

2094

**AGREEMENT**

between

**TOWNSHIP OF EGG HARBOR, ATLANTIC COUNTY**

and

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
UNION LOCAL #210**

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January 1, 1995 through December 31, 1997

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## PREAMBLE

This Agreement entered into this 21st day of December 1995, by and between *EGG HARBOR TOWNSHIP*, in the County of Atlantic, a municipal corporation of the State of New Jersey, hereinafter called the "Township", or its successors, and *INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION #210*, hereinafter called the "Union", represents the complete and final understanding on all bargainable issues between the Township and the Union.

*ARTICLE I*  
*RECOGNITION*

A. The Township hereby recognizes the Union as the sole and exclusive collective negotiating agent and representative for all full-time and regular part-time employees of the Township employed in the following classifications: clerks, police records' supervisor, P.B.X. operators, communications' officers, laborers, truck drivers, heavy equipment operators, deputy court clerks, deputy tax collector, deputy treasurer, assistant to the director of recreation, division managers, inspector ICS, inspector RCS, inspector HHS, zoning officer, sub-code officials, maintenance workers, mechanics, communications' supervisor, grounds' foreman, and all other blue and white collar employees employed by the Township, excluding all department heads, managerial executives, supervisors, confidential employees, craft, professional and police employees within the meaning of the Act.

B. 1. The term "regular part-time" shall be defined as all employees employed on an annual basis for a minimum of twenty (20) hours per week. Regular part-time employees shall not include high school students working for the Township as part of an educational program for which they receive high school credit.

2. The term "temporary" shall be defined as all employees who are hired for a finite period of time or to perform a specific task with no expectation of further employment beyond that time or task.

3. The term "confidential" shall be defined as employees whose functional responsibilities or knowledge in connection with the issues involved in the collective negotiations process would make their membership in any appropriate negotiating unit incompatible with their official duties.

C. The title "employee" shall be defined to include the plural as well as the singular and to

include males and females.

*ARTICLE II*

*MANAGEMENT RIGHTS*

A. The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. The management and control of the Township Government, its properties, facilities, and activities of its employees; the promulgation of rules and regulations; the use of improved methods and equipment; determining the number and kinds of employees needed and the quantity and quality of work required; to hire, promote, transfer, assign, layoff, suspend, demote, discharge, or take any other appropriate disciplinary action against any employee for good and just cause according to law.

2. The Township reserves the right with regard to all other conditions of employment not reserved to make such changes as it deems desirable and necessary for the efficient and effective operation of the Township.

B. Nothing contained herein shall be construed to deny or restrict the Township in the exercise of its rights, responsibilities and authority under NJSA 40A, or other national, state, county or local law or regulations.

*ARTICLE III*

*RULES AND REGULATIONS*

A. Proposed new rules or modifications of existing rules covering negotiable working conditions shall be negotiated with the Union before they are established.

B. All present written rules and regulations shall be provided to the Union.

C. All additional written rules and regulations shall be provided to the Union immediately upon promulgation.



*ARTICLE IV*

*TABLE OF ORGANIZATION*

A. The Township agrees to provide the Union with a full and complete Table of Organization, and agrees to provide the Union with an updated Table of Organization within ten (10) days of any change.

B. The Township shall provide the Union with a current list of all bargaining unit members, showing each employee's salary and level. The Township shall provide written notification of all level changes, position transfers, new hires, resignations and dismissals within ten (10) days of all such actions. Written notice to the Chairperson of the Unit Committee shall constitute such notification and is the preferred method of notice.

*ARTICLE V*  
*NON-DISCRIMINATION*

A. The Township and the Union agree that there shall be no discrimination against any employee because of race, creed, color, religion, sex, national origin, age, or political affiliation.

B. The Township and the Union agree that all employees covered under this Agreement have the right without fear of penalty or reprisal to form, join and assist any employee organization or to refrain from any such activity. There shall be no discrimination by the Township or the Union against any employee because of the employee's membership or non-membership or activity or non-activity in the Union.

*ARTICLE VI**MAINTENANCE OF WORK OPERATIONS*

A. The Union hereby covenants and agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike, work stoppage, slow-down, walk-out or other illegal job action against the Township. The Union agrees that such action would constitute a material breach of this Agreement.

B. The Union agrees that it will make every reasonable effort to prevent its members from participating in any strike, work stoppage, slow-down or other activity aforementioned, or support any such action by any other employee or group of employees by the Township, and that the Union will publicly disavow such action and order all such members who participate in such activities to cease and desist from same immediately and to return to work. Nothing herein shall be construed to restrict the employee's rights under the First Amendment of the United States Constitution.

C. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damage, or both, in the event of such breach by the Union or its members.

D. The Township agrees that it will not engage in the lockout of any of its employees.

*ARTICLE VII**DUES DEDUCTIONS & AGENCY SHOP*

A. The Township agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with Chapter 123, Public Laws of 1974, NJSA (R.S.) 52:14-15.9e, as amended.

B. A check-off shall commence for each employee who signs a properly dated authorization card supplied by the Union and verified by the Township Treasurer on the first of the month following thirty (30) days of employment.

C. If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish to the Township written notice thirty (30) days prior to the effective date of such change and shall furnish to the Township either new authorizations from its members showing authorized deduction for each employee, or an official notification on the letterhead of the Union and signed by the President of the Union advising of such changed deduction.

D. The Union will provide the necessary "check-off authorization" form, and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Township Clerk.

E. Any such written authorization may be withdrawn at any time by the filing of notice of such withdrawal with the Township Clerk. The filing of notice of withdrawal shall be effective to halt deductions in accordance with NJSA 52:14-15.9e, as amended.

F. The Township agrees to deduct the fair share fee from the earnings of those employees who elect not to become members of the Union and transmit the fee to the majority representative.

G. The deduction shall commence for each employee who elects not to become a members of the Union during the month following written notice from the Union of the amount of the fair share

assessment. A copy of the written notice of the amount of the fair share assessment must also be furnished to the New Jersey Public Employment Relations Commission.

H. The fair share fee for services rendered by the Union shall be in an amount equal to the regular membership dues, initiation fees and assessments of the Union, less the cost of benefits financed through the dues and available only to members of the Union, but in no event shall the fee exceed eighty-five percent (85%) of the regular membership dues, fees and assessments.

I. The sum representing the fair share fee shall not reflect the costs of financial support of political causes or candidates, except to the extent that it is necessary for the Union to engage in lobbying activity designed to foster its policy goals in collective negotiations and contract administration, and to secure for the employees it represents advances in wages, hours and other conditions of employment which ordinarily cannot be secured through collective negotiations with the Township.

J. Prior to January 1 and July 31 of each year, the Union shall provide advance written notice to the Public Employment Relations Commission, the Township and all employees within the unit, the information necessary to compute the fair share fee for services enumerated above.

K. The Union shall establish and maintain a procedure whereby any employee can challenge the assessment as computed by the Union. This appeal procedure shall in no way involve the Township or require the Township to take any action other than to hold the fee in escrow pending resolution of the appeal.

L. The Union shall indemnify, defend and save the Township harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Township in reliance upon salary deduction authorization cards or the fair share assessment information as furnished by the Union to the Township, or in reliance upon the official notification on the letterhead of the Union and signed by the President of the Union, advising of such changed

deductions.

M. Membership in the Union is separate, apart and distinct from the assumption by one of the equal obligations to the extent that he/she has received equal benefits. The Union is required under this Agreement to represent all of the employees in the bargaining unit, and not only for members in the Union, and this Agreement has been executed by the Township after it had satisfied itself that the Union is a proper majority representative.

**ARTICLE VIII**  
**GRIEVANCE PROCEDURE**

A. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment under this Agreement.

B. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of his/her department.

C. 1. The term "grievance" as used herein means an appeal by an individual employee or the Union on behalf of an individual employee or group of employees, from the interpretation, application or violation of policies, agreements, and administrative decisions affecting them.

2. No grievance may proceed beyond Step Three herein unless it constitutes a controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement. Disputes concerning terms and conditions of employment controlled by statute incorporated by reference in this Agreement, either expressly or by operation of law, shall not be processed beyond Step Three herein.

D. The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement, and shall be followed in its entirety unless any Step is waived by mutual consent.

**STEP ONE:** The aggrieved or the Union shall institute action under the provisions hereof within ten (10) work days after the event giving rise to the grievance has occurred, and an earnest effort shall be made to settle the differences between the aggrieved employee and the Division

Manager/Department Head or his/her designated representative for the purpose of resolving the matter informally. Failure to act within said ten (10) work days shall be deemed to constitute an abandonment of the grievance.

**STEP TWO:** If no agreement can be reached orally within ten (10) work days of the initial discussion with the Division Manager/Department Head, the employee or the Union may present the grievance in writing within ten (10) work days thereafter to the Division Manager/Department Head, or his/her designated representative. The written grievance at this Step shall contain the relevant facts, the applicable Section of the contract violated, and the remedy requested by the grievant. The Division Manager/Department Head will schedule a meeting with the employee and a Union representative within ten (10) work days after receipt of the written grievance. The Division Manager/Department Head or his/her designated representative will answer the grievance in writing within ten (10) work days of said meeting.

**STEP THREE:** If the Union wishes to appeal the decision of the Division Manager/Department Head, such appeal shall be presented in writing to the Township Committee or its designated representatives within ten (10) work days thereafter. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The Township Committee or its designated representative will schedule a meeting with the employee and a Union representative within ten (10) work days after receipt of the written submission. The Township Committee or its designated representative shall respond in writing within twenty (20) work days of said meeting.

**STEP FOUR:** If the grievance is still unsettled, either party shall have the right within ten (10) work days to submit the dispute to arbitration pursuant to the rules of the Public Employment Relations Commission. The costs for the service of the arbitrator shall be borne equally by the Township and the Union. Any other expenses including, but not limited to, the presentation of witnesses, shall be



paid by the parties incurring same.

E. 1. The parties direct the arbitrator to decide, as a preliminary question, whether he has jurisdiction to hear and decide the matter in dispute.

2. The arbitrator shall be bound by the provisions of this Agreement and the Constitution and laws of the State of New Jersey, and be restricted to the application of the facts presented to him/her involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be final and binding.

F. Upon prior notice to and authorization of the Township Committee, no more than two (2) Union representatives shall be permitted as members of the grievance committee to confer with employees and the Township on specific grievances in accordance with the grievance procedure set forth herein during work hours of employees, without loss of pay, provided the conduct of said business does not diminish the effectiveness of the Township or require the recall of off-duty employees.

G. The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, then the grievance shall be deemed to have been abandoned. If any grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed thereunder, then the disposition of the grievance at the last preceding step shall be deemed to be conclusive. If a decision is not rendered within the time limits prescribed for decision at any step in the grievance procedure, then the grievance shall be deemed to have been denied. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits for processing the grievance at any step in the grievance procedure.

*ARTICLE IX*  
*DISCIPLINE*

A. The parties recognize the concept of progressive discipline. Discipline may include any or all of the following:

1. Verbal reprimand
2. Written reprimand
3. Suspension without pay
4. Termination

B. The Township may utilize any or all of the above types of discipline depending upon the severity and/or the repetitive nature of the conduct to be disciplined.

C. Employees shall receive an employee interview with his/her Division Manager/Department Head whenever disciplined. The type and results of the interview, along with any employee response, shall be recorded and placed in the employee's personnel file. An employee shall be entitled to Union representation at the interview. However, the scheduled interview shall not be delayed except by mutual consent.

*ARTICLE X*

*HOURS OF WORK AND OVERTIME*

A. All full-time bargaining unit employees shall continue to work the same number of hours per week as they presently work.

B. Flexible hours shall be provided for employees to work their forty (40) hours. Except for public works, employees can schedule their hours between 8 am and 5 pm with either a half hour or full hour for lunch. Their schedule must be approved in advance by their Department Head. Public Works employees' hours of work are 7 am to 3:30 pm with a half hour for lunch.

C. The work week shall consist of seven (7) consecutive days beginning at 12:01 a.m. Sunday and ending at 12:00 midnight Saturday. The work day shall be the period of twenty-four (24) hours starting and ending at midnight, except in communications, where the work week shall continue as present practice.

D. Upon notice, starting and stopping times, lunch break and days of work may be modified by the Township to accommodate the needs of the Township.

E. The Township, in its sole discretion, may install time clocks for the employees to "punch in" and "punch out" at their respective starting and stopping times, including lunch break.

F. 1. All employees shall receive overtime pay for all hours worked in excess of forty (40) hours worked at the rate of one and one-half (1-1/2) times the employees regular base rate of pay.

2. An employee may request compensatory time off in lieu of pay. The rate of compensatory time will be at the same rate as paid time. An employee shall be able to accumulate a "bank" of a maximum of forty (40) hours compensatory time, to be taken as scheduled and mutually agreed to by the employee and his/her immediate supervisor. If the employee cannot or does not use the

accumulated compensatory time off by the end of the next calendar year, he/she shall be paid for said time at the rate of one and one-half (1½) times his regular base rate of pay.

G. For the purpose of calculating overtime, all paid leave will be considered as time worked, except sick leave which will not be considered time worked.

H. There shall be no pyramiding of overtime payments.

I. No employee shall be required to work more than sixteen (16) continuous hours. Any employee working sixteen (16) continuous hours shall receive an eight (8) hour rest period without compensation. However, if this rest period includes any time within the employee's regular scheduled work day, he/she shall receive his/her normal compensation for that time.

J. Overtime opportunities shall be distributed as equitably as possible and all overtime refusals shall be credited as time worked for purposes of overtime eligibility. All departments shall maintain and post an overtime list.

K. If any employee is recalled to duty, either before the beginning or after the completion of his/her normal shift, he/she shall receive a minimum guarantee of two (2) hours compensation at the overtime rate, except for the court clerks, who shall receive the minimum only, for the first time he/she is called out on a given day. The minimum guarantee shall apply provided said recall duty is not contiguous with the employee's normal work day. The Township shall have the right to retain the employee on duty for the minimum time period.

L. All overtime must be approved in advance by the Division Manager/Department Head.

M. The Township shall by April 1 of each year provide to each bargaining unit member a statement listing their unused paid leave as of December 31 of the preceding year. This statement shall be issued commencing April 1, 1996 for the year ending 1995.

*ARTICLE XI*

*HOLIDAYS*

A. All full-time probationary and permanent employees shall receive the following holidays:

New Years Day	Columbus Day
Martin Luther King Day	General Election Day
Presidents' Day	Veterans' Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	Christmas Eve (½ Day)

B. If Christmas Eve falls on either a Monday or a Friday, a full day holiday shall be granted.

C. If a holiday falls on a Sunday, it shall be observed on the following Monday. In the event that a holiday falls on a Saturday, it shall be observed on a Friday.

D. When a full-time probationary or permanent employee is required to work on any legal holiday or any date determined by the Township to be observed as a holiday, he/she shall be entitled to a compensatory day off, at a time approved by the Division Manager/Department Head. At the Township's option, the employee may be compensated for working on said holiday by receiving straight time payment for the holiday in addition to his/her regular payment for working on said day.

E. In the event a legal or official holiday occurs while an employee is on sick leave, he/she shall not have such holiday charged against his/her sick leave.

F. In the event a legal or official holiday occurs during an employee's vacation leave, he/she shall not have such holiday counted as a day of his/her vacation, but he/she shall be entitled to a substitute day of vacation leave.

G. If a part-time employee is normally scheduled to work on a holiday, and is not required to work on the holiday, he/she shall receive his/her regular pay for that day.

*ARTICLE XII*

*VACATIONS*

A. 1. An employee during his/her probationary period shall not be entitled to take any vacation time.

2. An employee shall be entitled to accrue one half (½) working day vacation for each month of service up to and including December of the year in which the employee completed his/her probationary period. While an employee is within his/her probationary period, vacation time will accrue, but may not be taken. If an employee leaves either during or upon the expiration of his/her probationary period, he/she shall not be entitled to any time off or compensation for vacation time accrued during the employee's probationary period.

3. Effective January 1, 1992, an employee shall be entitled to paid vacation according to the following schedule:

<b>Years of Service</b>	<b>Number of Working Days</b>
1st full calendar year of service	five-sixths (5/6) working days per month
2nd through 5th year of service	ten (10) working days per year
6th through 10th year of service	twelve (12) working days per year
11th through 15th year of service	sixteen (16) working days per year
After fifteen (15) years of service and thereafter	twenty-one (21) working days per year

B. 1. All vacation time must be taken in the year accrued. If an employee is unable

to take his/her vacation time in the year in which it accrues because the Township does not allow the employee to take the vacation based upon the needs of the Township, then any vacation accrued and not taken by the employee shall be carried into the next succeeding calendar year only.

2. Upon request by an employee and in the sole discretion of the Division Manager/Department Head as approved by the Township Administrator, an employee may carry up to a maximum of ten (10) accrued vacation days into the next succeeding year, to be scheduled at a time mutually agreeable to the employee and the Division Manager/Department Head.

C. A vacation period shall consist of no less than five (5) consecutive work days. Vacation periods of less than five (5) days may be taken upon approval and within the sole discretion of the Division Manager/Department Head.

D. 1. Requests for vacation leave shall be submitted by the employee in writing to the Division Manager/Department Head at least four (4) weeks prior to the requested vacation, except in cases of emergency.

2. Vacation leaves shall be scheduled to eliminate, as far as practicable, the necessity of engaging temporary personnel to perform the duties of the vacationing employee.

3. No changes in vacation leave schedules shall be permitted without the consent of the Division Manager/Department Head.

4. All vacations shall be subject to adjustment by the Township on the basis of emergency only.

5. Vacation requests submitted to the Division Manager/Department Head in writing prior to March 15 of any calendar year shall be granted on the basis of seniority, except where the senior person or persons submitting the vacation request have certain expertise within the department precluding vacation being granted at the time requested. Vacation requests submitted after March 15 of any calendar

year shall be granted on a first-come, first-served basis.

E. 1. Any month in which an employee is absent for more than fifty (50%) percent of his/her scheduled work days in any given month, due to disciplinary suspension, injury leave, sick leave, or leave of absence without pay, said employee shall not accrue any vacation time for that month.

2. An employee who is suspended without pay for a total of fifteen (15) or more days shall forfeit all vacation earned and not used during the calendar year in which the suspension occurs, or during the next succeeding year, at the sole discretion of the Township Committee.

F. Part-time employees shall be entitled to accrue vacation time based upon their number of hours worked as proportionate to the maximum number of hours worked by any full-time employee working in their department.

G. An employee who terminates his employment with the Township, or whose employment is terminated by the Township, shall be entitled to vacation time and/or vacation pay on a pro-rated basis.



## *ARTICLE XIII*

### *SALARIES*

A. For the 1995 calendar year, all bargaining unit employees shall receive a salary increase as follows: 2% increase on guide and 3% increase at maximum, according to their category and level as listed in Schedule A attached at the end of this agreement. All monies are retroactive to January 1, 1995.

B. For the 1996 calendar year, all bargaining unit employees shall receive a salary increase as follows: 2% increase on guide and 3% increase at maximum, according to their category and level as listed in Schedule A attached at the end of this agreement. Salary increases for 1996 are due and owing on January 1 of that year.

C. For the 1997 calendar year, all bargaining unit employees shall receive a salary increase as follows: Effective January 1, 1997 for the first half of all levels in all categories, a 2% increase on guide and for the second half of all levels in all categories a 3% increase, according to their category and level as listed in Schedule A attached at the end of this agreement. Salary increases for 1997 are due and owing on January 1 of that year.

D. On July 1 of each year of this agreement, all bargaining unit employees shall advance one (1) level. If the employee has reached the highest level of their category, no increase shall be granted on July 1. Employees hired between January 1 and July 1 in any year shall not be eligible for a level change on July 1 in the year they are hired.

E. When an employee is transferred or promoted from one Job Category to another, they shall be placed on the Salary Level which provides a salary closest to the employee's present salary, but no less than the employee's present salary. This does not apply to voluntary demotions.

F. Annual salary shall be paid biweekly by dividing the annual salary by the number of work days in the year.

G. Existing Assistant to the Director of Recreation shall be "grandmothered" at Category "C". New Category "L" shall be established for future Assistant to the Director of Recreation.

H. Robert Sheetz, Zoning Officer, shall be "grandfathered" at his 1994 annual salary. His salary shall be increased by three percent (3%) in 1995. The position of Zoning Officer shall be established at Category "D".

**ARTICLE XIV**

**LONGEVITY**

A. 1. All full-time employees hired before January 1, 1992 shall be paid in addition to and together with their annual base salary additional compensation based upon the length of his/her service and determined according to the following schedule:

Years of Service	% of Annual Base Salary
Starting the 2nd year	2%
Starting the 5th year	3%
Starting the 10th year	4%
Starting the 15th year	5%

2. Those employees hired after January 1, 1992 shall not be entitled to longevity.

B. "Years of service" shall be defined as all time an employee is employed by the Township. An employee's anniversary date for the purposes of longevity shall be determined from the employee's date of hire on a full-time basis.

C. Longevity pay shall be applied on the basis of the employee's anniversary date of employment and shall commence at the adjusted rate.

D. Full-time employees eligible for longevity pay who are reduced to part-time status shall be entitled to longevity pay based upon their part-time base salary.

*ARTICLE XV**SICK LEAVE*

A. All full-time employees covered by this Agreement shall be granted sick leave with pay in the amount of one (1) working day for every month of service during the remainder of the first calendar year of service, one and one-quarter (1¼) working days for every month of service during the next calendar year of employment. On January 1 of the next calendar year and on January 1 of every succeeding calendar year, if the employee has a minimum of ten (10) accumulated sick leave days, he/she shall accrue fifteen (15) working days as of January of that calendar year. If on January 1 of any calendar year the employee does not have a minimum of ten (10) accumulated sick leave days, he/she shall continue to accrue sick leave on the basis of one and one-quarter (1¼) working days for every month of service.

B. Any amount of sick leave not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose, up to a maximum of two-hundred forty (240) days.

C. Sick leave is hereby defined to mean absence from post of duty by an employee by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be used for short periods because of attendance of the employee upon his/her spouse, child, or other member of his/her immediate family living in the employee's household who is seriously ill and requires the attendance of the employee.

D. If an employee shall have reported for duty and shall be required to leave his/her post of duty for any of the above enumerated reasons prior to the completion of one-half of his/her work day, he/she shall be charged one-half day's sick leave. If he/she shall have completed more than one-half

day's duty before being required to leave, he/she shall not be charged sick leave for that day.

E. Any employee who shall be absent from work for three (3) or more consecutive working days for sick leave or leave in attendance of a member of the employee's family as delimited in Section C of this Article, or for more than seven (7) working days of at least three (3) occurrences in any calendar year, shall be required to submit acceptable medical evidence substantiating the illness, and, where necessary, substantiating the necessity of the employee attending to a family member delimited in Section C of this Article.

F. An employee's supervisor may require the employee to submit acceptable medical evidence of proof of illness whenever such a requirement appears reasonable to the supervisor. If the Township requires a physical examination, it shall be performed by a physician selected by the Township and at Township expense.

G. In order to receive compensation while absent on sick leave, an employee shall report his/her absence at least two (2) hours for communications, and at least one half (1/2) hour for all other bargaining unit employees prior to the start of his/her shift where possible, except where emergency circumstances prevent the employee from doing so. In those circumstances, the employee shall report his/her absence as promptly as possible. Failure to so notify may be cause of denial of the use of sick leave for that absence, and constitute cause for disciplinary action.

H. Abuse of sick leave shall be cause for disciplinary action and may constitute justifiable cause for dismissal.

I. In case of sick leave due to contagious disease, a certificate is required from a valid health agency.

J. Any month in which an employee is absent for more than fifty percent (50%) of his scheduled work days in any given month, due to disciplinary suspension, or leave of absence, said

employee shall not accrue any sick leave time for that month.

K. Part-time employees shall accrue and be entitled to sick leave based upon their number of hours worked as proportionate to the number of hours worked by full-time employees working in their department.

L. Effective January 1, 1992, employees, at their option, may be paid for fifty (50%) of their annual unused sick leave from the preceding year, no later than March 15th of the succeeding year. The remaining fifty percent (50%) of their unused annual sick leave shall be accumulated without limitation. The sick leave payment cannot cause the amount of days accumulated to drop below twenty-five (25).

M. Any employee who terminates his/her employment with the Township, or whose employment is terminated by the Township, shall be entitled to sick leave on a pro-rated basis for the purpose of entitlement under Article XVI, Terminal Leave, or for the purpose of reimbursement to the Township.

*ARTICLE XVI*  
*TERMINAL LEAVE*

A. An employee who resigns in good standing after completion of at least five (5) consecutive full years of permanent full-time employment with the Township shall receive payment for unused sick leave at the rate of twenty-five percent (25%) of their annual salary at the date of such resignation.

B. An employee who resigns in good standing after completion of at least ten (10) consecutive full years of permanent full-time employment with the Township shall receive payment for unused sick leave at the rate of fifty percent (50%) of their annual salary at the date of such resignation.

C. An employee who retires pursuant to the Public Employee Retirement System with a minimum of fifteen (15) continuous years of service as a permanent full-time employee of the Township shall receive payment for unused sick leave at the rate of fifty percent (50%) of their annual salary at the time of retirement.

D. At the Township's option, if an employee is eligible for disability retirement pursuant to the Public Employee Retirement System or dies while employed by the Township, the Township may pay to the employee or his/her estate, payment for unused sick leave at the rate of fifty percent (50%) of his/her annual salary at the time of disability retirement or death, regardless of the number of years of service.

E. All employees hired after January 1, 1996, who retire or resign in good standing after completion of at least ten (10) consecutive full years of permanent full-time employment with the Township shall be entitled to a maximum of twenty-five percent (25%) of their annual salary at the date of such termination.

*ARTICLE XVII**PERSONAL DAYS*

A. 1. Full-time permanent employees shall be entitled to three (3) days a year of leave for personal, business, household or family matters described in this Section and shall be non-accumulative.

2. Probationary employees shall accrue one (1) personal day for every four (4) complete months of service, and shall continue to accrue personal days on this same basis after they are made permanent until the end of the calendar year in which they became a permanent employee. Thereafter, they shall accrue personal days pursuant to Section A.1 above. Probationary employees shall be entitled to use accrued personal days during their probationary period.

3. Part-time employees shall accrue personal days based upon their number of hours worked as proportionate to the number of maximum hours worked by full-time employees in their department.

B. Business means an activity that requires the employee's presence during the work day and is of such a nature that it cannot be attended to at a time outside of the work day.

C. Personal, household or family refers to matters when an employee's absence from duty is necessary for the welfare of the employee or his family.

D. Application in duplicate for a personal day containing the reasons for the leave must be submitted at least forty-eight (48) hours in advance, except where circumstances prohibit the giving of such notice.

E. Personal days may be taken any time during the year. Only one (1) personal day may be taken during the month of December.



F. Personal days will not be deducted from vacation, holiday or sick leaves.

G. An employee who terminates his employment with the Township, or whose employment is terminated with the Township, shall be entitled to personal days on a pro-rated basis.

*ARTICLE XVIII*

*FUNERAL LEAVE*

A. In the event of death of the employee's parent or step-parent, spouse, child, step-child or foster child of the employee, the employee shall be granted time off without loss of pay commencing between the day of death and the day of the funeral, but in no event to exceed five (5) consecutive working days.

B. In the event of death of the employee's father-in-law, mother-in-law, grandparent, grandchild, sister, brother, and relatives residing in his/her household, the employee shall be granted time off without loss of pay commencing between the day of death and the day of the funeral, but in no event to exceed three (3) consecutive working days.

C. Upon recommendation of the Department Head and approval by the Township Committee, additional time may be granted pursuant to this Article where circumstances justify such an extension.

*ARTICLE XIX*

*JURY LEAVE*

A. Any permanent full-time employee who loses time from his/her job because of jury duty as certified by the Clerk of the Court shall receive full pay from the Township and shall sign over to the Township Treasurer all monies received for services, excluding mileage reimbursement, on such jury subject to the following conditions:

1. The employee must notify his/her supervisor immediately upon receipt of a summons for jury service;
2. The employee has not voluntarily sought jury service;
3. No employee is attending jury duty during vacation and/or other time off from Township employment, and
4. The employee submits adequate proof of the time served on the jury and the amount received for such service.

B. If, on any given day an employee is attending jury duty, he/she is released by the Court prior to 11:00 a.m., that employee shall be required to return to work by 12:00 noon that day in order to receive pay for that day.

*ARTICLE XX*

*MILITARY LEAVE*

A. Military leave will be granted in accordance with New Jersey State Statutes.

B. Employees shall be required to notify their Division Manager/Department Head and the Treasurer at least two (2) weeks in advance of the required leave. An employee's pay will be withheld until a copy of his/her orders are supplied to both the Division Manager/Department Head and Treasurer in order to verify the employee's eligibility for leave. The employee shall receive their full pay from the Township and shall sign over to the Township Treasurer all monies received for military service.

**ARTICLE XXI**  
**INJURY LEAVE**

A. 1. In the event an employee becomes disabled by reason of a work-related injury or illness and is unable to perform his/her assigned duties, then, in addition to any sick leave benefits otherwise provided for herein, the employee shall be entitled to full pay for a period of up to one (1) year, provided all conditions of this Section A are met.

2. When an employee requests injury leave, he/she shall be placed on "conditional injury leave" until a determination of whether or not an injury or illness is work related and the employee is entitled to injury leave is initially made by the Township's Workmen's Compensation carrier, with the final determination, if necessary, to be made by the Workmen's Compensation Bureau or Court. When and if it is finally determined that the injury or illness is not work related and the employee is not entitled to job injury compensation, the employee shall be denied injury leave and shall have all time off charged against his/her accumulated sick time and, if necessary, against any other accumulated leave time. If the employee leaves the employ of the Township prior to reimbursing the Township for such advanced time, the employee shall be required to reimburse the Township for such advanced time.

3. When an employee is granted either "conditional injury leave" or "injury leave", the employee shall surrender and deliver any compensation, disability or other payments to the Township Treasurer and receive his/her entire salary payment.

B. Any employee who is injured, whether slight or severe, while working, must make an immediate report thereof to the Division Manager/Department Head prior to the end of his/her work day.

C. It is understood that the employee must file an injury report with the Division Manager/Department Head so that the Township may file the appropriate Worker's Compensation Claim.

Failure to so report said injury may result in the failure of the employee to receive compensation under this Article.

D. The employee shall be required to present evidence by a certificate of a physician designated by the insurance carrier that he is unable to work, and the Township may reasonably require the employee to present such certificate from time to time. The Township has established a medical panel of physicians for employees to utilize.

E. The Township, at its option, and upon certification by the Township appointed physician may extend the injury leave for no more than (1) additional year. The Township appointed physician must certify that the employee is incapable of performing his duties for the additional time period.

F. If the Township can prove an employee has abused his privileges under this Article, the employee will be subject to disciplinary action by the Township. If the employee is found to be in violation of this Article, he/she shall be subject to disciplinary action by the Township to the extent which is provided in this Agreement and any ordinance in effect governing Egg Harbor Township.

G. In no event shall an employee be entitled to either request or be assigned to "light duty" in that the Township does not have any "light duty" assignments.

*ARTICLE XXII**LEAVE OF ABSENCE WITHOUT PAY*

A. A permanent full-time employee may be granted leave without pay for a period not exceeding three (3) months during a fiscal year for specific personal reasons, or other reasons deemed in the best interests of the Township when recommended by the Division Manager/Department Head and approved by the Township Committee.

B. Applications for leave without pay must be submitted in advance, in writing, to the employee's Division Manager/Department Head, stating the employee's reason for requesting such leave and containing a statement that he intends to return to the Township's service after the expiration of such leave.

C. 1. A leave of absence without pay not exceeding three (3) months shall be granted for maternity leave purposes.

2. Upon written request and certification from the employee's physician that additional time is needed, the Township, in its sole discretion, may extend maternity leave beyond three (3) months.

D. During the period of a leave of absence without pay, an employee shall not continue to accrue seniority, but shall not lose any seniority already accrued.

*ARTICLE XXIII*

*ABSENCE WITHOUT LEAVE*

- A. Absence without notification for five (5) consecutive days shall constitute a resignation.



*ARTICLE XXIV*

*PROBATIONARY PERIOD*

A. Except when statutory requirements direct otherwise, all new employees shall serve a period of probation of at least three (3) months and no more than six (6) months.

B. The Township Committee, at its sole discretion, may waive all or any part of the probationary period when the Township Committee deems such a waiver to be reasonable and in the best interests of the Township.

*ARTICLE XXV**EMPLOYEE QUALIFICATIONS*

A. If an employee loses his/her driver's license or for any reason is no longer qualified for his/her present position with the Township, the Township shall attempt to place the employee in another position, if a vacancy exists and the employee is qualified to perform the job duties of this other position.

B. Inspectors shall be appointed for the time periods as specified by the Uniform Construction Code.

C. 1. Employees shall recognize their employment with the Township as their primary employment and shall not let any outside employment interfere with their primary employment with the Township.

2. The employee shall inform his/her Division Manager/Department Head of any outside employment, include the name and address of the employer, and the nature of the employment.

ARTICLE XXVI  
EMPLOYEE RATING

A. All full-time permanent employees shall be rated by the Division Manager/Department Head.

B. After the rating is made by the Division Manager/Department Head, it shall be reviewed privately with the employee and forwarded to the Township Administrator. The employee will receive a copy of his/her rating form and shall have the opportunity to review it with the Administrator after their review with the Division Manager/Department Head. These rating forms will become a permanent part of the employee's personnel record.

C. After the employee has reviewed his/her rating form and has had the opportunity to review it with the Administrator, after their review with the Division Manager/Department Head, the employee shall have the right to respond, in writing to the employment rating if he/she so desires.

D. If the employee is dissatisfied with the rating, he/she shall have the right to grieve the rating.

*ARTICLE XXVII*

*LAYOFFS*

A. If a layoff occurs, employees being laid off shall have the right to bump other employees within the same classification within the same department in order of seniority.

B. The last employee bumped within the department shall have the right to bump a less senior employee within the same classification within the Township, if the employee wishing to bump is qualified to do the work of the employee bumped.

C. Employment within the same classification shall not automatically make an employee qualified to do the work of any other employee within the same classification.

D. An employee being laid off shall have the right to bump another employee in a lower job classification provided the employee has the necessary skill, ability, and licenses (or certifications) required to perform the required work.

*ARTICLE XXVIII*

*PERSONNEL FILES*

A. The Township shall establish personnel files or confidential records which shall be maintained under the direction of the Township.

B. Employees covered under this Agreement may, by reasonable request during normal business hours, review in the presence of an individual designated by the Township or his/her designee any written evaluation reports or written complaints which may be contained in his/her personnel file.

C. Whenever a written complaint or disciplinary report or action concerning an employee is placed in his/her personnel file, a copy shall be furnished to him/her and he/she shall be given the opportunity to rebut same in writing if he/she so desires.

*ARTICLE XXIX**HOSPITALIZATION INSURANCE*

A. The Township agrees to provide hospitalization insurance which includes traditional coverage, preferred provider organization and health maintenance organization through Independent Design Administrators/Benefit Pathfinders equivalent to New Jersey State Health Benefit Plan in force as of January 1, 1992 (or any other substantially equal health benefit plan) for all employees and eligible dependents covered by this Agreement at the Township's expense. Commencing March 1, 1997, the Township will be responsible monthly for a cost not to exceed:

Commencing March 1, 1997

Single	\$350
Parent/Child	\$450
Husband/Wife	\$650
Family	\$800

B. 1. The Township agrees to provide dental, optical and prescription insurance coverage at the same level as the prior retail clerks plan, for all employees and eligible dependents covered by this agreement, at the Township's expense for the life of this contract.

2. Effective March 1, 1996, prescription plan co-pay shall be two dollars (\$2) for generic prescriptions and four dollars (\$4) for all others.

C. A labor-management subcommittee shall be established upon signing of this agreement to modify the current medical coverage to contain costs to both employee and the Township.

*ARTICLE XXX**EDUCATION BENEFITS*

A. When the Township requests or requires an employee to take a course and designates the course to be taken, the Township shall pay for any tuition fees, book costs, or other direct out-of-pocket expenses incurred in the completion of said course, upon submission of written verification of expenses and satisfactory completion of the course.

B. Upon prior approval by the Township, any employee taking a college credit course at an accredited post graduate institution where said course, in the sole opinion of the Township, shall assist the employee in performing his/or duties more productively and efficiently, shall be reimbursed for the cost of tuition and books, upon verification of satisfactory completion of the course.

C. Employees shall be released from work time without loss of pay to attend any courses required by the Township or legally required for license renewal.

D. The Township agrees that an employee who receives academic credits for study in an institution of collegiate level which offers a college curriculum leading to or creditable toward an undergraduate Associate or Baccalaureate degree in a job-related field of study shall receive a college allowance. The Township shall determine if the course of study is in a job related field of study prior to the courses being taken, and the Township must give prior approval in order for the employee to be eligible for the college allowance. The college allowance shall be in accordance with the following schedule:

Associate's Degree	\$350
Baccalaureate Degree	\$750

E. The above college allowance is additional compensation to be paid effective upon the date

a copy of such degree is submitted to the Township, and will be paid in one (1) lump sum on the first pay day in December.

F. Any employee who becomes entitled to payments in accordance with Section D above who terminates his employment within one (1) year of entitlement shall reimburse the Township for the entire increment paid to him pursuant to Section D above. If an employee terminates his employment between one (1) and two (2) years of entitlement, he shall reimburse the Township for one-half ( $\frac{1}{2}$ ) the increment paid to him pursuant to Section D above. If an employee terminates his employment after two (2) years of entitlement, he shall not be required to reimburse the Township for any college incentive payments.



*ARTICLE XXXI*

*UNIFORM AND TOOL ALLOWANCE*

- A. All uniforms worn as a job requirement will be provided or paid for by the Township.
- B. The Township agrees to maintain all Department of Public Works uniforms.
- C.
  - 1. The Township agrees to pay a cleaning and maintenance allowance for Communications' Supervisor and Communications' officers in the amount of three hundred dollars (\$300) per year in one (1) lump sum on the first day of December.
  - 2. The Township agrees to provide a purchase and replacement allowance for Communications' Supervisor and Communications' officers in the amount of three hundred dollars (\$300) per year.
- D. The Township agrees to pay all full-time Department of Public Works' employees, except titles of Clerk I and Clerk II, a safety clothing/tool allowance of two hundred dollars (\$200) per year. The safety clothing/tool allowance will be paid in one (1) lump sum on the first pay in December.
- E. The Township agrees to provide all full-time Inspectors in Department of Building Inspections with a hard hat, galoshes and coveralls.

*ARTICLE XXXII**MEAL AND TRAVEL ALLOWANCE*

A. Any employee required to work more than twelve (12) continuous hours shall receive a meal allowance of six dollars (\$6.00) and a one-half (½) hour break. An employee shall receive an additional meal allowance of six dollars (\$6.00) and an additional one-half (½) hour break for every additional eight (8) hours worked contiguous with the initial twelve (12) continuous hours.

B. Employees receiving prior approval to attend conventions, conferences, seminars, training sessions, or other meetings, either required by the Township or in the performance of their official duties for the Township, shall receive per diem travel expenses, hotel lodgings, meal allowance, and incidental expenses related thereto as approved in advance in writing by the Township.

C. Whenever an employee is required by the Township to use his/her personal vehicle for Township business, he/she shall be eligible for a mileage allowance of twenty cents (\$.20) per mile.

*ARTICLE XXXIII**TEMPORARY ASSIGNMENT*

A. Any bargaining unit employee temporarily assigned to a classification having a higher wage scale for a period in excess of five (5) days shall receive the pay rate of that higher classification, retroactive to the first day worked in that higher classification. Paid time off shall not be considered a work day for the purpose of this Section.

B. When an employee is to be compensated pursuant to Section A above, he/she shall be placed on the Salary Level in the appropriate job category which provides a salary closest to the employee's present salary, but no less than the employee's present salary.

C. Any bargaining unit employee temporarily assigned to a classification having a lower wage scale shall continue to receive his/her regular wage scale for all time spent in the lower classification due to a temporary assignment.

D. Any bargaining unit employee temporarily assigned to a classification not covered by this agreement having a higher wage scale for a period in excess of ten (10) days, shall receive the pay rate of the higher classification starting on the eleventh (11th) work day. The rate of pay shall be the entry level rate for the higher classification. Paid time off shall not be considered a work day for the purpose of this section.

*ARTICLE XXXIV**BULLETIN BOARDS*

A. The Union shall have the sole use of designated Union bulletin boards, approximately 4' x 3', located in the Municipal Building, and Public Works Building for the sole purpose of posting notices relating to meetings and official business of the Union only. The Township shall provide and install these bulletin boards in mutually agreeable locations.

B. Only material authorized by the signature of the Union Business Manager, President, Steward, or alternate shall be permitted to be posted on said bulletin boards.

C. The Township may have removed from the bulletin boards any material which does not conform with the intent of the above provisions of this Article.

D. When a position/vacancy is to be filled by the Township for any position covered by this Agreement, the Township shall give written notice posted on all Union bulletin boards, at least ten (10) days prior to the date of application being closed. The notice shall contain the following format:

DATE OF POSTING:

DATE OF APPLICATION CLOSURE:

POSITION TITLE:

DESCRIPTION OF POSITION:

REQUIREMENTS FOR POSITION:

APPLICATION INSTRUCTIONS:

*ARTICLE XXXV*  
*TOWNSHIP EQUIPMENT*

A. Whenever any employee damages any Township equipment, a full written report shall be made and forwarded to the Township Clerk's office.

B. When any Township-owned vehicle is involved in an accident, the Police Department must be notified immediately so that they may conduct an on-the-scene investigation and prepare an accident report as required. The driver must also file a full report as required in Section A above.

C. 1. In the event of an accident, the Township Clerk may convene a review board consisting of the Division Manager/Department Head and at least one (1) other employee to review the accident and determine if negligence is involved, or if any disciplinary action should be recommended.

2. When an employee is being interviewed about an accident, he/she shall have the right to have a Union Steward present. If a Union Steward is not available, the employee has the right to have another Union representative present.

D. All trash truck and Department of Public Works employees assigned to work off site for more than one (1) hour shall have access to water jugs.

E. The Township will consider acquiring operator sun shades for all present tractors and heavy equipment and will consider including operator sun shades in the specifications for all new tractors and heavy equipment.

F. The Township will consider acquiring operator cab fans for all present trash/garbage trucks and will consider including operator cab fans in the specifications for all new trash/garbage trucks.

G. If an employee feels that a vehicle is unsafe, he/she shall report the vehicle to their Division Manager/Department Head. If the employee and the Division Manager/Department Head cannot

agree on the safety of the vehicle, the issue shall be raised with the Division Manager-Equipment Maintenance or his/her designee. If the Division Manager-Equipment Maintenance or his/her designee determines that the vehicle is safe, the employee shall be required to drive the vehicle. If the Division Manager-Equipment Maintenance or his/her designee determines that the vehicle is unsafe, the vehicle shall be pulled off the road until it is determined to be safe.

*ARTICLE XXXVI*

*ACCESS TO PREMISES*

A. The Township agrees to permit representatives of the Union to enter the premises of the Township for individual discussion of working conditions with bargaining unit employees, so long as prior notice is given to and prior approval is obtained from the Township Administrator.

*ARTICLE XXXVII*

*SEPARABILITY AND SAVINGS*

A. If any clause or provision of this Agreement is deemed illegal and/or invalid through a court decision or legislation, that clause or provision shall become null and void. All other clauses or provisions of this Agreement shall not be affected, and shall remain in full force and effect.



*ARTICLE XXXVIII**FULLY-BARGAINED AGREEMENT*

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

ARTICLE XXXIX

DURATION OF AGREEMENT

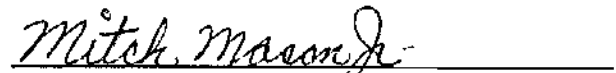
A. This Agreement shall become effective on January 1, 1995 and shall terminate on December 31, 1997. If either party desires to change this Agreement, it shall notify the other party in writing at least thirty (30) days before the expiration of this Agreement of the proposed changes and their desires to terminate this Agreement. If notice is not given as herein stated, this Agreement shall automatically be renewed for another year.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.


EGG HARBOR TOWNSHIP  
ATLANTIC COUNTY, NEW JERSEY  
A New Jersey Municipal  
Corporation


INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS  
UNION, IBEW


  
Bob Burns, Mayor

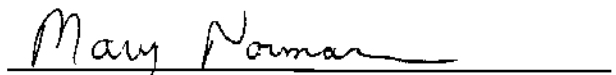
  
Mitch Mason Jr., President

12/21/95  
Dated

  
Norman S. Weiner, Business Manager

Attested:  Deputy  
Eileen M. Tedesco for Patricia Indrieri  
Deputy Township Clerk Township Clerk

  
Peter J. Miller  
Township Administrator

  
Mary Norman, Shop Steward

  
John McGraw, Shop Steward

## CATEGORIES

CATEGORY	TITLES
A	Sub-Code Official
B	Inspector HHS Inspector ICS Inspector RCS Inspector Trainee
C	Communications Supervisor Deputy Treasurer Deputy Tax Collector/Deputy Tax Search Officer Deputy Court Clerk Division Manager Assistant to the Director of Recreation (existing) Police Records' Supervisor
D	Heavy Equipment Operator Grounds Foreman Mechanic Zoning Officer
E	Truck Driver
F	Laborer
G	Communications' Officer
H	PBX Operator/Receptionist (35 hours) Clerk 1 (35 hours)
I	Clerk 2 (35 hours)
J	PBX Operator/Receptionist (40 hours) Clerk 1 (40 hours)
K	Clerk 2 (40 hours)
L	Assistant to the Director of Recreation (future)



**IBEW - CATEGORY A**

<b>LEVEL</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>
1	31,585	32,217	32,861
2	32,320	32,966	33,625
3	33,056	33,717	34,391
4	33,790	34,465	35,155
5	34,718	35,412	36,120
6	35,759	36,474	37,204
7	36,831	37,568	38,319
8	37,522	38,272	39,420
9	39,098	39,880	41,076
10	40,247	41,052	42,284
11	41,456	42,285	43,554
12	42,490	43,340	44,640
13	43,938	45,256	46,614

**IBEW - CATEGORY B**

1	26,442	26,971	27,511
2	27,545	28,096	28,658
3	28,648	29,221	29,805
4	29,749	30,344	30,951
5	30,851	31,468	32,097
6	31,953	32,592	33,243
7	33,056	33,717	34,729
8	34,524	35,214	36,271
9	35,994	36,714	37,815
10	37,778	38,533	39,689
11	39,981	40,781	42,004
12	42,546	43,823	45,137

**IBEW - CATEGORY C**

LEVEL	1995	1996	1997
1	26,719	27,253	27,798
2	27,503	28,053	28,614
3	28,290	28,855	29,433
4	29,038	29,619	30,212
5	29,863	30,460	31,069
6	30,648	31,261	31,886
7	31,276	31,902	32,859
8	32,220	32,864	33,850
9	33,595	34,267	35,295
10	34,970	35,669	36,739
11	36,401	37,129	38,243
12	38,260	39,408	40,590

**IBEW - CATEGORY D**

1	21,303	21,729	22,163
2	22,036	22,477	22,926
3	22,772	23,227	23,691
4	23,506	23,976	24,456
5	24,240	24,725	25,220
6	25,264	25,770	26,285
7	26,271	26,797	27,600
8	27,276	27,822	28,657
9	28,197	28,761	29,624
10	29,235	29,820	30,715
11	30,311	30,918	31,845
12	31,734	32,686	33,667

**IBEW - CATEGORY E**

LEVEL	1995	1996	1997
1	19,833	20,230	20,634
2	20,568	20,980	21,399
3	21,303	21,729	22,163
4	22,042	22,483	22,933
5	22,770	23,226	23,690
6	23,822	24,299	25,028
7	24,870	25,367	26,128
8	26,127	26,650	27,449
9	27,446	27,995	28,835
10	29,116	29,990	30,889

**IBEW - CATEGORY F**

1	17,632	17,984	18,344
2	18,363	18,730	19,105
3	19,097	19,479	19,869
4	19,833	20,230	20,634
5	20,568	20,980	21,399
6	21,558	21,989	22,649
7	22,715	23,170	23,865
8	23,884	24,362	25,093
9	25,113	25,616	26,384
10	26,666	27,466	28,290

<b>IBEW - CATEGORY G</b>			
<b>LEVEL</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>
1	21,303	21,729	22,163
2	22,036	22,477	22,926
3	22,770	23,226	23,690
4	23,506	23,976	24,456
5	24,240	24,725	25,220
6	24,975	25,474	26,238
7	25,708	26,222	27,009
8	26,555	27,086	27,898
9	27,429	27,977	28,817
10	29,941	30,839	31,764
<b>IBEW - CATEGORY H</b>			
1	16,219	16,543	16,874
2	16,924	17,262	17,608
3	17,630	17,982	18,342
4	18,333	18,700	19,074
5	19,063	19,444	19,833
6	19,833	20,230	20,836
7	20,568	20,978	21,609
8	21,328	21,755	22,407
9	22,333	23,003	23,694



**IBEW - CATEGORY I**

LEVEL	1995	1996	1997
1	21,022	21,443	21,872
2	21,816	22,252	22,697
3	22,770	23,226	23,690
4	23,646	24,119	24,601
5	24,488	24,978	25,477
6	25,230	25,734	26,506
7	25,950	26,469	27,263
8	26,688	27,222	28,039
9	29,010	29,880	30,777

**IBEW - CATEGORY J**

1	18,536	18,907	19,285
2	19,341	19,728	20,123
3	20,149	20,552	20,963
4	20,953	21,372	21,799
5	21,786	22,222	22,666
6	22,665	23,119	23,812
7	23,506	23,976	24,695
8	24,375	24,862	25,608
9	25,645	26,414	27,207

<b>IBEW - CATEGORY K</b>			
<b>LEVEL</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>
1	24,025	24,506	24,996
2	24,932	25,431	25,939
3	26,023	26,544	27,075
4	27,023	27,563	28,115
5	27,987	28,547	29,117
6	28,833	29,410	30,292
7	29,657	30,250	31,157
8	30,501	31,111	32,044
9	32,676	33,656	34,666
<b>IBEW - CATEGORY L</b>			
1	23,414	23,882	24,359
2	26,015	26,535	27,065
3	28,906	29,484	30,073
4	31,118	31,740	32,692
5	33,333	33,999	35,018
6	35,687	36,757	37,860

Robert Sheetz  
 Zoning Officer

1995  
 42,906