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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

This agreement entered into by and between the County of Atlantic hereinafter referred to as the "Employer", and Council 71 Local 2309, affiliated with AFSCME, AFL-CIO, hereinafter referred to as the "Union", has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

1. Recognition

1.1 The Employer recognizes the Union as the bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for all of its employees in the classifications listed under Appendix "A", attached hereto and by reference made a part of this Agreement, and for such additional classifications as the parties may later agree to include. This recognition, however, shall not be interpreted as having the effect of, or in any way abrogating the rights of employees as established under Laws of 1968, Chapter 303.

2. Check Off

2.1 The Employer agrees to deduct the Union monthly membership dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Union and the aggregate deductions of all employees shall be remitted, to the Treasurer of the Union together with a list of the names of all employees for whom the deductions were made by the 10th day of the

succeeding month after such deductions are made. The revocation of this authorization shall be in accordance with the provisions of applicable statutes as presently existing or as may be amended.

3. Work Schedule

3.1 The normal work week shall consist of five (5) consecutive days of eight (8) hours per day, forty (40) hours per week, exclusive of a daily luncheon break of one-half (1/2) hour.

3.2 Employees in continuous operations which require coverage 24 hours per day, 7 days per week shall work the number of hours per day and per week as set forth in 3.1.

3.3 The regular starting time of work shifts subsequent to the initial posting following the execution of this agreement will not be changed without reasonable notice to the affected employees and without first having discussed such changes and the needs for same with representatives of the Union.

3.4 Where the nature of the work involved requires continuous operations on a twenty-four hour per day, seven days per week basis, employees so assigned will have their schedules arranged in a manner which will assure that all employees will have two (2) days off each work week. If a change is required such changes will be discussed with representatives of the Union before such changes are instituted.

3.5 Where more than one work shift per day within a given classification is in effect, employees within such classification will be given preference of shifts in accordance with their seniority. Such preference will be exercised only when vacancies occur or when for other reasons changes in the number of employees per shift are being made.

3.6 Shift changes, or changes in hours of work, will not be used for disciplinary action.

4. Overtime

4.1 Overtime refers to time worked in excess of eight hours per day, exclusive of the half hour luncheon break. Overtime shall be compensable only when authorized by the employee's supervisor. Overtime

shall be at straight time except for hours worked in excess of forty-eight (48) in a given work week in which event overtime shall be paid at the rate of time and one half.

4.2 Employees obliged to work on a contract holiday shall receive in addition to their regular pay, holiday pay at the straight time rate.

4.3 Call-In

Any employee who is requested and returns to work during emergency periods other than his regularly scheduled shift shall be guaranteed not less than three (3) hours pay, regardless of the number of hours actually worked. If the employee's call in time work assignment and his regular shift overlap, he shall be paid for that period worked prior to the regular shift. Thereafter, for the balance of his regular work shift he shall be paid the appropriate rate.

5. Rates of Pay

5.1 An employee who performs work in a higher paid classification than his own shall be temporarily assigned and certified for payment for such work after he has performed this work for five (5) consecutive days during more than fifty percent (50%) of the time while on the job.

5.2 An employee shall be paid the rate of pay for his own classification when performing work of a lower paid classification.

5.3 When an employee is promoted or reclassified from one class or title to another having a higher salary grade, then his salary shall be adjusted to either the minimum of the new grade, or one increment in the new grade above his present grade, whichever is higher. Increments are in accordance with the salary schedule, Appendix A or B attached hereto.

5.4 The following will show the rates of pay for those job titles, involved in snow removal work only, during the time other than their regularly scheduled work shift:

<u>JOB TITLE</u>	<u>RATE OF PAY</u>
See Appendix "D"	\$4.75 per hour
See Appendix "D"	\$5.75 per hour

5A. Uniform Allowance

5A1. These employees who, as a requisite of employment are required by their Employer to wear designated uniforms shall be granted a uniform allowance of \$35.00 per annum, prorated upon the actual number of weeks employed. The Uniform Allowance will be paid on the first full pay period in December of each year.

5B. Insurance

There shall be no change in the Group Hospital Medical Plan presently maintained and paid by the Employer on behalf of the employees except in the case of a new plan that is equivalent or better and accepted by the Union.

6. Sick Leave with Pay

6.1 Permanent employees shall be entitled to the following sick leave of absence with pay:

(a) One working day sick leave with pay for each month of service from the date of permanent appointment up to and including December 31st next following such date of appointment, and fifteen days sick leave with pay for each calendar year thereafter. If any such employee requires none or a portion only of such allowance sick leave for any calendar year, the amount of such leave taken shall accumulate to his credit from year to year and he shall be entitled to such accumulate sick leave with pay if and when needed. Sick leave for purposes herein defined to mean absence from duty of an employee because of personal illness by reason for which such employee is unable to perform the usual duties of his position, exposure to contagious disease, a short period of emergency attendance upon a member of his immediate family critically ill and requiring the presence of such employee.

(b) If an employee is absent for five (5) consecutive working days, for any of the reasons set forth in the above rule the employer shall require acceptable evidence on the form prescribed. The nature of the illness and the length of time the employee

will be absent should be stated on the doctor's certificate.

(c) An employee who does not expect to report for work because of personal illness or for any of the reasons included in the definition of sick leave herein above set forth shall notify his immediate superior, by telephone or personal message within one hour after the beginning time of the employee's shift.

(d) Sick leave claimed by reason of quarantine or exposure to contagious diseases may be approved on the certificate of the local department of health, and in case of death in the family, upon such reasonable proof as the appointing authority shall require.

(e) The total years of service after permanent appointment of each such employee in Civil Service shall be considered in computing accumulated sick leave due and available.

(f) Temporary employees in the service shall be entitled to the following sick leave of absence with pay:

(aa) One working day's sick leave with pay for each month served per annum during such temporary full time employment.

(bb) Employees on a daily, hourly or seasonal basis are not eligible.

(g) Once each year on or before January 15th, the Union shall be notified of the number of unused sick days and vacation days to the credit of each represented employee.

7. Leave of Absence

7.1 Leaves of absence for employees shall be granted as provided in Civil Service Statutes and rules and regulations except as otherwise expanded herein.

7.2 Military Leave of Absence: Any employee who is a member of the National Guard or Reserves of the Military or Naval Forces of the United States and is required to undergo field training, shall be granted a leave of absence with pay for the period of such tour of duty. This leave shall be in addition to annual vacation leave,

provided the employee presents the official notice from his Commanding Officer prior to the effective date of such leave. Such duty is not to exceed two (2) weeks.

7.3 Permanent employees shall be granted a leave of absence without pay for the purpose of entering upon active duty with the Armed Forces of the United States, or with any organization authorized to serve therein or with the Armed Forces of the State in time of war or emergency or pursuant to or in connection with the operation with any system of selective service. Employees having only temporary status who enter on active duty with the Armed Forces of the United States shall be regarded as having resigned.

7.4 Leave of Absence without Pay:

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

(b) Any employee who is a member of the Union and is legally elevated to an official full time position in the parent Union shall be granted a leave of absence without pay, to attend to his official duties, for a period not exceeding one year, which period may be renewed for an additional year upon appropriate request and approval.

8. Leave of Absence with Pay:

8.1 A leave of absence with pay, up to three (3) days, shall be

granted to a permanent employee desiring such leave because of a death in the immediate family, as hereinafter defined:

- (a) Mother or father
- (b) Mother-in-law and father-in-law
- (c) Brother or sister
- (d) Spouse
- (e) Children of employee
- (f) Grandmother and grandfather

8.2 Union Leave: Any four (4) members of the Union who are elected or designated to attend a function of the Union's International or other subordinate body, shall be permitted to attend such functions not to exceed seven (7) days per year each, and shall be granted the necessary time off, with pay, provided that the said time off is of a reasonable duration as determined by the person in charge of the project and the Employer. This right of attendance, moreover, shall be governed by any conditions, restrictions or limitations contained in the International Constitution of the Union.

9. Workmen's Compensation

9.1 When an employee is injured on duty, he is to receive Workmen's Compensation due him plus the difference between the amount received as compensation to him and his salary during the period of temporary disability only.

9.2 An employee who is injured on the job, and is sent home, or to a hospital, or who must obtain medical attention, shall receive pay at the applicable hourly rate for the balance of his regular shift on that day. An employee who has returned to his regular duties after sustaining a compensable injury who is required by the workmen's compensation doctor to give additional medical treatment during his regularly scheduled working hours shall receive his regular hourly rate of pay for such time.

10. Seniority

10.1 Seniority is defined as an employee's total length of service with the Employer, beginning with his original date of hire.

10.2 An employee having broken service with the employer (as distinguished from leave of absence) shall not accrue seniority credit for the time when not employed by the Employer.

10.3 If a question arises concerning two or more employees who were hired on the same date following shall apply: if hired prior to the effective date of this Agreement, seniority preference among such employees shall be determined by the order in which such employees are already shown on the Employer's payroll records, first name, first preference, etc. For employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in alphabetical order of the employee's last name.

10.4 The Employer shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification and pay rate and shall furnish copies of the same to the Union upon request.

10.5 Except where New Jersey Civil Service statutes require otherwise, in all cases of promotions, demotions, layoff, recall, vacation schedules and other situations where substantial employee advantages or disadvantages are concerned, an employee with the greatest amount of seniority shall be given preference provided he has the ability to perform the work involved.

11. Holidays

11.1 The following days are recognized holidays:

- | | |
|-----------------------------|----------------------|
| New Year's Day | Labor Day |
| Martin Luther King Birthday | Columbus Day |
| Washington's Birthday | Veteran's Day |
| Lincoln's Birthday | Thanksgiving Day |
| Good Friday | Christmas Day |
| Memorial Day | General Election Day |
| Fourth of July | |

11.2 Holidays which fall on a Saturday shall be celebrated on the preceding Friday. Holidays that fall on Sunday shall be celebrated on the following Monday. Holidays which fall within an employee's vacation period shall be celebrated, at the employee's option, either immediately before or immediately following his vacation period.

11.3 When the Employer declares by formal action a holiday for all

employees in addition to those stated in 11.1, those who are required to work on such holiday shall be given a compensatory day at a later date. This provision has no applicability when holidays are declared or granted pursuant to a contract with other Representative Associations or Unions.

12. Vacations

12.1 Permanent employees in the service shall be entitled to the following annual vacation with pay:

(a) Up to one year of service, one working day's vacation for each month of service; after one year and up to ten years of service, twelve working days vacation; after ten years and up to twenty years of service, fifteen working days vacation; after twenty years of service, twenty working days vacation.

(b) Where in any calendar year the vacation or any part thereof is not used, such vacation periods shall accumulate and shall be granted during the next succeeding calendar year only or shall be lost.

12.2 Temporary employees in the service shall be entitled to the following annual vacation with pay:

(a) One working day vacation for each month served per annum during such temporary full time employment.

(b) Employees on a daily or hourly basis are not eligible.

13. Strikes and Lockouts

13.1 In addition to any other restrictions imposed by law, Union will not cause a strike, slow down or work stoppage of any kind nor will any employee participate in any strike, work stoppage, slow down or other job action designed to impede or interfere with the orderly conduct of employer's operation. The grievance procedure outlined herein shall be used for the settlement of all disputes. Employer shall not cause any lockout.

14. Safety and Health

14.1 The employer and Union shall designate safety committee

members. It shall be their joint responsibility to investigate unsafe and unhealthful conditions. The Union committee members shall consist of one member from the highway department and one from the institutions. It is understood that the Employer has the final responsibility to correct any breach of this clause. 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 members representing the Union 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 less in pay, for periods not to exceed one (1) hour per week, unless additional time is authorized by the Superintendent, or the Employer.

15. Non Discrimination

15.1 The Employer agrees that there shall be no discrimination or favoritism for reasons of age, sex, nationality, race, religion, marital status, political affiliation, union membership or union activities.

16. Memership Packets

16.1 The Employer will allow membership packets furnished by the Union to be placed in a suitable area so they may be obtained by the new employees.

17. Printing of the Agreement

17.1 The contract will be printed by the Union for all employees in a pocket edition. The cost of such printing shall be divided equally between the Employer and the Union. The contract will be Union printed and contain the Union insigna.

18. Work Rules

18.1 The Employer may establish reasonable and necessary rules of work and conduct for employees, subject to the terms of this

agreement. Such rules shall be equitably applied and enforced.

19. Management Rights

19.1 Except these and only to the extent that they are specifically modified or limited by this agreement, the Employer has the following rights:

(a) It is the right of the Employer to determine the standards of service to be offered by its agency, to determine the standards of selection for employment according to Civil Service; direct its employees; maintain the efficiency of its operations; determine the method, means and personnel by which its operations are to be conducted; take all necessary action to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work.

20. Grievance Procedure

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

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

STEP 2 If the grievance has not been settled, it shall be presented in writing by the Union Steward (or Union grievance committee or employee) to the Superintendent within five (5) working days after the Supervisor's response is due. The Superintendent shall meet with the Union Steward (or Union grievance committee and employee) and respond in writing within three (3) working days.

STEP 3 If the grievance still remains unadjusted, it shall be presented by the Union Steward (or Union grievance committee or employee, to the appropriate Freeholder and Labor Negotiator in writing within five (5) days after the response from the Superintendent is due. The Freeholder and Labor Negotiator shall meet with the Union Steward (Or Union grievance committee or employee) and respond in writing to the Union within seven (7) working days.

STEP 4 If the grievance remains unsettled, the representative may within fifteen (15) working days after the reply of the Freeholder and Labor Negotiator is due, by written notice to the Employer, proceed to arbitration. A request for arbitration shall be made no later than such fifteen (15) day period and a failure to file within said time period shall constitute a bar to such arbitration unless the Union and the Employer shall mutually agree upon a longer time period within which to adjust such a demand.

20.2 With regard to subject matters that are grievable, the arbitration proceedings shall be conducted by an arbitrator to be selected by the Employer and the Union, within seven (7) working days after notice has been given. If the parties fail to agree upon an arbitrator, P.E.R.C. shall be requested by either or both parties to provide a panel of five arbitrators. Both the Employer and Union shall strike another name, etc., and the name remaining shall be the arbitrator. The arbitrator shall restrict his inquiry to the standards established by this Agreement and the arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument. Only his decisions shall be final and binding on both parties.

20.3 Expenses for the arbitrator's services and proceedings under either Sections 20.1 and 20.2 shall be borne equally by the Employer and Union, however, each party shall be responsible for compensating its own representatives and witnesses. If either

party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available without charge to the other party and the arbitrator.

20.4 The Union will notify the Employer in writing of the names of its employees who are designated by the Union to represent employees under the grievance procedure. Employees so designated by the Union will be permitted to confer with other union employees, during working hours without less pay for periods not in excess of one (1) hour per day unless additional time is needed to complete the hearing or consultation.

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

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

21. General Provisions

21.1 Bulletin boards will be made available by the Employer at each of the permanent work locations for the use of the Union for the purpose of posting Union announcements and other information of a non-controversial nature. No public bulletin board shall be utilized for this purpose.

21.2 It is agreed that representatives of the Employer and the Union will meet from time to time upon request of either party to discuss matters of general interest or concern, matters which are not necessarily a grievance as such. Such meetings shall be initiated by written request of either party which shall reflect the precise agenda of the meeting.

22. Termination

22.1 This agreement shall be effective as of the 1st day of April,

1972, and remain in full force and effect until the 31st of March, 1974. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing sixty (60) calendar days prior to the expiration date, that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than sixty (60) days prior to the expiration date; this Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is proved to the other party in the manner set forth in the following paragraph.

22.2 In the event that either party desires to terminate this Agreement written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the expiration date set forth in the proceeding paragraph.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 21 day of September, 1972.

Mare McIntosh
Sec. Treasurer

Council 71
LOCAL 2309 , AFSCME

BY: *Donald B. Brant* (SEAL)

BY: *Robert M. Hill - C-Res* (SEAL)

COUNTY OF ATLANTIC

BY: *R. J. Jasko* DIRECTOR (SEAL)

BY: *William H. Ross, II* (SEAL)

AMENDED APPENDIX A

TITLES AND GRADES PER RESOLUTION ADOPTED MAY 12, 1971

COUNTY INSTITUTIONS

Grade 1

Building Maintenance Worker
Building Service Worker
Food Service Worker
Groundskeeper
Institutional Attendant (County Home)
Laundry Worker
Stock Clerk (County Home)

Grade 2

Butcher
Cook
Institutional Attendant (Mental Hospital)
Food Service Worker Foreman (Mental Hospital)
Seamstress
Senior Building Maintenance Worker
Senior Building Service Worker
Senior Food Service Worker
Senior Laundry Worker
Watchman

Grade 3

Clinic Attendant
Senior Cook
Senior Housekeeper
Senior Institutional Attendant
Stock Clerk
Truck Driver
X-ray Technician

Grade 4

Cabinet Maker
Food Service Worker Foreman (County Home)
Head Cook
Laundry Supervisor
Maintenance Repairman Carpenter
Painter
Practical Nurse
Maintenance Repairman Plumbing & Steamfitting

AMENDED APPENDIX A (Cont.)

Grade 5

Senior Maintenance Repairman Painter
Senior Maintenance Repairman Plumbing & Steamfitting
Senior Practical Nurse
Stationary Fireman

Grade 6

Chief Stationary Engineer

APPENDIX "A"
SALARY SCHEDULE

ATLANTIC COUNTY BLUE-COLLAR EMPLOYEES COUNTY INSTITUTIONS

Grade	1	3900	4134	4382	4645	4924	5219	5532	5864
"	2	4170	4420	4685	4966	5264	5580	5915	6270
"	3	4465	4733	5017	5318	5637	5975	6334	6714
"	4	4780	5067	5371	5693	6035	6397	6781	7188
"	5	5115	5422	5747	6092	6458	6845	7256	7691
"	6	5470	5798	6146	6515	6906	7320	7759	8225
"	7	5850	6201	6573	6967	7385	7828	8298	8796
"	8	6260	6636	7034	7456	7903	8377	8880	9413
"	9	6700	7102	7528	7980	8459	8967	9505	10075
"	10	7170	7600	8056	8539	9051	9594	10170	10780
"	11	7670	8130	8618	9135	9683	10264	10880	11533
"	12	8210	8703	9225	9779	10366	10988	11647	12346
"	13	8785	9312	9871	10463	11091	11756	12461	13209
"	14	9400	9964	10562	11196	11868	12580	13275	14072
"	15	10060	10664	11304	11982	12701	13463	14271	15127
"	16	10765	11411	12096	12822	13591	14406	15270	16186
"	17	11520	12211	12944	13721	14544	15417	16342	17323
"	18	12330	13070	13854	14685	15566	16500	17490	18539

Grade 1

Building Maintenance Worker
Building Service Worker
Butcher
Food Service Worker
Groundskeeper
Housekeeper
Institutional Attendant
Laundry Worker
Watchman

Grade 2

Assistant Food Service Supervisor
Beautician
Institutional Attendant-Mental Hosp.
Seamstress
Senior Building Maintenance Worker
Senior Building Service Worker
Senior Institutional Attendant
Senior Laundry Worker

Grade 3

Clinic Attendant
Laundry Foreman
Senior Cook
Senior Housekeeper
Storekeeper
X-Ray Technician

Grade 4

Building Maintenance Worker-Foreman
Food Service Supervisor
Head Cook
Laboratory Technician
Practical Nurse

Grade 5

Senior Practical Nurse-Mental
Stationary Fireman
Supervisor Institutional Attendant

Grade 6

Stationary Engineer

APPENDIX "B"

ATLANTIC COUNTY BLUE-COLLAR EMPLOYEES - (COUNTY INSTITUTIONS)

1. Effective September 1, 1972:

- (a) Employees who are in their proper grade will receive a Vertical Increment in accordance with Salary Guide and Salary Grade of Appendix "A".
- (b) Employees whose present classification is being paid out of proper Grade, will receive a Horizontal Increment rather than a Vertical Increment.
- (c) All new employees hired between 9/1/72 and 3/31/73 will be paid at the starting rate of the new Grades.
- (d) Notwithstanding paragraphs (a) and (b) any employee making more than \$7,000 per year will not receive any increase.

2. Effective April 1, 1973:

- (a) All Employees will receive a Horizontal Increment, in accordance with Salary Guide and Salary Grade of Appendix "A".
- (b) All new employees hired between 4/1/73 and 3/31/74 will be paid at the second step of the new Grade.

3. Effective September 1, 1973:

- (a) All Employees earning less than \$7,000 per year will receive a Horizontal Increment. Employees earning more than \$7,000 per year will not receive an increase.

APPENDIX "C"

SALARY SCHEDULE

ATLANTIC COUNTY BLUE-COLLAR EMPLOYEES - (OTHER THAN COUNTY INSTITUTIONS)

Grade	1	3900	4134	4382	4645	4924	5219	5532	5864
"	2	4170	4420	4685	4966	5264	5580	5915	6270
"	3	4465	4733	5017	5318	5637	5975	6334	6714
"	4	4780	5067	5371	5693	6035	6397	6781	7188
"	5	5115	5422	5747	6092	6458	6845	7256	7691
"	6	5470	5798	6146	6515	6906	7320	7759	8225
"	7	5850	6201	6573	6967	7385	7828	8298	8796
"	8	6260	6636	7034	7456	7903	8377	8880	9413
"	9	6700	7102	7528	7980	8459	8967	9505	10075
"	10	7170	7600	8056	8539	9051	9594	10170	10780
"	11	7670	8130	8618	9135	9683	10264	10880	11533
"	12	8210	8703	9225	9779	10366	10988	11647	12346
"	13	8785	9312	9871	10463	11091	11756	12461	13209
"	14	9400	9964	10562	11196	11868	12580	13275	14072
"	15	10060	10664	11304	11982	12701	13463	14271	15127
"	16	10765	11411	12096	12822	13591	14406	15270	16186
"	17	11520	12211	12944	13721	14544	15417	16342	17323
"	18	12330	13070	13854	14685	15566	16500	17490	18539

APPENDIX "C"

Grade 1

Boiler Room Attendant
Bridge Operator
Building Maintenance Worker
Building Service Worker
Butcher
Food Service Worker
Groundskeeper
Messenger
Painter's Helper
Stock Clerk
Watchman

Grade 3

Laborer-Driver
Maintenance Repair-General
Sign Painter
Storekeeper
Timekeeper
Truck Driver

Grade 5

Assistant Road Foreman
Heavy Equipment Operator
Senior Mechanical Repairman
Stationary Fireman
Steward - County Jail
Traffic Maintenance Foreman

Grade 2

Asphalt Worker
Assistant Food Service Supervisor
Laborer
Senior Bridge Operator
Senior Building Maintenance Worker
Senior Building Service Worker
Traffic Maintenance Man

Grade 4

Bridge Repairman
Building Maintenance Worker-Foreman
Equipment Operator
Equipment Operator (Sweeper)
Food Service Supervisor
Head Cook
Laboratory Technician
Maintenance Repair - Carpenter
Maintenance Repair - Painter
Maintenance Repair - Plumb-Stmftg.
Mason & Plasterer
Mechanical Repairman
Senior Traffic Maintenance Man

Grade 6

Maintenance Repair. - Foreman
Mechanical Repair. - Foreman
Road Foreman
Road Inspector
Senior Bridge Repairman
Senior Highway & Bridge Inspector
Senior Maintenance Repair
Stationary Engineer
Voting Machine Mechanic
Bridge Maintenance Foreman
Senior Storekeeper

APPENDIX "D"

ATLANTIC COUNTY BLUE-COLLAR EMPLOYEES - (OTHER THAN COUNTY INSTITUTIONS)

1. Effective September 1, 1972:

- (a) All employees making less than \$7,000.00 per year, will receive a Horizontal Increment in accordance with Salary Guide and Salary Grade of Appendix "A".
- (b) Employees receiving more than \$7,000.00 per year will not receive an increase.

2. Effective April 1, 1973:

- (a) Employees who are in their proper grade will receive a Vertical Increment in accordance with Salary Guide and Salary Grade of Appendix "A".
- (b) Employees whose present classification is being paid out of proper Grade, will receive a Horizontal Increment rather than a Vertical Increment.
- (c) All new employees hired between 4/1/73 and 3/31/74 will be hired at the second step of the new Grades.

3. Effective September 1, 1973:

- (a) All employees making less than \$7,000.00 will receive a Horizontal Increment in accordance with Salary Guide and Salary Grade of Appendix "A".
- (b) Employees receiving more than \$7,000.00 per year will not receive an increase.

AMENDED APPENDIX C

TITLES AND GRADES PER RESOLUTION ADOPTED MAY 12, 1971

OTHER THAN COUNTY INSTITUTIONS

Grade 1

Bridge Operator
Building Maintenance Worker
Building Service Worker

Grade 2

Cook
Laborer
Senior Bridge Operator
Senior Building Maintenance Worker
Timekeeper
Watchman
Traffic Maintenance Man

Grade 3

Cook Penal Institution
Maintenance Repairman
Mechanical Repairman Helper
Stock Clerk (Road Department)
Truck Driver

Grade 4

Bridge Repairman
Equipment Operator
Equipment Operator Sweeper
Garage Attendant
Maintenance Repairman Electrician
Maintenance Repairman Painter
Maintenance Repairman Plumbing & Steamfitting
Mechanical Repairman
Mason
Plasterer
Radio Dispatcher
Senior Traffic Maintenance Man
Traffic Signal Repairman

Grade 5

Heavy Equipment Operator
Mason Foreman
Senior Maintenance Repairman Carpenter
Senior Mechanical Repairman
Stationary Fireman
Traffic Maintenance Foreman
Storekeeper

AMENDED APPENDIX C (Cont.)

Grade 6

Maintenance Repairman Foreman
Senior Bridge Repairman
Senior Maintenance Repairman
Senior Maintenance Repairman Low Pressure License
Voting Machine Mechanic

Grade 7

Road Foreman
General Road Foreman
Senior Storekeeper