	18,202	18,809	19,416	20,023	20,629	21,236	21,843	22,450	23,056	23,663	
15,730	16,360	16,989	17,618	18,247	18,876	19,505	20,135	20,764	21,393	22,022	22,652	23,281	23,910	24,539	
16,292	16,944	17,596	18,247	18,899	19,551	20,202	20,854	21,506	22,157	22,809	23,461	24,112	24,764	25,416	
16,854	17,528	18,202	18,876	19,551	20,225	20,899	21,573	22,247	22,921	23,596	24,270	24,944	25,618	26,292	
17,416	18,112	18,809	19,506	20,202	20,899	21,596	22,292	22,989	23,685	24,382	25,079	25,775	26,472	27,169	
17,978	18,697	19,416	20,135	20,854	21,573	22,292	23,011	23,730	24,450	25,169	25,888	26,607	27,326	28,045	
18,539	19,281	20,023	20,764	21,506	22,247	22,989	23,730	24,472	25,214	25,955	26,697	27,438	28,180	28,921	
19,101	19,865	20,629	21,393	22,157	22,921	23,685	24,450	25,214	25,978	26,742	27,506	28,270	29,034	29,798	
19,663	20,450	21,236	22,023	22,809	23,596	24,382	25,169	25,955	26,742	27,528	28,315	29,101	29,888	30,674	
20,225	21,034	21,843	22,652	23,461	24,270	25,079	25,888	26,697	27,506	28,315	29,124	29,933	30,742	31,551	
20,787	21,618	22,450	23,281	24,112	24,944	25,775	26,607	27,438	28,270	29,101	29,933	30,764	31,596	32,427	
21,348	22,202	23,056	23,910	24,764	25,618	26,472	27,326	28,180	29,034	29,888	30,742	31,596	32,450	33,304	
21,910	22,787	23,663	24,539	25,416	26,292	27,169	28,045	28,921	29,798	30,674	31,551	32,427	33,304	34,180	
22,472	23,371	24,270	25,169	26,068	26,968	27,868	28,764	29,663	30,562	31,461	32,360	33,259	34,157	35,056	
23,034	24,008	24,983	25,958	26,933	27,908	28,883	29,858	30,833	31,808	32,783	33,758	34,733	35,708	36,683	
23,596	24,601	25,606	26,611	27,616	28,621	29,626	30,631	31,636	32,641	33,646	34,651	35,656	36,661	37,666	
24,158	25,203	26,248	27,293	28,338	29,383	30,428	31,473	32,518	33,563	34,608	35,653	36,698	37,743	38,788	
24,720	25,811	26,892	27,973	29,054	30,135	31,216	32,297	33,378	34,459	35,540	36,621	37,702	38,783	39,864	
25,282	26,413	27,544	28,675	29,806	30,937	32,068	33,199	34,330	35,461	36,592	37,723	38,854	39,985	41,116	
25,844	27,015	28,186	29,357	30,528	31,699	32,870	34,041	35,212	36,383	37,554	38,725	39,896	41,067	42,238	
26,406	27,617	28,828	30,039	31,250	32,461	33,672	34,883	36,094	37,305	38,516	39,727	40,938	42,149	43,360	
26,968	28,219	29,470	30,721	31,972	33,223	34,474	35,725	36,976	38,227	39,478	40,729	41,980	43,231	44,482	
27,530	28,821	30,112	31,403	32,694	33,985	35,276	36,567	37,858	39,149	40,440	41,731	43,022	44,313	45,604	
28,092	29,423	30,754	32,085	33,416	34,747	36,078	37,409	38,740	40,071	41,402	42,733	44,064	45,395	46,726	
28,654	30,035	31,426	32,817	34,208	35,599	36,990	38,381	39,772	41,163	42,554	43,945	45,336	46,727	48,118	
29,216	30,646	32,087	33,528	34,969	36,410	37,851	39,292	40,733	42,174	43,615	45,056	46,497	47,938	49,379	
29,778	31,257	32,738	34,219	35,660	37,101	38,542	39,983	41,424	42,865	44,306	45,747	47,188	48,629	50,070	
30,340	31,868	33,379	34,860	36,341	37,822	39,303	40,784	42,265	43,746	45,227	46,708	48,189	49,670	51,151	
30,902	32,479	34,000	35,521	37,042	38,563	40,084	41,605	43,126	44,647	46,168	47,689	49,210	50,731	52,252	
31,464	33,090	34,631	36,172	37,703	39,244	40,804	42,364	44,003	45,524	47,045	48,566	50,087	51,608	53,129	
32,026	33,701	35,262	36,823	38,385	40,045	41,805	43,303	44,924	46,545	48,166	49,787	51,408	53,029	54,650	
32,588	34,312	35,893	37,464	39,146	40,846	42,544	44,183	45,804	47,425	49,046	50,667	52,288	53,909	55,530	
33,150	34,923	36,504	38,085	40,287	42,087	43,785	45,423	47,064	48,705	50,346	51,987	53,628	55,269	56,910	
33,712	35,534	37,145	38,746	40,528	42,328	44,126	45,767	47,408	49,049	50,690	52,331	53,972	55,613	57,254	
34,274	36,145	37,766	39,367	41,069	42,969	44,667	46,308	47,949	49,590	51,231	52,872	54,513	56,154	57,795	
34,836	36,756	38,387	39,988	41,610	43,410	45,208	46,849	48,490	50,131	51,772	53,413	55,054	56,695	58,336	
35,398	37,367	39,008	40,609	42,151	44,051	45,849	47,490	49,131	50,772	52,413	54,054	55,695	57,336	58,977	
35,960	37,978	39,619	41,210	42,792	44,492	46,390	48,031	49,672	51,313	52,954	54,595	56,236	57,877	59,518	
36,522	38,589	40,230	41,851	43,433	45,133	47,031	48,672	50,313	51,954	53,595	55,236	56,877	58,518	60,159	
37,084	39,200	40,841	42,472	44,174	45,874	47,572	49,213	50,854	52,495	54,136	55,777	57,418	59,059	60,700	
37,646	39,811	41,462	43,113	44,815	46,515	48,113	49,754	51,395	53,036	54,677	56,318	57,959	59,600	61,241	
38,208	40,422	42,063	43,754	45,456	47,256	48,754	50,395	52,036	53,677	55,318	56,959	58,600	60,241	61,882	
38,770	41,033	42,664	44,395	46,197	47,997	49,495	51,136	52,777	54,418	56,059	57,700	59,341	60,982	62,623	
39,332	41,644	43,265	45,036	46,938	48,638	50,136	51,777	53,418	55,059	56,700	58,341	59,982	61,623	63,264	
39,894	42,255	43,876	45,717	47,579	49,279	50,777	52,418	54,059	55,700	57,341	58,982	60,623	62,264	64,105	
40,456	42,866	44,497	46,358	48,320	49,960	51,559	53,158	54,799	56,440	58,081	59,722	61,363	63,005	64,646	
41,018	43,477	45,108	46,939	48,961	50,601	52,199	54,039	55,680	57,321	58,962	60,603	62,244	63,885	65,527	
41,580	44,088	45,719	47,580	49,602	51,242	53,240	54,881	56,522	58,163	59,804	61,444	63,085	64,726	66,368	
42,142	44,699	46,330	48,181	50,243	52,283	54,381	56,022	57,663	59,304	60,945	62,586	64,227	65,867	67,209	
42,704	45,310	46,941	48,762	50,884	52,924	54,922	56,563	58,204	59,845	61,486	63,127	64,768	66,408	68,050	
43,266	45,921	47,552	49,343	51,485	53,565	55,663	57,304	58,945	60,586	62,227	63,868	65,509	67,149	68,790	
43,828	46,532	48,163	49,904	52,126	54,206	56,304	57,945	59,586	61,227	62,868	64,509	66,150	67,791	69,431	
44,390	47,143	48,774	50,525	52,767	54,847	56,945	58,586	60,227	61,868	63,509	65,150	66,791	68,432	70,072	
44,952	47,754	49,385	51,186	53,408	55,488	57,586	59,227	60,868	62,509	64,150	65,791	67,432	69,073	70,713	
45,514	48,365	50,006	51,827	54,049	56,129	58,127	59,768	61,409	63,050	64,691	66,332	67,973	69,614	71,254	
46,076	48,976	50,617	52,468	54,690	56,770	58,768	60,409	62,050	63,691	65,332	66,973	68,614	70,254	71,895	
46,638	49,587	51,228	53,109	55,331	57,411	59,409	61,009	62,650	64,291	65,932	67,573	69,214	70,855	72,496	
47,200	50,198	51,839	53,750	55,972	58,052	60,008	61,650	63,291	64,932	66,573	68,214	69,855	71,496	7	

EXHIBIT C

BURLINGTON COUNTY PERFORMANCE EVALUATION/INCREMENT SYSTEM

A. General Guidelines and Objectives

1. A Performance Evaluation System is hereby established to go into effect on July 1, 1986.
2. The objective of the PES shall be as follows:
 - a. to clearly identify what is expected of each worker in terms of job performance
 - b. to identify workers' strengths and weaknesses
 - c. to provide a positive reinforcement system whereby workers can progress through a salary increment system based upon satisfactory and/or outstanding performance
3. In order to effectively accomplish the above objectives will be drafted for each job title no later than April 15, 1986. These objectives will be given to the Union for its review and comment.
4. No later than June 15, 1986, the County will, after seriously considering the Union's input, issue a final set of objectives for each title. These guidelines shall be the basis upon which each supervisor will establish the basis for performance evaluation.

B. Evaluation System

1. Employees shall meet with their supervisor no later than July 15 of each calendar year. At this meeting, an Individualized Performance Agreement (IPA) shall be established based upon the general objectives developed in A-4 above.
2. The IPA shall minimumly contain the following:
 - a. General objectives for the job title
 - b. Individualized tasks which the worker is expected to perform
 - c. Schedule of next quarterly meeting to be held between the worker and supervisor at which point the worker will be given a quarterly evaluation of his/her job performance.

C. Rating System - Quarterly

1. Workers will be given a quarterly evaluation of performance no later than October 15, January 15 and April 15 of each year.
2. The quarterly rating shall be primarily in narrative form but shall include an overall rating in one of the following categories:
 - a. Outstanding
 - b. Satisfactory
 - c. Unsatisfactory

3. Any worker who receives an overall unsatisfactory rating at their quarterly meeting shall be scheduled for monthly supervisory meetings until the next quarterly meeting. Additionally, a quarterly evaluation of unsatisfactory shall be accompanied by specific goals and the supervisory assistance to be offered to the worker to help him/her improve job performance.

4. Copies of any Quarterly evaluation shall be sent to the Freeholders Office for inclusion in the employees personnel file.

D. Rating System - Annual

1. Workers will be given an annual evaluation beginning in 1987. This evaluation shall be completed no later than June 15 of each year.

2. This annual evaluation shall be primarily in narrative form but shall contain an overall rating in one of the following categories:

- a. Outstanding
- b. Satisfactory
- c. Unsatisfactory

3. The annual rating shall be a composite rating of the employee's overall performance during the previous year. A rating in any quarter shall not be the sole grounds upon which to justify an annual evaluation. Supervisors will consider trends toward improvement whenever such develop.

4. Copies of each employee's Annual report shall be sent to the Freeholders Office for inclusion in his/her personnel file.

E. Increment Payment

1. Annual increments shall only be denied when there is just cause for an unsatisfactory rating.

2. Increments shall be awarded on July 1 of each year beginning in 1987.

3. An employee who has been given an outstanding rating will receive a one-step increment as well as either three (3) days off with pay or a cash payment equal to 1/2 his/her increment, not to exceed \$500.00. Said days off shall be with the approval of the department head.

F. New Employees

1. New employees shall be given an initial IPA within 2 weeks of hire and shall thereafter be given the quarterly evaluation.

2. Employees must have at least (11) eleven months service by June 15 (annual evaluation) in order to be eligible for an increment.

G. Job changes in middle of evaluation period

1. Employees who change jobs during the course of the evaluation period will be given an exit evaluation by their supervisor.
2. A new IPA shall be developed within 2 weeks of beginning the new job and the worker shall thereafter be evaluated on the quarterly system.
3. Where an employee has had more than one job during the 12 month evaluation period, the annual evaluation shall be composite evaluation based upon the previous years overall performance.

H. Appeal Procedure - Quarterly rating and IPA's

1. Disputes concerning IPA's and quarterly ratings shall be appealable to the Department Head or designee.
2. Where an appeal of an IPA or a quarterly rating is not resolved by the Department Head, the employee shall be permitted to place a written statement in his/her personnel file stating his/her objections.
3. A Union representative may represent a worker at any appeal before a Department Head.
4. Notwithstanding the provisions of G-1 above, employees who get 2 unsatisfactory quarterly ratings may appeal the decision of the Department Head to the Clerk/Administrator, or designee.
5. Appeal of IPA's and quarterly ratings shall not be appealable beyond the Step(s) outlined above.

I. Appeal Procedure - Annual Rating

1. Employees may appeal any annual rating not satisfactorily resolved after appealing to the Department Head the Joint Union Management Panel (JUMP) for review and consideration.
2. The JUMP shall be comprised of two representatives of the Union and two representatives of the County and one mutually agreed upon neutral panel member.
3. The 5 JUMP members shall informally discuss and review the rating of the employee, any documentation which accompanied the evaluation and any written comments the employee cares to submit. Additionally, verbal arguments can be made by both the Union and Management members.
4. The JUMP members will attempt to resolve the dispute in one of the following manners:
 - a. Uphold the rating
 - b. Modify the rating upward
 - c. Order an extension of the evaluation period at which time the employee shall be evaluated again and, if improved, the rating upgraded and if the increment had been withheld, it shall be restored.

5. In the event the parties are unable to resolve the dispute, the neutral panel member shall, in appeals of unsatisfactory only, make a determination whether the appeal should be submitted to binding arbitration. The decision of the neutral panel member shall be final as to the interests of the parties.

6. In the event the neutral JUMP member permits an unsatisfactory appeal to go to arbitration, it shall be appealed under the provisions of Step 4 of the grievance procedure.

7. The JUMP shall meet within 30 days of an appeal of a Department Head's decision.

8. Up to 8 cases may be scheduled for one days JUMP meeting.

9. The cost of the JUMP neutral member shall be borne equally by the parties.

10. The neutral JUMP member shall issue no decisions in writing other than those made on the day of the meeting.

EXHIBIT D

35 Hours per Week Employees Clerical

Acct. Clerk (Sr-Suprv)
Chief Court Clerk
Clerk (Sr-Suprv)
Clerk Bi-lingual (Health Aide)
Clerk Trans (Sr-Suprv)
Clerk Typist (Sr-Suprv)
Clerk Steno (Sr-Suprv)
Court Clerk (Sr)
Data Control Clerk (Sr-Suprv)
Data Entry Machine Oper (Sr-Suprv)
Docket Clerk (Sr-Suprv)
Index Clerk (Sr-Suprv)
Library Asst. (Sr-Suprv)
Library Page
Medical Clerk Typing
Microfilm Oper (Sr-Suprv)
Tax Clerk (Sr-Princ)
Telephone Oper (Sr-Princ)

EXHIBIT E

GRIEVANCE PROCEDURE FOR JUDICIAL EMPLOYEES OF
BURLINGTON COUNTY

The following procedure for the filing and disposition of grievances shall apply to all employees of the judiciary of Burlington County. The term "department head" shall mean either the County Clerk, acting as Deputy Clerk of the Superior Court, the Surrogate, acting as a Clerk of the Superior Court, Law Division Probate Part, or Chief Probation Officer of the County of Burlington depending upon the particular judicial department wherein the grievant is employed. Any grievance or dispute which may arise between or among the parties including the application, meaning or interpretation of the agreement, shall be heard and determined in accordance with the following:

STEP 1. The employee shall set forth in writing, within five (5) days of the occurrence of a grievable matter, the specific facts upon which the grievance is based and shall present the same, personally or by a union representative, to the department head. Within two (2) working days of his receipt of such written grievance, the department head shall notify the grievant's immediate supervisor who shall have three (3) working days to attempt to informally resolve the grievance.

STEP 2. If the supervisor fails to resolve the grievance, informally, he or she shall notify the department head who shall schedule a hearing and render a written decision within fifteen (15) working days.

STEP 3. If the determination of the department head is adverse to the grievant, the grievant shall have the right to appeal, in writing, to the assignment judge within ten (10) days from the date of the receipt of the decision of the department head. The grievant shall attach to the written letter of appeal a copy of the original grievance and a copy of the decision of the department head. Within twenty (20) working days after receipt of the written letter of appeal, the assignment judge, or his designee, shall schedule a hearing and render a written decision.

STEP 4. Upon receipt of an adverse decision from the assignment judge or his designee, the grievant shall have thirty (30) calendar days to appeal such determination to the Public Employment Relations Commission or the Civil Service Commission whichever is appropriate.

The failure of the supervisor, department head or assignment judge (including his designee), to act within the time limitations described herein, shall constitute a denial or adverse determination of the grievance and the grievance shall be deemed pending in the next step of the procedure.

A group or class grievance may be filed by a member of the affected group or class, by the business administrator of CWA 1044 or by the attorney for CWA 1044; but any such grievance shall clearly delineate the group or class involved, and shall, where practicable, list the names and titles of the individual employees involved.

Extensions of time limits may be obtained only by the written consent of the grievant or representative and the person designated to hear and determine the grievance.

If the grievant accepts the decision at any step, neither the business administrator of CWA 1044 nor the attorney for CWA 1044 shall have the right to appeal such determination.

The approval of the within grievance procedure by the Assignment Judge of Burlington County is not an acknowledgement that anyone except the Assignment Judge is the employer of judicial personnel, nor is it an acknowledgement that judicial employees are subject to the jurisdiction of the Public Employment Relations Commission or the Civil Service Commission.

EXHIBIT F

The grievance procedure to be followed by employees of the Library Commission and Mosquito Commission shall be the same as that contained on page 24 of this contract except that in Steps and 2, "Library Director" or "Superintendent of the Mosquito Commission" shall replace "department head" and "Library Commission" or "Mosquito Commission" shall replace "Clerk/Administrator or designee". A separate grievance procedure has been established for Judicial Employees and attached as Exhibit E.

NOTES