

COPY

AGREEMENT

between

Fair Lawn Library Board of Trustees

**MAURICE M. PINE FREE PUBLIC LIBRARY
FAIR LAWN, NEW JERSEY**

and the

FAIR LAWN LIBRARY EMPLOYEES GROUP

X JUNE 1, 1986 THROUGH DECEMBER 31, 1988

Negotiations having been undertaken between the Fair Lawn Library Board of Trustees and the Fair Lawn Library Employees Group and

The matters under negotiations having been accepted by both parties to these negotiations, the undersigned representative of the parties to this document stipulate that agreement on the terms and conditions of employment have been reached and are hereto made a part of this agreement.

It is hereby agreed that for the calendar years of 1986, 1987 and 1988:

1. All existing benefits and working conditions as outlined in the staff manual shall be part of this contract. All prior contractual arrangements not codified into the staff manual shall remain in effect unless changed herein.
2. In 1986, the salary of each job title in the units represented by F.L.L.E.G. shall be increased by 7% on the base level and the salary for each job title in each unit shall be increased by 7% on each subsequent step of the salary guide.
3. In 1987, the salary of each job title in the units represented by F.L.L.E.G. shall be increased by 6-3/4% on the base level and the salary for each job title in each unit shall be increased by 6-3/4% on each subsequent step of the salary guide.

4. In 1988, the salary of each job title in the units represented by F.L.L.E.G. shall be increased by 6-3/4% on the base level and the salary for each job title in each unit shall be increased by 6-3/4% on each subsequent step of the salary guide.
5. During 1987 and 1988, professional full time employees shall receive 1-3/4 days vacation for each month worked, plus one day, to a maximum of 21 working days per year. Non-professional full-time employees shall receive 1-1/4 days vacation for each month worked, plus one day, to a maximum of 3 weeks plus 1 day for those with 0-4 years of service, and a maximum of 4 weeks, plus 1 day, for those with 5 years or more. During 1986 only, one additional day shall be added to each full-time employee's vacation schedule.
6. During 1987 and 1988, all permanent part-time employees shall receive four weeks, plus one day, of vacation per year, paid on a pro rata basis, after five years of employment. During 1986 only, such part time employees shall receive four weeks plus two days of vacation per year paid on a pro rata basis.
7. All permanent full-time employees shall have the option of receiving one eye examination every other year at the library's expenses, not to exceed \$50.00 per employee. One

half the eligible employees shall be entitled to this examination each year. The Director will maintain the eligibility schedule; however, employees working full-time on video display terminals shall be entitled to their eye examination each and every year. Employees working on a video display terminal less than full time, but for a considerable amount of time, will be eligible to have an eye exam each and every year, at the discretion of the Library Director.

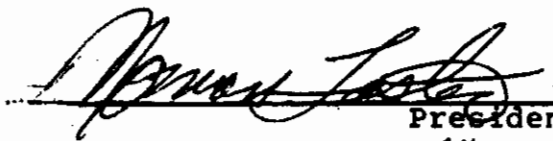
8. The clothing maintenance payment shall be increased from \$50.00 per annum to \$75.00 per annum, beginning in 1986. The clothing allowance, however, shall remain at \$175.00 per annum, and shall be payable each July.
9. When the Borough of Fair Lawn provides a prescription drug program to its Blue/White Collar Association during the term of this Agreement, then the Library shall provide the same program at the same time the aforementioned Borough employees' plan goes into effect.
10. Effective during 1987, Martin Luther King Day shall be added to the current Holiday Schedule.
11. That the Board of Trustees and F.L.L.E.G. agree to enter into collective negotiations for a successor contract no later than September 15 of the year prior to the year in

which this contract expires. Negotiation meetings will be held on alternate weeks until agreement is reached or unless changed by mutual agreement.


12. A photocopy of this contract will be given to each staff member and duplicated at library expense.
13. This agreement is retroactive to January 1, 1986, except where stated otherwise.


For the Board of Trustees

For the Fair Lawn Library
Employees Group



President
5/22/86



President


Chairperson
Negotiating Committee
5-22-86

| TITLE | 1986 - 7% | 1987 - 6-3/4% | 1988 -6-3/4% |
|--|--|--|--|
| Principal Librn. | \$22,712-\$28,110 \$1,080 Increment | \$24,245-\$30,007 \$1,152 Increment | \$25,882-\$32,032 \$1,230 Increment |
| | Base 22,712 | Base 24,245 | Base 25,882 |
| | 1 23,792 | 1 25,397 | 1 27,112 |
| | 2 24,872 | 2 26,549 | 2 28,342 |
| | 3 25,952 | 3 27,701 | 3 29,572 |
| | 4 27,032 | 4 28,853 | 4 30,802 |
| | 5 28,110 | 5 30,007 | 5 32,032 |
| Burdick | 28,110 | 30,007 | 32,032 |
| Fezell | 28,110 | 30,007 | 32,032 |
| Kaplan | 27,032 | 30,007 | 32,032 |
| Schoenberg | 28,110 | 30,007 | 32,032 |
| Zimmer | 28,110 | 30,007 | 32,032 |
| Senior Librarian | \$20,304-\$25,437 \$1,027 Increment | \$21,675-\$27,154 \$1,096 Increment | \$23,138-\$28,987 \$1,170 Increment |
| | Base 20,304 | Base 21,675 | Base 23,138 |
| | 1 21,331 | 1 22,771 | 1 24,308 |
| | 2 22,358 | 2 23,867 | 2 25,478 |
| | 3 23,385 | 3 24,963 | 3 26,648 |
| | 4 24,412 | 4 26,059 | 4 27,818 |
| | 5 25,437 | 5 27,154 | 5 28,987 |
| Nedswick | 24,412 | 27,154 | 28,987 |
| Whitehead | 24,412 | 27,154 | 28,987 |
| Junior Librarian | \$17,778-\$22,659 \$976 Increment | \$18,978-\$24,188 \$1,042 Increment | \$20,259-\$25,821 \$1,112 Increment |
| | Base 17,778 | Base 18,978 | Base 20,259 |
| | 1 18,754 | 1 20,020 | 1 21,371 |
| | 2 19,730 | 2 21,062 | 2 22,483 |
| | 3 20,706 | 3 22,104 | 3 23,595 |
| | 4 21,682 | 4 23,146 | 4 24,707 |
| | 5 22,659 | 5 24,188 | 5 25,821 |
| Lib. Clerk Driver - Graphic Artist - Suprv. Lib. Ass't. | \$16,637-\$23,268 \$663 Increment | \$17,760-\$24,839 \$708 Increment | \$18,959-\$26,516 \$756 Increment |
| | Base 16,637 | Base 17,760 | Base 18,959 |
| | 1 17,300 | 1 18,468 | 1 19,715 |
| | 2 17,963 | 2 19,176 | 2 20,471 |
| | 3 18,626 | 3 19,884 | 3 21,227 |
| | 4 19,289 | 4 20,592 | 4 21,983 |

| Lib. Clerk Driver (continued) | \$16,637-\$23,268 \$663 Increment | \$17,760-\$24,839 \$708 Increment | \$18,959-\$26,516 \$756 Increment |
|----------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| | 5 19,952 | 5 21,300 | 5 22,739 |
| | 6 20,615 | 6 22,008 | 6 23,495 |
| | 7 21,278 | 7 22,716 | 7 24,251 |
| | 8 21,941 | 8 23,424 | 8 25,007 |
| | 9 22,604 | 9 24,132 | 9 25,763 |
| | 10 23,268 | 10 24,839 | 10 26,516 |
| Thurlow | 17,300 | 19,176 | 21,227 |
| Holzbaur | 19,289 | 21,300 | 23,495 |
| Parcells | 19,952 | 22,008 | 24,251 |
| Confrancisco | 21,278 | 23,424 | 25,763 |

| Senior Libr. Asst. | \$13,947-\$21,345 \$740 Increment | \$14,888-\$22,786 \$790 Increment | \$15,893-\$24,324 \$843 Increment |
|--------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| | Base 13,947 | Base 14,888 | Base 15,893 |
| | 1 14,687 | 1 15,678 | 1 16,736 |
| | 2 15,427 | 2 16,468 | 2 17,579 |
| | 3 16,167 | 3 17,258 | 3 18,422 |
| | 4 16,907 | 4 18,048 | 4 19,265 |
| | 5 17,647 | 5 18,838 | 5 20,108 |
| | 6 18,387 | 6 19,628 | 6 20,951 |
| | 7 19,127 | 7 20,418 | 7 21,794 |
| | 8 19,867 | 8 21,208 | 8 22,637 |
| | 9 20,607 | 9 21,998 | 9 23,480 |
| | 10 21,345 | 10 22,786 | 10 24,324 |
| Brice | 15,427 | 17,258 | 19,265 |
| Getlan | 16,907 | 18,838 | 20,951 |
| Wilson | 16,907 | 18,838 | 20,951 |

| Junior Libr. Asst. | \$12,464-\$18,544 \$608 Increment | \$13,305-\$19,796 \$649 Increment | \$13,203-\$21,132 \$693 Increment |
|--------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| | Base 12,464 | Base 13,305 | Base 14,203 |
| | 1 13,072 | 1 13,954 | 1 14,896 |
| | 2 13,680 | 2 14,603 | 2 15,589 |
| | 3 14,288 | 3 15,252 | 3 16,282 |
| | 4 14,896 | 4 15,901 | 4 16,975 |
| | 5 15,504 | 5 16,550 | 5 17,668 |
| | 6 16,112 | 6 17,199 | 6 18,361 |
| | 7 16,720 | 7 17,848 | 7 19,054 |
| | 8 17,328 | 8 18,497 | 8 19,747 |
| | 9 17,936 | 9 19,146 | 9 20,440 |
| | 10 18,544 | 10 19,796 | 10 21,132 |
| Hirsh | 13,072 | 14,603 | 16,282 |

**Maintenance Repair-
man/Foreman**

\$19,486-\$25,619
\$1,227 Increment

\$20,801-\$27,348
\$1,309 Increment

\$22,205-\$29,194
\$1,398 Increment

| | | | | | | | | |
|---------------|-------------|---------------|--|-------------|---------------|--|-------------|---------------|
| | Base | 19,486 | | Base | 20,801 | | Base | 22,205 |
| | 1 | 20,713 | | 1 | 22,110 | | 1 | 23,603 |
| | 2 | 21,940 | | 2 | 23,419 | | 2 | 25,001 |
| | 3 | 23,167 | | 3 | 24,728 | | 3 | 26,399 |
| | 4 | 24,394 | | 4 | 26,037 | | 4 | 27,797 |
| | 5 | 25,619 | | 5 | 27,348 | | 5 | 29,194 |
| Romano | | 25,619 | | | 27,348 | | | 29,194 |

**Building Main-
tenance Worker**

\$14,674-\$20,002
\$1,066 Increment

\$15,664-\$21,352
\$1,138 Increment

\$16,721-\$22,793
\$1,214 Increment

| | | | | | | | | |
|----------------|-------------|---------------|--|-------------|---------------|--|-------------|---------------|
| | Base | 14,674 | | Base | 15,664 | | Base | 16,721 |
| | 1 | 15,740 | | 1 | 16,802 | | 1 | 17,935 |
| | 2 | 16,806 | | 2 | 17,940 | | 2 | 19,149 |
| | 3 | 17,872 | | 3 | 19,078 | | 3 | 20,363 |
| | 4 | 18,938 | | 4 | 20,216 | | 4 | 21,577 |
| | 5 | 20,002 | | 5 | 21,352 | | 5 | 22,793 |
| Bonnard | | 20,002 | | | 21,352 | | | 22,793 |

HOURLY RATE

| <u>TITLE</u> | <u>1986 - 7% Per Hr.</u> | | <u>1987 - 6-3/4% Per Hr.</u> | | <u>1988 -6-3/4% Per Hr.</u> | |
|-------------------------|--------------------------|----------------|------------------------------|----------------|-----------------------------|----------------|
| | <u>1986 Range</u> | <u>Per Hr.</u> | <u>1987 Range</u> | <u>Per Hr.</u> | <u>1988 Range</u> | <u>Per Hr.</u> |
| | \$12.48 - 15.45 | | \$13.21 - 16.49 | | \$14.22 -17.60 | |
| | Increment \$.59 | | Increment \$.63 | | Increment \$.66 | |
| Principal Librn. | | | | | | |
| Base | \$ 22,712 | \$ 12.48 | \$ 24,245 | \$ 13.32 | \$ 25,882 | \$ 14.22 |
| 1 | 23,792 | 13.07 | 25,397 | 13.95 | 27,112 | 14.88 |
| 2 | 24,872 | 13.66 | 26,549 | 14.58 | 28,342 | 15.54 |
| 3 | 25,952 | 14.25 | 27,701 | 15.21 | 29,572 | 16.20 |
| 4 | 27,032 | 14.84 | 28,853 | 15.84 | 30,802 | 16.86 |
| 5 | 28,110 | 15.45 | 30,007 | 16.49 | 32,032 | 17.60 |
| Fiore | 28,110 | 15.45 | 30,007 | 16.49 | 32,032 | 17.60 |
| | \$11.16 - \$13.98 | | \$11.91 - 14.92 | | \$12.71 - \$15.93 | |
| | Increment \$.56 | | Increment \$.60 | | Increment \$.64 | |
| Senior Librarian | | | | | | |
| Base | \$ 20,304 | \$ 11.16 | \$ 21,675 | \$ 11.91 | \$ 23,138 | \$ 12.71 |
| 1 | 21,331 | 11.72 | 22,771 | 12.51 | 24,308 | 13.35 |
| 2 | 22,358 | 12.28 | 23,867 | 13.11 | 25,478 | 13.99 |
| 3 | 23,385 | 12.84 | 24,963 | 13.71 | 26,648 | 14.63 |
| 4 | 24,412 | 13.40 | 26,059 | 14.31 | 27,818 | 15.27 |
| 5 | 25,437 | 13.98 | 27,154 | 14.92 | 28,987 | 15.93 |
| Frank | 24,412 | 13.98 | 27,154 | 14.92 | 28,987 | 15.93 |
| | \$9.77 - \$12.45 | | \$10.43 - \$13.29 | | \$11.13 - \$14.19 | |
| | Increment \$.54 | | Increment \$.57 | | Increment \$.61 | |
| Junior Librarian | | | | | | |
| Base | \$17,778 | \$ 9.77 | \$ 18,978 | \$ 10.43 | \$ 20,159 | \$ 11.13 |
| 1 | 18,754 | 10.31 | 20,020 | 11.00 | 21,371 | 11.74 |
| 2 | 19,730 | 10.85 | 21,062 | 11.57 | 22,483 | 12.35 |
| 3 | 20,706 | 11.39 | 22,104 | 12.14 | 23,595 | 12.96 |
| 4 | 21,682 | 11.93 | 23,146 | 12.71 | 24,707 | 13.57 |
| 5 | 22,659 | 12.45 | 24,188 | 13.29 | 25,821 | 14.19 |

\$9.14 - \$12.78
Increment \$.36

\$9.76 - \$13.65
Increment \$.39

\$10.42 - \$14.57
Increment \$.42

Lib. Clerk Driver -
Graphic Artist -
Superv. Lib. Asst.

| | | | | | | |
|------|-----------|---------|-----------|---------|-----------|----------|
| Base | \$ 16,637 | \$ 9.14 | \$ 17,760 | \$ 9.76 | \$ 18,959 | \$ 10.42 |
| 1 | 17,300 | 9.50 | 18,468 | 10.15 | 19,715 | 10.84 |
| 2 | 17,963 | 9.86 | 19,176 | 10.54 | 20,471 | 11.26 |
| 3 | 18,626 | 10.22 | 19,884 | 10.93 | 21,227 | 11.68 |
| 4 | 19,289 | 10.58 | 20,592 | 11.32 | 21,983 | 12.10 |
| 5 | 19,952 | 10.94 | 21,300 | 11.71 | 22,739 | 12.52 |
| 6 | 20,615 | 11.30 | 22,008 | 12.10 | 23,495 | 12.95 |
| 7 | 21,278 | 11.66 | 22,716 | 12.49 | 24,251 | 13.36 |
| 8 | 21,941 | 12.02 | 23,424 | 12.88 | 25,007 | 13.78 |
| 9 | 22,604 | 12.38 | 24,132 | 13.27 | 25,763 | 14.20 |
| 10 | 23,268 | 12.78 | 24,839 | 13.65 | 26,516 | 14.57 |

\$7.66 - \$11.73
Increment \$.41

\$8.18 - \$12.52
Increment \$.43

\$8.73 - \$13.36
Increment \$.46

Senior Libr. Asst.

| | | | | | | |
|---------|-----------|---------|-----------|---------|-----------|---------|
| Base | \$ 13,947 | \$ 7.66 | \$ 14,888 | \$ 8.18 | \$ 15,893 | \$ 8.73 |
| 1 | 14,687 | 8.07 | 15,678 | 8.61 | 16,736 | 9.19 |
| 2 | 15,427 | 8.48 | 16,468 | 9.04 | 17,579 | 9.65 |
| 3 | 16,167 | 8.89 | 17,258 | 9.47 | 18,422 | 10.11 |
| 4 | 16,907 | 9.30 | 18,048 | 9.90 | 19,265 | 10.57 |
| 5 | 17,647 | 9.71 | 18,838 | 10.33 | 20,108 | 11.03 |
| 6 | 18,387 | 10.12 | 19,628 | 10.76 | 20,951 | 11.49 |
| 7 | 19,127 | 10.53 | 20,418 | 11.19 | 21,794 | 11.95 |
| 8 | 19,867 | 10.94 | 21,208 | 11.62 | 22,637 | 12.41 |
| 9 | 20,607 | 11.35 | 21,998 | 12.05 | 23,480 | 12.87 |
| 10 | 21,345 | 11.73 | 22,786 | 12.52 | 24,324 | 13.36 |
| Shapiro | 16,907 | 9.30 | 18,838 | 10.33 | 20,951 | 11.49 |

\$6.85 - \$10.19
Increment \$.33

\$7.31 - \$10.88
Increment \$.36

\$7.80 - \$11.61
Increment \$.38

Junior Libr. Asst.

| | | | | | | |
|------|-----------|---------|-----------|---------|-----------|-------|
| Base | \$ 12,464 | \$ 6.85 | \$ 13,305 | \$ 7.31 | \$ 14,203 | 7.80 |
| 1 | 13,072 | 7.18 | 13,954 | 7.67 | 14,896 | 8.18 |
| 2 | 13,680 | 7.51 | 14,603 | 8.03 | 15,589 | 8.56 |
| 3 | 14,288 | 7.84 | 15,252 | 8.39 | 16,282 | 8.94 |
| 4 | 14,896 | 8.17 | 15,901 | 8.75 | 16,975 | 9.32 |
| 5 | 15,504 | 8.50 | 16,550 | 9.11 | 17,668 | 9.70 |
| 6 | 16,112 | 8.83 | 17,199 | 9.47 | 18,361 | 10.08 |

Junior Libr. Asst.
(con't.)

| | Base | 1986 Range | Per Hr. | 1987 Range | Per Hr. | 1988 Range | Per Hr. |
|--------|------|------------|---------|------------|---------|------------|----------|
| | 7 | \$ 16,720 | \$ 9.16 | \$ 17,848 | \$ 9.83 | \$ 19,054 | \$ 10.46 |
| | 8 | 17,328 | 9.49 | 18,497 | 10.19 | 19,747 | 10.84 |
| | 9 | 17,936 | 9.82 | 19,146 | 10.55 | 20,440 | 11.22 |
| | 10 | 18,544 | 10.19 | 19,796 | 10.88 | 21,132 | 11.61 |
| Pagano | | 14,896 | 8.17 | 16,550 | 9.11 | 18,361 | 10.08 |

\$10.71 - \$14.08
Increment \$.67

\$11.43 - \$15.03
Increment \$.72

\$12.20 - \$16.04
Increment \$.77

Maintenance Repair-
man/Foreman

| | Base | 1986 Range | Per Hr. | 1987 Range | Per Hr. | 1988 Range | Per Hr. |
|--------|------|------------|----------|------------|----------|------------|----------|
| | 1 | \$ 19,486 | \$ 10.71 | \$ 20,801 | \$ 11.43 | \$ 23,205 | \$ 12.20 |
| | 2 | 20,713 | 11.38 | 22,110 | 12.15 | 23,603 | 12.97 |
| | 3 | 21,940 | 12.05 | 23,419 | 12.87 | 25,001 | 13.74 |
| | 4 | 23,167 | 12.72 | 24,728 | 13.59 | 26,399 | 14.51 |
| | 5 | 24,394 | 13.39 | 26,037 | 14.31 | 27,797 | 15.28 |
| | 6 | 25,619 | 14.08 | 27,348 | 15.03 | 29,194 | 16.04 |
| Romano | | 25,619 | 14.08 | 27,348 | 15.03 | 29,194 | 16.04 |

8.06 - 10.99
Increment .59

8.61 - 11.73
Increment .62

9.19 - 12.52
Increment .67

Building Main-
tenance Worker

| | Base | 1986 Range | Per Hr. | 1987 Range | Per Hr. | 1988 Range | Per Hr. |
|---------|------|------------|---------|------------|---------|------------|---------|
| | 1 | 14,674 | 8.06 | 15,664 | 8.61 | 16,721 | 9.19 |
| | 2 | 15,740 | 8.65 | 16,802 | 9.23 | 17,935 | 9.86 |
| | 3 | 16,806 | 9.24 | 17,940 | 9.85 | 19,149 | 10.53 |
| | 4 | 17,872 | 9.83 | 19,078 | 10.47 | 20,363 | 11.20 |
| | 5 | 18,938 | 10.42 | 20,216 | 11.09 | 21,577 | 11.87 |
| | 6 | 20,002 | 10.99 | 21,352 | 11.73 | 22,793 | 12.52 |
| Bonnard | | 20,002 | 10.99 | 21,352 | 11.73 | 22,793 | 12.52 |