

The following represents
the agreement between the

County of Mercer

and

Local 2287

of the

**American Federation of
State, County and Municipal**

Employees AFL-CIO

for the period

January 1, 2008 to December 31, 2011.

Pete Sandford

Union President

AFSCME Local 2287

County of Mercer

CONTENTS

Preamble

1. Recognition
 2. Management Rights
 3. Union Security
 4. Work Schedules/Work Shifts
 5. Overtime (Blue Collar and White Collar)
 6. Pay Scales - Rates of Pay
 7. Call-in Time
 8. Insurance and Retirement Benefits
 9. Paid Leaves of Absence
 - 9.1 Bereavement Days
 - 9.2 Union Business Days
 - 9.3 Occupational Injury Leave
 - 9.4 Sick Leave
 - 9.5 Sick Leave Buy Back
 - 9.6 Personal Leave
 - 9.7 Jury Duty
 10. Absence Without Leave
 11. Non-paid Leaves of Absence
 12. Child Care/Maternity Leave
 13. Military Duty
 14. Seniority
 15. Holidays
 16. PAR - Performance Assessment Review
 17. Grievance Procedure
 18. Discipline/Discharge
 19. Safety and Health
 20. Equal Treatment
 21. Work Rules
 22. Annual Vacation Leave
 23. Shift Pay
 24. Longevity
 25. Work Uniforms (Blue Collar)
 26. Clothing Maintenance Allowance (Blue Collar)
 27. Classifications and Job Descriptions
 28. Strikes and Lockouts
 29. General Provisions
 30. Separability and Savings
 31. Termination
- Addendum I - Park Commission
- Addendum II - Geriatric Center
- Addendum III - Library
- Addendum IV - Title Upgrades
- Appendixes

PREAMBLE

This Agreement, dated _____ between the County of Mercer, hereinafter referred to as the "Employer," and Local Number 2287 of the American Federation of State, County, and Municipal Employees (AFL-CIO), hereinafter referred to as the "Union."

WHEREAS, the County has voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting its relations with its employees, insofar as such practices and procedures are appropriate to the functions and obligations of the County to retain the right to effectively operate in a responsible and efficient manner and are consonant with the paramount interests of the County and its citizens; and

WHEREAS, the parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County by the statutes of the State of New Jersey; and

WHEREAS, it is the intention of this Agreement to provide for the salary structure, fringe benefits, and employment conditions of employees covered by this Agreement, to prevent interruptions of work and interference with the efficient operations of the County and to provide an orderly and prompt method for handling and processing grievances;

WHEREAS, the County and the Union agree that the working environment should be characterized by mutual respect for the common dignity to which all individuals are entitled;

WHEREAS, the Employer and the Union entered into an Agreement on _____ which Agreement was approved by the Board of Chosen Freeholders.

NOW, THEREFORE, the parties agree with each other as follows:

1. RECOGNITION

1.1 The Employer recognizes the Union as the sole and/or exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of its employees in the classification listed under Appendix A hereto, and by reference made a part of this Agreement, and for such additional classification as the parties may later agree to include.

2. MANAGEMENT RIGHTS

2.1 The Employer retains and may exercise all rights, powers, duties, authority, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey. Except as specifically abridged, limited, or modified by the terms of this Agreement between the Employer and the Union, all such rights, powers, authority, prerogatives of management and responsibility to promulgate and enforce reasonable and necessary rules and regulations governing the conduct and the activities of the employees are exclusively retained by the Employer.

3. UNION SECURITY

3.1 Upon receipt of a lawfully executed written authorization from an employee, the Employer agrees to deduct the regular monthly union dues of such an employee from his pay and remit such deduction by the tenth day of the succeeding month to the official designated by the Union in writing to receive such deductions. The Union will notify the Employer in writing of the exact amount of such regular membership dues to be deducted. Such deductions are defined and shall be made in compliance with "Title 52 of the Revised Statutes," as amended by Chapter 345, P.L. 1981. The authorization shall remain in effect unless terminated by the employee who must give written notice of such cancellation (notice of withdrawal) to the Employer and the Union. Such termination of dues deductions shall take place as of the January 1st or July 1st next succeeding the date on which written notice of withdrawal is filed by an employee with the Employer and the Union.

3.2 Dues deduction for any employee covered by the terms and conditions of this Agreement shall be limited to AFSCME Local 2287. Existing written authorization for dues deduction to an employee organization other than AFSCME Local 2287 must be terminated within sixty (60) days of the date of execution of this Agreement.

3.3 Any employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the unit, any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit, or any temporary employee who does not join within the date of satisfactory completion of the probationary period or the completion of a three (3) month period following the beginning of employment, whichever is sooner, shall as a condition of employment, pay a

representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to 85 percent of the regular Union membership dues, fees, and assessments as certified by the Union to the Employer. This clause is not applicable to Court employees.

3.4 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action by the Employer under the provisions of this Article.

The Union entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made to the provision by a successor agreement between the Union and the Employer.

The determination of the appropriate representation fees, those employees covered, payroll deduction provision, challenges to fair share fee assessments, time for fair share payments, and all other questions relating to the Agency Shop Law and its proper interpretation shall be made in accordance with Public Law 1979, Chapter 477, and N.J.S.A. 34:13A5.4, et. al.

4. WORK SCHEDULES/WORK SHIFTS

4.1 The work week shall consist of five (5) consecutive days, Monday through Friday, inclusive except for employees in continuous operations. A continuous operation is defined as an operation where the nature of the work provides for more than an eight (8) hour period per day and/or more than five (5) days per week. For purposes of definition, the following agencies are considered as continuous operations: Correction Center, Youth Detention Center, Geriatric Center and Park Commission (see Addendum I). Any exception to the work schedules as outlined above may be made by the Employer and the Union by mutual agreement.

4.2 Where the nature of the work involved requires continuous operations, employees will have their schedules arranged in a manner which will assure, on a rotation basis, that all employees will have an equal share of Saturdays and Sundays off, distributed evenly through the year.

4.3 The normal work shifts for all employees covered by this Agreement shall be as follows:

- a. White Collar - seven (7) hours per day with one (1) hour unpaid lunch.
- b. Blue Collar - seven and one-half (7½) hours per day with one-half (½) hour unpaid lunch period.
- c. Blue Collar (Institutional) - eight (8) hours per day with one-half hour paid lunch period.

4.4 The starting times of work shifts shall be determined by the Employer on January 1, of each year with prior consultation with the union.

4.5 Employees are entitled to a fifteen (15) minute break during each half (½) shift. Employees who are required to work beyond regular quitting times shall receive a fifteen (15) minute break time when the period of work beyond the regular shift exceeds two (2) hours. Break time shall not be accumulated and shall not interfere with operational needs.

5. OVERTIME

(Blue Collar)

5.1 Time and one-half the employee's regular rate of pay shall be paid for all work performed by full-time employees under any of the following conditions, but compensation shall not be paid twice for the same hours.

- a. All work performed in excess of the following weekly work schedule:
 - 1. Blue Collar - 37½ hours.
 - 2. Blue Collar (Institutional) - 40 hours.
- b. All work performed on the sixth work day as such of any work week, excepting those operations exempted by mutual agreement between the Employer and the Union.
- c. All work performed on a holiday plus the regular day's pay, except as modified by Paragraph 5.2 below.

- d. Any employee working an unscheduled work day will receive time and one half the regular rate of pay.

5.2 Double time the employee's regular rate of pay shall be paid for work performed under the following conditions:

- a. All work performed on Sunday, excepting continuous operations.
- b. All consecutive hours of work performed in excess of sixteen (16) consecutive hours.
- c. All non-scheduled work performed on a holiday outside of an employee's normally scheduled work shift when an employee is called in to work because of a natural emergency (i.e., snow, ice and wind storms, flooding conditions).
- d. Any employee working both the first and second or third and fourth unscheduled work days within a pay period will receive time and one half the employee's regular rate for the first and/or third days and double time for the second and/or fourth days.

5.3 Authorized sick days, vacation days, personal days, or any other authorized leaves of absence with pay are considered work days for the purpose of computation of overtime payments in Paragraphs 5.1 and 5.2 above.

5.4 Part-time employees are exempted from the overtime provisions and 5.1 and 5.2 above. They shall be compensated for all hours worked in accordance with the following schedule:

- a. Blue Collar - Compensation shall be paid at the employee's straight-time hourly rate of pay for the first 37½ hours worked weekly. Overtime compensation at the rate of time and one-half an employee's straight-time hourly rate of pay shall be paid for all work performed in excess of 37½ hours weekly.
- b. Blue Collar (Institutional) - Compensation shall be paid at the employee's straight-time hourly rate of pay for the first 40 hours worked weekly. Overtime compensation at the rate of one and one-half an employee's straight-time hourly rate of pay

shall be paid for all work performed in excess of 40 hours weekly.

5.5 Specific operations shall be exempted from the overtime provisions outlined in Paragraphs 5.1 and 5.2 above by mutual agreement between the Employer and the Union.

5.6 Overtime opportunities will be distributed as equally as possible among employees in the same job classification, department, division, and shift. It is understood that nothing in this clause shall require payment for overtime hours not worked.

5.7 The County will provide meals for employees working overtime through a regularly scheduled meal period with the stipulation that the employee has worked four (4) hours overtime, or if the employee is called in on an emergency basis before starting time and works through the regular breakfast hour.

5.8 Employees may elect to take compensatory time in lieu of overtime. The overtime rate shall be time and one half, compensatory time for any work referenced in clause 5.1 and the overtime rate shall be double compensatory time for any work referenced in 5.2. Employees will be allowed to accrue a maximum of 15 days compensatory time in any one calendar year. Employees will be allowed to carryover five days into the succeeding year, while any other unused compensatory time still on the books on December 31 will be paid out.

(White Collar)

5.9 Time and one-half the employee's regular hourly rate of pay shall be paid for all authorized overtime work performed by full-time employees under any of the following conditions, but compensation shall not be paid twice for the same hours.

- a. All work performed in excess of 35 hours weekly as provided in Paragraph 5.10 below.
- b. All work performed on a Saturday.
- c. All work performed on a holiday, plus the regular day's pay.

5.10 Double time the employee's regular hourly rate of pay shall be paid for all authorized overtime work performed under the following conditions:

- a. All work performed on Sunday.
- b. All consecutive hours of work performed in excess of sixteen (16) consecutive hours.

5.11 Authorized overtime work performed beyond the normal work schedule shall be calculated and paid in the following manner:

- a. From the termination of the normal work schedule through the first fifteen (15) minutes of authorized overtime, no compensation.
- b. From the sixteenth minute through the thirtieth minute of authorized overtime, a one-half hour overtime payment.
- c. From the thirty-first minute and thereafter of all authorized overtime, payment for all overtime worked, commencing with the termination of the normal work schedule through the termination of authorized overtime assignment.

5.12 Authorized sick days, vacation days, personal days, or any other authorized leaves of absence with pay are considered work days for the computation of overtime payments in Paragraphs 5.9 and 5.10 above.

5.13 Part-time employees are exempted from the overtime provisions of 5.9 and 5.10 above. They shall be compensated for all hours worked in accordance with the following schedule:

Compensation shall be paid at the employee's straight-time hourly rate of pay for the first 35 hours worked weekly, excluding meal periods. Overtime compensation at the rate of time and one-half an employee's straight-time hourly rate of pay shall be paid for work performed in excess of 35 hours weekly, excluding meal periods.

5.14 The Employer agrees to provide a meal allowance for employees working overtime through a regularly scheduled meal period with the stipulation that the employee has worked two (2) hours overtime or is called in on an emergency basis before his normal starting time and works through his regular meal period. Employees so entitled, based on the above criteria will be paid a meal allowance at the rate of \$5, \$7, and \$10 for breakfast, lunch, and dinner, respectively.

Employees working authorized, regularly scheduled overtime on Saturday, Sunday, or holidays will not be entitled to a meal allowance.

5.15 All Employees covered by the provisions of this Article shall be entitled to elect to be paid for authorized overtime hours worked in accordance with Paragraphs 5.9, 5.10 and 5.11 above or to be given compensatory time off on an hour for hour basis. Should the situation arise where an employee is required to take compensatory time off in lieu of payment for overtime hours worked, said employee shall be granted compensatory time off at the rate of one-and-one-half hours for each overtime hour worked. Employees will be allowed to accrue a maximum of 15 days compensatory time in any one calendar year. Employees will be allowed to carryover five days into the succeeding year, while any other unused compensatory time still on the books on December 31 will be paid out.

5.16 Overtime opportunities will be distributed as equally as possible according to seniority among those employees within a division who regularly perform such work. A list of such employees will be maintained by management on a rotating basis and such employees shall be given the first right of refusal to work such overtime. Such list shall be posted in a work area visible to all unit employees. It is understood that nothing in this clause shall require payment for overtime hours not worked.

6. PAY SCALES - RATES OF PAY

6.1 The rates of pay for all employees covered by this Agreement for calendar years 2008, 2009, 2010 and 2011 shall be set forth in the Compensation Schedules attached as Appendixes B through C.

6.2 During the term of this Agreement, the compensation schedule will not be changed unless by mutual consent of the Employer and the Union.

6.3 The salary package for calendar years 2008, 2009, 2010 and 2011 shall be as follows:

- a. Effective and retroactive to January 1, 2008 all employees shall receive a three and one-half (3½ %) percentsalary increase.
- b. Effective July 1, 2008 all employees in grade January 1, 2008 shall receive one increment on the step guide within the salary range for their respective title as set forth in the compensation schedule attached.

- c. Effective December 31 of each year of the contract, any employee not in grade will be placed on step within the range of their respective title.
- d. All full-time permanent Maintenance and clerical titles assigned on a permanent basis to work in the Mercer County Correction Center will receive a hazardous duty stipend in the amount of \$500.00 (five hundred dollars). This stipend shall be a one-time lump sum payment and will be effective June 1 of each year of the contract.
- e. Effective January 1, 2009 all employees shall receive a three and one-half (3½ %) percent salary increase.
- f. Effective July 1, 2009 all employees in grade January 1, 2009 shall receive one increment on the step guide within the salary range for their respective title as set forth in the compensation schedule attached.
- g. Effective January 1, 2010 all employees shall receive a three (3%) percent salary increase.
- h. Effective July 1, 2010 all employees in grade January 1, 2010 shall receive one increment on the step guide within the salary range for their respective title as set forth in the compensation schedule attached.
- i. Effective January 1, 2011 all employees shall receive a three (3%) percent salary increase.
- j. Effective July 1, 2011 all employees in grade January 1, 2011 shall receive one increment on the step guide within the salary range for their respective title as set forth in the compensation schedule attached.
- k. Effective June 1, 2008, June 1, 2009, June 1, 2010 and June 1, 2011 White Collar employees in the titles listed below shall receive a lump sum \$200.00 stipend as part of a support staff stipend. This stipend is not to be included in the base pay.

Administrative Clerk	Clerk
Library Assistant	Library Assistant Typing
Principal Clerk Typist	Secretarial Assistant
Senior Clerk Typing	Supervising Clerk
Supervising Clerk Stenographer	Supervising Clerk Typist
Supervising Clerk Typist Bilingual	Clerk Typist

I. Effective January 1, 2008, new range B24 will be created for the title Motor Vehicle Operator Elderly/Handicapped. See attached Appendix B.

6.4 A Blue Collar employee who performs work in a higher pay classification other than his own for at least four (4) hours in any work day shall receive the higher rate of pay for such work for the period of time it is performed and his salary shall be adjusted to the step in the range of the higher pay classification which reflects a minimum of five (5) percent salary increase above his present salary, and in no instance would an employee receive less than his present salary.

6.5 A White Collar employee who performs work in a higher pay classification other than his own shall have his salary adjusted to the step in the range of the higher pay classification which reflects a minimum of five (5) percent salary increase above his present salary, provided however, such assignment is authorized by the Department Director, Chief, Division of Employee Relations and the County Administrator.

6.6 Those employees in the unit who receive a promotion to a higher classification shall have their salary adjusted within the new range which will reflect a minimum salary increase of 5%. Effective January 1 or July 1 following promotion date, employee will be placed on step-on guide within the salary range for their respective title.

7. CALL-IN TIME

7.1 Any employee who is requested and returns to work during periods other than his regularly scheduled shift shall be paid time-and-one-half for such work and is guaranteed not less than four (4) hours pay at the overtime rate, provided, however, if the employee elects to leave upon the completion of the work assignment and such assignment requires two (2) hours or less, said employee will be paid a minimum of two (2) hours at the overtime rate.

- c. Effective December 31 of each year of the contract, any employee not in grade will be placed on step within the range of their respective title.
- d. All full-time permanent Maintenance and clerical titles assigned on a permanent basis to work in the Mercer County Correction Center will receive a hazardous duty stipend in the amount of \$500.00 (five hundred dollars). This stipend shall be a one-time lump sum payment and will be effective June 1 of each year of the contract.
- e. Effective January 1, 2009 all employees shall receive a three and one-half (3½ %) percent salary increase.
- f. Effective July 1, 2009 all employees in grade January 1, 2009 shall receive one increment on the step guide within the salary range for their respective title as set forth in the compensation schedule attached.
- g. Effective January 1, 2010 all employees shall receive a three (3%) percent salary increase.
- h. Effective July 1, 2010 all employees in grade January 1, 2010 shall receive one increment on the step guide within the salary range for their respective title as set forth in the compensation schedule attached.
- i.
- i. Effective January 1, 2011 all employees shall receive a three (3%) percent salary increase.
- j. Effective July 1, 2011 all employees in grade January 1, 2011 shall receive one increment on the step guide within the salary range for their respective title as set forth in the compensation schedule attached.
- k. Effective June 1, 2008, June 1, 2009, June 1, 2010 and June 1, 2011 White Collar employees in the titles listed below shall receive a lump sum \$200.00 stipend as part of a support staff stipend. This stipend is not to be included in the base pay.

Administrative Clerk	Clerk
Library Assistant	Library Assistant Typing
Principal Clerk Typist	Secretarial Assistant
Senior Clerk Typing	Supervising Clerk
Supervising Clerk Stenographer	Supervising Clerk Typist
Supervising Clerk Typist Bilingual	Clerk Typist

I. Effective January 1, 2008, new range B24 will be created for the title Motor Vehicle Operator Elderly/Handicapped. See attached Appendix B.

6.4 A Blue Collar employee who performs work in a higher pay classification other than his own for at least four (4) hours in any work day shall receive the higher rate of pay for such work for the period of time it is performed and his salary shall be adjusted to the step in the range of the higher pay classification which reflects a minimum of five (5) percent salary increase above his present salary, and in no instance would an employee receive less than his present salary.

6.5 A White Collar employee who performs work in a higher pay classification other than his own shall have his salary adjusted to the step in the range of the higher pay classification which reflects a minimum of five (5) percent salary increase above his present salary, provided however, such assignment is authorized by the Department Director, Chief, Division of Employee Relations and the County Administrator.

6.6 Those employees in the unit who receive a promotion to a higher classification shall have their salary adjusted within the new range which will reflect a minimum salary increase of 5%. Effective January 1 or July 1 following promotion date, employee will be placed on step-on guide within the salary range for their respective title.

7. **CALL-IN TIME**

7.1 Any employee who is requested and returns to work during periods other than his regularly scheduled shift shall be paid time-and-one-half for such work and is guaranteed not less than four (4) hours pay at the overtime rate, provided, however, if the employee elects to leave upon the completion of the work assignment and such assignment requires two (2) hours or less, said employee will be paid a minimum of two (2) hours at the overtime rate.

If the assignment exceeds two (2) hours, the employee shall be entitled to the guaranteed four (4) hours pay at the overtime rate.

7.2 In the event that an employee's call-in time work assignment and his/her regular shift overlap, said employee shall be paid in the following manner:

- a. If the employee's call-in time work assignment commences more than two (2) hours prior to the start of his/her normal shift, said employee shall be paid time and one-half for all hours worked prior to the start of his normal shift. Effective as of the starting time of his/her normal shift, said employee shall then be paid at his/her normal straight time rate of pay.
- b. If the employee's call-in time work assignment commences less than two (2) hours prior to the start of his/her normal shift, said employee shall be paid at the rate of time and one-half for the first two (2) hours worked and for the balance of this employee's regular shift, he/she shall be paid at their normal straight time rate of pay.

8. INSURANCE AND RETIREMENT BENEFITS

8.1 The County agrees to provide eligible employees and their eligible dependents with Hospitalization, Medical and Major Medical Insurance through the New Jersey State Health Benefits Program or to provide equivalent or better health benefits coverage through a self-insurance program or independent insurance carrier. The premium costs for said programs shall be fully paid by the County except that in the election of a Health Maintenance Organization Programs, an eligible employee shall continue to be required to pay, through payroll deductions, the difference in cost, if any, between standard Hospital/Medical coverage and HMO coverage.

8.2 The County agrees to provide Hospital/Medical insurance to eligible retired employees in accordance with the provisions of Chapter 88, Public Law of 1974. Said insurance will continue under any self-insurance program or independent carrier the County may choose.

8.3 The County agrees to provide retirement benefits to eligible employees in accordance with the provisions of the New Jersey Public Employee's Retirement System.

8.4 The County agrees to provide a co-payment Prescription Drug Program (\$12.00 brand name and \$4.00 generic drugs) to eligible employees and their eligible dependents; the premium costs for said program to be paid by the County. Further, for the purposes of this Program, eligible newly hired employees shall be defined as full-time permanent employees only. Mail order shall be at no cost to the employee.

8.5 The County agrees to provide female contraceptives to drug program.

8.6 The County shall provide for the payment of accumulated unused sick leave at the time of retirement of an eligible employee at the rate of fifty percent (50%) of his/her accumulated unused sick time to a maximum of eighteen thousand dollars (\$18,000).

8.7 The County agrees to provide a Dental Insurance Coverage to eligible employees and their dependents. There shall be three types of coverage as follows:

1. Basic Dental Coverage (as defined by the current dental contract.
2. Premium Dental Insurance.
3. Eastern Dental Insurance.

The County will pay all the costs of the basic dental program. Employees shall be responsible for any additional costs associated with the premium dental program or the Eastern Dental Program in excess of the cost for basic coverage.

8.8 Any change in carriers shall be discussed and reviewed with the Union prior to implementation.

8.9 The County agrees to make available the State Disability Plan. All eligible employees are required to follow the procedures as outlined under this plan.

8.10 Each active employee except those with single coverage shall have deducted from his or her salary \$24.00 per pay period for all medical, dental and prescription drug insurance. Those employees with single coverage shall have \$19.00 per pay period deducted for such medical, dental and prescription drug insurance coverage.

8.11 Effective January 1, 2010, each active employee except those with single coverage shall have deducted from his or her salary \$26.00 per pay period for all medical, dental and prescription drug insurance. Those employees with single coverage shall have \$21.00 per pay period deducted for such medical, dental and prescription drug insurance coverage. There shall be no other increase in this health co-payment for the duration of the contract.

8.12 The County agrees to establish a vision care program which is not a reimbursement program. The vision care program will allow eligible County employees to receive discounts from designated County-wide providers to reduce costs in the purchase of lenses, frames and eye examinations.

9. PAID LEAVES OF ABSENCE

9.1 BEREAVEMENT DAYS - In the event of the death of a member of the immediate family of any employee covered by this Agreement, the immediate family being mother, father, sister, brother, spouse, child, mother-in-law, father-in-law, grandparents, grandchild or any other relative living in the household of the employee, said employee shall be excused for a period not to exceed five (5) working days in a (7) seven-day period for bereavement purposes beginning with the day of death or the day after the date of death. The employee will be paid his regular hourly rate of pay for any such days of excused absence which occur during his normal work week, but in no event more than eight (8) hours pay (Blue Collar - Institutional), seven and one-half (7 ½) hours pay (Blue Collar) or seven (7) hours pay (White Collar) for any one (1) day.

9.2 UNION BUSINESS - An employee who is duly authorized in writing to be a representative of the Union shall be granted a leave of absence with pay for the time necessary to conduct Union business or attend conventions. The Union shall be authorized an aggregate of no more than seventy (70) days in any calendar year for the above purpose, provided a request for such days is made in writing and authorization granted by the County Administrator. The Union President and/or his/her designee shall be allowed such time off as is necessary to conduct intra-county Union business, provided that prior approval is requested and authorization granted by the Division Director; such authorization shall not be unreasonably denied.

9.3 OCCUPATIONAL INJURY LEAVE - Any employee who is disabled because of occupational injury or illness shall be covered by the provisions of the County's adaptation of the New Jersey Workers' Compensation Law from the day after the

date of injury or illness and shall be eligible for a leave of absence for the entire period of disability. This adaptation shall be 70% of the employee's wage, with no maximum salary cap.

Employees on an authorized leave of absence shall be paid temporary workers' compensation benefits for the period of their disability commencing the day after the date of the injury or illness. Said employees shall also receive sick and vacation credits during the period of their disability. Personal leave credits shall not accrue during this period of disability.

Employees returning from authorized leave of absence as set forth above shall be restored to their original job classification and shift, at the then appropriate rate of pay, with no loss of seniority or other employee rights and privileges.

9.4 **Sick Leave** - All full-time permanent, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay.

- a. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, maternity, accident, or exposure to contagious disease. Sick leave may also be utilized for short periods for the attendance by the employee upon a member of the immediate family who is seriously ill. Sick leave may be taken in hourly units.
- b. The minimum sick leave with pay shall accrue to any full-time permanent employee on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter, said fifteen (15) days to be credited effective January 1 of each succeeding year.
- c. The minimum sick leave with pay shall accrue to any full-time temporary, full-time provisional, or full-time OTES employee at the rate of one working day per month as earned.
- d. If an employee does not utilize any of his/her allotted 15 days of sick leave time for the entire calendar year, that employee shall be entitled to a \$300.00 bonus payment payable by March 1 of the following year. An employee utilizing five days or less of their allocated 15 days in the year shall receive a \$200.00

bonus payable by March 1 of the following year. This bonus does not apply to part-time employees and an individual must have worked the entire year to be eligible. This sick leave reduction incentive applies for each year of this contract.

- e. Any amount of sick leave allowance 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.
- f. An employee shall not be reimbursed for accrued sick leave at the time of termination of his employment excepting as provided under Article entitled, "Insurance and Retirement Benefits."
- g. If an employee is absent for reasons that entitle him to sick leave, the employee's supervisor shall be notified promptly as of the employee's usual reporting time, except in those situations where notice must be made prior to the employee's starting time in compliance with specific department regulations.
 - (1) Failure to so notify his supervisor shall be cause for denial of the use of sick leave for that absence.
 - (2) Absence without proper notice for five (5) consecutive days shall constitute a resignation not in good standing.
- h.
 - (1) The Employer may require proof of illness of an employee on sick leave, whenever such requirements appear reasonable. Abuse of sick leave shall be cause for disciplinary action.
 - (2) Where proof of illness is required, a review shall be conducted after three months of the imposition. If adequate improvement is demonstrated, the imposition is discontinued.
 - (3) In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.
 - (4) The Employer may require an employee who has been absent because of personal illness, as a condition of his return to duty,

to be examined by the County Physician or by a physician designated by the County Physician. Such examination shall establish whether the employee is capable of performing his normal duties without limitations and that his return will not jeopardize the health of the other employees.

- i. Part-time permanent employees will earn sick time on the basis of one day earned for every 20 full days worked.
- j. Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to sick leave.
- k. Sick leave credits shall continue to accrue while an employee is on leave with pay and authorized leave of absence due to work-related injury or illness. Credits shall not accrue while an employee is on any leave without pay except active military leave.

9.5 SICK LEAVE BUY BACK - Full time employees having accumulated ten (10) or more of their fifteen (15) sick days for that year, will have the option of being paid five (5) days wages in lieu of carrying over five (5) of their sick days.

Any employee wishing to exercise the sick leave pay option must exercise this option by December 1 of the year in which the requirements have been met. An employee shall make this request in writing to the Chief, Division of Employee Relations. Any decision to exercise this option subsequent to December 1 of the year in which the requirements have been met shall not be considered.

9.6 Personal Leave - All employees covered by the provisions of this Agreement shall be entitled to three (3) days per year leave of absence with pay for personal business which may be taken in hourly units. Said leave shall not be taken unless 48 hours notice thereof has been given to the employee's supervisor. In the event that 48 hours notice cannot be given, said leave may be taken only upon the authorization of said supervisor. The Employer reserves the right to deny requests for personal days as conditions warrant, but authorization shall not be unreasonably withheld. Personal days shall not be taken in conjunction with vacation leave and shall not accrue during the period of time that an employee is on authorized leave of absence for a work-related injury or illness. Part-time employees shall not receive personal leave.

9.7 **Jury Duty** - All employees covered by the terms of this Agreement shall be granted a leave of absence with pay when required to serve on jury duty. Employees granted this leave of absence shall be required to return or reimburse the Employer for any jury fees or compensation received by them for serving on jury duty.

In the event that an employee serving on jury duty is given advance notice that he is not to report for jury duty on any specific day, said employee shall report for work at his normal starting time. Should an employee serving on jury duty be released from jury duty prior to 12:00 noon on any specific day, he shall be required to report to work for the remainder of his shift.

In the event that an employee serving on jury duty is released after 12:00 noon, said employee shall not be required to report to work for the remainder of his shift.

For the purposes of this Article, any employee who is called upon to serve jury duty shall have his work schedule adjusted, if necessary, to place him on the normal (daytime) shift for the period of time he is required to serve jury duty.

10. **ABSENCE WITHOUT LEAVE**

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

10.2 Leave granted for a particular reason and used for a purpose other than that for which such leave was granted, shall be unauthorized absence and may be cause for disciplinary action.

11. **NON-PAID LEAVES OF ABSENCE**

11.1 A permanent employee shall be entitled to a leave of absence without pay to accept a permanent appointment with another governmental agency in New Jersey for a period not to exceed six (6) months.

11.2 The Employer will grant leaves of absence to two (2) employees, not more than one from any division, to accept full-time Union employment. Sixty (60) days notice in writing shall be given to the Employer by any employee requesting such leave.

11.3 All other leaves of absence without pay shall be at the discretion of the Employer.

11.4 Employees returning from authorized leaves of absence as set forth in the paragraph(s) above will be restored to their original classifications and salaries which they were earning at the time leave was granted. Said employees will suffer no loss of seniority or other employee rights, privileges, or benefits, provided, however, that sick leave, vacation leave, and longevity credits shall not accrue.

12. CHILD CARE/MATERNITY

12.1 A permanent female employee covered by the terms of this Agreement shall be entitled to a leave of absence without pay for maternity purposes. Said leave shall be granted for a three-month period upon written certification of the employee's physician that she is unable to work due to her pregnancy and/or childbirth and may be extended for additional three month periods. This certification is subject to approval by the County Physician. Further, all employees shall be required to be examined by the County Physician and certified by him/her as fit to return to work prior to their return to work.

12.2 Notwithstanding the provisions of Article 9.4 (Sick Leave With Pay) and Article 12.1 (Maternity Leave without pay), a permanent female employee covered by the terms of this Agreement shall be entitled to a leave of absence without pay for child care purposes for a period of one year. Said leave shall commence effective upon the date of birth of the employee's child and under no circumstances shall it be extended beyond this one year period.

12.3 The County and the Union agree that the provisions of the Family Leave Act, NJSA 34:11B-1 and all Federal FMLA Laws shall be abided by during the term of this contract.

13. MILITARY DUTY

13.1 All employees covered by the terms of this Agreement who are ordered or required to perform active military duty shall be granted the necessary time off from work or granted a leave of absence during the period of such military duty in accordance with applicable Federal and State statutory authority. This statutory authority shall be dispositive as to whether or not said time off on leave of absence shall be paid or unpaid.

14. **SENIORITY**

14.1 Seniority is defined as an employee's total continuous length of service with the County beginning with his initial date of hire. Any authorized leave of absence is considered to be continuous service.

14.2 Seniority shall be given preference in promotions, demotions, layoffs, recall, vacation scheduling, and work shifts as defined in Paragraph 14.3 below.

Where ability to perform work and physical fitness are considerations in application of the above paragraph, determinations shall be made by the Employer.

14.3 Where more than one work shift per day within a given classification is in effect, employees within such classification will be given preference of shifts on a seniority basis only when vacancies occur or changes in the number of employees per shift are being made. Where such vacancy occurs, or where there is a change in the number of employees per shift, a senior employee will not be permitted or required to wait longer than one (1) year to exercise his preference of shift over a less senior employee.

14.4 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 same to the Union upon request.

14.5 The Employer shall promptly advise the appropriate Union representative of any changes which necessitate amendments to the seniority list.

14.6 Senior employees who may meet the minimum qualifications for temporary or provisional appointments to fill a lateral or higher title shall be given preference over less senior employees or outside applicants. The only exception would be if the County shows a valid reason before appointing a less senior employee. This is subject to the grievance procedure. For purposes of temporary or provisional appointments to higher titles, seniority will be determined by the time served in a title.

15. **HOLIDAYS**

15.1 The following days are recognized paid holidays whether or not worked:

New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day

Labor Day
Columbus Day
General Election Day
Veteran's Day
Thanksgiving Day
Day After Thanksgiving
Christmas Day

15.2 For all employees not working a continuous operations schedule, holidays enumerated in the paragraph 15.1 above which fall on a Saturday shall be observed on the preceding Friday; holidays which fall on a Sunday shall be observed on the following Monday; holidays which fall within an employee's vacation period shall not be charged as vacation days.

15.3 For all employees working a continuous operations schedule, holidays enumerated in the paragraph 15.1 above which fall on a Saturday or Sunday shall be observed on the Saturday or Sunday. This Saturday or Sunday observance shall be utilized as the date for overtime and holiday pay calculations. Holidays which fall within an employee's vacation period shall not be charged as vacation days.

15.4 In order to be eligible for holiday pay, an employee must be on the active payroll of the Employer and must have worked his full regularly scheduled work day before and after the holiday, unless such absence is authorized with pay or ordered.

15.5 Part-time permanent employees with a set schedule are entitled to paid holidays where the holiday occurs on a scheduled work day. Those without such a schedule are not entitled to paid holidays. Part-time permanent employees in a continuous operation with a set schedule who work on a holiday shall be compensated at the rate of time and one-half (1 ½) for the hours actually worked.

15.6 Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to holiday pay.

16 **PERFORMANCE ASSESSMENT REVIEW**

16.1 The County will maintain a performance assessment review system for all employees covered by this contract. The system will include a formal process whereby the employee and his designated supervisor(s) mutually formulate performance and improvement goals and work standards appropriate to the job

performed, which shall be a basis for measuring the employee's performance during an annual rating period.

16.2 At least every six (6) months, the employee and the supervisor(s) shall meet in connection with performance evaluation and improvement goals and work standards in order to set up criteria which shall be the basis for the annual evaluation. It shall be the responsibility of the supervisor to set up this conference at a mutually convenient time.

16.3 The employee shall evaluate his/her performance and the Supervisor shall evaluate the employee's performance, independent of each other, every twelve (12) months. The employee and supervisor shall exchange and discuss their evaluations at the annual conference which shall be scheduled by the supervisor at a mutually convenient time. The evaluations shall be based on the criteria relating to the improvement goals and work standards discussed between the employee and the supervisor at the six-month conference held earlier and referenced in paragraph 16.2 above.

16.4 The performance assessment review will not be tied to any monetary clauses.

16.5 A copy of all annual evaluations shall be transmitted to the County's Office of Personnel.

17. GRIEVANCE PROCEDURE

17.1 A grievance is defined as:

- a. A claimed breach, misinterpretation, or improper application of the terms of this Agreement; or
- b. A claimed violation, misinterpretation, or misapplication of rules and regulations, existing policy or orders, applicable to the division or department which employs the grievant affecting the terms and conditions of employment.

A claimed grievance shall be discussed between the employee, the supervisor, the union representative and division head and, if unresolved after discussion, shall be resolved in the following manner:

Step One: The Union steward or employee, or both, shall take up the grievance with the employee's department head within ten (10) days of its occurrence. It shall be stated in writing and signed by the grievant. No later than five (5) days after receipt of grievance, the department head shall meet with the grievant to discuss grievance. The department head shall render a decision in writing within five (5) days after the meeting.

Step Two: If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing to the Chief, Division of Employee Relations within five (5) days from receipt of the response from the department head. No later than five (5) days after receipt of grievance, the Chief, Division of Employee Relations shall meet with the grievant to discuss the grievance. The Chief, Division of Employee Relations shall give an answer in writing no later than five (5) days after the meeting.

Step Three: If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing to the County Administrator within in ten (10) days from receipt of the response from the Chief, Division of Employee Relations. No later than ten (10) days after receipt of the grievance, the County Administrator shall meet with the grievant to discuss the grievance. The County Administrator shall give an answer in writing no later than ten (10) days after the meeting. Written reprimands are grievable only to step 3 of the grievance process.

Step Four: If the grievance is still unsettled, the Union may within thirty (30) days after the reply of the County Administrator, by written notice to the County Administrator, request the Public Employment Relations Commission to supply the parties with a panel of arbitrators. The arbitrator shall be selected by the parties in accordance with the rules promulgated by the Public Employment Relations Commission. The decision of the arbitrator shall be final and binding on all parties; it being expressly understood that such binding arbitration is limited exclusively to disputes involving the application, meaning, or interpretation of this Agreement.

17.2 Expenses for the arbitrator's services and the proceeding shall be borne equally by the Employer and the Union. However, each party shall be responsible

for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceeding, it may cause such a record to be made, providing it pays for the record.

17.3 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. An employee so designated by the Union will be permitted to confer with other Union representatives, employees, and employment representatives regarding matters of employee representation, during working hours and without loss of pay provided, however, all said employees shall secure the permission of their immediate superior, which permission shall not be unreasonably withheld.

17.4 Representatives of the Union, who are not employees previously accredited to the Employer in writing by the Union, shall be permitted to come on the premises of the employer for the purpose of investigating and discussing grievances, so long as such right is reasonably exercised and there is no undue interference with work progress, provided, however, they first obtain permission to do so from the employee's department director or his designated representative, permission for which shall not be unreasonable withheld.

18. DISCIPLINE/DISCHARGE

18.1 It is expressly understood that the employer shall have the right to discipline or discharge any employee; however, the Employer agrees that it shall not discipline or discharge any employee covered by the terms of the Agreement without just cause.

18.2 In any instance where an employee is subject to disciplinary action which would result in lost time, such disciplinary action shall not be implemented for at least three (3) working days subsequent to the day when the incident occurred. During these three (3) days, the Employer and employee shall confer in an attempt to resolve the matter. Such procedure is not applicable in circumstances where the employee has been charged as follows:

- a. Incapacity due to mental or physical disability.
- b. Intoxication or suspicion of substance abuse while on duty.
- c. Disorderly or immoral conduct.

- d. Where violence and/or the health and safety of other employees or Employer may be involved.
- e. Serious neglect of duty.

18.3 In any disciplinary action against an employee, said employee shall be entitled to written notice of the charges and specifications and a hearing. Further, the charged employee shall have the right to Union representation at the disciplinary hearing.

18.4 Minor disciplinary hearings shall be scheduled within 90 days of the notification of disciplinary charges from the supervisor to employee unless a delay is mutually agreed to by the parties.

18.5 The parties agree that the hearing provided for in this Article shall be conducted in accordance with the following guidelines:

- a. All hearings shall be conducted in an informal manner, without reference to formal rules of evidence, but subject to the following principles:
 - 1. The hearing officer shall admit all testimony having reasonable probative value, but may exclude immaterial, irrelevant, or unduly cumulative testimony.
 - 2. Direct and cross-examination witnesses shall be allowed. Either party may request that witnesses be sequestered. The hearing officer may determine that witnesses be sequestered without a request from either party.
 - 3. The petitioning employee shall not be required to testify, but if he/she does testify voluntarily, he/she may be cross-examined upon any matter relating to the hearing.
 - 4. Whenever written eyewitness accounts of incidents are used as evidence in cases involving removal or suspension, the person who prepared

and/or signed such document shall be available for cross-examination unless such appearance presents undue hardship. Hearing shall be scheduled in keeping with this provision.

5. The decision shall include:

- (a) A short statement of the nature of the proceedings;
- (b) Discussion of testimony or evidence;
- (c) Specific finding of fact;
- (d) Conclusion and decision based on findings of fact and applicable laws and rules.

6. A copy of the Hearing Officers decision shall be transmitted to all parties.

- b. The Provisions of this Section (18.4) are not grievable, however, instances of non-adherence to the above guidelines when reported by the Union to the County Administrator shall be investigated and corrected.

18.6 Any employee who is disciplined or discharged shall have the right to appeal this disciplinary action. It is expressly understood that an employee shall be entitled to one avenue of appeal and further, that these appeals shall be handled in accordance with the following procedure:

- a. A permanent employee against whom disciplinary action has been taken which resulted in a suspension or fine of more than five days at one time; suspensions or fines more than three times or for an aggregate of more than fifteen days in one calendar year; demotion, discharge or resignation not in good standing shall be required to exercise his statutory right of appeal to the Merit System Board and shall be precluded from having the Union move his appeal to binding arbitration.

- b. The Union, in behalf of a permanent employee against whom disciplinary action has been taken which does not result in a penalty enumerated in paragraph 18.4(a) above, shall have the right to appeal this disciplinary action to binding arbitration in accordance with Step IV of the Grievance Procedure.

18.7 The County agrees to provide a copy of any incident report or written reprimand that is to be included in an employee's personnel record to the affected employee. Further, said employee shall have the right to respond in writing to the incident report or written reprimand, a copy of said written response to be placed in the employee's personnel record file.

18.8 The County and the Union agree that letters of reprimand for disciplinary purposes will not be used against the employee's disciplinary record after one year from the date of the letter of reprimand. However, the document will remain in the employee's file for legal purposes.

19. SAFETY AND HEALTH

19.1 The Employer shall at all times maintain safe and healthful working conditions and will provide employees with wearing apparel, tools, or devices deemed necessary in order to ensure their safety and health. When such materials are issued, they shall be used. Failure to utilize said safety materials when issued shall be cause for disciplinary action.

19.2 The Employer and the Union shall each designate a safety committee member and two alternates. It shall be the joint responsibility of the members or their alternates to investigate and correct unsafe and unhealthful conditions. The members or their alternates shall meet periodically as necessary to review conditions in general and to make recommendations to either or both parties when appropriate. The safety committee member representing the Union or one of his alternates, with the approval of the Employer, shall be permitted reasonable opportunity to visit work locations throughout the Employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

20. EQUAL TREATMENT

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

Union membership, Union activities and/or any disability as defined under the Federal 1990 Americans with Disability Act (ADA) legislation.

20.2 The Employer and the Union agree not to interfere with the right of employees to become or not to become members of the Union and further that there shall be no discrimination or coercion against any employee because of Union membership or non-membership.

21. WORK RULES

21.1 The Employer may, after negotiation with the Union, establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced. Such work rules shall be subject to the grievance procedure.

22. ANNUAL VACATION LEAVE

22.1 All full-time permanent employees shall be entitled to vacation leave based on their years of continuous services. Periods on a leave of absence without pay except military leave shall be deducted from an employee's total continuous service for purposes of determining the earned service credit for vacation leave. Vacation requests shall not be unreasonably denied. Vacation leave may be taken in hourly units.

22.2 Annual Vacation leave with pay for all full-time permanent employees shall be distributed as follows:

- a. One (1) working day of vacation for each month of service during the remainder of the calendar year following the date of appointment.
- b. After one (1) year and to completion of five (5) years, twelve (12) working days.
- c. From beginning of sixth year to completion of tenth year, fifteen (15) working days.
- d. From beginning of eleventh year to completion of fifteenth year, twenty (20) working days.

- e. Completion of fifteenth year, twenty-five (25) working days.
- f. From the beginning of the twentieth year, thirty (30) working days.

22.3 After the first full year of service, vacation days shall be distributed on January 1. If an employee terminates after taking vacation in advance of it being earned, the County has the right by law to hold back pay equal to the amount due.

22.4 Annual vacation leave with pay for all full-time temporary and full-time provisional employees shall be earned at the rate of one (1) day per month.

22.5 The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the payday immediately preceding his vacation period.

22.6 An employee who is called back to work while on authorized vacation shall be paid one day's pay in addition to regular day's pay and shall not lose vacation day or days.

22.7 Vacation allowance must be taken during the current calendar year unless the Employer determines that it cannot be taken because of the pressure of work. Any vacation allowance so denied may be carried over into the next succeeding year. A maximum of fifteen (15) vacation days, at the option of the employee, may be carried over from one calendar year into the succeeding year, not to exceed a total of thirty (30) vacation days.

22.8 A permanent employee who returns from military service is entitled to full vacation allowance for the calendar year of return and for the year preceding, providing the latter can be taken during the year of return.

22.9 An employee covered by this Agreement who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year prorated upon the number of months worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.

Whenever an employee covered by this Agreement dies, having to his/her credit any annual vacation leave, there shall be calculated and paid to his estate a sum of money equal to the compensation figured on his salary at the time of death.

22.10 Part-time permanent employees will earn vacation on the basis of one day for every 20 full days worked. Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to vacation leave.

22.11 Vacation leave credits shall continue to accrue while an employee is on leave with pay. Vacation credits shall not accrue while an employee is on leave without pay except military leave.

23. SHIFT PAY

23.1 Employees working on shifts of which the majority of working hours fall between 4:00 p.m. and 12:00 midnight shall receive in addition to their regular pay an additional seventy (70) cents per hour effective January 1, 2004; seventy-five (75) cents per hour effective January 1, 2005; and ninety (90) cents per hour effective January 1, 2006 and shall continue through the duration of this contract. Said differential shall be paid for all hours worked on that shift.

23.2 Employees working on shifts of which the majority of working hours fall between 12:00 midnight and 8:00 a.m. shall receive in addition to their regular pay an additional eighty (80) cents per hour effective January 1, 2004; eighty-five (85) cents per hour effective January 1, 2005; and ninety-five (95) cents per hour effective January 1, 2006 and shall continue through the duration of this contract. Said differential shall be paid for all hours worked on that shift.

23.3 The shift differential will be paid every pay period, not once per month.

24. LONGEVITY

24.1 Every full-time employee of the County of Mercer shall be paid longevity payments on a prorated basis with each salary check during the calendar year, and such longevity payment shall be considered in the total with the salary for pension purposes.

Employees having completed five (5) years of continuous full-time service will have added to their gross per annum pay an additional \$300 commencing with the first pay of the first full pay period following said anniversary of hire, and for the completion of each additional five (5) years of continuous service calculated in the same manner using employees' anniversary dates, shall have added to their gross per annum pay additional monies as cited in 24.2.

24.2 The longevity payment schedule is as follows:

5 year	\$ 300
10 year	\$ 900
15 year	\$1350
20 year	\$1850
25 year	\$2300
30 year	\$2700
35 year	\$3100
40 year	\$3500
45 year	\$3900

Such additional longevity payments shall be paid notwithstanding the maximum salary provided for such employment.

25. **WORK UNIFORMS**

(Blue Collar)

25.1 Effective January 1, 2004 work uniforms will be supplied by the Employer to all full-time employees as set forth below:

a. **Outside Departments** - Highway, Motor Pool, Mosquito Control, Airport, and Park Commission will receive the following:

(1) **Initial Issue:**

Two (2) winter uniforms (2 trousers, 2 shirts)
Three (3) summer uniforms (3 trousers, 3 shirts)
Two (2) three-quarter length lightweight jackets
One (1) three-quarter length jacket with hood
One (1) pair of safety shoes
One (1) pair of slush boots

(2) **Annual Replacement Issue**

One (1) winter uniform (1 trouser, 1 shirt)
One (1) summer uniform (1 trouser, 1 shirt)

(3) Safety shoes, boots and jackets will be replaced as needed upon authorization by the division director.

- (4) Outside departments have the option to receive five (5) orange T-shirts in place of one each winter and summer shirt.

b. **Inside Departments** - Administration Building, Courthouse, Youth Detention Center, Correction Center, Library, TRADE, and personnel working at Mercer County Geriatric Center in the following job classifications: Carpenter, Gardener, Laborer, Maintenance Repairman, Painter, Plumber, Senior Building Maintenance Worker, Senior Building Service Worker, Senior Maintenance Repairman, Stationary Engineer, Boiler Operator, Print Shop, Security Guards, and Truck Driver will receive the following:

- (1) **Initial Issue:**

- Two (2) winter uniforms (2 trousers, 2 shirts)
- Two (2) summer uniforms (2 trousers, 2 shirts)
- One (1) three-quarter length jacket with hood
- One (1) three-quarter length lightweight jacket
- One (1) pair of safety shoes

- (2) **Annual Replacement Issue:**

- One (1) winter uniform (1 trouser, 1 shirt)
- One (1) summer uniform (1 trouser, 1 shirt)

- (3) Safety shoes and jacket will be replaced as needed upon authorization by the division director.

- c. All TRADE drivers will receive a rain coat.
- d. Protective clothing for Central Maintenance working in sewerage plant. Gloves, boots and coveralls.
- e. Central Maintenance Electricians will receive high voltage gloves and boots for use at airport.

25.2 Laundry services will be provided by the Employer for Automotive Mechanics on coveralls provided by the Employer.

25.3 In all cases where uniforms and an allowance are provided, said uniforms shall be worn. Failure to wear said uniforms when issued shall be cause for disciplinary action.

25.4 Effective January 1, 2005 the County will no longer provide uniforms to the remainder of the Blue Collar AFSCME employees. Effective January 1, 2005 these employees will begin receiving a uniform stipend in the amount of three hundred seventy-five (\$375.00) each year for the purchase of replacement uniforms. The clothing allowance shall be paid once a year, in a separate check beginning on January 1, 2005. These uniforms will be the agreed upon attire as set forth by the union and County specific exceptions to this uniform clause will be made by mutual agreement between the union and the County. Employees are expected to wear uniforms that are in good condition at all times.

- a. Effective January 1, 2005, employees will be allowed to wear Bermuda type, blue, hemmed denim shorts. Employees that work in safety sensitive positions are prohibited from wearing shorts. Employees must have proper clothing with them at all times because job duties may change during the course of the day. The County retains the right to require long pants for County sponsored events.
- b. Uniforms shall be as follows:

6. **DOT & I & Central Maintenance employees:**

Blue Denim Jeans
Blue Denim Jean Shorts (Bermuda style and hemmed)
Blue Golf or Tee Shirt

7. **Park Commission Employees:**

Blue Denim Jeans
Blue Denim Jean Shorts (Bermuda style and hemmed)
Blue Golf or Tee Shirt

25.5 The County will continue to provide safety shoes for all departments.

- c. Sewage Plant employees shall receive gloves, boots and coveralls.
- d. Central Maintenance Electricians shall receive high voltage gloves and boots for use at Airport.

- e. Trade Drivers shall receive a rain coat.
- f. Laundry services will be provided by the Employer for Automotive Mechanics on coveralls provided by the Employer.
- g. The County shall provide a patch to all employees to wear on uniform shirt.
- h. The County will replace all items listed in 25.5 as needed upon authorization by the Department Head.

26. CLOTHING MAINTENANCE ALLOWANCE
(Blue Collar)

26.1 The Employer agrees to pay each full-time employee covered by this Agreement an annual clothing maintenance allowance of \$375.00 by December of each year of the contract to be used by the employee for the maintenance of his uniform.

26.2 The allowance referred to in Paragraph 26.1 above shall be earned on a monthly basis provided the employee works a minimum of one (1) day in any calendar month.

26.3 New Employees, retired employees, deceased employees, or employees on an authorized leave of absence excepting educational leaves of absence or those leaves of absence provided for in Paragraph 11.1 shall be paid a prorated share of the annual clothing maintenance allowance for each calendar month in which the employee works at least one (1) day, paid annually by December 15.

26.4 Employees who voluntarily terminate their employment with the County of Mercer, excepting as provided in Paragraph 26.3 above, or whose employment is terminated for cause shall not be entitled to payment of the annual clothing maintenance allowance or any prorated portion thereof.

26.5 The annual clothing maintenance allowance shall only be applicable to those employees who are uniformed.

27. CLASSIFICATIONS AND JOB DESCRIPTIONS

27.1 The classifications for employees covered by this Agreement are attached hereto as Appendix A and by reference are made part of this Agreement.

27.2 If during the term of this Agreement the Employer determines that new job descriptions and/or classifications be established or that changes be made in existing job descriptions and/or classifications, the parties agree that they will consult with a view toward arriving at a mutually acceptable determination, including the rate of pay thereof, prior to such changes being made effective. Should the parties fail to agree, the matter will be referred to the grievance procedure commencing with Step Two of this Agreement.

28 STRIKES AND LOCKOUTS

28.1 In addition to any other restriction under the law, the Union and its members will not cause a strike or work stoppage on any kind, nor will any employee take part in a strike, intentionally slow down the rate of work, or in any manner cause interference with or stoppage of the Employer's work.

28.2 The Employer shall follow the grievance procedure for which provision is made herein, and the Employer shall not cause any lockout.

29. GENERAL PROVISIONS

29.1 The Employer agrees to make available one (1) locked, glass-enclosed bulletin board at each of the following locations:

Courthouse
Administration Building
Mercer County Geriatric Center
Mercer County Garage

The said bulletin board shall be used for posting of the following notes: Union meetings, Union elections, Union election returns, Union appointments to office, and Union recreational or social affairs. Such notices shall first be approved by the Department Director.

29.2 The County agrees to provide a mileage reimbursement allowance of 31 cents per mile to all white collar employees covered by this Agreement who are required to use their own private vehicles in connection with the performance of their duties as employees of the County of Mercer.

29.3 The provisions of this Agreement shall only apply to those employees in the unit who are on the County payroll and actively at work on or after the date of the execution of this Agreement and those former employees whose employment was terminated by death or retirement prior to the date of the execution of this Agreement.

29.4 The County agrees to post a notice regarding any promotional job vacancy. Said notice shall be posted for ten business days. It shall be first posted in the department, division or office where the vacancy exists. Any employee who is interested in this posted job vacancy shall be required to make his/her interest known, in writing, to their supervisor.

29.5 If the County offices are officially closed, employees in this bargaining unit shall be granted a compensatory day off if working. The County Executive or his designee will determine if County offices are closed.

30. SEPARABILITY AND SAVINGS

30.1 If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority or court of competent jurisdiction to be unlawful, unenforceable, or not in accordance with applicable statutes and/or court rules, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

Upon request of either party, the parties agree to meet immediately and renegotiate any provision so affected.

31. TERMINATION

31.1 Subject to the terms of this Agreement and the grievance procedure, the Employer has the right and responsibility to direct the affairs of the County including the right to plan, control, and direct the operation of the equipment and work forces, to relieve employees due to lack of work, and to contract for and subcontract out services except that the employer agrees there will be no subcontracting of work which can be done by the regular work forces.

31.2 This Agreement shall be effective as of the first day of January, 2008, and shall remain in full force and effect until the 31st day of December, 2011. It shall be renewed from year to year thereafter unless either party shall give written notice of its desire to modify the Agreement. Such notice shall be by certified mail by August 18 of any succeeding year.

In the event that such notice is given, negotiations shall begin no later than 120 days prior to the anniversary date; this Agreement shall remain in full force and be effective during the period of negotiations.

ADDENDUM I - PARK COMMISSION

SCHEDULE I

1. The work week shall consist of five consecutive days, Monday through Friday. Employees working overtime on weekends shall be paid time and one-half for both Saturday and Sunday. All work on weekends shall be considered overtime.

(a) If the weekend work or any other overtime is other than normal Park commission duties, eg: County declared State of Emergency, etc., overtime will be paid in accordance with section 5 of the main contract.

2. All work performed outside of the Monday to Friday work schedule shall be overtime. Anything under 8 hours overtime on a given day (Monday to Friday) will be paid at a rate of time and one half. All work performed 8 hours or over shall be compensated by Compensatory Time at a rate of time and one half to be utilized at the discretion of the employee with the permission of the supervisor.

3. Golf course employees who come in to water from 10:00 p.m. to 6:00 a.m. shall remain on the job until 10:00 a.m. and be excused for the remainder of the day with pay and be credited with one comp. day.

4. Holidays will be covered by 5.1c and 5.2c.

5. During peak seasons, Golf Course starting times shall be 6:00 a.m. Monday to Friday and 5:00 a.m. weekends; at the Park 7:00 a.m. Monday to Friday and 6:00 a.m. on weekends.

6. Anything not addressed specifically in this addendum shall be covered by the main contract.

7. In the event the employer determines at the end of the "94" season the Monday to Friday scheduling referred to as Schedule I is not cost effective, the employer shall have the option of switching to the continuous operation or Recreation schedule outlined in Schedule II.

8. When in effect, Schedule I does not pertain to the continuous operation schedule utilized at the Skating Rink or Belle Mountain, in the event that operation should once again revert to Park Commission Employees. The schedule for these facilities is annexed as Schedule III.

SCHEDULE II

1. All work performed between December 1st and March 31st shall consist of five consecutive days Monday through Friday, except for those employees assigned

to the Skating Rink or Belle Mountain. From April to October 30th all work performed shall be in a continuous operation including Saturday and Sunday with no more than ten working days in a two week pay period. Employees scheduled to work Saturday and Sunday will have a choice of days off during the following week.

2. Starting times on all golf courses between April 1st and October shall be 6:00 a.m. Monday through Friday and 5:00 a.m. Saturday and Sunday. Employees working at Mercer County Park shall report 7:00 a.m. Weekdays 6:00 a.m. Weekends.

3. Between December 1st and March 31st, employees at the golf course and the park shall work from 7:00 a.m. to 3 p.m.. When and if Daylight Savings Time comes into play, new times shall be negotiated between the Employer and the Union.

4. On Holidays, the Golf courses must schedule one half of the employees assigned to each course. The Mercer County Park must schedule one fourth of the total employees assigned to the Park.

SCHEDULE III

Skating Rink (and Belle Mountain, if necessary)

1. Employees shall work a continuous operation twenty-four hours per day divided into 3 shifts: 7:00 to 3:00; 3:00 to 11:00; and 11:00 to 7:00.

2. Work schedules shall be seven days on and two days off; seven days on and four days off. No employee shall work more than 10 days in a pay period. Exceptions must be with the consent of the employee involved.

ADDENDUM II - MERCER COUNTY GERIATRIC CENTER

1. Hospital Attendants and Recreation Aides shall bid on shifts and work assignments December 1st of each year for the following January 1st of the new year.

2. Seniority is defined as an employee's total continuous length of service with the County beginning with his initial date of hire. In the case of employees of the Mercer County Geriatric Center, date of hire shall be defined as date of hire with that institution. Any authorized leave of absence is considered to be continuous service.

3. Where the nature of the work involved requires continuous operations, employees will have their schedules arranged in a manner which will assure, on a rotation basis, that all employees will have an equal share of Saturdays

and Sundays off, distributed evenly through the year.

- a. All full-time, permanent staff at the Mercer County Geriatric Center covered by this agreement (under blue collar) shall be scheduled to work twenty-six (26) alternating weekends per year excluding vacation requests. If an employee calls out ill on his or her assigned weekend, he or she will be rescheduled at the discretion of management. Schedule notification will be given within five (5) calendar days. In cases of documented lengthy illnesses assigned weekends shall not be rescheduled.
- b. All full-time Hospital Attendants who work twenty-six (26) of their scheduled twenty-six (26) weekends will receive a \$100.00 bonus payable in January of the following year. Hospital Attendants must make up within a three-week period any weekend which they do not work. Failure to do so will result in that employee's placement at the bottom of the overtime list for one month.
- c. All full-time employees working in the following job classifications: Hospital Attendant, Senior Hospital Attendant, Building Service Worker, Senior Building Service Worker, Senior Laundry Worker, Senior Linen Room Attendant, Ward Clerk Typing and Ward Clerk will receive the following:

(1) Initial Issue - Hospital Attendants

New full-time employees in the title of Hospital Attendant are allowed to purchase his/her initial issue of uniforms and shoes. This issue shall be obtained within ninety (90) days of full time employment. The price of uniform consisting of Three (3) tops, three (3) slacks, one (1) jacket, and uniform shoes shall not exceed \$195.00. Receipts for purchases shall be submitted to the Geriatric Center Personnel Department for Reimbursement.

4. All full-time employees of Mercer County Geriatric Center working in those job classifications enumerated in Addendum II, Section 3c shall be paid an annual clothing allowance of \$575.00 by December 15, of each year of the contract for the purchase of replacement uniforms and shoes. Said reimbursement shall commence effective with the employee's second calendar year of employment with the Hospital.
5. Anything not specifically addressed in this addendum shall be covered by the main contract.

ADDENDUM III - LIBRARY

1. Effective January 1, 2004, the County and the Union agree to move Library title from the Clerical & Technical unit as follows: Library Assistant to range W01 from current range T01, Senior Library Assistant to range W03 from current range T03, Principal Library Clerk to range W05 from current T05.
2. The work week shall be defined as a continuous operation. The regular hours of work for the Mercer County Library System are 9:00 AM to 5:00 PM, 9:30 AM to 5:30 PM, or 1:00 PM to 9:00 PM.
3. All work performed by all members in unit on Saturdays shall be granted an additional day off on an hour for hour basis during the regular work week.
4. All work performed by all members in unit on Sundays shall be paid at the rate of time and one half the employees regular rate of pay for all hours worked.
5. If the nature of the work becomes mandatory involving Saturday and Sunday scheduling, management shall insure that employees will have their schedules arranged, in a manner which will insure on a rotated basis that all members in unit shall have an equal share of Saturdays and Sundays off, distributed evenly through the year.
6. Anything not specifically addressed in this addendum shall be covered by the main contract.

APPENDIX A

(Blue Collar)

<u>TITLE</u>	<u>SALARY RANGE CODE</u>	<u>HOURS OF WORK</u>
(Asphalt) Heavy Equipment Operator	B18	37½
Asphalt Raker	B07	37½
Assistant Sewage Plant Operator	B10	37½
Baker	B05	40
Barber	B05	40
Boiler Operator	B08	40
Boiler Operator/Maintenance Repairer	B09	40
Bridge Repairer	B11	37½
Building Maintenance Worker	B04	37½
Building Service Worker	B04	37½
Butcher	B05	40
Carpenter	B11	37½
Cemetery Caretaker	B02	37½
Chief Mechanical Repairman	B12	37½
Clerk Driver	B03	37½
Clubhouse Attendant	B02	37½
Cook	B05	40
Electrician	B11	37½
Electrician (Central Maintenance)	B17	37½
Electronics Repairer	B09	37½
Equipment Operator	B09	37½
Equipment Operator (Roads)	B09	37½
Equipment Operator (Shade Tree)	B09	37½
Equipment Operator (Sweeper)	B09	37½
Food Service Worker	B03	37½
Garage Attendant	B02	37½
Gardener	B03	37½
Head Farmer	B11	37½
Heating & AC Mechanic	B11	37½
Heavy Equipment Operator	B11	37½
Heavy Equipment Operator (Mosquito Control)	B11	37½
Hospital Attendant	B03	40
Hospital Attendant PT	B21	
Inspector (Mosquito Exterminator)	B10	37½
Inspector Trainee (Mosquito Exterminator)	B06	37½
Laborer I	B05 (W/ 10 yrs.of service)	37½
Laborer II	B05	37½
Laborer Heavy	B07	37½
Laundry Worker	B03	37½
Library Clerk Driver	B02	37½
Library Clerk Driver (Bilingual Spanish/ Eng)	B02	37½

Mail Clerk	B04	37 ½
Maintenance Repairer	B07	37 ½
Maintenance Repairer (Carpenter)	B07	37 ½
Maintenance Repairer (Plumber)	B07	37 ½
Maintenance Repairer (Welder)	B11	37 ½
Maintenance Repairer LPL	B07	37 ½
Mason	B10	37 ½
Master Electrician - Parks	B12	37 ½
Master Mechanic	B18	37 ½
Mechanic	B11	37 ½
Mechanic Diesel	B11	37 ½
Mechanic's Helper	B05	37 ½
Mechanical Repairman	B09	37 ½
Motor Vehicle Operator Elderly/Handicapped	B24	37 ½
Omnibus Operator	B02	40
Offset Machine Operator	B04	37 ½
Painter	B09	37 ½
Parking Attendant PT	B12	
Parking Lot Attendant	B02	37 ½
Park Maintenance Man	B07	37 ½
Physical Therapy Aide	B04	40
Plumber	B11	37 ½
Plumber and Steam fitter	B11	37 ½
Plumber and Steam fitter (HPL)	B11	37 ½
Principal Offset Machine Operator	B11	37 ½
Printing Machine Operator 2	B05	37 ½
Printing Machine Operator 3	B11	37 ½
Radio Dispatcher	B05	37 ½
Recreation Aide	B03	40
Recreation Therapy Aide	B04	40
Road Inspector	B10	37 ½
Seamstress	B04	40
Security Guard	B02	37 ½
Senior Automotive Mechanic	B11	37 ½
Senior Bridge Repairer	B17	37 ½
Senior Building Maintenance Worker	B05	37 ½
Senior Building Maintenance Worker PT	B23	
Senior Building Service Worker	B05	37 ½
Senior Carpenter	B17	37 ½
Senior Cemetery Caretaker	B04	37 ½
Senior Cook	B07	40
Senior Cook - Butcher	B07	40
Senior Electrician	B17	37 ½
Senior Food Service Worker	B03	40
Senior Hospital Attendant	B04	40

Senior Laundry Worker	B03	40
Senior Library Clerk Driver	B04	37½
Senior Linen Room Attendant	B02	40
Senior Maintenance Repairer	B08	37½
Senior Maintenance Repairer LPL	B09	37½
Senior Maintenance Repairer (H&AC)	B08	37½
Senior Mason	B11	37½
Senior Mechanic	B17	37½
Senior Mechanical Repairman	B10	37½
Senior Offset Machine Operator	B05	37½
Senior Painter	B11	37½
Senior Park Maintenance Worker	B08	37½
Senior Plumber	B12	37½
Senior Radio Dispatcher	B07	37½
Senior Recreation Therapy Aide	B06	40
Senior Road Inspector	B11	37½
Senior Seamstress	B05	40
Senior Welder	B17	37½
Senior Traffic Signal Electrician	B17	37½
Senior Tree Climber	B11	37½
Sign Designer, Letterer, & Processor	B06	37½
Standby – MV Opera tor	B16	
Stationary Engineer	B09	40
Stock Clerk	B08	37½
Storekeeper	B08	37½
Storekeeper - Automotive	B08	37½
Supervising Maintenance Repairer	B18	37½
Traffic Maintenance Worker	B08	37½
Traffic Signal Electrician	B09	37½
Trainee Weights & Measurers	B07	35
Tree Climber	B09	37½
Tree Trimmer	B04	37½
Truck Driver	B07	37½
Ward Clerk	B04	40
Ward Clerk (Typing)	B04	40
Welder	B10	37½
Wetland Specialist	B18	37½

(WHITE COLLAR)

Account Clerk (Typing)	W04	35
Account Clerk	W04	35
Administrative Clerk	W13	35
Administrative Clerk (Bilingual Spanish/Eng)	W13	35
Administrative Secretary	W12	35
Admitting Officer (Typing)	W09	35

Assistant Payroll Supervisor	W12	35
Assistant Pension Fund Supervisor	W12	35
Bookkeeping Machine Operator	W02	35
Bookkeeping Machine Operator (Typing)	W02	35
Cashier (Typing)	W04	35
Clerk	W02	35
Clerk Stenographer	W03	35
Clerk Transcriber	W03	35
Clerk Typist	W02	35
Clerk Typist (Bilingual)	W03	35
Communications Officer	W09	40
Data Control Clerk	W04	35
Data Entry Machine Operator	W05	35
Disposition Clerk	W05	35
Docket Clerk	W03	35
Docket Clerk (Typing)	W03	35
Elections Clerk	W03	35
Employee Benefits Clerk Typist	W07	35
Execution Clerk	W05	35
Field Representative - Sr. Citizens Program	W09	35
Head Clerk	W11	35
Head Clerk (Stenographer)	W11	35
Head Elections Clerk	W11	35
Index Clerk	W03	35
Index Machine Operator	W03	35
Index Machine Operator (Typing)	W03	35
Investigator Consumer Protection	W06	35
Investigator Property & Resources (Adjustor)	W09	35
Legal Stenographer	W05	35
Library Assistant	W02	35
Library Assistant Typing	W02	35
Library Assistant Typing PT	W22	
Medical Records Clerk	W05	35
Medical Stenographer	W06	35
Medical Technician	W06	35
Microfilm Operator	W03	35
Microfilm System Supervisor	W08	35
Network Administrator I	W27	35
Passport Clerk	W03	35
Payroll Clerk	W05	35
Payroll Supervisor	W12	35
Payroll Supervisor - Finance	W18	35
Pension Fund Supervisor	W18	35
Personnel Clerk	W05	35
Personnel Technician	W11	35

Principal Account Clerk	W07	35
Principal Account Clerk (Stenographer)	W08	35
Principal Account Clerk (Typing)	W07	35
Principal Bookkeeping Machine Operator	W06	35
Principal Cashier	W10	35
Principal Clerk	W07	35
Principal Clerk Stenographer	W08	35
Principal Clerk Transcriber	W08	35
Principal Clerk Typist	W07	35
Principal Clerk Typist Bilingual	W09	35
Principal Data Control Clerk	W07	35
Principal Data Entry Mach Operator	W11	35
Principal Docket Clerk	W08	35
Principal Docket Clerk (Typing)	W08	35
Principal Employee Benefits, Clerk Typist	W13	35
Principal Index Clerk	W06	35
Principal Index Clerk (Typing)	W06	35
Principal Legal Stenographer	W11	35
Principal Library Assistant	W06	35
Principal Library Assistant Typing	W06	35
Principal Medical Records Clerk	W11	35
Principal Microfilm Operator	W08	35
Principal Payroll Clerk	W12	35
Principal Payroll Clerk - Corrections	W12	35
Principal Personnel Clerk	W13	35
Principal Personnel Technician	W18	35
Principal Systems Analyst	W21	35
Principal Timekeeper	W07	35
Principal Word Processing Operator	W11	35
Probate Assistant	W05	35
Probate Clerk	W05	35
Probate Clerk (Typing)	W05	35
Receptionist	W02	35
Receptionist (Typist)	W02	35
Records Retrieval Operator	W01	35
Recreation Program Specialist	W25	35
Recreation Therapist	W26	35
Secretarial Assistant	W11	35
Secretarial Assistant Bilingual	W11	35
Secretarial Assistant (Typing)	W11	35
Secretarial Assistant (Stenographer)	W11	35
Senior Account Clerk	W05	35
Senior Account Clerk (Typing)	W05	35
Senior Bookkeeping Machine Operator	W04	35
Senior Cashier	W08	35

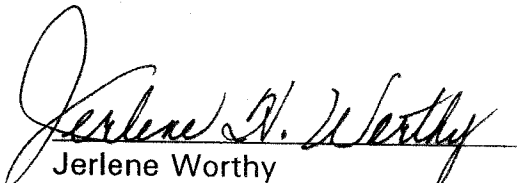
Senior Cashier (Typing)	W08	35
Senior Clerk	W04	35
Senior Clerk Stenographer	W06	35
Senior Clerk Transcriber	W06	35
Senior Clerk Typist	W04	35
Senior Clerk Typist Bilingual	W04	35
Senior Data Entry Machine Operator	W05	35
Senior Docket Clerk	W05	35
Senior Docket Clerk (Typing)	W05	35
Senior Election Clerk	W05	35
Senior Employee Benefits, Clerk Typing	W11	35
Senior Index Clerk	W04	35
Senior Index Machine Operator	W05	35
Senior Investigator - Consumer Protection	W10	35
Senior Legal Stenographer	W08	35
Senior Library Assistant	W04	35
Senior Library Assistant PT	W17	
Senior Library Assistant Typing	W04	35
Senior Medical Records Clerk	W08	35
Senior Microfilm Operator	W06	35
Senior Passport Clerk	W05	35
Senior Passport Clerk (Typing)	W05	35
Senior Personnel Clerk	W10	35
Senior Personnel Technician	W21	35
Senior Probate Clerk	W07	35
Senior Probate Clerk (Typing)	W07	35
Senior Systems Analyst	W18	35
Senior Technician, MIS	W12	35
Senior Telephone Operator	W05	35
Senior Terminal Operator	W05	35
Senior Word Processing Operator	W07	35
Standby - Librarian Assistant	W14	
Storekeeper and Laundry Supervisor	W11	35
Supervising Account Clerk	W12	35
Supervising Account Clerk Typing-Corrections	W12	35
Supervising Bookkeeping Machine Operator	W12	35
Supervising Cashier	W12	35
Supervising Clerk	W12	35
Supervising Clerk Stenographer	W12	35
Supervising Clerk Typist	W12	35
Supervising Clerk Typist Bilingual	W12	35
Supervising Docket Clerk (Typing)	W11	35
Supervising Election Clerk	W11	35
Supervising Personnel Clerk	W18	35
Supervisor of Accounts	W18	35

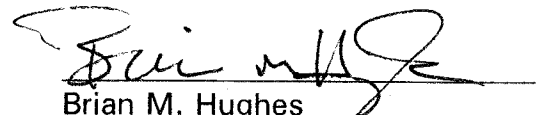
Supervisor of Data Entry Machine Operator	W18	35
Supervisor of Hospital Stores	W12	35
Supervising Index Clerk	W11	35
Systems Analyst	W12	35
Systems Analyst PT	W19	
Telephone Operator	W02	35
Telephone Operator - Receptionist	W02	35
Vault Clerk	W02	35
Word Processing Operator	W05	35

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their proper officers and attested to on the _____.

ATTEST:

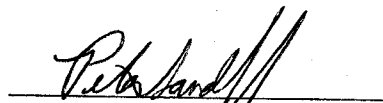
COUNTY OF MERCER

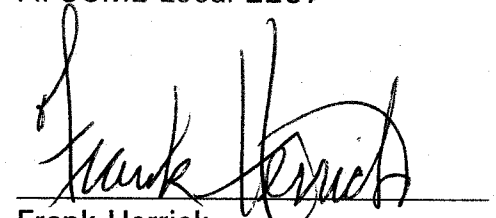

Jerlene Worthy
Clerk Board of Freeholders


Brian M. Hughes
County Executive

ATTEST:

AFSCME Local 2287


Pete Sandford, President
AFSCME Local 2287


Frank Herrick
Council Representative
AFSCME Council 73

JANUARY 2008 BLUE COLLAR SCHEDULE (3.5%)

	1	2	3	4	5	6	7	8	
B01	26,541	27,650	28,759	29,866	30,975	32,083	33,191	35,104	
B02	27,658	28,811	29,962	31,116	32,267	33,420	34,571	36,566	
B03	28,431	29,614	30,800	31,984	33,166	34,351	35,535	37,663	
B04	28,824	30,025	31,228	32,430	33,631	34,832	36,033	38,706	
B05	29,704	30,946	32,185	33,426	34,666	35,907	37,148	39,291	
B06	32,649	34,009	35,367	36,725	38,083	39,443	40,800	43,157	
B07	34,633	36,079	37,522	38,968	40,411	41,856	43,302	45,797	
B08	35,499	36,981	38,461	39,943	41,424	42,903	44,385	46,938	
B09	37,096	38,650	40,206	41,761	43,315	44,870	46,425	49,107	
B10	39,266	40,905	42,542	44,181	45,818	47,458	49,095	51,924	
B11	40,497	42,186	43,874	45,559	47,247	48,934	50,623	53,537	
B12	14.1836	14.7748	15.3653	15.9570	16.5470	17.1387	17.7286	18.7517	B02/1950
B13	13.2972	13.8513	14.4050	14.9597	15.5128	16.0675	16.6206	17.5797	B02/2080
B14	13.6106	14.1794	14.7482	15.3158	15.8847	16.4529	17.0211	18.0019	B01/1950
B15	14.5799	15.1868	15.7948	16.4022	17.0084	17.6158	18.2233	19.3144	B03/1950
B16	14.7814	15.3973	16.0143	16.6308	17.2467	17.8625	18.4784	19.8495	B04/1950
B17 (Old B12)	42,406	44,096	45,783	47,469	49,156	50,844	52,532	55,447	
B18 (Old B13)	45,230	46,962	48,692	50,421	52,150	53,880	55,611	58,597	
B19 (Old B14)	48,124	49,900	51,673	53,446	55,217	56,991	58,765	61,826	
B20	16.7430	17.4403	18.1370	18.8331	19.5298	20.2271	20.9232	22.1320	B06/1950
B21	13.6687	14.2376	14.8076	15.3771	15.9454	16.5148	17.0843	18.1073	B03/2080
B22	17.7606	18.5019	19.2421	19.9834	20.7235	21.4648	22.2062	23.4856	B07/1950
B23	15.2326	15.8696	16.5053	17.1417	17.7775	18.4139	19.0502	20.1493	B05/1950
B24	30025	31472	32919	34366	35813	37260	38706	40154	New MV Opr.
B25	15.3974	16.1395	16.8815	17.6236	18.3656	19.1077	19.8492	20.5918	B24/1950-PT MV Opr.

JANUARY 2009 BLUE COLLAR SCHEDULE (3.5%)

	1	2	3	4	5	6	7	8	
B01	27,470	28,618	29,766	30,911	32,059	33,206	34,353	36,332	
B02	28,626	29,819	31,011	32,205	33,396	34,590	35,781	37,846	
B03	29,426	30,651	31,878	33,104	34,327	35,553	36,779	38,981	
B04	29,833	31,076	32,321	33,565	34,808	36,051	37,294	40,061	
B05	30,743	32,029	33,312	34,596	35,879	37,164	38,448	40,666	
B06	33,792	35,199	36,605	38,010	39,416	40,823	42,228	44,668	
B07	35,845	37,342	38,835	40,331	41,825	43,321	44,818	47,400	
B08	36,741	38,275	39,807	41,341	42,873	44,405	45,939	48,581	
B09	38,395	40,003	41,613	43,223	44,831	46,440	48,050	50,826	
B10	40,641	42,337	44,031	45,727	47,422	49,119	50,813	53,741	
B11	41,914	43,662	45,409	47,154	48,901	50,647	52,395	55,410	
B12	14.6801	15.2919	15.9031	16.5155	17.1261	17.7386	18.3491	19.4080	B02/1950
B13	13.7626	14.3361	14.9091	15.4833	16.0557	16.6299	17.2023	18.1950	B02/2080
B14	14.0870	14.6757	15.2644	15.8519	16.4406	17.0287	17.6168	18.6319	B01/1950
B15	15.0902	15.7183	16.3476	16.9763	17.6037	18.2324	18.8611	19.9904	B03/1950
B16	15.2987	15.9362	16.5748	17.2129	17.8503	18.4877	19.1252	20.5442	B04/1950
B17	43,890	45,639	47,385	49,131	50,877	52,624	54,371	57,387	
B18	46,813	48,606	50,396	52,186	53,975	55,766	57,557	60,647	
B19	49,809	51,647	53,482	55,317	57,150	58,986	60,822	63,990	
B20	17.3290	18.0507	18.7718	19.4922	20.2133	20.9350	21.6555	22.9066	B06/1950
B21	14.1471	14.7359	15.3259	15.9153	16.5035	17.0929	17.6823	18.7410	B03/2080
B22	18.3822	19.1495	19.9155	20.6828	21.4488	22.2161	22.9834	24.3076	B07/1950
B23	15.7657	16.4250	17.0830	17.7417	18.3997	19.0584	19.7170	20.8545	B05/1950
B24	31,076	32,574	34,071	35,569	37,066	38,564	40,061	41,559	New MV Opr.
B25	15.9363	16.7044	17.4724	18.2404	19.0084	19.7765	20.5440	21.3125	B24/1950-PT MV Opr.

JANUARY 2010 BLUE COLLAR SCHEDULE (3%)

	1	2	3	4	5	6	7	8
B01	28,294	29,476	30,659	31,839	33,021	34,202	35,383	37,422
B02	29,485	30,714	31,941	33,171	34,398	35,628	36,854	38,981
B03	30,309	31,570	32,834	34,097	35,357	36,620	37,882	40,151
B04	30,728	32,008	33,291	34,572	35,852	37,133	38,413	41,263
B05	31,665	32,990	34,311	35,634	36,956	38,279	39,602	41,886
B06	34,805	36,255	37,703	39,150	40,598	42,048	43,495	46,008
B07	36,921	38,462	40,000	41,541	43,080	44,621	46,162	48,822
B08	37,844	39,424	41,001	42,581	44,160	45,737	47,317	50,038
B09	39,546	41,203	42,862	44,520	46,176	47,834	49,491	52,350
B10	41,860	43,607	45,352	47,099	48,844	50,592	52,338	55,353
B11	43,172	44,972	46,772	48,568	50,368	52,166	53,967	57,073
B12	15.1205	15.7506	16.3802	17.0110	17.6399	18.2707	18.8996	19.9902 B02/1950
B13	14.1754	14.7662	15.3564	15.9478	16.5374	17.1288	17.7184	18.7408 B02/2080
B14	14.5096	15.1160	15.7223	16.3274	16.9338	17.5396	18.1453	19.1909 B01/1950
B15	15.5429	16.1898	16.8380	17.4856	18.1318	18.7794	19.4269	20.5902 B03/1950
B16	15.7577	16.4143	17.0721	17.7293	18.3858	19.0424	19.6989	21.1605 B04/1950
B17	45,207	47,009	48,807	50,605	52,403	54,202	56,002	59,109
B18	48,217	50,064	51,908	53,751	55,594	57,439	59,284	62,467
B19	51,303	53,196	55,086	56,976	58,864	60,756	62,647	65,909
B20	17.8489	18.5922	19.3349	20.0770	20.8197	21.5631	22.3052	23.5938 B06/1950
B21	14.5715	15.1780	15.7856	16.3927	16.9986	17.6057	18.2127	19.3033 B03/2080
B22	18.9337	19.7240	20.5130	21.3033	22.0923	22.8826	23.6729	25.0368 B07/1950
B23	16.2387	16.9178	17.5955	18.2739	18.9517	19.6301	20.3085	21.4801 B05/1950
B24	32,008	33,551	35,093	36,636	38,178	39,721	41,263	42,806 New MV Opr.
B25	16.4144	17.2055	17.9966	18.7876	19.5787	20.3698	21.1603	21.9519 B24/1950-PT MV Opr.

JANUARY 2011 BLUE COLLAR SCHEDULE (3%)

	1	2	3	4	5	6	7	8	
B01	29,142	30,360	31,578	32,794	34,012	35,228	36,445	38,545	
B02	30,369	31,635	32,900	34,167	35,430	36,697	37,960	40,150	
B03	31,218	32,517	33,819	35,120	36,418	37,718	39,019	41,355	
B04	31,649	32,968	34,289	35,609	36,928	38,247	39,565	42,501	
B05	32,615	33,979	35,341	36,703	38,064	39,427	40,790	43,143	
B06	35,849	37,343	38,834	40,325	41,816	43,309	44,800	47,388	
B07	38,028	39,616	41,200	42,788	44,372	45,960	47,547	50,286	
B08	38,979	40,606	42,231	43,858	45,484	47,109	48,737	51,539	
B09	40,733	42,439	44,148	45,855	47,561	49,269	50,976	53,921	
B10	43,116	44,915	46,713	48,512	50,310	52,110	53,908	57,014	
B11	44,467	46,321	48,175	50,025	51,879	53,731	55,586	58,785	
B12	15.5741	16.2232	16.8716	17.5213	18.1691	18.8188	19.4666	20.5899	B02/1950
B13	14.6007	15.2092	15.8171	16.4262	17.0335	17.6427	18.2499	19.3030	B02/2080
B14	14.9449	15.5694	16.1940	16.8173	17.4418	18.0658	18.6897	19.7666	B01/1950
B15	16.0092	16.6755	17.3432	18.0101	18.6758	19.3427	20.0097	21.2079	B03/1950
B16	16.2304	16.9067	17.5843	18.2612	18.9374	19.6136	20.2899	21.7954	B04/1950
B17	46,563	48,419	50,271	52,123	53,975	55,828	57,682	60,882	
B18	49,663	51,566	53,465	55,364	57,262	59,162	61,062	64,341	
B19	52,842	54,792	56,739	58,686	60,630	62,578	64,526	67,887	
B20	18.3843	19.1500	19.9150	20.6793	21.4443	22.2100	22.9743	24.3016	B06/1950
B21	15.0086	15.6333	16.2592	16.8845	17.5085	18.1338	18.7591	19.8824	B03/2080
B22	19.5017	20.3157	21.1284	21.9424	22.7551	23.5691	24.3831	25.7879	B07/1950
B23	16.7259	17.4253	18.1234	18.8221	19.5202	20.2190	20.9178	22.1245	B05/1950
B24	32,968	34,557	36,146	37,735	39,324	40,913	42,500	44,090	New MV Opr.
B25	16.9069	17.7217	18.5365	19.3513	20.1661	20.9808	21.7951	22.6104	B24/1950-PT MV Opr.

JANUARY 2008 WHITE COLLAR SCHEDULE (3.5%)

	1	2	3	4	5	6	7	8	9	10	PT Conv.
W01	25,085	26,130	27,175	28,222	29,267	30,312	31,358	33,169			
W02	26,246	27,343	28,437	29,532	30,628	31,723	32,818	34,714			
W03	27,488	28,636	29,780	30,926	32,074	33,219	34,365	36,350			
W04	28,781	29,983	31,181	32,381	33,582	34,783	35,981	38,060			
W05	31,542	32,856	34,171	35,485	36,801	38,116	39,430	41,702			
W06	33,000	34,374	35,749	37,123	38,498	39,873	41,248	43,616			
W07	34,535	35,972	37,409	38,845	40,282	41,719	43,156	45,639			
W08	36,151	37,656	39,162	40,667	42,173	43,678	45,185	47,793			
W09	37,205	38,755	40,302	41,849	43,397	44,944	46,493	49,172			
W10	37,853	39,428	41,006	42,582	44,158	45,736	47,312	50,032			
W11	39,629	41,278	42,930	44,581	46,232	47,882	49,533	52,390			
W12	41,516	43,244	44,974	46,705	48,434	50,164	51,893	54,876			
W13	43,589	45,401	47,213	49,027	50,839	52,649	54,346	57,605			
W14	13.7827	14.3571	14.9314	15.5064	16.0808	16.6551	17.2295	18.2249			W01/1820
W15	21.7742	22.6804	23.5878	24.4951	25.4024	26.3090	27.2157	28.7855			W11/1820
W16	17.3309	18.0528	18.7755	19.4974	20.2201	20.9427	21.6647	22.9134			W05/1820
W17	15.8135	16.4739	17.1322	17.7919	18.4516	19.1113	19.7696	20.9119			W04/1820
W18	44,863	46,674	48,486	50,300	52,113	53,922	55,737	58,878			
W19	22.8112	23.7605	24.7112	25.6619	26.6120	27.5627	28.5127	30.1517			W12/1820
W20	47,750	49,605	51,463	53,356	53,973	57,035	58,895	62,113			
W21	50,707	52,610	54,512	56,455	57,086	60,225	62,130	65,431			
W22	14.4207	15.0237	15.6247	16.2263	16.8286	17.4302	18.0319	19.0735			W02/1820
W23	15.1035	15.7338	16.3627	16.9923	17.6233	18.2522	18.8818	19.9724			W03/1820
W24	18.9752	19.7647	20.5545	21.3436	22.1331	22.9225	23.7123	25.0764			W07/1820
W25	30,239	31,918	33,598	35,279	36,959	38,638	40,318	41,998	43,678	47,187	
W26	32,103	33,744	35,385	37,025	38,666	40,306	41,948	43,587	45,228	48,760	
W27	71,146	72,901	74,658	76,416	78,171	79,928	81,792	83,442	85,198	90,461	
W30	22,071	22,585	23,095	23,606	24,118	24,629	25,140	25,651	26,164	27,749	
W31	23,948	24,653	25,358	26,063	26,768	27,473	28,179	28,884	29,590	31,516	
W32	27,754	28,396	29,039	29,682	30,326	30,968	31,611	32,253	32,895	34,891	
W33	12.1271	12.4092	12.6896	12.9705	13.2514	13.5323	13.8133	14.0942	14.3757	15.2469	W30/1820
W34	13.1581	13.5454	13.9327	14.3205	14.7078	15.0951	15.4829	15.8702	16.2580	17.3163	W31/1820

JANUARY 2009 WHITE COLLAR SCHEDULE (3.5%)

	1	2	3	4	5	6	7	8	9	10	PT Conv.
W01	25,963	27,044	28,126	29,209	30,291	31,373	32,455	34,330			
W02	27,164	28,300	29,432	30,565	31,700	32,833	33,967	35,929			
W03	28,450	29,638	30,822	32,008	33,197	34,382	35,568	37,622			
W04	29,788	31,032	32,272	33,515	34,757	36,000	37,240	39,392			
W05	32,646	34,006	35,367	36,727	38,089	39,450	40,810	43,162			
W06	34,155	35,577	37,000	38,422	39,845	41,268	42,691	45,143			
W07	35,744	37,231	38,718	40,205	41,692	43,179	44,667	47,236			
W08	37,416	38,974	40,533	42,091	43,650	45,207	46,766	49,466			
W09	38,508	40,111	41,712	43,313	44,916	46,517	48,121	50,893			
W10	39,178	40,808	42,441	44,073	45,704	47,337	48,968	51,783			
W11	41,016	42,723	44,432	46,141	47,851	49,558	51,266	54,223			
W12	42,970	44,758	46,549	48,339	50,129	51,920	53,709	56,797			
W13	45,115	46,990	48,865	50,743	52,618	54,492	56,248	59,621			
W14	14.2651	14.8596	15.4540	16.0492	16.6436	17.2380	17.8325	18.8628			W01/1820
W15	22.5363	23.4742	24.4133	25.3524	26.2915	27.2299	28.1682	29.7930			W11/1820
W16	17.9375	18.6847	19.4326	20.1798	20.9278	21.6757	22.4229	23.7153			W05/1820
W17	16.3670	17.0505	17.7318	18.4146	19.0974	19.7802	20.4615	21.6439			W04/1820
W18	46,433	48,308	50,183	52,061	53,936	55,810	57,688	60,939			
W19	23.6096	24.5922	25.5761	26.5601	27.5434	28.5273	29.5106	31.2070			W12/1820
W20	49,421	51,342	53,265	55,224	55,862	59,031	60,956	64,287			
W21	52,481	54,451	56,420	58,431	59,084	62,332	64,305	67,721			
W22	14.9254	15.5496	16.1715	16.7942	17.4176	18.0403	18.6630	19.7411			W02/1820
W23	15.6321	16.2845	16.9354	17.5870	18.2401	18.8910	19.5427	20.6715			W03/1820
W24	19.6393	20.4564	21.2739	22.0906	22.9077	23.7248	24.5422	25.9541			W07/1820
W25	31,297	33,036	34,774	36,514	38,252	39,990	41,730	43,468	45,207	48,838	
W26	33,226	34,925	36,623	38,321	40,019	41,717	43,416	45,112	46,811	50,466	
W27	73,636	75,453	77,271	79,091	80,907	82,725	84,655	86,362	88,180	93,627	
W30	22,844	23,375	23,903	24,432	24,962	25,491	26,020	26,549	27,079	28,721	
W31	24,786	25,516	26,245	26,976	27,705	28,435	29,165	29,895	30,625	32,619	
W32	28,725	29,390	30,055	30,721	31,387	32,052	32,717	33,382	34,047	36,112	
W33	12.5516	12.8435	13.1337	13.4245	13.7152	14.0060	14.2967	14.5875	14.8788	15.7806	W30/1820
W34	13.6187	14.0195	14.4203	14.8218	15.2226	15.6234	16.0248	16.4256	16.8271	17.9224	W31/1820

JANUARY 2010 WHITE COLLAR SCHEDULE (3%)

	1	2	3	4	5	6	7	8	9	10	PT-Conv.
W01	26,741	27,856	28,970	30,086	31,200	32,314	33,429	35,360			
W02	27,979	29,149	30,315	31,482	32,651	33,818	34,986	37,007			
W03	29,304	30,527	31,747	32,969	34,193	35,413	36,635	38,751			
W04	30,682	31,963	33,240	34,520	35,800	37,080	38,357	40,574			
W05	33,626	35,026	36,428	37,829	39,231	40,633	42,034	44,457			
W06	35,180	36,644	38,110	39,575	41,040	42,506	43,972	46,497			
W07	36,816	38,348	39,880	41,411	42,943	44,474	46,007	48,654			
W08	38,539	40,143	41,749	43,353	44,959	46,563	48,169	50,950			
W09	39,663	41,315	42,964	44,613	46,263	47,912	49,564	52,420			
W10	40,353	42,033	43,714	45,395	47,075	48,757	50,437	53,336			
W11	42,247	44,005	45,765	47,526	49,286	51,045	52,804	55,850			
W12	44,259	46,100	47,945	49,790	51,633	53,477	55,321	58,501			
W13	46,468	48,400	50,331	52,265	54,197	56,127	57,935	61,409			
W14	14.6931	15.3053	15.9176	16.5306	17.1429	17.7552	18.3675	19.4287			W01/1820
W15	23.2124	24.1785	25.1457	26.1130	27.0802	28.0468	29.0133	30.6868			W11/1820
W16	18.4756	19.2452	20.0156	20.7852	21.5556	22.3260	23.0956	24.4268			W05/1820
W17	16.8580	17.5620	18.2638	18.9671	19.6703	20.3736	21.0753	22.2932			W04/1820
W18	47,826	49,757	51,689	53,622	55,555	57,484	59,419	62,767			
W19	24.3179	25.3299	26.3434	27.3569	28.3697	29.3832	30.3959	32.1432			W12/1820
W20	50,904	52,882	54,862	56,881	57,538	60,802	62,785	66,216			
W21	54,056	56,085	58,113	60,184	60,857	64,202	66,234	69,752			
W22	15.3732	16.0161	16.6567	17.2980	17.9401	18.5815	19.2229	20.3333			W02/1820
W23	16.1011	16.7730	17.4435	18.1146	18.7873	19.4578	20.1290	21.2916			W03/1820
W24	20.2285	21.0701	21.9121	22.7533	23.5950	24.4365	25.2785	26.7327			W07/1820
W25	32,236	34,027	35,817	37,609	39,400	41,190	42,981	44,772	46,563	50,303	
W26	34,223	35,973	37,722	39,471	41,219	42,968	44,718	46,466	48,216	51,980	
W27	75,845	77,716	79,589	81,463	83,335	85,207	87,194	88,953	90,825	96,436	
W30	23,529	24,076	24,620	25,165	25,711	26,256	26,801	27,346	27,892	29,582	
W31	25,530	26,281	27,032	27,785	28,536	29,288	30,040	30,792	31,544	33,597	
W32	29,587	30,272	30,957	31,642	32,328	33,014	33,699	34,383	35,068	37,195	
W33	12.9281	13.2288	13.5277	13.8272	14.1267	14.4262	14.7256	15.0251	15.3252	16.2540	W30/1820
W34	14.0272	14.4401	14.8529	15.2664	15.6793	16.0921	16.5056	16.9184	17.3319	18.4601	W31/1820

JANUARY 2011 WHITE COLLAR SCHEDULE (3%)

	1	2	3	4	5	6	7	8	9	10	PT Conv.
W01	27,544	28,691	29,839	30,988	32,136	33,284	34,432	36,421			
W02	28,819	30,024	31,225	32,427	33,631	34,833	36,035	38,117			
W03	30,183	31,443	32,700	33,958	35,219	36,476	37,734	39,913			
W04	31,602	32,922	34,237	35,556	36,874	38,192	39,508	41,791			
W05	34,634	36,077	37,521	38,964	40,408	41,852	43,295	45,790			
W06	36,235	37,744	39,253	40,762	42,272	43,782	45,291	47,892			
W07	37,920	39,498	41,076	42,653	44,231	45,809	47,387	50,113			
W08	39,695	41,348	43,001	44,654	46,308	47,960	49,614	52,479			
W09	40,853	42,554	44,253	45,951	47,651	49,350	51,051	53,993			
W10	41,564	43,294	45,026	46,757	48,487	50,219	51,950	54,936			
W11	43,514	45,325	47,138	48,951	50,765	52,576	54,388	57,525			
W12	45,586	47,483	49,383	51,283	53,182	55,082	56,980	60,256			
W13	47,862	49,852	51,841	53,833	55,823	57,811	59,673	63,252			
W14	15.1339	15.7645	16.3952	17.0266	17.6572	18.2878	18.9185	20.0115			W01/182
W15	23.9088	24.9038	25.9001	26.8964	27.8926	28.8882	29.8837	31.6074			W11/1820
W16	19.0299	19.8226	20.6161	21.4088	22.2023	22.9958	23.7885	25.1596			W05/1820
W17	17.3638	18.0889	18.8117	19.5361	20.2604	20.9848	21.7076	22.9620			W04/1820
W18	49,261	51,249	53,240	55,231	57,221	59,209	61,201	64,650			
W19	25.0475	26.0898	27.1337	28.1776	29.2208	30.2647	31.3078	33.1075			W12/1820
W20	52,431	54,468	56,508	58,587	59,264	62,626	64,668	68,203			
W21	55,678	57,768	59,856	61,989	62,683	66,128	68,221	71,845			
W22	15.8344	16.4965	17.1564	17.8170	18.4783	19.1389	19.7995	20.9433			W02/1820
W23	16.5841	17.2762	17.9668	18.6581	19.3509	20.0415	20.7328	21.9304			W03/1820
W24	20.8354	21.7022	22.5694	23.4359	24.3028	25.1696	26.0368	27.5347			W07/1820
W25	33,203	35,047	36,892	38,737	40,582	42,425	44,271	46,115	47,960	51,812	
W26	35,250	37,052	38,853	40,655	42,456	44,257	46,060	47,860	49,662	53,540	
W27	78,120	80,048	81,976	83,907	85,835	87,763	89,810	91,622	93,550	99,329	
W30	24,235	24,799	25,359	25,920	26,482	27,043	27,605	28,166	28,729	30,470	
W31	26,295	27,069	27,843	28,618	29,392	30,166	30,941	31,715	32,490	34,605	
W32	30,474	31,180	31,886	32,591	33,298	34,004	34,710	35,414	36,120	38,311	
W33	13.3160	13.6257	13.9335	14.2420	14.5505	14.8589	15.1674	15.4759	15.7850	16.7416	W30/182
W34	14.4481	14.8733	15.2985	15.7244	16.1496	16.5749	17.0007	17.4260	17.8518	19.0139	W31/1820