

# AGREEMENT

BETWEEN

THE GLOUCESTER COUNTY BOARD OF  
CHOSEN FREEHOLDERS, COUNTY CLERK,  
SURROGATE AND SHERIFF

AND

THE COMMUNICATIONS WORKERS  
OF AMERICA, AFL-CIO



Local 1085

Blue & White Collar, Supervisory, and Row Office Units

January 1, 2019 - December 31, 2023

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## **PREAMBLE**

**T**HIS AGREEMENT is entered into by and between the GLOUCESTER COUNTY BOARD OF CHOSEN FREEHOLDERS, together with the COUNTY CLERK, SURROGATE, and SHERIFF of Gloucester County (which parties are referred to hereinafter as the Employer), and the COMMUNICATIONS WORKERS OF AMERICA, together with the Gloucester County Supervisory Unit thereof (hereinafter referred to as the Union), for the purpose of establishing wages, hours, benefits, and other terms and conditions of employment, together with procedures for the fair and amicable resolution of disputes and grievances pertaining thereto.

NOW, THEREFORE, in consideration of the mutual covenants and understandings expressed herein, the parties agree as follows.

## **ARTICLE 1 RECOGNITION**

1.1. **Bargaining Units.** The Employer hereby recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours, and other terms and conditions of employment for all full-time employees in the Blue and White Collar, Supervisory, and Row Office bargaining units, including craft employees, Mosquito Control employees, Emergency Medical Technicians, and investigators in the Medical Examiner's Office. Part-time employees in the above categories shall also be included, provided their work schedule consists of at least 12 hours per week on average, and provided further that such schedule has continued (or is intended to continue) for at least 26 weeks. Excluded from the aforementioned units are managerial executives, confidential, police, and fire employees, part-time employees who work less than 12 hours as defined above, and employees who are represented in other units, as well as temporary and interim employees other than those specified below.

1.2. **Temporary and Interim Employees.** The Employer may assign unit work to temporary employees outside the bargaining unit only if such temporary positions are to be filled for less than six months in any twelve-month period (regardless of hours worked) in order to address seasonal or other short-term needs as authorized under the Civil Service Act. If a temporary position exceeds six months, the employee shall be included in the appropriate bargaining unit. Interim appointees, as defined by the New Jersey Department of Personnel, shall be included in the appropriate bargaining unit upon filling a unit position for twelve consecutive months. Nothing herein shall be construed as excluding unit employees who are appointed to fill other unit positions on an interim basis.

1.3. **Work Program Participants.** Duties ordinarily performed by bargaining unit employees may be assigned to work experience or community service participants outside the unit under the following conditions only:

- (a) Written notice shall be provided to the union at least 10 days before any participant begins work.
- (b) The union shall be apprised of the nature of the work to be assigned.
- (c) No such assignment shall be made or continued if the positions of employees who ordinarily perform such work have been reduced in number within the past 12 months or if any such positions remain unfilled for longer than three months.

1.4. **Use of Titles.** Whenever titles are used in this Agreement, they shall be understood to include the plural as well as the singular and to include males and females.

## **ARTICLE 2 RESPONSIBLE UNION-EMPLOYER RELATIONSHIP**

2.1. **Mutual Dealings.** The Employer and the Union recognize that it is in the best interests of parties, the employees, and the public that all dealings between them continue to be characterized by mutual responsibility and respect. To insure that this relationship continues and improves, the Employer and the Union and their respective representatives at all levels will apply the terms of this contract fairly in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees covered by this contract.

2.2. **Respectful Treatment.** It is understood that every employee, supervisor, and manager shall be treated in accordance with accepted standards of decency, courtesy, and respect.

2.3 **Use of Employer Equipment.** Union representatives will be entitled to use the Employer's telephones, fax machines, and e-mail system to communicate with employees in carrying out the Union's representational duties. Employees will likewise be permitted to use such equipment to contact their Union representatives in regard to matters of representation. It is understood that such use shall be reasonable and shall not interfere with work operations. shall be consistent with HR Manual policies and shall be limited to lunch breaks, other break times, and/or before or after working hours.

### **ARTICLE 3 NON-DISCRIMINATION**

3.1. **Discrimination Prohibited.** In accordance with and to the extent of statute, no employee will be discriminated against on the basis of race, creed, color, national origin, sex, marital status, age, religious opinions or affiliation, sexual or affectional orientation, nationality, domestic partnership or civil union partnership, pregnancy, gender identity or expression, disability, liability for military service, atypical cellular or blood trait, genetic information, or legal participation or non-participation in Union activities.

### **ARTICLE 4 DEDUCTION OF UNION DUES AND REPRESENTATION FEES**

4.1. **Dues Checkoff.** The Employer agrees to make payroll deductions of Union dues when authorized to do so by the employee on the appropriate form. The amount of such deductions shall be certified to the Employer by the Secretary-Treasurer of the Union. The Employer shall remit the dues to the Union by the last day of the month following the calendar month in which such deductions are made (or earlier, if reasonably possible), together with a list of employees from whose pay such deductions were made. A copy of such list shall also be delivered to the Local President. Dues deductions for employees in the bargaining unit(s) shall not be made for any other employee organization.

4.2. **Withdrawal of Dues Checkoff.** In the event any employee withdraws his or her authorization for dues deduction by notice to the County Treasurer, such dues shall be halted as of July 1 next following the date on which notice of withdrawal was filed, pursuant to N.J.S.A. 52:14-15.9e.

4.3. **Demand-and-Return System.** The Union represents that it has established a demand-and-return system in accordance with law.

4.4. **Hold Harmless.** It is agreed that the Employer shall have no other obligation or liability, financial or otherwise (other than set forth herein), because of actions arising out of the understandings expressed in the language of this section. It is further understood that once the funds deducted are remitted to the Union, the disposition of such funds shall be the sole and exclusive responsibility of the Union. The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability including reasonable legal and/or representation fees resulting from any of the provisions of this Article or in reliance on any list, notice, or assignment furnished under this section.

### **ARTICLE 5 HOURS OF WORK**

5.1. **Maintenance of Working Hours.** The current hours of work, including meals, shift schedules, and breaks, and the days on which work is performed shall continue, except as may be provided otherwise by agreement of the parties. Full-time base workweeks shall consist of 32.5, 35, or 40 hours, depending upon department and/or job classification.

The Employer shall offer all current employees on a 32.5-hour workweek a minimum of a 35-hour workweek. The Employer shall offer all current employees on a 35-hour workweek a minimum of a 37.5-hour workweek. If a department's operational needs permit, all current employees may be offered a 40-hour workweek. All current employees may voluntarily accept the increased workweek schedule. Any current employee who voluntarily accepts a 35, 37.5, or 40-hour workweek shall be able to choose an available schedule with a 30- or 60-minute lunch, by seniority. Any current employee who accepts an increased number of hours shall maintain their hourly rate of pay and move accordingly on the pay and step scale. The Employer shall provide the Union the new increased workweek schedules prior to implementing the schedules.

Any current employee, as of the date of ratification of this Agreement, shall maintain their current hours and current schedules if the employee so chooses. Current employees cannot be forced to accept an offer of a workweek with increased hours.

If an employee accepts an increased workweek schedule, the employee shall be permitted to return to the employee's prior schedule, except that employees who have a compressed workweek and who agree to an increased workweek schedule shall not be permitted to return to a compressed workweek schedule.

The increased workweek schedules shall be implemented, at the latest, following the first pay period after 60 days of ratification of the MOA by the Union and the Employer.

(a) Shifts for maintenance employees in the Buildings & Grounds Department shall consist of 6 AM to 2 PM, 7 AM to 3 PM, 7:30 AM to 3:30 PM, 8 AM to 4 PM, and 9 AM to 5 PM. Senior Park Rangers will rotate between park assignments every six months, as much as feasible and subject to operational needs. See Appendix V for Park Ranger title series shifts. There shall be a full-time weekend shift to cover Friday, Saturday, and Sunday for EMTs and PSTs. The EMTs and PSTs shall be paid for 40 hours for working 36 hours for the weekend. If the employee uses any paid time off during the weekend shift, the employee shall be paid for 36 hours only. No existing employee as of the date of ratification of the MOA shall be involuntarily moved to the new weekend schedule.

(b) Notwithstanding the established shift schedules, individual employees may be permitted to select an alternative work schedule in order to accommodate family obligations or other documented hardships on a temporary basis, upon approval by the Employer.

(c) Except for those who are scheduled and wish to remain on the schedule, employees in the PST and EMT series shall have their schedules adjusted during the workweeks that a premium holiday falls in order to maintain hours: (1) should the employee be scheduled to work in accordance with the premium holiday rotation schedule on a shift that would be regularly scheduled off, the employee will be removed from another shift during the workweek, and (2) should the employee be scheduled off in accordance with the premium holiday rotation schedule on a shift that would be regularly scheduled, the employee will be added to another shift during the workweek.

(d) Special Transportation hours of work may vary and run between the hours of 6 AM and 6 PM. Employees can pick their placement in the starting queue based on seniority and shall make their choice during the month of October, but no later than November 1 of each calendar year. It is understood that Special Transportation services are based on the needs of the public and start times may vary from day to day. Based on operational need, split shifts will be scheduled based on reverse seniority. It is further understood that the employee's choice of placement in the starting queue does not restrict management's right to fill holes in the schedule that occur after the schedule is published with substitute drivers. Effective the first pay period following execution of this collective bargaining agreement, all DTS drivers will work a 35-hour workweek and are to receive a one-half hour unpaid lunch break which shall commence when a driver has completed a run and has found a safe and secure place to park with public restroom availability. The lunch break shall be coordinated and approved by dispatch.

(e) Four H Program Assistants will be permitted to adjust their daily schedules based on operational needs. Schedules may be set and adjusted prior to the beginning of each pay period, but no more than 30 days in advance. All requests for schedule changes must be in writing and approved in advance by the Department Head or designee. It is also understood that if no written approval is granted, Program Assistants will work their already established and existing work

schedules. The granting of schedule changes does not limit Program Assistants ability to earn compensatory time in accordance with Article 10.

**5.2. Part-Time Employees.** Part-time employees will be assigned to work a portion of the full-time workweek established for their job classification and department. In the case of regular part-time employees, work schedules will be fixed. Part-time employees who are employed on a per diem basis will have variable schedules, except that they may be guaranteed a minimum number of hours per week by the Employer. Those who are assigned work schedules which are intended to average at least 30 paid hours per week or who have actually averaged at least 30 paid hours per week over a period of 26 weeks (January 1 through June 30 and July 1 through December 31) will not be involuntarily reduced below this threshold.

(a) Part-time employees in the PST series must submit availability for at least six shifts per calendar month, at a minimum of 6 hours per shift, with at least three of those shifts being in the weekend window of 1900 Friday through 0700 Monday. Failure to submit sufficient availability and/or provide sufficient work for three consecutive months will be considered a resignation. It is understood that if a holiday should occur in mid-week, availability must be submitted for at least one full 12-hour shift for the weekend(s) shift adjacent to said holiday.

(b) Part-time employees in the EMT series who work a regular schedule are either one (1) 12-hour shift per week, two (2) 12-hour shifts per week, or alternating weeks of one (1) and two (2) shifts per week. At a minimum, these employees must work at least 4 shifts per month.

(c) Part-time employees in PST and EMT series who receive health benefits must meet the minimum hourly requirements through availability and shift acceptance. Failure to provide sufficient availability and/or work sufficient hours may result in disciplinary action.

(d) Per Diem employees in the EMT series must submit a minimum of six (6) complete 12-hour shifts of availability per calendar month of which a minimum of three (3) complete 12-hour shifts of availability must be submitted for the weekend window of 1800 Friday through 0600 Monday. Per Diem employees in the EMT series must accept at least four (4) complete 12-hour shift assignments per calendar month of which a minimum of two (2) complete 12-hour weekend shifts must be accepted. If a Per Diem employee in the EMT series does not submit sufficient availability and/or provide sufficient work for 3 months, the employee will be considered to have resigned employment. As such, said employee must return all issued items including County of Gloucester photo identification and uniforms.

**5.3. Scheduling Preference.** In cases where there is more than one work schedule for employees in a given title, preference shall be given according to seniority whenever feasible in the assignment or reassignment of employees to a work schedule. Except in case of emergency, an employee who is involuntarily reassigned to a different work schedule shall be given 30 days' advance notice in writing.

**5.4. Compressed Workweeks Continued.** Employees who have been approved to work a compressed workweek schedule shall be permitted to continue, unless they take a different position where compressed workweeks are not in use. There will be no entitlement to a compressed workweek schedule for employees who do not currently have such a schedule.

**5.5. Conditions for Compressed Workweeks.** The use of compressed workweeks, where permitted, shall be subject to the following conditions:

(a) Holidays and administrative leave days shall be counted as whole days, regardless of the number of hours in a given workday. If a holiday falls on an employee's scheduled day off, he or she will receive a substitute or "floating" holiday to be used within 60 days. Employees shall continue to receive the same amount of sick and vacation leave, in hours, as they would receive with a regular five-day workweek.

(b) Employees who have a compressed workweek may revert to the regular five-day schedule upon giving notice to the department head, in which case the change will become effective as of the beginning of the next pay period. Employees may also request a change from one compressed schedule option to another, except that an employee with a 9/10 schedule will not be permitted to elect a 4/5 schedule. Such requests will be accommodated as much as possible provided they do not conflict with other employees' schedules or with the Employer's operational needs.

(c) As part of a compressed workweek plan for a specific department, individual employees may be required to revert temporarily to the normal five-day workweek, with prior written notice, in order to provide coverage while other employees are on sick or vacation leave for more than five consecutive days.

**5.6. Summer Schedules.** Summer work schedules shall be utilized between Memorial Day and Labor Day in the following areas:

Maintenance employees in the Parks & Recreation Department (excluding golf course employees but including the Mosquito Division): 6 AM-2:30 PM, with a half-hour lunch break.

Highway Department (40-hour employees): 6 AM-2:30 PM.

Motor Pool (Clayton Yard): 6 AM-2:30 PM.

Engineering Department (Sign Shop and Traffic Division): 6:30 AM-2:30 PM (7:30 AM-3:30 PM during the rest of the year), except as modified by the use of compressed workweek schedules.

Buildings & Grounds Department (day-shift building maintenance workers): 7 AM-3 PM and 8 AM-4 PM.

**5.7. Golf Course Closings and Cancellation of Demand Response Operations.** In cases where the Pitman Golf Course is closed for a full day or longer, employees of the Golf Course may be temporarily reassigned to other duties which they are reasonably capable of performing during such closings. Employees who decline such reassignment shall be permitted to utilize any vacation, administrative leave, or compensatory time off which is otherwise available or may take voluntary furlough time. In cases where inclement weather causes a cancellation of demand response operations for a full day or longer, the omnibus operators may be temporarily reassigned to other duties which they are reasonably capable of performing during such closings or shall be permitted to utilize any vacation, administration leave, or compensatory time off which is otherwise available or may take voluntary unpaid time.

**5.8. County Store Operations.** The following shifts will be utilized for employees of the County Clerk's Office who are assigned to work at the County Store:

(a) 9 AM to 5 PM, Monday through Friday.

(b) 10 AM to 6 PM, Monday through Friday. Employees who work from 10 AM to 6 PM Monday through Friday depending upon work volume and staffing, hours of work may vary between the hours of 9 AM through 9 PM.

(c) 1 PM to 9 PM, Monday through Friday.

(d) 9:30 AM to 5:30 PM on Saturdays.

Employees who work the above shifts will be entitled to a one-hour unpaid meal break and two 15-minute paid rest breaks during each shift. Employees who work from 9 AM to 5 PM or 10 AM to 6 PM may elect to forego a half-hour of their unpaid meal break, in which case the shift will end a half-hour early. Employees who work from 1 PM to 9 PM may likewise elect to forego a half-hour of the unpaid meal break, in which case the shift will begin one half-hour later.

**5.9. Work Time for Testimony.** An employee who is required to testify as a witness in any matter arising out of his or her job or concerning anything that was done as part of his or her job will be deemed to be on work time while appearing and testifying accordingly.

**5.10. Shift Substitutions.** Any two employees regardless of full-time or part-time status in the Emergency Medical Technician series or the Public Safety Telecommunicator series and in the same title may voluntarily arrange for their own convenience, to substitute for one another, with management approval as permitted under the Fair Labor Standards Act. A "substitution" is defined as an agreement between two full-time employees to work hours assigned to the other employee but need not be reciprocal. The parties to a substitution must be in the same title series, hold the same title and must obtain the permission of management in advance. Permission will not be denied unless the substitution would compromise public safety or interfere with the Employer's operations. It is understood that the employee who was originally scheduled will be paid for the substitution as if he or she had worked it, and any other compensation for the switching or substitution will be solely up to the employees who are party to the switch.



- 1) When an employee does not fulfill an approved substitution, or any portion thereof, regardless of circumstances or medical verification, said employee will be banned from substitutions for the next 365 days.
- 2) Employees working a substitution under Article 5.10 on a Holiday as defined in Article 17.1 are not entitled to Compensation for Holiday Work as defined in Article 17.4

## **ARTICLE 6 SALARIES AND WAGES**

6.1. **Salary Payments.** The present bi-weekly schedule of paydays shall remain unchanged. General salary increases shall be granted to all employees as follows:

(a) Following ratification of this Agreement, each employee currently on the payroll will be placed on the correct scale shown in Salary Schedule A of Appendix I, on the next numbered step higher than his or her previous step, thereby resulting in a 2.25% across-the-board salary increase. This salary increase will be effective retroactively to January 1, 2019. Retroactive salary payments will also be made for all former employees who retired between January 1, 2019 and the date of the across-the-board adjustments. Employees hired after the across-the-board adjustments are issued for 2019 will be placed on step 1 of the appropriate scale in accordance with Section 6.2.

(b) As of January 1, 2020, each employee's salary will be adjusted to the respective scale of Schedule B, on the next numbered step higher than his or her previous step, thereby resulting in a 2.25% across-the-board salary increase.

(c) As of January 1, 2021, each employee's salary will be adjusted to the respective scale of Schedule C, on the next numbered step higher than his or her previous step, thereby resulting in a 2.25% across-the-board salary increase.

(d) As of January 1, 2022, each employee's salary will be adjusted to the respective scale of Schedule D, on the next numbered step higher than his or her previous step, thereby resulting in a 2.25% across-the-board salary increase.

(e) As of January 1, 2023, each employee's salary will be adjusted to the respective scale of Schedule E, on the next numbered step higher than his or her previous step, thereby resulting in a 2.25% across-the-board salary increase.

(f) Employees who exceed the top step of their respective salary scales shall receive the same percentage adjustments as provided to those on steps.

(g) Payroll errors in regular and overtime pay, excluding those errors caused by the employee, when notice of the error is made to the Payroll Department no later than the end of the day on payday will be resolved no later than the Tuesday following payday by issuance of a check to the employee.

6.2. **Salary Ranges and Increments.** Each job classification shall be assigned a salary scale as shown in Appendix II or as otherwise agreed by the parties. The starting salary for each job classification shall be step 1 of the appropriate scale. Incremental or step increases shall be granted annually to all employees, except those employees who are already at the highest step of their scale, on January 1 of each year.

(a) Part-time EMT's and PST's hired on or after the date of ratification of this Agreement shall be hired as Trainees at salary scale 10 and shall remain on salary scale 10 for one year. After successful completion of one year in a Trainee title, part-time EMT's/PST's shall then be placed on salary scale 11. Part-time EMT's and PST's who are placed in full-time EMT and PST positions will be moved to scale 13, after the EMT or PST has been at scale 11 for an aggregate of 4 years as a part-time and full-time employee.

(b) Assessors hired on or after November 1, 2015 shall be hired as Trainees at salary scale 10 and shall remain on salary scale 10 for one year. Assessors shall then be moved to salary scale 11 and shall remain at salary scale 11 for four years. After four years at salary scale 11, such employees shall be moved to salary scale 12. The salary scale for Senior Assessor shall be reduced from 17 to 15 and for Principal Assessor from 21 to 17. All Senior and Principal Assessors currently employed by the County shall be grandfathered at their current salary scales of 17 and 21 respectively.

6.3. **Longevity Payments.** As of July 1 of each year, every employee whose salary has been at or above the maximum of his or her scale for one year or more is entitled to a lump-sum longevity payment as follows, provided the employee was hired prior to June 1, 2012:

(a) For employees with less than 15 years' service, the longevity payment shall be as shown in Column A of the longevity schedule in Appendix I, according to the employee's salary scale.

(b) For employees with at least 15 years' service, the longevity payment shall be as shown in Column B.

(c) For employees with at least 20 years' service, the longevity payment will be as shown in Column C.

Longevity payments will be issued to eligible employees no later than July 15 of each year. Employees hired on or after June 1, 2012 will not be eligible for longevity payments.

6.4. **Part-Time Salaries and Wages.** Part-time salaries or wages shall be calculated by using the hourly equivalent of the corresponding full-time salary figures.

6.5. **Promotional Adjustments.** Any employee promoted to a higher job classification shall be placed on the proper step of the salary schedule as follows:

(a) If promoted one scale, the employee will remain at the same step number.

(b) For every additional scale thereafter, the employee will move back one step.

(c) If the employee was at step 14 and would otherwise have been due a longevity payment within the next 12 months, he or she will be given one additional step on the new scale. In such case the employee will receive a longevity payment as previously scheduled only if the promotion does not exceed one scale.

6.6. **Demotional Adjustments.** Any employee demoted to a lower classification shall be placed on the proper step as follows: if demoted one scale, the employee will remain at the same step number; for each additional scale thereafter, the employee will move forward one step. In no case, however, shall an employee be placed above the maximum step or below the minimum step.

## **ARTICLE 7 CALL-IN AND STAND-BY PAY**

7.1. **Stand-by Duty.** Employees of the Highway, Engineering, and Health Departments, as well as the Animal Shelter, may be assigned stand-by duty, provided that such assignment is in writing. Employees when assigned to stand-by duty shall be provided with cell phones or pagers and shall remain within range so as to be immediately available for recall to work. Stand-by pay shall consist of one (1) hour of regular straight-time pay for every eight (8) hours of stand-by duty assignment or major fraction thereof.

7.2. **Minimum Call-In Pay.** Any employee who is called to work prior to his or her next scheduled work period shall be paid for not less than two hours of work plus one-half hour's pay for commuting time, unless the call-in immediately precedes the employee's normal workday. In those cases where the call-in is not contiguous to the regular shift, the employee shall be compensated for mileage to and from home only for the most direct round-trip route. Employees who are contacted while off-duty and perform work over the telephone only, without coming to the work site, shall be paid for not less than one-half hour of work for each call; provided, however, that a continuation of a previous call shall not count as an additional call.

7.3. **Pager/Cell Phone Pay.** If an employee is expressly required in writing to carry a pager or cell phone while off duty, he/she will be paid a stipend of \$25.00 per month.

7.4. **EMT/PST Stipends.** Effective January 1, 2020, an hourly stipend for EMT and PST title series shall be paid for:

1. EMTs and PSTs who are assigned by management to do field training, which is on boarding and assisting in the assessment of new PST and EMT hires and EMT students, shall receive \$2.50 an hour for every hour worked. When a new hire or student is assigned to a pair of employees, if both employees have the field training qualifications, both employees will receive the stipend for the training.
2. EMTs and PSTs who are assigned by management to conduct CPR, B-Con and Instructional Aide training shall receive \$2.50 an hour when working in that capacity.

3. EMTs and PSTs who are assigned by management as Academy Instructors shall be paid \$5.00 an hour when working in that capacity.

## **ARTICLE 8 SHIFT DIFFERENTIAL**

8.1. **Hourly Rate.** An hourly shift differential shall be paid for any work performed on a shift which commences after 12:00 noon for employees of the County Store, Parks & Recreation Department, Regional Communications Center, Emergency Medical Services Division, and Sheriff's Department, and after 11 AM for employees of the Animal Shelter. The amount of the shift differential shall be \$1.40 per hour.

Effective January 1, 2020, a new salary scale for EMT and PST employees working the night shift shall be created. This new salary scale shall reflect an increase in the employee's base salary as shown in the salary guide.

Effective January 1, 2020, Animal Shelter employees whose permanent schedules include shifts that start at 11 AM or later shall have a shift differential added to their base salary as shown in the salary guide.

## **ARTICLE 9 OUT-OF-TITLE COMPENSATION**

9.1. **Pay for Out-of-Title Work.** Any employee in the bargaining unit who is expressly assigned to work in a higher job classification shall be paid for such time as if temporarily promoted in accordance with Section 6.5. It is understood that such assignments shall be temporary in nature and shall not replace regular Civil Service selection procedures. An employee will be deemed to be working out of title if he or she is engaged in performing specific duties that are not encompassed by the Civil Service specification for his or her title, either directly or indirectly, but which are encompassed by a different title and which occupy such a portion of the employee's time during the work day as if he or she were classified in the other title.

## **ARTICLE 10 OVERTIME COMPENSATION**

10.1. **Compensation.** Employees shall be compensated for overtime as follows:

(a) Employees shall be paid at the rate of time-and-a-half for all time worked in excess of 40 hours in the workweek.

(b) Employees on a 32.5-hour workweek shall be compensated at straight time either in cash or compensatory time off, at the Employer's option, for the first 7.5 hours of overtime per week.

(c) Employees in positions that currently have a 35-hour workweek shall be paid at straight time for the first 5 hours of overtime per week. In lieu of cash, employees may elect compensatory time off if agreeable to the Employer.

(d) For purposes of computing overtime, the workweeks for employees who work 12-hour shifts will begin and end at the mid-point of the employee's regularly assigned shift which commences on Saturday.

10.2. **Time Counted as Worked.** Paid un-worked time shall be counted as time worked for purposes of meeting the threshold of weekly overtime compensation set forth in Section 10.1. In addition, approved individual days of unpaid leave for Union business will also be considered as time worked for overtime purposes.

10.3. **Overtime Meal Payments.** Employees who are required to work more than four hours overtime shall be entitled to meals at the Employer's expense while on overtime duty. The Employer will pay the following amounts for such meals: \$9.00 for breakfast, \$11.00 for lunch, and \$15.00 for dinner. Payments shall be included in the employee's pay, or, if the employee chooses, shall be made in the form of a meal voucher when available.

10.4. **Distribution of Overtime.** Overtime work shall be offered as equitably as possible to employees in the appropriate job functions, utilizing a rotating overtime list whenever practicable, unless the employee has indicated that he

or she is not interested in voluntary overtime. If an overtime opportunity arises at the EMS or Communications Division during a current shift or less than two hours before the start of a shift, the Employer may notify eligible employees electronically and shall grant the overtime to the first employee who responds. No employee shall be required to work overtime if other qualified employees in the appropriate job functions are available and willing to work. It is understood that the qualifications for performing the work are to be determined solely by the Employer, and where necessary all employees may be required to work a reasonable amount of overtime. Overtime records shall be made available to the Union upon reasonable request. If the Employer inadvertently skips over an employee in seeking to fill overtime needs, that employee's opportunity for overtime shall be equalized by the Employer placing the employee's name first on the overtime list for the next overtime rotation.

10.5. **Use of Compensatory Time Off.** Employees shall be responsible for using compensatory time off with reasonable promptness, by no later than the end of the calendar year in which it is earned. However, employees shall be permitted to carry over compensatory time off for any of the following reasons:

(a) The time was earned in the month of December;

(b) The employee was prevented from using his or her comp time because of the pressure of County business or because of approved absence from duty;

(c) The employee's comp time balance is less than one full working day.

Employees who fail to use their accumulated comp time by the end of the calendar year, unless for a reason as specified above, shall have such comp time scheduled for them at the convenience of the Employer. Employees who resign in good standing with a balance of unused comp time shall be paid at their regular straight-time rate of pay for such time. Official comp time records shall be made available for inspection by employees upon reasonable request. The use of comp time off is subject to advance approval.

## **ARTICLE 11 TRAVEL EXPENSES**

11.1. **Mileage Reimbursement.** The Employer agrees to reimburse employees who are required to use their personal vehicles for work in accordance with the standard mileage rate for business purposes as periodically determined by the Internal Revenue Service. Expenses incurred for tolls and parking fees shall likewise be reimbursed.

11.2. **Meal Expenses.** In the event any employee is required to travel outside Gloucester County in the course of employment, he/she will be reimbursed for necessary meal expenses at a maximum rate of \$12.50 for breakfast, \$17.50 for lunch, and 27.50 for dinner. Nothing herein shall preclude management from allowing a higher rate or including an in-county meal allowance at its sole discretion because of unusual circumstances.

11.3. **Claims for Travel Expenses.** Claims for reimbursement of travel expenses which total \$25 or more over the course of a month will be submitted for payment no later than the end of the following month. All travel expenses will be submitted before the end of the year in which they were incurred, except that expenses incurred in the month of December may be submitted by January 30 of the following year. Failure to submit a timely claim may result in denial of reimbursement.

## **ARTICLE 12 UNIFORM ALLOWANCES AND TOOLS**

12.1. **Clothing Payments and Uniforms.** Clothing payments, as well as uniforms and specialized items of clothing, will be provided to employees as specified in Appendix III. Payments will be made prior to the second payday of the month shown. Employees will be responsible for the purchase and maintenance of their own work clothes, except where uniforms or laundry services are to be provided by the employer. In the case of Emergency Medical Technicians, clothing lost or destroyed in the line of duty shall be replaced or repaired at the Employer's expense. A report of such

damage or loss shall be submitted within 48 hours of the occurrence. Approved vendors will be used for the purchase of PST and EMT uniforms

(a) In January of each year, EMT's and PST's shall receive vouchers for use with County designated vendors in the amount of \$600 for full-time employees and \$400 for part-time employees. The vouchers shall be used as an allowance to purchase clothing and any other items necessary for the performance of EMT and PST job duties, including uniform jackets, uniform shirts, uniform pants, boots, hats, stethoscopes, trauma sheers, and work belts, as specified by the County.

12.2. **Clothing Specifications.** Blue-collar employees in the Highway Division, Engineering Division, and Buildings & Grounds Department, together with blue-collar employees at the Pitman Golf Course other than Mechanics and Golf Rangers, may be required to wear work shirts in a solid blue color (or white in the case of supervisors).

12.3. **Safety Shoes.** Where specified in Appendix III, employees will be entitled to reimbursement on an annual basis for the purchase of safety shoes to be used on the job, provided the shoes conform to applicable OSHA standards. Employees shall be required to present proof of purchase in order to receive reimbursement. The amount of reimbursement shall not exceed \$150 per employee annually, retroactive to January 1, 2015, except where the nature of the work requires specialized footwear (such as electrically insulated work shoes).

12.4. **Tools.** Except for craft personnel who are required to furnish basic tools, the Employer will supply any tools required to be used on the job. Employees shall be responsible for maintenance and retention of issued tools.

12.5. **Reimbursement for Tools.** For all craft employees who are required to furnish their own tools on the job, the County will replace or pay the actual value of any tools which may be broken, stolen, or destroyed as a result of use on the job, up to a maximum of \$1,500 (\$35,000 for automobile or golf course mechanics). The County will not be responsible for replacing tools which are mislaid by employees. Employees may be required to furnish an inventory of all personally owned tools which are kept on County premises, to be verified by the appropriate supervisor or department head.

## **ARTICLE 13 EDUCATION AND TRAINING**

13.1. **Tuition and Fees.** The Employer will reimburse employees for tuition and regular registration fees upon satisfactory completion of courses or seminars leading to advancement or improvement of skills in the employee's field or to maintain required licensure or certification, as determined by the Employer. The maximum reimbursement for each employee shall be \$2,500 per year, retroactive to January 1, 2020. Eligibility will be limited to employees who are regularly scheduled to work an average of at least 30 hours per week.

13.2. **Submission of Requests.** Requests for educational assistance shall be submitted to the Employer at least one month prior to enrollment whenever possible. The Employer will make every effort to respond within one month of the request, but in no event will be liable for any expenses incurred by an employee that have not been approved.

13.3. **Payment for Additional Certifications.** Whenever an employee obtains any certification or license at the request of the Employer, over and above the minimum legal requirements of the job, the Employer shall pay the applicable fee for such certification or license, including renewal fees.

13.4. **Time Off for Supervisors.** Employees in the Supervisory Unit will be permitted to take five days off per year, without loss of pay, to participate in courses or seminars as described in Section 13.1 during the work day.

13.5. **Training Costs.** All necessary costs incurred for purposes of training required by the Employer will be paid by the Employer.

13.6 **Paid Training for EMT's.** Full-time EMT's will receive 8 hours of paid time at straight time rates to be used for the satisfactory completion of courses, seminars, or continuing education in the employee's field or to maintain required licensure or certification, subject to approval by the Employer, which approval shall not be unreasonably denied. Paid training shall be scheduled during non-work time.

13.7 NJ EMS Task Force. On a rotating basis, by seniority, five (5) emergency response employees, who are members of the NJ EMS Task Force, shall be compensated in the form of pay or paid time off, at management's discretion, for attendance at the Annual Team Meeting. Employees who are members of the Task Force will receive mileage reimbursement for attendance at the Annual Team meeting. This provision is contingent upon the County's continued participation in the NJ EMS Task Force, which is subject to the County's sole discretion.

## **ARTICLE 14 HEALTH BENEFITS**

14.1. **Medical, Prescription, and Vision Care Benefits.** The Employer will provide medical, prescription drug, and vision care benefits as follows to each eligible employee and his or her dependents:

(a) Medical coverage will be in accordance with the plans offered by the State Health Benefits Program as of the signing of this Agreement. Co-pays, coinsurance, coverage limits, and exclusions shall not be materially changed. Covered employees who were enrolled in the QPOS5 plan prior to May 1, 2012 shall be entitled to a \$5 reimbursement for each co-pay charged by a health care provider between May 1, 2012 and December 31, 2014 inclusive, upon submission of verification to the Employer.

(b) Prescription drug coverage will be in accordance with the Employee Prescription Drug Plan offered by the State Health Benefits Program as of the signing of this Agreement. Co-pays, coinsurance, coverage limits, and exclusions shall not be materially changed.

(c) Vision care will continue to be provided as a separate policy. Allowances for the following items shall be as indicated: examination, \$30; frames, \$20; single vision lenses, \$30; bifocal lenses, \$40; trifocal lenses, \$50; lenticular lenses, \$100; contact lenses, \$200.

(d) For purposes of this section, eligible employees are understood to be all employees who are regularly assigned to a full-time workweek as defined by Section 5.1. In addition, the following employees who are otherwise considered part-time will be eligible:

(1) Employees who are guaranteed at least a 30-hour workweek;

(2) Employees who have actually worked at least 780 hours either from January 1 through June 30 or July 1 through December 31 of any calendar year. The County shall provide part-time employees with written confirmation of the total number of hours (including time that would have been worked but was charged to paid leave instead) the employee has worked during the six-month period upon the employee's written request.

(3) Employees hired prior to September 1, 2007 who are regularly scheduled to work an average of at least 20 hours per week.

14.2. **Premium-Sharing.** Employees will contribute toward the cost of health benefit coverage as required by law. Contributions will be made by payroll deduction on a pre-tax basis pursuant to a plan adopted under Section 125 of the Internal Revenue Code.

A. Effective with open enrollment, employees enrolling in the NJ Direct 2019 (CWA Plan) shall contribute to the cost of the health care premium plan at the Tier 3 contribution level under Chapter 78, P.L., 2011.

B. Effective with open enrollment, employees enrolling in the NJ Direct 15 shall contribute to the cost of the health care premium at Tier 3 contribution levels under Chapter 78, P.L., 2011.

C. Effective with open enrollment, employees enrolling in NJ Direct 1525 shall contribute to the cost of the health care premium at Tier 3 contribution levels under Chapter 78, P.L., 2011.

D. Effective with open enrollment, employees enrolling in NJ Direct 2030 shall contribute to the cost of the health care premium at Tier 3 contribution levels under Chapter 78, P.L., 2011.

E. Effective with open enrollment, employees in the Horizon HMO shall contribute to the cost of the health care premium at Tier 3 contribution levels under Chapter 78, P.L., 2011.

F. Effective with open enrollment, employees in the NJ Direct 2035 shall contribute to the cost of the health care premium at Tier 2 contribution levels under Chapter 78, P.L., 2011.

G. Effective with open enrollment, employees in Horizon OMNIA shall contribute to the cost of the health care premium at Tier 2 contribution levels under Chapter 78, P.L., 2011.

H. Effective with open enrollment, employees in the NJ Direct 4000 shall contribute to the cost of the health care premium at Tier 2 contribution levels under Chapter 78, P.L., 2011.

I. Effective with open enrollment, employees in the NJ Direct 1500 shall contribute to the cost of the health care premium at Tier 2 contribution levels under Chapter 78, P.L., 2011.

J. After open enrollment in 2020 and prior to 12/25/2020, employees enrolling in the above identified plans shall receive a one-time payment of the difference in 2020 employee benefit contributions from the plan in which they were enrolled and the plan in which they enroll in for 2021.

K. Employees enrolling in the NJ Direct 10 shall contribute to the cost of the health care premium plan at the Tier 4 contribution level under Chapter 78, P.L., 2011.

**14.3. Temporary Disability Benefits.** The Employer agrees to provide disability coverage to all eligible employees under the State Temporary Disability Benefits Law. Coverage will be financed by employer-employee contributions as required by law.

**14.4. Dental Insurance.** The Employer shall continue to provide dental insurance for employees in accordance with the current indemnity plan. The same coverage shall be offered for dependants of employees. There shall be no deductible for any of the services provided under the plan. As an alternative to the indemnity plan, the Employer shall offer coverage through a dental plan organization, in accordance with the existing terms. Employees who elect to enroll in the dental plan organization may also enroll their dependents.

(a) Employees who do not have medical and prescription coverage pursuant to Section 14.1 above but receive dental coverage under this section for one or more dependents will make contributions toward the cost of coverage through payroll deductions on a pre-tax basis, as authorized by Section 125 of the Internal Revenue Code. The contributions will be \$20 per month for two-party coverage and \$30 per month for three-party coverage.

(b) Open enrollment periods for the dental plans will begin October 1 of each year, for the plan year beginning January 1.

**14.5. Continuation of Coverage.** Employees who terminate their employment or begin unpaid leaves of absence after the fifth day of the month shall have their health benefits continued by the Employer for one calendar month following the month in which the leave begins. Employees on approved leaves of absence may continue coverage thereafter at their own expense by paying the applicable premium charges to the employer four (4) weeks in advance of the coverage month.

**14.6. Post-Retirement Coverage.** Insurance coverage will be provided to retirees as follows:

(a) The Employer shall continue medical coverage for employees who retire on pension with at least twenty-five (25) years of credited service in the Public Employees' Retirement System, together with their dependents (including survivors). In addition, such coverage shall be continued for all employees who retire through PERS on a disability pension, together with their dependents or survivors.

(b) The Employer will provide for continuation of prescription benefits to all employees who retire with at least twenty-five (25) years of credited service in the Public Employees' Retirement System, including at least seven years of service with the County. Such coverage shall be limited to employee and spouse (or surviving spouse) only.

(b) It is understood that the benefits provided to retired employees pursuant to subsections (a) and (b) above will be substantially the same as, or equivalent to, the benefits they would receive if still actively employed. Retirees will not be required to pay contributions toward the cost of their post-retirement coverage except as may be required by law.

(c) Insofar as permitted by law, employees may also continue any group health benefits that are not paid for by the Employer after retirement pursuant to subsections (a) or (b) above by paying the premium costs for such coverage themselves.

14.7. **Change of Insurance Carrier.** The Employer reserves the right to change insurance carriers or plans so long as the benefits to be provided are substantially equivalent to those of the existing plan(s).

14.8. **Waiver of Benefits.** Employees will be permitted to waive employer-provided coverage only upon furnishing proof of other coverage through a spouse's employer or other source. Waivers of coverage shall remain in effect unless the employee elects to re-enroll at the beginning of a subsequent plan year or unless the employee loses his or her alternative coverage (as, for example, by termination of a spouse's employment). An employee who re-enrolls because of a loss of alternative coverage shall resume coverage under the Employer's plan as soon as possible.

14.9. **Flexible Spending Accounts.** The Employer will offer a plan by which employees may set aside a portion of their salaries in the form of flexible spending accounts, pursuant to Section 125 of the Internal Revenue Code, for payment of unreimbursed medical or dependent care expenses. The terms of the plan will be subject to the approval of both the Union and the Employer.

## **ARTICLE 15 CREDIT UNION CHECKOFF**

15.1. **Credit Union.** The Employer agrees to make payroll deductions for any employee, upon written request, to be paid to an appropriate credit union as authorized by *N.J.S.A. 40A:9-17*.

## **ARTICLE 16 VACATION**

16.1. **Vacation Accrual.** All full-time employees shall be credited with vacation leave based on years of continuous service to the Employer as follows:

(a) During the first calendar month of employment, employees who are hired prior to the 16th day of the month will earn one (1) working day of vacation; all others hired prior to the 24th day of the month will earn one-half (1/2) working day of vacation. During the remainder of the first calendar year, each employee will earn one (1) additional working day of vacation for each additional full month of employment.

(b) Beginning with the second calendar year of employment, employees will be entitled to twelve (12) working days of vacation.

(c) Beginning with the year in which their 5th anniversary falls, employees will be entitled to fifteen (15) working days of vacation.

(d) Beginning with the year in which their 12th anniversary falls, employees will be entitled to twenty (20) working days of vacation.

(e) Beginning with the year in which their 20th anniversary falls, employees will be entitled to twenty-five (25) working days of vacation.

Annual allowances will be credited in hours (or fractions thereof) pursuant to Appendix IV.

16.2. **Incremental Use and Pro-ration of Vacation Leave.** Vacation leave may be used in whole days or in increments of one-half hour. Annual allowances will be pro-rated for part-time employees, and adjustments will be made on a pro-rata basis for employees who do not remain in pay status for the full year.

16.3. **Vacation Carryover.** Employees shall be permitted to carry over eight vacation days or fewer from one calendar year to the next, at their option. Additional days may be carried over only if such additional leave was not taken by reason of the pressure of County business. All vacation leave carried over must be used in the succeeding calendar



year. Employees shall be permitted to sell back up to ten (10) accrued vacation days a year at the end of the calendar year at the employee's option.

(a) The established procedure for employees in the Emergency Medical Technicians that work part-time, per diem is:

(1) Vacation leave time cannot be approved nor paid out in an amount greater than the employee's weekly average (see Appendix IV).

(2) The employee should not put him/herself on the schedule for the time for which vacation leave pay is being sought.

(3) At the latest, part-time, per diem Emergency Medical Technicians should start scheduling vacation leave once one week plus eight days of leave has been accrued.

(4) Vacation leave for part-time, per diem, Emergency Medical Technicians is denied if the conditions set forth in a1 and a2 are not met.

**16.4. Payment upon Termination of Employment.** Upon the death of an employee, any earned vacation leave not used shall be calculated and paid to the estate. An employee retiring, or otherwise separating, shall be entitled to a pro-rated allowance for the current year in which the separation or retirement becomes effective. Any vacation leave which may have been carried over from the previous year will be included.

**16.5. Scheduling of Vacation.** Vacation scheduling shall be subject to the following provisions:

(a) The Employer shall provide a window period from January 1 through February 15; during which employees may (but shall not be required to) submit requests for vacation leave during the balance of the year March 1 onward. If, at the end of the window period, there is a conflict regarding the choice of available vacation days, employees who have submitted their requests during the window period shall be given preference according to seniority; provided, however, that in case of a tie in seniority, preference will be given to those requests which are submitted first.

(b) In case of vacation requests made outside the window period, preference will be given to those requests which are submitted first; provided, however, that if two or more requests are submitted simultaneously, seniority shall prevail. The same preference will apply to vacation periods which begin in the months of January or February.

(c) If two or more requests are submitted simultaneously and there is a tie in seniority, preference will be determined according to employee ID number.

(d) If an employee believes he or she has been unfairly disadvantaged by exercise of the foregoing preferences, the matter will be referred for final resolution by a joint union-management committee established by the parties.

(e) It is understood in all cases that the scheduling of vacations must be approved by management and that approval shall be subject to legitimate operational needs. Management shall insure that vacation requests are acted upon promptly.

(f) Approvals of vacation requests submitted during the vacation request window, as specified in the current collective bargaining agreement as of January 1 through February 15 (of the current calendar year) will be issued prior to March 15 of the current calendar year.

(g) Vacation requests scheduled for time during the period of January 1 through February 15 will be considered by seniority on a first come, first served basis.

(h) No vacation leave is permitted on premium holidays.

## **ARTICLE 17 HOLIDAYS**

**17.1. Specified Holidays.** There shall be a minimum of fourteen (14) holidays per year in accordance with the schedule below:

New Year's Day

Independence Day

Day after Thanksgiving Day

King's Birthday

Labor Day

Christmas Eve

Washington's Birthday	Election Day	Christmas Day
Good Friday	Veteran's Day	Personal Holiday
Memorial Day	Thanksgiving Day	

Employees shall be permitted to take their Personal Holiday in the same manner as administrative leave. Additional holidays shall be granted as legally mandated or by determination of the Employer. Holidays that fall on Saturday shall be observed on Friday, and holidays that fall on Sunday shall be observed on Monday. For purposes of determining which shifts fall on a holiday, it is understood that holidays include the night shift on the day of the holiday but do not include the night shift which begins on the eve of the holiday.

**17.2. Holiday Pay Status.** To be eligible for holiday pay, an employee must be on active pay status and must have received payment for his last scheduled day before and first scheduled day after the holiday, or the employee must be on an unpaid Union leave.

**17.3. Holiday Compensation.** When a holiday falls on an employee's regularly scheduled work day, the employee will receive his or her normal day's pay for the holiday. If the holiday falls on a day which is not part of the employee's regular work schedule, the employee will receive a substitute day off which he or she may use within 60 calendar days, subject to normal scheduling approval by the Employer.

(a) In lieu of a substitute day off, cooks and nurses in the County Jail and investigators in the County Medical Examiner's Office will receive the equivalent of one day's pay for any holiday falling on the employee's regular day off. Employees in the Public Safety Telecommunicator and Emergency Medical Technician series may opt to receive payment in lieu of a substitute day off at any time prior to actually utilizing the day off.

(b) Notwithstanding the 60-day limit above, employees of the Pitman Golf Course shall be permitted to use substitute holidays any time in the same calendar year.

**17.4. Compensation for Holiday Work.** Work performed on any of the holidays designated in Section 17.1 shall be compensated as follows, which shall be in addition to the holiday compensation required by Section 17.3:

(a) Employees who work on a premium holiday (New Year's Day, Independence Day, Thanksgiving, and Christmas Day) will be paid for the hours worked at the rate of time-and-a-half. For purposes of this subsection, premium holidays will be deemed to fall on the days normally celebrated, regardless of whether these days are Saturdays or Sundays.

(b) Work performed on all other (non-premium) holidays shall be compensated at straight-time in the form of compensatory time off; provided, however, that cooks and nurses in the County Jail, Emergency Medical Technicians, and employees at the County Store will be compensated in the form of pay.

**17.5 Premium Holiday for Rotation for PST and EMT series.** For the four (4) premium holidays, employees in the PST and EMT series / whose regular rotation falls on the premium holiday may opt to work said holiday and all other remaining vacancies shall be filled on a reverse seniority basis based on the following rotating schedule (1, 2, 3, or 4 – see below) for the purpose of working a full 12-hour shift for one premium holiday per year. Said schedule is established in which each year is a different premium holiday for each rotation and the rotation starts anew in year five. Roster assignment is made upon employment, except for those employed at the signing of this contract in which case assignment will be made and implemented within 90 days and is fixed for the term of employment subject only to attrition requirements or redistribution. There will be a periodic review by management to maintain an approximate balance of 25% of workforce for each Holiday rotation.

1. Y1: New Year's Day, Y2: Independence Day, Y3: Thanksgiving, Y4: Christmas
2. Y1: Independence Day, Y2: Thanksgiving, Y3: Christmas, Y4: New Year's Day
3. Y1: Thanksgiving, Y2: Christmas, Y3: New Year's Day, Y4: Independence Day
4. Y1: Christmas, Y2: New Year's Day, Y3: Independence Day, Y4: Thanksgiving

## **ARTICLE 18 SICK LEAVE**

18.1. **Sick Leave Accrual.** All full-time employees shall be entitled to paid sick leave as follows, to be credited in hours (or fractions thereof) in accordance with Appendix IV:

(a) During the first calendar month of employment, employees who are hired prior to the 16th day of the month will earn one (1) sick day; all others hired prior to the 24th day of the month will earn one-half (2) sick day.

(b) During the remainder of the first calendar year, each employee will earn one (1) sick day for each additional month of employment.

(c) Thereafter, each employee will be credited with 15 sick days at the beginning of each calendar year in anticipation of continued employment, to be earned at the rate of one and one-quarter (1 1/4) days per month. Unused sick leave shall accumulate to the employee's credit from year to year. If an employee resigns or otherwise separates from employment, he or she will be liable for any paid sick leave which has been used in excess of the pro-rata entitlement for the year.

Sick leave for part-time employees shall be pro-rated.

18.2. **Use of Sick Leave.** Sick leave may be used in whole days or in increments of one-half hour, at the employee's regular rate of pay, in case of personal illness, accident, exposure to contagious disease, or on a short-term basis to care for a member of the employee's immediate family who is seriously ill. "Immediate family" shall consist of father, mother, step-father, step-mother, father-in-law, mother-in-law, grandmother, grandfather, grandchild, spouse, child, foster child, step-child, sister, brother, step-sister, step-brother, sister-in-law, brother-in-law, son-in-law, daughter-in-law, legal ward or legal guardian, and any relative or domestic partner of the employee residing in the employee's household.

(a) An employee taking leave to care for a family member may choose whether to use paid sick leave as authorized above or to use unpaid leave as authorized by Article 20 of this Agreement, or to use a combination of such leaves.

### 18.3. **Reporting of Absence on Sick Leave.**

(a) The employee shall notify his/her Department of a request for sick leave by following the Department's established procedure. Each Department shall supply their staff with the written procedure. The Department shall supply employees with a call-out number. Call-outs or other same day requests for time will not be accepted at any other department numbers. In those cases where departmental procedures include leaving a message for the supervisor, the employee will provide a call-back number. Furthermore, the County recognizes that only the employee may request the use of leave. Having another individual call out on behalf of the employee, unless in the case of extreme emergency, is not recognized as a legitimate request for sick leave and as such will be denied.

(b) Failure by the employee without sufficient cause to give the required notice may result in denial of sick leave for absence and constitute cause for disciplinary action.

(c) Absence without notice for five (5) consecutive days shall constitute a resignation.

18.4. **Medical Verification.** Should medical evidence be required under the circumstances to verify illness for purposes of granting sick leave, the employee shall be given timely notice on a case-by-case basis. If medical evidence is required, the employee must provide such evidence within 3 business days. Such evidence must be provided by a medical authority and specifically cover the time and date in question. Although failure to produce medical verification shall not be considered a disciplinary offense *per se*, it is understood that such failure may result in denial of sick leave. Abuse of sick leave shall be cause for disciplinary action:

18.5. **Substitution of Sick Leave.** In the event an employee requires sick or bereavement leave while on an approved vacation or administrative leave, the employee shall be permitted to substitute such leave accordingly with appropriate verification.

18.6. **Sick Leave Donation.** Any employee who has suffered from a catastrophic illness or injury may receive sick leave voluntarily donated by fellow employees, subject to the following conditions:

(a) A catastrophic illness or injury shall be understood as a condition which requires a period of treatment or recuperation, as a result of which the employee has been unable to work for at least two months or is expected to be out of work for at least two months based on medical prognosis.

(b) An employee will be eligible to receive up to 90 days of donated sick leave, provided he or she has exhausted all accrued sick, vacation, and administrative leave.

(c) An employee may donate up to 5 sick days to another employee provided he or she retains a balance of at least 40 sick days. An employee may donate up to 10 days provided he or she retains a balance of 80 days, or up to 15 days with a balance of 120 days.

(d) Any donated sick days that remain unused by the recipient upon his or her return to work will be restored to the donor employees on a pro-rated basis.

(e) No employee shall be subject to coercion of any kind in connection with the donation of sick leave. Donations will be strictly confidential.

**18.7 Sick Leave.** All employees shall be permitted to sell back up to ten (10) sick days at the end of the calendar year at a ratio of one (1) day's pay for every three (3) sick days. The employee must have at least 30 sick days in his/her sick time bank to be eligible for the sell back.

## **ARTICLE 19 MISCELLANEOUS PAID LEAVE**

**19.1. Administrative Leave.** Employees shall be allowed two (2) days off with pay annually for personal business, except that employees hired on or after July 1 shall be entitled to only one (1) administrative leave day in the first year of service. In addition, part-time employees who ordinarily work fewer than five days per week shall be entitled to only one administrative leave day per year. Except in cases of emergency, requests for administrative leave shall be submitted at least two (2) working days in advance to the appropriate department head. It is understood that in order to maintain sufficient service levels, management reserves the right to deny a request for administrative leave if services would be interrupted, hindered, or obstructed.

(a) No administrative leave time is permitted on premium holidays.

**19.2. Emergency Excusals.** In case of adverse weather or other emergency, the Employer may, at its discretion, excuse the employees from work without loss of pay.

(a) Employees who are required to work on such days while the rest of the work force is excused shall receive straight-time compensatory time off or cash at the option of the Employer for the time worked. Employees who are on leave or scheduled off in such cases shall not be entitled to any additional compensation as a result of emergency excusals.

(b) Employees who are not excused from work but are nonetheless prevented from getting to the job because of emergency conditions shall be permitted to use administrative leave, vacation, or compensatory time off, unless the Employer offers transportation to and from the job.

**19.3. Jury Duty.** Employees who are summoned for jury duty shall be excused from work without loss of pay for such time as may be needed. In the case of shift workers, paid time off shall be granted for the shift immediately preceding or immediately following the affected day shift. If an employee is dismissed from jury duty before the end of his or her shift, the employee shall be expected to return to work, unless expressly excused by the appropriate supervisor or department head. An employee who is excused from work shall be required to turn over to the Employer any per diem fee received for jury duty.

**19.4. Disability Leave.**

(a) In case of disability due to illness or injury as a result of, or arising from, an employee's job, the Employer shall provide paid disability leave as follows:

(1) Two (2) weeks at 100% of base pay;

(2) Twenty-four (24) weeks at 85% of base pay.

Employees shall not be required to use their regular sick leave in such cases, provided the insurance carrier has determined that the disability is job-related. In the event the employee receives periodic Workers' Compensation benefits, disability leave payments will be offset or reduced correspondingly to prevent duplication. After twenty-six (26) weeks of paid disability leave, employees who are so entitled will receive state-mandated Workers' Compensation benefits only.

(b) While on paid disability leave, the employee will accrue vacation and sick leave and will be covered by the health insurance provisions of this Agreement. In no event, however, shall the employee be entitled in any calendar year to more than fifty-two (52) weeks of paid leave inclusive of sick and vacation time. The employee will accrue clothing allowance on a pro-rated basis for the time actually worked during the year.

(c) Employees will be permitted time off without loss of pay for doctor's visits or therapy during the workday in connection with any compensable illness or injury.

#### 19.5. Bereavement Leave.

(a) Employees covered under this Agreement shall suffer no loss of regular straight-time pay for absence due to death in the immediate family, up to a maximum of four (4) days annually. Bereavement leave may be taken in whole or half days.

(b) For purposes of this section, "immediate family" shall include the following relatives of the employee or the employee's spouse or domestic partner: father, mother, step-father, step-mother, grandmother, grandfather, grandchild, spouse, child, foster child, step-child, sister, brother, step-sister, step-brother, sister-in-law, brother-in-law, son-in-law, daughter-in-law, niece, nephew, first cousin, aunt, and uncle. In addition, "immediate family" shall include any relative or domestic partner of the employee residing in the employee's household.

(c) Sick leave may be utilized for bereavement in excess of the bereavement leave provided for in this section.

(d) Reasonable documentation of a death in the employee's immediate family should be produced by the employee if requested by the Employer. Although failure to produce documentation shall not be considered a disciplinary offense *per se*, it is understood that such failure may result in denial of bereavement leave.

## **ARTICLE 20 UNPAID LEAVES OF ABSENCE**

20.1. **Requests for Leave.** Upon request, an employee may be granted a leave of absence without pay for up to six months where necessary for medical reasons, maternity or paternity, or for other reasons satisfactory to the Employer. Such leave may be extended for an additional six months where circumstances warrant. Requests for leave shall not be unreasonably denied. Upon returning from an approved leave, an employee shall be restored to his or her previous position or to an equivalent position.

(a) An employee requesting medical leave will be required to provide a medical certification to Human Resources explaining why leave is needed.

(b) Requests for leave shall be made at least two weeks in advance whenever possible. If two weeks's notice is not possible, the employee shall give notice as soon as practicable. Except in cases of emergency, requests shall be in writing. The Employer shall respond promptly in writing as well.

(c) When requesting leave, an employee shall specify the starting date and the anticipated date of return in so far as possible. If there is to be a change in the return date, the employee will be responsible for notifying the Employer with reasonable promptness, but in no event less than two working days prior to the new return date, unless notice is waived by the Employer.

(d) Before returning to work, employees who are on leave because of their own illness or injury may be required to submit a certification from their health care provider verifying that they are able to resume working. Notice of this requirement will be given to each affected employee sufficiently in advance of the anticipated return date. Any medical inquiries made in connection with a return from leave shall be limited to the condition which occasioned the employee's

leave, unless the Employer has an independent basis to believe the employee is unable to perform his or her essential functions.

20.2. **Pregnancy Leave.** Disability due to pregnancy shall be considered as any other disability in accordance with Federal law.

20.3. **Family and Medical Leave.** All applicable requirements of the state Family Leave Act and the federal Family and Medical Leave Act shall be followed with respect to employees who request leave for the following purposes:

- (a) childbirth;
- (b) care of a newborn child, a newly adopted child, or a newly placed foster child;
- (c) care of a parent, child or spouse with a serious health condition; or
- (d) a serious health condition on the part of the employee.

In accordance with the FMLA, employees with at least one year of service who have worked for the Employer at least 1,250 hours in the preceding 12 months (1,000 hours under the FLA) are entitled to 12 weeks of qualifying leave during a 12-month period (24-month period under the FLA). An employee's 12-month leave period shall be measured beginning with his or her first day of FMLA leave. Paid leave time will count as time worked for purposes of meeting the hours-of-work threshold. However, paid vacation, administrative, or compensatory time off shall not be counted against an employee's 12-week FMLA or FLA entitlement, regardless of whether such leave is used for an otherwise qualifying reason.

20.4. **Continuation of Health Benefits.** Any employee taking an unpaid leave of absence shall be permitted to continue his/her health benefit coverage after employer-paid coverage ends by paying the monthly premiums prior to the coverage month. In addition, an eligible employee who takes leave qualifying under the state Family Leave Act or the federal Family and Medical Act shall have coverage continued by the Employer during such leave.

## **ARTICLE 21 UNION LEAVE**

21.1. **Leave for Union Activities.** The Employer agrees to allow a total of 200 days aggregate unpaid leave annually for all employees of the County Freeholder Board and Row Officers who are represented by the Union to participate in Union activities. Such days may be utilized in one-half day increments. If, however, the Local President is a member of the bargaining unit(s) covered by this Agreement, the Employer agrees to allow 100 unpaid days, to be used either for training activities or by the Local President at his or her discretion. Requests for Union leave shall be applied for by the Local President. All requests for Union leave must be submitted at least two (2) working days in advance to the County Administrator with a copy to the Department Head. Waiver of the notice requirement may be granted.

21.2. **Leave for Union Office.** On request, the Employer shall allow six months unpaid leave for the Local President and one other employee to work in an elective or appointed Union position, provided the request is made at least twenty-one (21) days in advance and provided that approval for employees in the County Clerk's Office will be subject to operational requirements. Such leaves shall be renewable for an additional six months, with the same notice requirement. Upon the expiration of such leave, full benefits shall be restored to the affected employees.

21.3. **Release Time for Meetings with Management.** No Union representative shall suffer a loss in pay while attending any jointly agreed Union-Employer meeting, or for reasonable travel time to and from such meetings. It is understood that such joint meeting and travel time is considered work time. This section is not intended to include time other than the regularly scheduled base workday.

## **ARTICLE 22**

### **GRIEVANCE PROCEDURE**

22.1. **Purpose.** The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment, consistent with applicable laws, regulations, contractual obligations, operational requirements, and standards of fairness. Nothing herein shall be construed as preventing an employee with a grievance from discussing the matter informally with any appropriate supervisor.

22.2. **Definition.** The term "grievance" as used herein shall mean an appeal of the interpretation, application, or violation of applicable written policies, written agreements, or administrative decisions affecting the terms and conditions of employment.

#### 22.3. **General Provisions.**

(a) *Election of remedies.* In the event a dispute is appealed to the State Merit System Board, Division on Civil Rights, court, or other forum provided by law, the appellant (*i.e.*, employee and/or Union) shall not be entitled to pursue the matter to arbitration by means of the grievance procedure set forth herein.

(b) Formal grievances shall be presented through the Union, and an aggrieved employee shall be represented at all stages of the grievance procedure by a steward or other designated Union representative. Notwithstanding this provision, if the Union declines to present a grievance on behalf of an employee, the employee may present the grievance himself or herself at the lowest applicable level of the grievance procedure.

(c) A grievance must be filed within 21 calendar days after the occurrence giving rise to the grievance. Failure to file or advance a grievance within the prescribed time limits shall constitute forfeiture. However, time limits for filing or responding to grievances at any step may be extended by consent of the parties.

(d) Union representatives shall be afforded reasonable opportunity to investigate and process grievances during working hours without loss of regular straight-time pay, provided that permission is obtained in advance from the appropriate department head or his/her designee if this should require the union representative to be absent from the job or to be otherwise relieved of his or her regular responsibilities for a temporary period. Failure of a Union representative to seek advance permission to be absent from duties to investigate and process such matters is subject to disciplinary action.

(e) Grievances shall be initiated at the lowest step of the grievance procedure in which the management representative has authority to adjust the matter. Steps may also be waived in appropriate circumstances by agreement of the parties.

(f) Grievances processed through the steps of the grievance procedure as provided herein shall be in writing and signed by the grievant or Union representative. Responses shall also be in writing.

(g) All parties shall provide discovery upon request, with reasonable promptness.

#### 22.4. **Steps.**

*Step 1.* The grievance shall be taken to the appropriate department head or designee, who shall make an effort to resolve the problem and respond within seven (7) calendar days.

*Step 2.* If not resolved at the previous level, the grievance may be submitted within fourteen (14) calendar days after receipt of management's response to the County Administrator, who shall render a decision in writing within fourteen (14) calendar days thereafter. A copy of the Step 1 filing, together with a copy of the Step 1 response, if any, shall be furnished to the Administrator at his or her request. If requested by the Union, an informal conference will be provided prior to the decision of the Administrator or his designee, except that the Director may notify the parties to make written submissions in lieu of a conference if there is no material dispute over the facts.

*Step 3.* If the Union is not satisfied with the decision of the County Administrator, the matter may be appealed to the Board of Freeholders within fourteen (14) calendar days after receipt by filing the grievance with the Freeholder Director. The Freeholder Director or his/her designee shall consider the matter and render a written decision on behalf of the Board within twenty-one (21) calendar days. If a hearing is requested at this Step, the Freeholder Director may designate himself or the County Administrator, County Counsel, or other designee to conduct the hearing, which shall be

held prior to the Freeholder Director's or his/her designee's decision. If the Union objects to the Director's or his/her designee's decision, it may request the full Board to review the decision by filing notice to the Clerk of the Board within fourteen (14) calendar days after receipt. The Board may then consider the matter as a body but shall not be required to do so unless so moved by one or more members of the Board. If no action is taken by the Board to reject or modify the Director's or his/her's designee decision within twenty-one (21) calendar days, the decision shall stand.

*Step 4.* If the Union is not satisfied with the response to the grievance at the preceding step, either by the Freeholder Director or by the full Board, demand for arbitration may be made by the Union to the Public Employment Relations Commission within thirty (30) calendar days thereafter. Unless agreed otherwise by the parties, the arbitrator shall be selected pursuant to the procedures of the Public Employment Relations Commission.

(a) Arbitration shall be limited to grievances based upon the interpretation, application, or violation of an express provision of this Agreement. A disciplinary grievance shall not be submitted for arbitration where a statutory right of appeal to the New Jersey Civil Service Commission is available.

(b) The arbitrator shall not add to, subtract from, or modify the terms of this Agreement.

(c) No more than one grievance or issue may be submitted to a single arbitrator unless otherwise agreed to in writing by the parties.

(d) It is understood that arbitration is limited to the four corners of the Agreement and the arbitrator is not to consider any past practice precedent.

(e) The arbitrator shall issue an award in writing to the parties, which shall be final and binding.

(f) The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses, and the cost of the hearing room shall be borne equally by the County and the Union. Any other expenses shall be paid by the party incurring them.

**22.5. Row Offices.** Employees of the County Clerk, Surrogate, and Sheriff shall follow the grievance procedure set forth above, with the following exceptions:

(a) Grievances at step 1 shall be presented to the Deputy County Clerk, Undersheriff, or Deputy Surrogate (or their designees) as appropriate.

(b) Grievances at step 2 shall be presented to the County Clerk, Surrogate, or Sheriff (or their designees) as appropriate.

(c) Step 3 shall not apply except where the County Clerk, Surrogate, or Sheriff expressly defers to the Board of Freeholders with respect to the grievance.

## **ARTICLE 23 DISCIPLINARY ACTIONS**

**23.1. Just Cause.** All disciplinary actions shall be for just cause. Penalties for misconduct may consist of written reprimands, suspensions, fines, demotions, or discharge. It is understood that demotions or discharges resulting from layoffs or Department of Personnel bumping procedures are not to be considered disciplinary actions. Except in extreme cases of misconduct, discipline shall be intended as corrective and shall be progressive in nature.

**23.2. Disciplinary Charges.** Employees are obligated to comply conscientiously with all rules and regulations of the Employer, provided such rules do not conflict with the express provisions of this Agreement and are not otherwise unlawful or improper. Employees may be disciplined for incompetence, inefficiency, or failure to perform assigned duties; insubordination; inability to perform assigned duties; chronic or excessive absenteeism or lateness; conviction of a crime; conduct unbecoming a public employee; neglect of duty; misuse of public property; discrimination in regard to equal employment opportunity, including sexual harassment; and other sufficient cause.

(a) An employee who refuses to properly use provided safety equipment will be subject to progressive discipline, mandatory training or retraining and may face the penalty of termination if employee continues to refuse to



comply with safety practices. This section is not to diminish the Employer's ability to immediately suspend an employee and prior to a hearing where it is determined that the employee is unfit for duty or is a hazard to any person if permitted to remain on the job, or that an immediate suspension is necessary to maintain safety, health, order or effective direction of public services (4A:2-2.5(a)1).

(b) An employee who fails to report the loss or suspension of driving privilege may face the penalty of termination, only if a CDL and/or driver's license is required to perform job.

23.3. **Union Representation at Hearings.** An employee is entitled to have Union-appointed representation at any disciplinary hearing. Employees who are required as witnesses at such hearings, as well as the union representative, shall suffer no loss of regular straight time pay, provided every effort is made to keep the loss of working time to a minimum.

23.4. **Weingarten Rights.** An employee who reasonably believes that he or she may be subject to disciplinary action in connection with any questioning by the Employer, shall be entitled to have a Union representative present during such questioning. This shall not apply to interviews which are intended only to provide counseling, information, or instruction.

23.5. **Time Limit for Requesting Departmental Hearings.** Any employee who receives a preliminary notice of major disciplinary action pursuant to Department of Personnel rules shall be allowed ten days in which to request a departmental hearing.

23.6. **Limitations on Drug and Alcohol Testing.** Employees shall be subject to drug or alcohol testing only as required by law and in accordance with procedures prescribed by state or federal agencies except for those employees working in the title series of Emergency Medical Technician or Public Safety Telecommunicator series which are safety sensitive positions who will be subject to mandatory random drug and alcohol testing, under the same protocol that is currently used for employees with CDL's. Testing of all EMTs and PSTs, including part-time EMTs and PSTs, will be on work time. Whenever an employee is suspended, required to take a leave of absence, or otherwise relieved of regular duties because of a violation of alcohol or drug rules, the Employer shall insure that the employee is referred within five days to an appropriate substance abuse professional for evaluation. The Employer agrees to reimburse employees for mileage at the IRS rate if an employee has to drive his/her own vehicle to drug or alcohol testing site.

23.7 **Notice to Union of Disciplinary Actions.** The Union shall be notified of all disciplinary actions involving written reprimands or greater for employees in the bargaining units.

## **ARTICLE 24 PERSONNEL RECORDS**

24.1. **Personnel Records and Notices.** Upon reasonable prior request, the official personnel records of any employee shall be open to the inspection of the employee. Copies of the contents shall be available upon request; any reproduction costs shall be paid by the employee. Any employee who is appointed to a new title or receives a promotion will be given written notice of such new title or promotion, with the effective date thereof.

24.2. **Disciplinary Records.** An employee will be given a copy of any disciplinary document which is placed in the employee's official personnel file.

24.3. **Furnishing of Personnel Information to the Union.** The Employer will furnish to the Union on a monthly basis a listing of all new hires, terminations, title changes, out-of-title assignments, and transfers from one department to another within the bargaining unit(s). Upon reasonable prior request, the Employer will also furnish to the Union a list of home addresses for employees represented by the Union.

**ARTICLE 25**  
**SENIORITY AND BREAKS IN SERVICE**

25.1. Resignations. Employees who resign will give two weeks' notice, except that the Employer may consent to shorter notice if circumstances reasonably prevent the employee from giving the required notice. An employee may be permitted to rescind his or her resignation for good cause within seventy-two (72) hours after submission.

(a) Part-time Emergency Medical Technicians and Public Safety Telecommunicators not submitting availability for three (3) consecutive schedule periods will be considered to have resigned from employment with the County of Gloucester.

25.2. Seniority Defined. Seniority will be defined as length of employment for the same jurisdiction, beginning with the employee's date of hire, without actual interruption due to resignation, retirement, or removal. Employees who resign in good standing and are subsequently rehired within sixty (60) days will be considered to have no interruption in continuous service.

**ARTICLE 26**  
**JOB OPENINGS**

26.1. Posting. All job openings shall be posted on an appropriate bulletin board for a period of at least five (5) working days prior to filling such opening. However, such posting shall not be required in the case of regular appointments to be made from certifications issued by the New Jersey Department of Personnel. Employees may apply for posted positions within the five (5) working days. Nothing herein shall restrict the Employer's right to assign work on an interim basis.

26.2. Promotional Criteria. The Employer reserves sole determination to make promotional appointments. In all instances, the employees promoted must possess the skill, knowledge, and potential ability to learn the job within a reasonable period of time, to be determined by the Employer. When qualifications are substantially equal, the Employer will consider seniority before making the appointment.

**ARTICLE 27**  
**LAYOFFS**

27.1. Notice of Layoffs. The Employer agrees that the Union shall be given advance written notification if lay-offs are anticipated, stating the reasons for such action. Lay-offs shall be in accordance with Department of Personnel rules and regulations, where applicable.

27.2. Rights of Provisional and Unclassified Employees. Provisional and unclassified employees who have been employed for more than ninety (90) days shall be entitled to twenty-one (21) days' notice in the event of layoff and shall be laid off and recalled on the basis of "last in, first out" per job title. In the event openings become available, laid-off employees will be eligible for recall in reverse order of layoff for a period of one (1) year from separation.

27.3. Severance Payments. Any employee who is laid off shall be entitled to a severance payment equal to three weeks of the employee's regular pay.

**ARTICLE 28**  
**HEALTH AND SAFETY**

28.1. Health and Safety Committee. There shall be a Health and Safety Committee composed of a maximum of five (5) members selected by the Employer and five (5) selected by the Union to review occupational safety and health concerns affecting the employees and to discuss possible remedies for such problems. The committee shall meet quarterly or as may be mutually agreed. In the event the Employer schedules a meeting of the Health and Safety Committee during working hours, employee members of the Committee shall suffer no loss of regular straight-time pay.

28.2. **Legal Mandates.** Legal mandates regarding occupational and environmental health and safety incumbent upon the Employer shall continue to be observed.

28.3. **Protective Devices.** Protective devices required by the Employer or by applicable OSHA standards shall be supplied without charge to the affected employees. Failure of employees to use necessary protective devices provided by the Employer will result in the employees being subject to discipline. The Employer agrees to take reasonable precautions concerning employees who, as a result of their jobs, are at a special risk of exposure to communicable diseases.

28.4. **Information to Be Furnished.** Records of the Employer concerning chemicals used on the job by employees, and the result of any chemical test upon employees in the possession of the Employer shall be available for inspection by the Committee. In accordance with law and upon reasonable request and notice to the Employer, the Employer will furnish to the Union health and accident information which may be required by the Union in order to perform its representational duties. Where necessary, the Union will secure appropriate releases from employees involved regarding information affecting them.

**28.5. Fitness-for-Duty Procedures.**

(a) Examinations and other medical inquiries for the purpose of determining whether employees are able to perform their essential duties and do not pose a threat to health or safety on the job shall be in conformity with the Americans with Disabilities Act, the New Jersey Law Against Discrimination, the Family & Medical Leave Act, and any other applicable laws.

(b) Whenever an employee is required by the Employer to undergo a fitness-for-duty examination, the Employer will notify the employee of the reason. The examination will be conducted at the expense of the Employer, without loss of pay or benefits to the employee. All medical information concerning employees will be safeguarded to protect confidentiality.

(c) Employees in the Emergency Medical Technician title series will be required to undergo an annual physical exam. The parameters of the physical exam shall follow same parameters of the functional capacity test. Annual physical exams will begin in April 2016 with further testing to be done on a quarterly basis. If an employee is on medical leave or under the care of the County's workers' compensation doctor, the employee will not be tested until receiving full medical clearance by the employee's treating physician or by the County's workers' compensation doctor if applicable. If an employee fails a test and is placed in unpaid status, an employee shall have the option of using the employee's accrued paid leave time. If an employee fails the physical exam, an employee will have up to three months to re-take and pass the exam.

## **ARTICLE 29 BULLETIN BOARDS**

29.1. **Furnishing of Union Bulletin Boards.** Reasonable space will be provided by the Employer for Union materials to be posted on centrally located bulletin boards at such work sites as shall be mutually agreed upon. This space shall be designated solely for Union use.

## **ARTICLE 30 LABOR-MANAGEMENT LIAISON**

30.1. **Meetings.** Each party to this Agreement shall designate a representative to meet as necessary in order to promote harmonious labor relations by discussing and resolving problems of mutual concern. The representatives shall meet quarterly or by request of either party if circumstances warrant such a meeting. Such meetings shall be held outside of normal work hours unless mutually designated otherwise.

**ARTICLE 31**  
**SUPPLEMENTAL COMPENSATION FOR RETIREES**

31.1. **Payments upon Retirement.** Upon retiring on pension, an employee shall be eligible for a one-time supplemental payment based on the number of unused sick days remaining to the employee's credit. Supplemental compensation for retirees shall be eliminated except for employees with 20 or more years of service on the date of the signing of the Agreement.

31.2. **Calculation of Payment to Retirees.** The supplemental payment for retirees will be calculated as follows:

(a) The number of unused sick days will be divided in half;

(b) The result in (a) will be multiplied by the value of a day's pay for the employee at retirement;

(c) The resulting figure will constitute the supplemental payment, except that in no case shall such payment exceed \$15,000.

**ARTICLE 32**  
**EVALUATIONS**

32.1. **Periodic Evaluation.** Each employee may be evaluated in writing at least once per year as management may deem necessary or as required by Department of Personnel rules and regulations or other such legal mandates. Nothing herein is intended to preclude corrective action by the Employer at any time management considers it necessary.

32.2. **Evaluation Criteria.** Employees shall be informed of evaluation criteria as soon as developed by the Employer and informed of any subsequent changes in evaluation criteria.

32.3. **Review of Evaluation.** The completed evaluation shall be shown to the employee for review, and such employee shall affix his/her signature. Such signature shall not indicate agreement or disagreement with the contents of the evaluation. A copy will be furnished to the employee concerned.

32.4. **Conference.** If requested, the supervisor or manager shall provide a conference to the employee in order to discuss the evaluation and improvement goals where applicable.

32.5. **Reconsideration and Exceptions.** If the employee disagrees with the evaluation, he/she may request a reconsideration and/or note exceptions to the official record.

32.6. **Appeals.** Appeal of the evaluation may be made through the grievance procedure, except that final and binding determination shall reside with the chief administrator. If the evaluation is a primary or contributing factor in any adverse action, the employee shall have such appeal rights as provided by law or this Agreement.

**ARTICLE 33**  
**MANAGEMENT RIGHTS**

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

(a) The executive management and administrative control of the County Government and its properties and facilities and activities of its employees by utilizing personnel, methods, and means of the most appropriate and efficient manner possible as may from time to time be determined by the Employer.

(b) To make rules of procedure and conduct, to introduce and use new and improved methods and equipment, to contract out for goods and services, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required.

(c) The right of management to make, maintain, and amend such reasonable rules and regulations as it may from time to time deem best for the purpose of maintaining order, safety, and/or the effective operation of the County after

advance notice thereof to the employees and to require compliance by the employees, provided that any changes in the Employer's personnel policies and procedures are presented to the Union when distributed to department heads or within 10 days after adoption, whichever is sooner.

(d) To hire all employees, and subject to the provisions of law, to determine their qualifications and conditions of continued employment, or assignment, and to promote and transfer employees.

(e) To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for good and just cause according to law.

(f) To lay off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive or for other legitimate reason.

(g) To subcontract any of the work performed by employees covered by this Agreement for reasons of economy or other legitimate business reasons provided the Union is consulted sixty (60) days in advance.

33.2. **Limitations.** In the exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Employer, the adoption of policies, rules, regulations, and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States.

33.3. **Statutory Rights.** Nothing contained herein shall be construed to deny or restrict the Employer of its rights, responsibilities, and authority under R.S. 40A, or any other national, state, county or local laws or regulations.

## **ARTICLE 34 MAINTENANCE OF OPERATIONS**

34.1. **Governmental Operations.** It is recognized that the need for continued and uninterrupted operation of the County's departments and agencies is of paramount importance to the citizens of the community and that there should be no interference with such operations.

34.2. **Job Actions Prohibited.** The Union covenants and agrees that neither the Union nor any person acting in its behalf, will cause, authorize, engage in, sanction, assist or support, nor will any of its members take part in, any strike, work stoppage, slowdown, walkout or other job action against the Employer during the term of this Agreement. It is understood that employees who participate in such activities may be subject to disciplinary action.

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

## **ARTICLE 35 MILITARY LEAVE**

35.1. **Statutory Rights.** Employees in the military service, including the New Jersey National Guard or United States Armed Forces Reserves, shall be entitled to such leave provisions as may be required by law.

## **ARTICLE 36 INDEMNIFICATION**

36.1. **Tort Claims.** The Employer will indemnify an employee for damages resulting from any tort claim or any civil violation of state or federal law arising out of the employee's job, if, in the opinion of the Employer, the acts committed by the employee upon which the damages are based did not constitute fraud, malice, willful misconduct, or intentional wrongdoing.

**ARTICLE 37  
SEVERABILITY**

37.1. Severability and Savings. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

**ARTICLE 38  
FULLY-BARGAINED CLAUSE**

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

38.2. Modification. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

38.3. Reopener. Following ratification of this Agreement, the parties shall reopen negotiations concerning salary upgrades for such job titles as either party may propose. In addition, the parties shall reopen negotiations at the request of either party with regard to the subjects set forth in the settlement agreement.

**ARTICLE 39  
TERM OF AGREEMENT**

39.1. Effective Dates. This Agreement shall be effective immediately on the date of signing below and shall continue in full force and effect through December 31, 2023. The parties shall commence negotiations on a successor Agreement pursuant to regulations of the Public Employment Relations Commission.

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to affix their signatures this 25<sup>th</sup> day of May, 2020.

FOR THE UNION

Michael Blomquist  
Brian O'Donnell  
Lynise Heide  
Merrin Carter

FOR THE EMPLOYER

[Signature]  
[Signature]  
[Signature]  
[Signature]

APPENDIX I  
Salary Schedule A  
Effective January 1, 2019

Range	Incr.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	\$1,003.45	\$29,435	\$30,438	\$31,442	\$32,445	\$33,449	\$34,452	\$35,455	\$36,459	\$37,462	\$38,466	\$39,469	\$40,473	\$41,476	\$42,480
2	\$1,043.73	\$30,616	\$31,659	\$32,703	\$33,747	\$34,791	\$35,834	\$36,878	\$37,922	\$38,966	\$40,009	\$41,053	\$42,097	\$43,140	\$44,184
3	\$1,085.94	\$31,854	\$32,940	\$34,026	\$35,112	\$36,198	\$37,284	\$38,370	\$39,455	\$40,541	\$41,627	\$42,713	\$43,799	\$44,885	\$45,971
4	\$1,130.09	\$33,149	\$34,280	\$35,410	\$36,540	\$37,670	\$38,800	\$39,930	\$41,060	\$42,190	\$43,320	\$44,450	\$45,580	\$46,710	\$47,841
5	\$1,176.56	\$34,512	\$35,689	\$36,866	\$38,042	\$39,219	\$40,395	\$41,572	\$42,748	\$43,925	\$45,101	\$46,278	\$47,455	\$48,631	\$49,808
6	\$1,225.36	\$35,944	\$37,169	\$38,395	\$39,620	\$40,845	\$42,071	\$43,296	\$44,521	\$45,747	\$46,972	\$48,198	\$49,423	\$50,648	\$51,874
7	\$1,276.70	\$37,450	\$38,727	\$40,003	\$41,280	\$42,557	\$43,834	\$45,110	\$46,387	\$47,664	\$48,940	\$50,217	\$51,494	\$52,771	\$54,047
8	\$1,330.51	\$39,029	\$40,359	\$41,690	\$43,020	\$44,351	\$45,681	\$47,012	\$48,342	\$49,673	\$51,003	\$52,334	\$53,664	\$54,995	\$56,325
10	\$1,387.02	\$40,686	\$42,073	\$43,460	\$44,847	\$46,234	\$47,621	\$49,008	\$50,395	\$51,782	\$53,169	\$54,557	\$55,944	\$57,331	\$58,718
11	\$1,446.15	\$42,420	\$43,867	\$45,313	\$46,759	\$48,205	\$49,651	\$51,097	\$52,544	\$53,990	\$55,436	\$56,882	\$58,328	\$59,774	\$61,220
12	\$1,508.45	\$44,249	\$45,757	\$47,266	\$48,774	\$50,283	\$51,791	\$53,299	\$54,808	\$56,316	\$57,825	\$59,333	\$60,842	\$62,350	\$63,859
13	\$1,573.68	\$46,161	\$47,734	\$49,308	\$50,882	\$52,455	\$54,029	\$55,603	\$57,177	\$58,750	\$60,324	\$61,898	\$63,471	\$65,045	\$66,619
14	\$1,642.38	\$48,176	\$49,818	\$51,461	\$53,103	\$54,746	\$56,388	\$58,030	\$59,673	\$61,315	\$62,958	\$64,600	\$66,242	\$67,885	\$69,527
15	\$1,714.61	\$50,296	\$52,010	\$53,725	\$55,440	\$57,154	\$58,869	\$60,583	\$62,298	\$64,013	\$65,727	\$67,442	\$69,156	\$70,871	\$72,586
16	\$1,790.22	\$52,514	\$54,304	\$56,094	\$57,884	\$59,674	\$61,465	\$63,255	\$65,045	\$66,835	\$68,626	\$70,416	\$72,206	\$73,996	\$75,786
17	\$1,869.87	\$54,850	\$56,720	\$58,590	\$60,460	\$62,329	\$64,199	\$66,069	\$67,939	\$69,809	\$71,679	\$73,549	\$75,418	\$77,288	\$79,158
18	\$1,953.23	\$57,296	\$59,249	\$61,202	\$63,155	\$65,109	\$67,062	\$69,015	\$70,968	\$72,922	\$74,875	\$76,828	\$78,781	\$80,735	\$82,688
19	\$2,040.61	\$59,858	\$61,899	\$63,939	\$65,980	\$68,021	\$70,061	\$72,102	\$74,142	\$76,183	\$78,224	\$80,264	\$82,305	\$84,346	\$86,386
20	\$2,132.83	\$62,564	\$64,697	\$66,829	\$68,962	\$71,095	\$73,228	\$75,361	\$77,494	\$79,626	\$81,759	\$83,892	\$86,025	\$88,158	\$90,291
21	\$2,229.23	\$65,391	\$67,620	\$69,849	\$72,079	\$74,308	\$76,537	\$78,766	\$80,996	\$83,225	\$85,454	\$87,683	\$89,912	\$92,142	\$94,371
22	\$2,330.75	\$68,368	\$70,699	\$73,030	\$75,361	\$77,691	\$80,022	\$82,353	\$84,684	\$87,014	\$89,345	\$91,676	\$94,007	\$96,337	\$98,668
23	\$2,437.30	\$71,494	\$73,932	\$76,369	\$78,806	\$81,243	\$83,681	\$86,118	\$88,555	\$90,993	\$93,430	\$95,867	\$98,305	\$100,742	\$103,179
24	\$2,548.87	\$74,767	\$77,316	\$79,865	\$82,414	\$84,963	\$87,512	\$90,060	\$92,609	\$95,158	\$97,707	\$100,256	\$102,805	\$105,354	\$107,903
25	\$2,666.64	\$78,221	\$80,888	\$83,555	\$86,221	\$88,888	\$91,554	\$94,221	\$96,888	\$99,554	\$102,221	\$104,888	\$107,554	\$110,221	\$112,888
26	\$2,789.67	\$81,830	\$84,619	\$87,409	\$90,199	\$92,988	\$95,778	\$98,568	\$101,357	\$104,147	\$106,937	\$109,726	\$112,516	\$115,306	\$118,095
27	\$2,918.87	\$85,621	\$88,540	\$91,459	\$94,378	\$97,297	\$100,215	\$103,134	\$106,053	\$108,972	\$111,891	\$114,810	\$117,729	\$120,648	\$123,566

**APPENDIX I**  
**Salary Schedule B**  
**Effective January 1, 2020**

Range	Incr.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
<b>1</b>	<b>\$1,026.03</b>	\$30,097	\$31,123	\$32,149	\$33,175	\$34,201	\$35,227	\$36,253	\$37,279	\$38,305	\$39,331	\$40,357	\$41,383	\$42,409	\$43,435
2.5 Hr Adj.		\$32,412	\$33,517	\$34,622	\$35,727	\$36,832	\$37,937	\$39,042	\$40,147	\$41,252	\$42,357	\$43,462	\$44,567	\$45,672	\$46,777
5.0 Hr Adj.		\$34,727	\$35,911	\$37,095	\$38,279	\$39,463	\$40,647	\$41,831	\$43,014	\$44,198	\$45,382	\$46,566	\$47,750	\$48,934	\$50,118
7.5 Hr Adj.		\$37,042	\$38,305	\$39,568	\$40,831	\$42,094	\$43,356	\$44,619	\$45,882	\$47,145	\$48,408	\$49,670	\$50,933	\$52,196	\$53,459
<b>2</b>	<b>\$1,067.21</b>	\$31,305	\$32,372	\$33,439	\$34,506	\$35,573	\$36,641	\$37,708	\$38,775	\$39,842	\$40,909	\$41,977	\$43,044	\$44,111	\$45,178
2.5 Hr Adj.		\$33,713	\$34,862	\$36,011	\$37,161	\$38,310	\$39,459	\$40,608	\$41,758	\$42,907	\$44,056	\$45,206	\$46,355	\$47,504	\$48,654
5.0 Hr Adj.		\$36,121	\$37,352	\$38,583	\$39,815	\$41,046	\$42,278	\$43,509	\$44,740	\$45,972	\$47,203	\$48,435	\$49,666	\$50,897	\$52,129
7.5 Hr Adj.		\$38,529	\$39,842	\$41,155	\$42,469	\$43,783	\$45,096	\$46,410	\$47,723	\$49,037	\$50,350	\$51,664	\$52,977	\$54,291	\$55,604
<b>3</b>	<b>\$1,110.37</b>	\$32,571	\$33,681	\$34,791	\$35,902	\$37,012	\$38,123	\$39,233	\$40,343	\$41,454	\$42,564	\$43,674	\$44,785	\$45,895	\$47,005
2.5 Hr Adj.		\$35,076	\$36,272	\$37,468	\$38,663	\$39,859	\$41,055	\$42,251	\$43,447	\$44,642	\$45,838	\$47,034	\$48,230	\$49,425	\$50,621
5.0 Hr Adj.		\$37,582	\$38,863	\$40,144	\$41,425	\$42,706	\$43,988	\$45,269	\$46,550	\$47,831	\$49,112	\$50,393	\$51,675	\$52,956	\$54,237
7.5 Hr Adj.		\$40,087	\$41,454	\$42,820	\$44,187	\$45,553	\$46,920	\$48,287	\$49,653	\$51,020	\$52,386	\$53,753	\$55,120	\$56,486	\$57,853
AA SFD 1 day		\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582
AA SFD 3days		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
<b>4</b>	<b>\$1,155.51</b>	\$33,895	\$35,051	\$36,206	\$37,362	\$38,517	\$39,673	\$40,828	\$41,984	\$43,139	\$44,295	\$45,450	\$46,606	\$47,761	\$48,917
2.5 Hr Adj.		\$36,503	\$37,747	\$38,991	\$40,236	\$41,480	\$42,725	\$43,969	\$45,213	\$46,458	\$47,702	\$48,947	\$50,191	\$51,435	\$52,680
5.0 Hr Adj.		\$39,110	\$40,443	\$41,777	\$43,110	\$44,443	\$45,776	\$47,110	\$48,443	\$49,776	\$51,110	\$52,443	\$53,776	\$55,110	\$56,443
7.5 Hr Adj.		\$41,717	\$43,139	\$44,562	\$45,984	\$47,406	\$48,828	\$50,250	\$51,673	\$53,095	\$54,517	\$55,939	\$57,361	\$58,783	\$60,206
<b>5</b>	<b>\$1,203.03</b>	\$35,289	\$36,492	\$37,695	\$38,898	\$40,101	\$41,304	\$42,507	\$43,710	\$44,913	\$46,116	\$47,319	\$48,522	\$49,725	\$50,928
2.5 Hr Adj.		\$38,004	\$39,299	\$40,595	\$41,890	\$43,186	\$44,481	\$45,777	\$47,073	\$48,368	\$49,664	\$50,959	\$52,255	\$53,550	\$54,846
5.0 Hr Adj.		\$40,718	\$42,106	\$43,494	\$44,882	\$46,271	\$47,659	\$49,047	\$50,435	\$51,823	\$53,211	\$54,599	\$55,987	\$57,375	\$58,764
7.5 Hr Adj.		\$43,433	\$44,913	\$46,394	\$47,875	\$49,355	\$50,836	\$52,317	\$53,797	\$55,278	\$56,758	\$58,239	\$59,720	\$61,200	\$62,681
Sr. AA SFD 1 day		\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582
Sr. AA SFD 3 days		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
C2 SFD 3days - 35		\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529
C2 SFD 3days - 37.5		\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638
C2 SFD 3days - 40		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
<b>6</b>	<b>\$1,252.93</b>	\$36,753	\$38,006	\$39,259	\$40,511	\$41,764	\$43,017	\$44,270	\$45,523	\$46,776	\$48,029	\$49,282	\$50,535	\$51,788	\$53,041
2.5 Hr Adj.		\$39,580	\$40,929	\$42,278	\$43,628	\$44,977	\$46,326	\$47,676	\$49,025	\$50,374	\$51,724	\$53,073	\$54,422	\$55,771	\$57,121
5.0 Hr Adj.		\$42,407	\$43,853	\$45,298	\$46,744	\$48,190	\$49,635	\$51,081	\$52,527	\$53,972	\$55,418	\$56,864	\$58,310	\$59,755	\$61,201
7.5 Hr Adj.		\$45,234	\$46,776	\$48,318	\$49,860	\$51,402	\$52,944	\$54,487	\$56,029	\$57,571	\$59,113	\$60,655	\$62,197	\$63,739	\$65,281
<b>7</b>	<b>\$1,305.43</b>	\$38,293	\$39,598	\$40,904	\$42,209	\$43,514	\$44,820	\$46,125	\$47,431	\$48,736	\$50,042	\$51,347	\$52,652	\$53,958	\$55,263
2.5 Hr Adj.		\$41,238	\$42,644	\$44,050	\$45,456	\$46,862	\$48,268	\$49,673	\$51,079	\$52,485	\$53,891	\$55,297	\$56,703	\$58,108	\$59,514
5.0 Hr Adj.		\$44,184	\$45,690	\$47,196	\$48,703	\$50,209	\$51,715	\$53,221	\$54,728	\$56,234	\$57,740	\$59,247	\$60,753	\$62,259	\$63,765
7.5 Hr Adj.		\$47,129	\$48,736	\$50,343	\$51,950	\$53,556	\$55,163	\$56,770	\$58,376	\$59,983	\$61,590	\$63,196	\$64,803	\$66,410	\$68,016
<b>8</b>	<b>\$1,360.44</b>	\$39,907	\$41,267	\$42,628	\$43,988	\$45,349	\$46,709	\$48,070	\$49,430	\$50,791	\$52,151	\$53,511	\$54,872	\$56,232	\$57,593
2.5 Hr Adj.		\$42,977	\$44,442	\$45,907	\$47,372	\$48,837	\$50,302	\$51,767	\$53,232	\$54,697	\$56,163	\$57,628	\$59,093	\$60,558	\$62,023
5.0 Hr Adj.		\$46,047	\$47,616	\$49,186	\$50,756	\$52,325	\$53,895	\$55,465	\$57,035	\$58,604	\$60,174	\$61,744	\$63,314	\$64,883	\$66,453
7.5 Hr Adj.		\$49,116	\$50,791	\$52,465	\$54,139	\$55,814	\$57,488	\$59,163	\$60,837	\$62,511	\$64,186	\$65,860	\$67,535	\$69,209	\$70,883
C3 SFD 3days - 35		\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529
C3 SFD 3days - 37.5		\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638
C3 SFD 3days - 40		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
<b>10</b>	<b>\$1,418.23</b>	\$41,602	\$43,020	\$44,438	\$45,856	\$47,275	\$48,693	\$50,111	\$51,529	\$52,948	\$54,366	\$55,784	\$57,202	\$58,620	\$60,039
2.5 Hr Adj.		\$44,802	\$46,329	\$47,857	\$49,384	\$50,911	\$52,438	\$53,966	\$55,493	\$57,020	\$58,548	\$60,075	\$61,602	\$63,130	\$64,657
5.0 Hr Adj.		\$48,002	\$49,638	\$51,275	\$52,911	\$54,548	\$56,184	\$57,821	\$59,457	\$61,093	\$62,730	\$64,366	\$66,003	\$67,639	\$69,275
7.5 Hr Adj.		\$51,202	\$52,948	\$54,693	\$56,439	\$58,184	\$59,930	\$61,675	\$63,421	\$65,166	\$66,912	\$68,657	\$70,403	\$72,148	\$73,894
EMT/PST SFT		\$44,659	\$46,078	\$47,496	\$48,914	\$50,332	\$51,750	\$53,169	\$54,587	\$56,005	\$57,423	\$58,842	\$60,260	\$61,678	\$63,096
<b>11</b>	<b>\$1,478.69</b>	\$43,375	\$44,854	\$46,332	\$47,811	\$49,290	\$50,768	\$52,247	\$53,726	\$55,204	\$56,683	\$58,162	\$59,641	\$61,119	\$62,598
2.5 Hr Adj.		\$46,711	\$48,304	\$49,896	\$51,489	\$53,081	\$54,674	\$56,266	\$57,859	\$59,451	\$61,043	\$62,636	\$64,228	\$65,821	\$67,413
5.0 Hr Adj.		\$50,048	\$51,754	\$53,460	\$55,167	\$56,873	\$58,579	\$60,285	\$61,991	\$63,697	\$65,404	\$67,110	\$68,816	\$70,522	\$72,228
7.5 Hr Adj.		\$53,385	\$55,204	\$57,024	\$58,844	\$60,664	\$62,484	\$64,304	\$66,124	\$67,944	\$69,764	\$71,584	\$73,404	\$75,224	\$77,044
EMT/PST SFT		\$46,433	\$47,911	\$49,390	\$50,869	\$52,347	\$53,826	\$55,305	\$56,783	\$58,262	\$59,741	\$61,219	\$62,698	\$64,177	\$65,655
<b>12</b>	<b>\$1,542.39</b>	\$45,244	\$46,787	\$48,329	\$49,871	\$51,414	\$52,956	\$54,499	\$56,041	\$57,583	\$59,126	\$60,668	\$62,211	\$63,753	\$65,295
2.5 Hr Adj.		\$48,725	\$50,386	\$52,047	\$53,708	\$55,369	\$57,030	\$58,691	\$60,352	\$62,013	\$63,674	\$65,335	\$66,996	\$68,657	\$70,318
5.0 Hr Adj.		\$52,205	\$53,985	\$55,764	\$57,544	\$59,324	\$61,103	\$62,883	\$64,663	\$66,442	\$68,222	\$70,002	\$71,781	\$73,561	\$75,341
7.5 Hr Adj.		\$55,685	\$57,584	\$59,482	\$61,380	\$63,279	\$65,177	\$67,075	\$68,974	\$70,872	\$72,770	\$74,669	\$76,567	\$78,465	\$80,364
<b>13</b>	<b>\$1,609.09</b>	\$47,199	\$48,808	\$50,418	\$52,027	\$53,636	\$55,245	\$56,854	\$58,463	\$60,072	\$61,681	\$63,290	\$64,899	\$66,508	\$68,118
2.5 Hr Adj.		\$50,830	\$52,563	\$54,296	\$56,029	\$57,762	\$59,494	\$61,227	\$62,960	\$64,693	\$66,426	\$68,159	\$69,892	\$71,624	\$73,357
5.0 Hr Adj.		\$54,461	\$56,317	\$58,174	\$60,031	\$61,887	\$63,744	\$65,601	\$67,457	\$69,314	\$71,171	\$73,027	\$74,884	\$76,740	\$78,597
7.5 Hr Adj.		\$58,092	\$60,072	\$62,052	\$64,033	\$66,013	\$67,994	\$69,974	\$71,954	\$73,935	\$75,915	\$77,896	\$79,876	\$81,857	\$83,837
EMT/PST SFT		\$49,257	\$51,866	\$54,475	\$57,084	\$59,693	\$62,302	\$64,911	\$67,520	\$70,129	\$72,738	\$75,347	\$77,956	\$80,565	\$83,174
<b>14</b>	<b>\$1,679.33</b>	\$49,260	\$50,939	\$52,619	\$54,298	\$55,977	\$57,657	\$59,336	\$61,015	\$62,695	\$64,374	\$66,053	\$67,733	\$69,412	\$71,091
2.5 Hr Adj.		\$53,049	\$54,858	\$56,666	\$58,475	\$60,283	\$62,092	\$63,900	\$65,709	\$67,517	\$69,326	\$71,134	\$72,943	\$74,751	\$76,560
5.0 Hr Adj.		\$56,839	\$58,776	\$60,714											



APPENDIX I  
Salary Schedule B  
Effective January 1, 2020

Range		Incr.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
15		\$1,753.19	\$51,427	\$53,181	\$54,934	\$56,687	\$58,440	\$60,193	\$61,947	\$63,700	\$65,453	\$67,206	\$68,959	\$70,712	\$72,466	\$74,219
	2.5 Hr Adj.		\$55,383	\$57,271	\$59,159	\$61,048	\$62,936	\$64,824	\$66,712	\$68,600	\$70,488	\$72,376	\$74,264	\$76,152	\$78,040	\$79,928
	5.0 Hr. Adj.		\$59,339	\$61,362	\$63,385	\$65,408	\$67,431	\$69,454	\$71,477	\$73,500	\$75,523	\$77,546	\$79,568	\$81,591	\$83,614	\$85,637
	7.5 Hr. Adj.		\$63,295	\$65,453	\$67,611	\$69,769	\$71,926	\$74,084	\$76,242	\$78,400	\$80,557	\$82,715	\$84,873	\$87,031	\$89,189	\$91,346
	EMT/PST SFT		\$54,485	\$56,238	\$57,991	\$59,745	\$61,498	\$63,251	\$65,004	\$66,757	\$68,511	\$70,264	\$72,017	\$73,770	\$75,523	\$77,276
16		\$1,830.50	\$53,695	\$55,526	\$57,356	\$59,187	\$61,017	\$62,848	\$64,678	\$66,509	\$68,339	\$70,170	\$72,000	\$73,831	\$75,661	\$77,492
	2.5 Hr Adj.		\$57,826	\$59,797	\$61,768	\$63,739	\$65,711	\$67,682	\$69,653	\$71,625	\$73,596	\$75,567	\$77,539	\$79,510	\$81,481	\$83,453
	5.0 Hr. Adj.		\$61,956	\$64,068	\$66,180	\$68,292	\$70,404	\$72,516	\$74,629	\$76,741	\$78,853	\$80,965	\$83,077	\$85,189	\$87,301	\$89,413
	7.5 Hr. Adj.		\$66,086	\$68,339	\$70,592	\$72,845	\$75,098	\$77,351	\$79,604	\$81,857	\$84,110	\$86,363	\$88,616	\$90,868	\$93,121	\$95,374
17		\$1,911.94	\$56,084	\$57,996	\$59,908	\$61,820	\$63,732	\$65,644	\$67,556	\$69,468	\$71,380	\$73,292	\$75,203	\$77,115	\$79,027	\$80,939
	2.5 Hr Adj.		\$60,398	\$62,457	\$64,516	\$66,575	\$68,634	\$70,693	\$72,752	\$74,811	\$76,870	\$78,929	\$80,988	\$83,047	\$85,106	\$87,165
	5.0 Hr. Adj.		\$64,712	\$66,918	\$69,125	\$71,331	\$73,537	\$75,743	\$77,949	\$80,155	\$82,361	\$84,567	\$86,773	\$88,979	\$91,185	\$93,391
	7.5 Hr. Adj.		\$69,027	\$71,380	\$73,733	\$76,086	\$78,439	\$80,792	\$83,146	\$85,499	\$87,852	\$90,205	\$92,558	\$94,911	\$97,264	\$99,618
	EMT/PST SFT		\$59,142	\$61,054	\$62,966	\$64,878	\$66,789	\$68,701	\$70,613	\$72,525	\$74,437	\$76,349	\$78,261	\$80,173	\$82,085	\$83,997
18		\$1,997.18	\$58,585	\$60,582	\$62,579	\$64,576	\$66,574	\$68,571	\$70,568	\$72,565	\$74,562	\$76,560	\$78,557	\$80,554	\$82,551	\$84,548
	2.5 Hr Adj.		\$63,091	\$65,242	\$67,393	\$69,544	\$71,695	\$73,846	\$75,997	\$78,147	\$80,298	\$82,449	\$84,600	\$86,750	\$88,901	\$91,052
	5.0 Hr. Adj.		\$67,598	\$69,902	\$72,207	\$74,511	\$76,816	\$79,120	\$81,425	\$83,729	\$86,034	\$88,338	\$90,642	\$92,947	\$95,251	\$97,556
	7.5 Hr. Adj.		\$72,105	\$74,563	\$77,021	\$79,479	\$81,937	\$84,395	\$86,853	\$89,311	\$91,769	\$94,227	\$96,685	\$99,143	\$101,601	\$104,059
19		\$2,086.53	\$61,205	\$63,292	\$65,378	\$67,465	\$69,551	\$71,638	\$73,724	\$75,811	\$77,897	\$79,984	\$82,070	\$84,157	\$86,243	\$88,330
	2.5 Hr Adj.		\$65,913	\$68,160	\$70,407	\$72,654	\$74,901	\$77,148	\$79,395	\$81,642	\$83,889	\$86,136	\$88,383	\$90,630	\$92,877	\$95,124
	5.0 Hr. Adj.		\$70,621	\$73,029	\$75,436	\$77,844	\$80,251	\$82,659	\$85,066	\$87,474	\$89,881	\$92,289	\$94,696	\$97,104	\$99,512	\$101,919
	7.5 Hr. Adj.		\$75,329	\$77,897	\$80,465	\$83,033	\$85,601	\$88,169	\$90,737	\$93,305	\$95,873	\$98,442	\$101,010	\$103,578	\$106,146	\$108,714
20		\$2,180.82	\$63,971	\$66,152	\$68,333	\$70,514	\$72,695	\$74,875	\$77,056	\$79,237	\$81,418	\$83,599	\$85,780	\$87,960	\$90,141	\$92,322
	2.5 Hr Adj.		\$68,892	\$71,241	\$73,589	\$75,938	\$78,287	\$80,635	\$82,984	\$85,332	\$87,681	\$90,029	\$92,378	\$94,727	\$97,075	\$99,424
	5.0 Hr. Adj.		\$73,813	\$76,329	\$78,846	\$81,362	\$83,878	\$86,395	\$88,911	\$91,427	\$93,944	\$96,460	\$98,976	\$101,493	\$104,009	\$106,525
	7.5 Hr. Adj.		\$78,734	\$81,418	\$84,102	\$86,786	\$89,470	\$92,154	\$94,839	\$97,523	\$100,207	\$102,891	\$105,575	\$108,259	\$110,943	\$113,627
21		\$2,279.39	\$66,862	\$69,142	\$71,421	\$73,700	\$75,980	\$78,259	\$80,539	\$82,818	\$85,097	\$87,377	\$89,656	\$91,936	\$94,215	\$96,494
	2.5 Hr Adj.		\$72,005	\$74,460	\$76,915	\$79,370	\$81,824	\$84,279	\$86,734	\$89,189	\$91,643	\$94,098	\$96,553	\$99,007	\$101,462	\$103,917
	5.0 Hr. Adj.		\$77,149	\$79,779	\$82,409	\$85,039	\$87,669	\$90,299	\$92,929	\$95,559	\$98,189	\$100,819	\$103,449	\$106,079	\$108,709	\$111,340
	7.5 Hr. Adj.		\$82,292	\$85,097	\$87,903	\$90,708	\$93,514	\$96,319	\$99,124	\$101,930	\$104,735	\$107,541	\$110,346	\$113,151	\$115,957	\$118,762
22		\$2,383.19	\$69,907	\$72,290	\$74,673	\$77,056	\$79,439	\$81,823	\$84,206	\$86,589	\$88,972	\$91,355	\$93,739	\$96,122	\$98,505	\$100,888
	2.5 Hr Adj.		\$75,284	\$77,851	\$80,417	\$82,984	\$85,550	\$88,117	\$90,683	\$93,250	\$95,816	\$98,383	\$100,949	\$103,516	\$106,082	\$108,649
	5.0 Hr. Adj.		\$80,662	\$83,411	\$86,161	\$88,911	\$91,661	\$94,411	\$97,161	\$99,910	\$102,660	\$105,410	\$108,160	\$110,910	\$113,660	\$116,409
	7.5 Hr. Adj.		\$86,039	\$88,972	\$91,905	\$94,839	\$97,772	\$100,705	\$103,638	\$106,571	\$109,504	\$112,437	\$115,371	\$118,304	\$121,237	\$124,170
23		\$2,492.14	\$73,103	\$75,595	\$78,087	\$80,579	\$83,071	\$85,564	\$88,056	\$90,548	\$93,040	\$95,532	\$98,024	\$100,516	\$103,009	\$105,501
	2.5 Hr Adj.		\$78,726	\$81,410	\$84,094	\$86,778	\$89,462	\$92,145	\$94,829	\$97,513	\$100,197	\$102,881	\$105,565	\$108,248	\$110,932	\$113,616
	5.0 Hr. Adj.		\$84,349	\$87,225	\$90,101	\$92,976	\$95,852	\$98,727	\$101,603	\$104,478	\$107,354	\$110,229	\$113,105	\$115,980	\$118,856	\$121,732
	7.5 Hr. Adj.		\$89,973	\$93,040	\$96,107	\$99,174	\$102,242	\$105,309	\$108,376	\$111,443	\$114,511	\$117,578	\$120,645	\$123,712	\$126,780	\$129,847
24		\$2,606.22	\$76,450	\$79,056	\$81,662	\$84,268	\$86,874	\$89,481	\$92,087	\$94,693	\$97,299	\$99,905	\$102,512	\$105,118	\$107,724	\$110,330
	2.5 Hr Adj.		\$81,910	\$84,703	\$87,495	\$90,287	\$93,080	\$95,872	\$98,664	\$101,457	\$104,249	\$107,042	\$109,834	\$112,626	\$115,419	\$118,211
	5.0 Hr. Adj.		\$87,371	\$90,349	\$93,328	\$96,306	\$99,285	\$102,264	\$105,242	\$108,221	\$111,199	\$114,178	\$117,156	\$120,135	\$123,113	\$126,092
25		\$2,726.64	\$79,981	\$82,708	\$85,435	\$88,161	\$90,888	\$93,614	\$96,341	\$99,068	\$101,794	\$104,521	\$107,248	\$109,974	\$112,701	\$115,428
	2.5 Hr Adj.		\$85,694	\$88,616	\$91,537	\$94,458	\$97,380	\$100,301	\$103,223	\$106,144	\$109,065	\$111,987	\$114,908	\$117,830	\$120,751	\$123,672
	5.0 Hr. Adj.		\$91,407	\$94,523	\$97,639	\$100,756	\$103,872	\$106,988	\$110,104	\$113,220	\$116,336	\$119,453	\$122,569	\$125,685	\$128,801	\$131,917
26		\$2,852.43	\$83,671	\$86,523	\$89,376	\$92,228	\$95,081	\$97,933	\$100,785	\$103,638	\$106,490	\$109,343	\$112,195	\$115,048	\$117,900	\$120,752
	2.5 Hr Adj.		\$89,647	\$92,703	\$95,760	\$98,816	\$101,872	\$104,928	\$107,984	\$111,041	\$114,097	\$117,153	\$120,209	\$123,265	\$126,321	\$129,378
	5.0 Hr. Adj.		\$95,624	\$98,884	\$102,144	\$105,404	\$108,663	\$111,923	\$115,183	\$118,443	\$121,703	\$124,963	\$128,223	\$131,483	\$134,743	\$138,003
27		\$2,984.54	\$87,548	\$90,532	\$93,517	\$96,501	\$99,486	\$102,470	\$105,455	\$108,439	\$111,424	\$114,408	\$117,393	\$120,378	\$123,362	\$126,347
	2.5 Hr Adj.		\$93,801	\$96,999	\$100,196	\$103,394	\$106,592	\$109,790	\$112,987	\$116,185	\$119,383	\$122,580	\$125,778	\$128,976	\$132,174	\$135,371
	5.0 Hr. Adj.		\$100,054	\$103,465	\$106,876	\$110,287	\$113,698	\$117,109	\$120,520	\$123,931	\$127,342	\$130,753	\$134,163	\$137,574	\$140,985	\$144,396

APPENDIX I  
Salary Schedule C  
Effective January 1, 2021

Range	Incr.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	\$1,049.11	\$30,774	\$31,823	\$32,872	\$33,922	\$34,971	\$36,020	\$37,069	\$38,118	\$39,167	\$40,216	\$41,265	\$42,314	\$43,364	\$44,413
2.5 Hr Adj.		\$33,141	\$34,271	\$35,401	\$36,531	\$37,661	\$38,790	\$39,920	\$41,050	\$42,180	\$43,310	\$44,440	\$45,569	\$46,699	\$47,829
5.0 Hr Adj.		\$35,509	\$36,719	\$37,930	\$39,140	\$40,351	\$41,561	\$42,772	\$43,982	\$45,193	\$46,403	\$47,614	\$48,824	\$50,035	\$51,245
7.5 Hr Adj.		\$37,876	\$39,167	\$40,458	\$41,750	\$43,041	\$44,332	\$45,623	\$46,914	\$48,206	\$49,497	\$50,788	\$52,079	\$53,371	\$54,662
2	\$1,091.22	\$32,009	\$33,100	\$34,191	\$35,283	\$36,374	\$37,465	\$38,556	\$39,647	\$40,739	\$41,830	\$42,921	\$44,012	\$45,104	\$46,195
2.5 Hr Adj.		\$34,471	\$35,646	\$36,821	\$37,997	\$39,172	\$40,347	\$41,522	\$42,697	\$43,872	\$45,048	\$46,223	\$47,398	\$48,573	\$49,748
5.0 Hr Adj.		\$36,933	\$38,192	\$39,452	\$40,711	\$41,970	\$43,229	\$44,488	\$45,747	\$47,006	\$48,265	\$49,524	\$50,783	\$52,043	\$53,302
7.5 Hr Adj.		\$39,396	\$40,739	\$42,082	\$43,425	\$44,768	\$46,111	\$47,454	\$48,797	\$50,140	\$51,483	\$52,826	\$54,169	\$55,512	\$56,855
3	\$1,135.35	\$33,303	\$34,439	\$35,574	\$36,710	\$37,845	\$38,980	\$40,116	\$41,251	\$42,386	\$43,522	\$44,657	\$45,792	\$46,928	\$48,063
2.5 Hr Adj.		\$35,865	\$37,088	\$38,311	\$39,533	\$40,756	\$41,979	\$43,201	\$44,424	\$45,647	\$46,869	\$48,092	\$49,315	\$50,538	\$51,760
5.0 Hr Adj.		\$38,427	\$39,737	\$41,047	\$42,357	\$43,667	\$44,977	\$46,287	\$47,597	\$48,907	\$50,217	\$51,527	\$52,837	\$54,147	\$55,457
7.5 Hr Adj.		\$40,989	\$42,386	\$43,784	\$45,181	\$46,578	\$47,976	\$49,373	\$50,770	\$52,168	\$53,565	\$54,962	\$56,360	\$57,757	\$59,155
AA SFD 1 day		\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582
AA SFD 3days		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
4	\$1,181.51	\$34,658	\$35,839	\$37,021	\$38,202	\$39,384	\$40,566	\$41,747	\$42,929	\$44,110	\$45,292	\$46,473	\$47,655	\$48,836	\$50,018
2.5 Hr Adj.		\$37,324	\$38,596	\$39,869	\$41,141	\$42,414	\$43,686	\$44,958	\$46,231	\$47,503	\$48,776	\$50,048	\$51,320	\$52,593	\$53,865
5.0 Hr Adj.		\$39,990	\$41,353	\$42,717	\$44,080	\$45,443	\$46,806	\$48,170	\$49,533	\$50,896	\$52,260	\$53,623	\$54,986	\$56,349	\$57,713
7.5 Hr Adj.		\$42,656	\$44,110	\$45,564	\$47,018	\$48,473	\$49,927	\$51,381	\$52,835	\$54,289	\$55,743	\$57,198	\$58,652	\$60,106	\$61,560
5	\$1,230.10	\$36,083	\$37,313	\$38,543	\$39,773	\$41,003	\$42,233	\$43,464	\$44,694	\$45,924	\$47,154	\$48,384	\$49,614	\$50,844	\$52,074
2.5 Hr Adj.		\$38,859	\$40,183	\$41,508	\$42,833	\$44,157	\$45,482	\$46,807	\$48,132	\$49,456	\$50,781	\$52,106	\$53,431	\$54,755	\$56,080
5.0 Hr Adj.		\$41,634	\$43,054	\$44,473	\$45,892	\$47,312	\$48,731	\$50,150	\$51,570	\$52,989	\$54,408	\$55,828	\$57,247	\$58,666	\$60,086
7.5 Hr Adj.		\$44,410	\$45,924	\$47,438	\$48,952	\$50,466	\$51,980	\$53,494	\$55,008	\$56,522	\$58,036	\$59,550	\$61,063	\$62,577	\$64,091
Sr. AA SFD 1 day		\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582
Sr. AA 3days		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
C2 SFD 3days - 35		\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529
C2 SFD 3days - 37.5		\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638
C2 SFD 3days - 40		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
6	\$1,281.13	\$37,580	\$38,861	\$40,142	\$41,423	\$42,704	\$43,985	\$45,266	\$46,547	\$47,829	\$49,110	\$50,391	\$51,672	\$52,953	\$54,234
2.5 Hr Adj.		\$40,470	\$41,850	\$43,230	\$44,609	\$45,989	\$47,369	\$48,748	\$50,128	\$51,508	\$52,887	\$54,267	\$55,647	\$57,026	\$58,406
5.0 Hr Adj.		\$43,361	\$44,839	\$46,318	\$47,796	\$49,274	\$50,752	\$52,230	\$53,709	\$55,187	\$56,665	\$58,143	\$59,622	\$61,100	\$62,578
7.5 Hr Adj.		\$46,252	\$47,829	\$49,405	\$50,982	\$52,559	\$54,136	\$55,713	\$57,289	\$58,866	\$60,443	\$62,020	\$63,596	\$65,173	\$66,750
7	\$1,334.80	\$39,154	\$40,489	\$41,824	\$43,159	\$44,494	\$45,828	\$47,163	\$48,498	\$49,833	\$51,168	\$52,502	\$53,837	\$55,172	\$56,507
2.5 Hr Adj.		\$42,166	\$43,604	\$45,041	\$46,479	\$47,916	\$49,354	\$50,791	\$52,229	\$53,666	\$55,103	\$56,541	\$57,978	\$59,416	\$60,853
5.0 Hr Adj.		\$45,178	\$46,718	\$48,258	\$49,799	\$51,339	\$52,879	\$54,419	\$55,959	\$57,499	\$59,039	\$60,580	\$62,120	\$63,660	\$65,200
7.5 Hr Adj.		\$48,190	\$49,833	\$51,476	\$53,118	\$54,761	\$56,404	\$58,047	\$59,690	\$61,333	\$62,975	\$64,618	\$66,261	\$67,904	\$69,547
8	\$1,391.05	\$40,805	\$42,196	\$43,587	\$44,978	\$46,369	\$47,760	\$49,151	\$50,542	\$51,933	\$53,324	\$54,715	\$56,106	\$57,498	\$58,889
2.5 Hr Adj.		\$43,944	\$45,442	\$46,940	\$48,438	\$49,936	\$51,434	\$52,932	\$54,430	\$55,928	\$57,426	\$58,924	\$60,422	\$61,920	\$63,418
5.0 Hr Adj.		\$47,083	\$48,688	\$50,293	\$51,898	\$53,503	\$55,108	\$56,713	\$58,318	\$59,923	\$61,528	\$63,133	\$64,738	\$66,343	\$67,948
7.5 Hr Adj.		\$50,221	\$51,933	\$53,646	\$55,358	\$57,070	\$58,782	\$60,494	\$62,206	\$63,918	\$65,630	\$67,342	\$69,054	\$70,766	\$72,478
C3 SFD 3days - 35		\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529
C3 SFD 3days - 37.5		\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638
C3 SFD 3days - 40		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
10	\$1,450.14	\$42,538	\$43,988	\$45,438	\$46,888	\$48,338	\$49,788	\$51,239	\$52,689	\$54,139	\$55,589	\$57,039	\$58,489	\$59,939	\$61,390
2.5 Hr Adj.		\$45,810	\$47,372	\$48,933	\$50,495	\$52,057	\$53,618	\$55,180	\$56,742	\$58,303	\$59,865	\$61,427	\$62,988	\$64,550	\$66,112
5.0 Hr Adj.		\$49,082	\$50,755	\$52,429	\$54,102	\$55,775	\$57,448	\$59,121	\$60,795	\$62,468	\$64,141	\$65,814	\$67,488	\$69,161	\$70,834
7.5 Hr Adj.		\$52,354	\$54,139	\$55,924	\$57,709	\$59,493	\$61,278	\$63,063	\$64,848	\$66,632	\$68,417	\$70,202	\$71,987	\$73,772	\$75,556
EMT/PST SFT		\$45,595	\$47,046	\$48,496	\$49,946	\$51,396	\$52,846	\$54,296	\$55,746	\$57,196	\$58,647	\$60,097	\$61,547	\$62,997	\$64,447
11	\$1,511.96	\$44,351	\$45,863	\$47,375	\$48,887	\$50,399	\$51,911	\$53,423	\$54,935	\$56,447	\$57,959	\$59,470	\$60,982	\$62,494	\$64,006
2.5 Hr Adj.		\$47,762	\$49,391	\$51,019	\$52,647	\$54,276	\$55,904	\$57,532	\$59,160	\$60,789	\$62,417	\$64,045	\$65,673	\$67,302	\$68,930
5.0 Hr Adj.		\$51,174	\$52,919	\$54,663	\$56,408	\$58,152	\$59,897	\$61,641	\$63,386	\$65,131	\$66,875	\$68,620	\$70,364	\$72,109	\$73,853
7.5 Hr Adj.		\$54,586	\$56,447	\$58,307	\$60,168	\$62,029	\$63,890	\$65,751	\$67,612	\$69,473	\$71,334	\$73,194	\$75,055	\$76,916	\$78,777
EMT/PST SFT		\$47,408	\$48,920	\$50,432	\$51,944	\$53,456	\$54,968	\$56,480	\$57,992	\$59,504	\$61,016	\$62,528	\$64,040	\$65,552	\$67,064
12	\$1,577.10	\$46,262	\$47,839	\$49,416	\$50,994	\$52,571	\$54,148	\$55,725	\$57,302	\$58,879	\$60,456	\$62,033	\$63,610	\$65,187	\$66,765
2.5 Hr Adj.		\$49,821	\$51,519	\$53,218	\$54,916	\$56,615	\$58,313	\$60,011	\$61,710	\$63,408	\$65,107	\$66,805	\$68,503	\$70,202	\$71,900
5.0 Hr Adj.		\$53,380	\$55,199	\$57,019	\$58,839	\$60,658	\$62,478	\$64,298	\$66,118	\$67,937	\$69,757	\$71,577	\$73,397	\$75,216	\$77,036
7.5 Hr Adj.		\$56,938	\$58,879	\$60,820	\$62,761	\$64,702	\$66,643	\$68,584	\$70,525	\$72,467	\$74,408	\$76,349	\$78,290	\$80,231	\$82,172
13	\$1,645.29	\$48,261	\$49,907	\$51,552	\$53,197	\$54,843	\$56,488	\$58,133	\$59,778	\$61,424	\$63,069	\$64,714	\$66,360	\$68,005	\$69,650
2.5 Hr Adj.		\$51,974	\$53,746	\$55,517	\$57,289	\$59,061	\$60,833	\$62,605	\$64,377	\$66,149	\$67,920	\$69,692	\$71,464	\$73,236	\$75,008
5.0 Hr Adj.		\$55,686	\$57,585	\$59,483	\$61,381	\$63,280	\$65,178	\$67,077	\$68,975	\$70,873	\$72,772	\$74,670	\$76,569	\$78,467	\$80,366
7.5 Hr Adj.		\$59,399	\$61,424	\$63,449	\$65,474	\$67,498	\$69,523	\$71,548	\$73,573	\$75,598	\$77,623	\$79,648	\$81,673	\$83,698	\$85,723
EMT/PST SFT		\$51,319	\$52,964	\$54,610	\$56,255	\$57,900	\$59,545	\$61,191	\$62,836	\$64,481	\$66,127	\$67,772	\$69,417	\$71,062	\$72,708
14	\$1,717.12	\$50,368	\$52,086	\$53,803	\$55,520	\$57,237	\$58,954	\$60,671	\$62,388	\$64,105	\$65,822	\$67,540	\$69,257	\$70,974	\$72,691
2.5 Hr Adj.		\$54,243	\$56,092	\$57,941	\$59,791	\$61,640	\$63,489	\$65,338	\$67,187	\$69,037	\$70,886	\$72,735	\$74,584	\$76,433	\$78,283
5.0 Hr Adj.		\$58,117	\$60,099	\$62,080	\$64,061	\$66,043	\$68,024	\$70,005	\$71,986	\$73,968	\$75,949	\$77,930	\$79,912	\$81,893	

APPENDIX I  
Salary Schedule C  
Effective January 1, 2021

Range	Incr.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
15	\$1,792.64	\$52,585	\$54,377	\$56,170	\$57,962	\$59,755	\$61,548	\$63,340	\$65,133	\$66,926	\$68,718	\$70,511	\$72,304	\$74,096	\$75,889
2.5 Hr Adj.		\$56,629	\$58,560	\$60,491	\$62,421	\$64,352	\$66,282	\$68,213	\$70,143	\$72,074	\$74,004	\$75,935	\$77,865	\$79,796	\$81,726
5.0 Hr Adj.		\$60,674	\$62,743	\$64,811	\$66,880	\$68,948	\$71,017	\$73,085	\$75,153	\$77,222	\$79,290	\$81,359	\$83,427	\$85,496	\$87,564
7.5 Hr Adj.		\$64,719	\$66,926	\$69,132	\$71,338	\$73,545	\$75,751	\$77,957	\$80,164	\$82,370	\$84,576	\$86,783	\$88,989	\$91,195	\$93,402
EMT/PST SFT		\$55,642	\$57,435	\$59,227	\$61,020	\$62,813	\$64,605	\$66,398	\$68,191	\$69,983	\$71,776	\$73,568	\$75,361	\$77,154	\$78,946
16	\$1,871.69	\$54,903	\$56,775	\$58,647	\$60,518	\$62,390	\$64,262	\$66,133	\$68,005	\$69,877	\$71,748	\$73,620	\$75,492	\$77,364	\$79,235
2.5 Hr Adj.		\$59,127	\$61,142	\$63,158	\$65,174	\$67,189	\$69,205	\$71,221	\$73,236	\$75,252	\$77,268	\$79,283	\$81,299	\$83,315	\$85,330
5.0 Hr Adj.		\$63,350	\$65,510	\$67,669	\$69,829	\$71,988	\$74,148	\$76,308	\$78,467	\$80,627	\$82,787	\$84,946	\$87,106	\$89,266	\$91,425
7.5 Hr Adj.		\$67,573	\$69,877	\$72,180	\$74,484	\$76,788	\$79,091	\$81,395	\$83,699	\$86,002	\$88,306	\$90,609	\$92,913	\$95,217	\$97,520
17	\$1,954.96	\$57,346	\$59,301	\$61,256	\$63,211	\$65,166	\$67,121	\$69,076	\$71,031	\$72,986	\$74,941	\$76,896	\$78,851	\$80,805	\$82,760
2.5 Hr Adj.		\$61,757	\$63,863	\$65,968	\$68,073	\$70,179	\$72,284	\$74,389	\$76,495	\$78,600	\$80,705	\$82,811	\$84,916	\$87,021	\$89,127
5.0 Hr Adj.		\$66,168	\$68,424	\$70,680	\$72,936	\$75,191	\$77,447	\$79,703	\$81,958	\$84,214	\$86,470	\$88,726	\$90,981	\$93,237	\$95,493
7.5 Hr Adj.		\$70,580	\$72,986	\$75,392	\$77,798	\$80,204	\$82,610	\$85,016	\$87,422	\$89,828	\$92,235	\$94,641	\$97,047	\$99,453	\$101,859
EMT/PST SFT		\$60,404	\$62,359	\$64,313	\$66,268	\$68,223	\$70,178	\$72,133	\$74,088	\$76,043	\$77,998	\$79,953	\$81,908	\$83,863	\$85,818
18	\$2,042.11	\$59,903	\$61,945	\$63,987	\$66,029	\$68,072	\$70,114	\$72,156	\$74,198	\$76,240	\$78,282	\$80,324	\$82,366	\$84,408	\$86,451
2.5 Hr Adj.		\$64,511	\$66,710	\$68,909	\$71,109	\$73,308	\$75,507	\$77,706	\$79,905	\$82,105	\$84,304	\$86,503	\$88,702	\$90,901	\$93,101
5.0 Hr Adj.		\$69,119	\$71,475	\$73,832	\$76,188	\$78,544	\$80,900	\$83,257	\$85,613	\$87,969	\$90,326	\$92,682	\$95,038	\$97,394	\$99,751
7.5 Hr Adj.		\$73,727	\$76,240	\$78,754	\$81,267	\$83,780	\$86,294	\$88,807	\$91,321	\$93,834	\$96,347	\$98,861	\$101,374	\$103,887	\$106,401
19	\$2,133.47	\$62,582	\$64,716	\$66,849	\$68,983	\$71,116	\$73,249	\$75,383	\$77,516	\$79,650	\$81,783	\$83,917	\$86,050	\$88,184	\$90,317
2.5 Hr Adj.		\$67,396	\$69,694	\$71,991	\$74,289	\$76,586	\$78,884	\$81,182	\$83,479	\$85,777	\$88,074	\$90,372	\$92,670	\$94,967	\$97,265
5.0 Hr Adj.		\$72,210	\$74,672	\$77,134	\$79,595	\$82,057	\$84,519	\$86,980	\$89,442	\$91,904	\$94,365	\$96,827	\$99,289	\$101,751	\$104,212
7.5 Hr Adj.		\$77,024	\$79,650	\$82,276	\$84,902	\$87,527	\$90,153	\$92,779	\$95,405	\$98,031	\$100,656	\$103,282	\$105,908	\$108,534	\$111,160
20	\$2,229.89	\$65,411	\$67,641	\$69,871	\$72,100	\$74,330	\$76,560	\$78,790	\$81,020	\$83,250	\$85,480	\$87,710	\$89,940	\$92,169	\$94,399
2.5 Hr Adj.		\$70,442	\$72,844	\$75,245	\$77,647	\$80,048	\$82,449	\$84,851	\$87,252	\$89,654	\$92,055	\$94,457	\$96,858	\$99,259	\$101,661
5.0 Hr Adj.		\$75,474	\$78,047	\$80,620	\$83,193	\$85,766	\$88,339	\$90,912	\$93,485	\$96,058	\$98,630	\$101,203	\$103,776	\$106,349	\$108,922
7.5 Hr Adj.		\$80,506	\$83,250	\$85,994	\$88,739	\$91,483	\$94,228	\$96,972	\$99,717	\$102,461	\$105,206	\$107,950	\$110,695	\$113,439	\$116,184
21	\$2,330.68	\$68,367	\$70,697	\$73,028	\$75,359	\$77,689	\$80,020	\$82,351	\$84,681	\$87,012	\$89,343	\$91,673	\$94,004	\$96,335	\$98,665
2.5 Hr Adj.		\$73,626	\$76,136	\$78,646	\$81,155	\$83,665	\$86,175	\$88,685	\$91,195	\$93,705	\$96,215	\$98,725	\$101,235	\$103,745	\$106,255
5.0 Hr Adj.		\$78,885	\$81,574	\$84,263	\$86,952	\$89,642	\$92,331	\$95,020	\$97,709	\$100,399	\$103,088	\$105,777	\$108,466	\$111,155	\$113,845
7.5 Hr Adj.		\$84,144	\$87,012	\$89,881	\$92,749	\$95,618	\$98,486	\$101,355	\$104,223	\$107,092	\$109,960	\$112,829	\$115,697	\$118,566	\$121,434
22	\$2,436.81	\$71,480	\$73,916	\$76,353	\$78,790	\$81,227	\$83,664	\$86,100	\$88,537	\$90,974	\$93,411	\$95,848	\$98,285	\$100,721	\$103,158
2.5 Hr Adj.		\$76,978	\$79,602	\$82,227	\$84,851	\$87,475	\$90,099	\$92,724	\$95,348	\$97,972	\$100,596	\$103,221	\$105,845	\$108,469	\$111,093
5.0 Hr Adj.		\$82,476	\$85,288	\$88,100	\$90,912	\$93,723	\$96,535	\$99,347	\$102,158	\$104,970	\$107,782	\$110,594	\$113,405	\$116,217	\$119,029
7.5 Hr Adj.		\$87,975	\$90,974	\$93,973	\$96,972	\$99,972	\$102,971	\$105,970	\$108,969	\$111,968	\$114,967	\$117,966	\$120,966	\$123,965	\$126,964
23	\$2,548.22	\$74,748	\$77,296	\$79,844	\$82,392	\$84,941	\$87,489	\$90,037	\$92,585	\$95,133	\$97,682	\$100,230	\$102,778	\$105,326	\$107,874
2.5 Hr Adj.		\$80,497	\$83,242	\$85,986	\$88,730	\$91,474	\$94,219	\$96,963	\$99,707	\$102,451	\$105,196	\$107,940	\$110,684	\$113,428	\$116,172
5.0 Hr Adj.		\$86,247	\$89,188	\$92,128	\$95,068	\$98,008	\$100,949	\$103,889	\$106,829	\$109,769	\$112,710	\$115,650	\$118,590	\$121,530	\$124,471
7.5 Hr Adj.		\$91,997	\$95,133	\$98,270	\$101,406	\$104,542	\$107,678	\$110,815	\$113,951	\$117,087	\$120,223	\$123,360	\$126,496	\$129,632	\$132,769
24	\$2,664.86	\$78,170	\$80,834	\$83,499	\$86,164	\$88,829	\$91,494	\$94,159	\$96,824	\$99,488	\$102,153	\$104,818	\$107,483	\$110,148	\$112,813
2.5 Hr Adj.		\$83,753	\$86,608	\$89,464	\$92,319	\$95,174	\$98,029	\$100,884	\$103,740	\$106,595	\$109,450	\$112,305	\$115,160	\$118,016	\$120,871
5.0 Hr Adj.		\$89,337	\$92,382	\$95,428	\$98,473	\$101,519	\$104,564	\$107,610	\$110,656	\$113,701	\$116,747	\$119,792	\$122,838	\$125,883	\$128,929
7.5 Hr Adj.		\$94,921	\$98,166	\$101,411	\$104,656	\$107,901	\$111,146	\$114,391	\$117,636	\$120,881	\$124,126	\$127,371	\$130,616	\$133,861	\$137,106
25	\$2,787.99	\$81,781	\$84,569	\$87,357	\$90,145	\$92,933	\$95,721	\$98,509	\$101,297	\$104,085	\$106,873	\$109,661	\$112,449	\$115,237	\$118,025
2.5 Hr Adj.		\$87,622	\$90,609	\$93,597	\$96,584	\$99,571	\$102,558	\$105,545	\$108,532	\$111,519	\$114,506	\$117,494	\$120,481	\$123,468	\$126,455
5.0 Hr Adj.		\$93,464	\$96,650	\$99,836	\$103,023	\$106,209	\$109,395	\$112,581	\$115,768	\$118,954	\$122,140	\$125,326	\$128,513	\$131,699	\$134,885
26	\$2,916.61	\$85,553	\$88,470	\$91,387	\$94,303	\$97,220	\$100,136	\$103,053	\$105,970	\$108,886	\$111,803	\$114,720	\$117,636	\$120,553	\$123,469
2.5 Hr Adj.		\$91,664	\$94,789	\$97,914	\$101,039	\$104,164	\$107,289	\$110,414	\$113,539	\$116,664	\$119,789	\$122,914	\$126,039	\$129,164	\$132,289
5.0 Hr Adj.		\$97,775	\$101,109	\$104,442	\$107,775	\$111,108	\$114,442	\$117,775	\$121,108	\$124,442	\$127,775	\$131,108	\$134,441	\$137,775	\$141,108
27	\$3,051.70	\$89,517	\$92,569	\$95,621	\$98,672	\$101,724	\$104,776	\$107,828	\$110,879	\$113,931	\$116,983	\$120,034	\$123,086	\$126,138	\$129,189
2.5 Hr Adj.		\$95,911	\$99,181	\$102,451	\$105,720	\$108,990	\$112,260	\$115,530	\$118,799	\$122,069	\$125,339	\$128,608	\$131,878	\$135,148	\$138,417
5.0 Hr Adj.		\$102,306	\$105,793	\$109,281	\$112,769	\$116,256	\$119,744	\$123,231	\$126,719	\$130,207	\$133,694	\$137,182	\$140,670	\$144,157	\$147,645

APPENDIX I  
Salary Schedule D  
Effective January 1, 2022

Range	Incr.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	\$1,072.72	\$31,467	\$32,539	\$33,612	\$34,685	\$35,757	\$36,830	\$37,903	\$38,976	\$40,048	\$41,121	\$42,194	\$43,267	\$44,339	\$45,412
2.5 Hr Adj.		\$33,887	\$35,042	\$36,198	\$37,353	\$38,508	\$39,663	\$40,819	\$41,974	\$43,129	\$44,284	\$45,439	\$46,595	\$47,750	\$48,905
5.0 Hr Adj.		\$36,308	\$37,545	\$38,783	\$40,021	\$41,259	\$42,496	\$43,734	\$44,972	\$46,210	\$47,447	\$48,685	\$49,923	\$51,161	\$52,398
7.5 Hr Adj.		\$38,728	\$40,048	\$41,369	\$42,689	\$44,009	\$45,329	\$46,650	\$47,970	\$49,290	\$50,611	\$51,931	\$53,251	\$54,571	\$55,892
2	\$1,115.78	\$32,729	\$33,845	\$34,961	\$36,076	\$37,192	\$38,308	\$39,424	\$40,540	\$41,655	\$42,771	\$43,887	\$45,003	\$46,118	\$47,234
2.5 Hr Adj.		\$35,247	\$36,448	\$37,650	\$38,852	\$40,053	\$41,255	\$42,456	\$43,658	\$44,860	\$46,061	\$47,263	\$48,464	\$49,666	\$50,868
5.0 Hr Adj.		\$37,764	\$39,052	\$40,339	\$41,627	\$42,914	\$44,202	\$45,489	\$46,776	\$48,064	\$49,351	\$50,639	\$51,926	\$53,214	\$54,501
7.5 Hr Adj.		\$40,282	\$41,655	\$43,028	\$44,402	\$45,775	\$47,148	\$48,522	\$49,895	\$51,268	\$52,641	\$54,015	\$55,388	\$56,761	\$58,134
3	\$1,160.90	\$34,053	\$35,214	\$36,375	\$37,536	\$38,696	\$39,857	\$41,018	\$42,179	\$43,340	\$44,501	\$45,662	\$46,823	\$47,984	\$49,145
2.5 Hr Adj.		\$36,672	\$37,922	\$39,173	\$40,423	\$41,673	\$42,923	\$44,173	\$45,424	\$46,674	\$47,924	\$49,174	\$50,424	\$51,675	\$52,925
5.0 Hr Adj.		\$39,292	\$40,631	\$41,971	\$43,310	\$44,650	\$45,989	\$47,329	\$48,668	\$50,008	\$51,347	\$52,687	\$54,026	\$55,366	\$56,705
7.5 Hr Adj.		\$41,911	\$43,340	\$44,769	\$46,198	\$47,626	\$49,055	\$50,484	\$51,913	\$53,342	\$54,770	\$56,199	\$57,628	\$59,057	\$60,486
AA SFD 1 day		\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582
AA SFD 3 days		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
4	\$1,208.10	\$35,438	\$36,646	\$37,854	\$39,062	\$40,270	\$41,478	\$42,686	\$43,894	\$45,103	\$46,311	\$47,519	\$48,727	\$49,935	\$51,143
2.5 Hr Adj.		\$38,164	\$39,465	\$40,766	\$42,067	\$43,368	\$44,669	\$45,970	\$47,271	\$48,572	\$49,873	\$51,174	\$52,475	\$53,776	\$55,077
5.0 Hr Adj.		\$40,890	\$42,284	\$43,678	\$45,072	\$46,466	\$47,860	\$49,253	\$50,647	\$52,041	\$53,435	\$54,829	\$56,223	\$57,617	\$59,011
7.5 Hr Adj.		\$43,616	\$45,103	\$46,589	\$48,076	\$49,563	\$51,050	\$52,537	\$54,024	\$55,511	\$56,998	\$58,485	\$59,971	\$61,458	\$62,945
5	\$1,257.78	\$36,895	\$38,153	\$39,410	\$40,668	\$41,926	\$43,184	\$44,442	\$45,699	\$46,957	\$48,215	\$49,473	\$50,730	\$51,988	\$53,246
2.5 Hr Adj.		\$39,733	\$41,087	\$42,442	\$43,796	\$45,151	\$46,506	\$47,860	\$49,215	\$50,569	\$51,924	\$53,278	\$54,633	\$55,987	\$57,342
5.0 Hr Adj.		\$42,571	\$44,022	\$45,474	\$46,925	\$48,376	\$49,827	\$51,279	\$52,730	\$54,181	\$55,633	\$57,084	\$58,535	\$59,986	\$61,438
7.5 Hr Adj.		\$45,409	\$46,957	\$48,505	\$50,053	\$51,601	\$53,149	\$54,697	\$56,245	\$57,793	\$59,341	\$60,889	\$62,437	\$63,985	\$65,533
Sr AA SFD 1 day		\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582
Sr AA 3 days		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
C2 SFD 3 days - 35		\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529
C2 SFD 3 days - 37.5		\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638
C2 SFD 3 days - 40		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
6	\$1,309.95	\$38,425	\$39,735	\$41,045	\$42,355	\$43,665	\$44,975	\$46,285	\$47,595	\$48,905	\$50,215	\$51,525	\$52,835	\$54,145	\$55,455
2.5 Hr Adj.		\$41,381	\$42,792	\$44,202	\$45,613	\$47,024	\$48,435	\$49,845	\$51,256	\$52,667	\$54,077	\$55,488	\$56,899	\$58,310	\$59,720
5.0 Hr Adj.		\$44,337	\$45,848	\$47,360	\$48,871	\$50,383	\$51,894	\$53,406	\$54,917	\$56,429	\$57,940	\$59,451	\$60,963	\$62,475	\$63,986
7.5 Hr Adj.		\$47,293	\$48,905	\$50,517	\$52,129	\$53,741	\$55,354	\$56,966	\$58,578	\$60,190	\$61,803	\$63,415	\$65,027	\$66,639	\$68,252
7	\$1,364.83	\$40,035	\$41,400	\$42,765	\$44,130	\$45,495	\$46,859	\$48,224	\$49,589	\$50,954	\$52,319	\$53,684	\$55,048	\$56,413	\$57,778
2.5 Hr Adj.		\$43,115	\$44,585	\$46,055	\$47,524	\$48,994	\$50,464	\$51,934	\$53,404	\$54,873	\$56,343	\$57,813	\$59,283	\$60,753	\$62,223
5.0 Hr Adj.		\$46,195	\$47,769	\$49,344	\$50,919	\$52,494	\$54,069	\$55,643	\$57,218	\$58,793	\$60,368	\$61,943	\$63,517	\$65,092	\$66,667
7.5 Hr Adj.		\$49,274	\$50,954	\$52,634	\$54,314	\$55,994	\$57,673	\$59,353	\$61,033	\$62,713	\$64,392	\$66,072	\$67,752	\$69,432	\$71,112
8	\$1,422.35	\$41,723	\$43,145	\$44,568	\$45,990	\$47,412	\$48,835	\$50,257	\$51,679	\$53,102	\$54,524	\$55,947	\$57,369	\$58,792	\$60,214
2.5 Hr Adj.		\$44,932	\$46,464	\$47,996	\$49,528	\$51,060	\$52,591	\$54,123	\$55,655	\$57,187	\$58,718	\$60,250	\$61,782	\$63,314	\$64,845
5.0 Hr Adj.		\$48,142	\$49,783	\$51,424	\$53,065	\$54,707	\$56,348	\$57,989	\$59,630	\$61,271	\$62,912	\$64,554	\$66,195	\$67,836	\$69,477
7.5 Hr Adj.		\$51,351	\$53,102	\$54,853	\$56,603	\$58,354	\$60,104	\$61,855	\$63,605	\$65,356	\$67,107	\$68,857	\$70,608	\$72,358	\$74,109
C3 SFD 3 days - 35		\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529
C3 SFD 3 days - 37.5		\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638
C3 SFD 3 days - 40		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
10	\$1,482.77	\$43,495	\$44,978	\$46,460	\$47,943	\$49,426	\$50,909	\$52,391	\$53,874	\$55,357	\$56,840	\$58,323	\$59,805	\$61,288	\$62,771
2.5 Hr Adj.		\$46,841	\$48,437	\$50,034	\$51,631	\$53,228	\$54,825	\$56,422	\$58,018	\$59,615	\$61,212	\$62,809	\$64,406	\$66,003	\$67,599
5.0 Hr Adj.		\$50,186	\$51,897	\$53,608	\$55,319	\$57,030	\$58,741	\$60,452	\$62,163	\$63,873	\$65,584	\$67,295	\$69,006	\$70,717	\$72,428
7.5 Hr Adj.		\$53,532	\$55,357	\$57,182	\$59,007	\$60,832	\$62,657	\$64,482	\$66,307	\$68,132	\$69,957	\$71,782	\$73,607	\$75,431	\$77,256
EMT/PST SFT		\$46,552	\$48,035	\$49,518	\$51,001	\$52,484	\$53,966	\$55,449	\$56,932	\$58,415	\$59,897	\$61,380	\$62,863	\$64,346	\$65,828
11	\$1,545.98	\$45,349	\$46,895	\$48,441	\$49,987	\$51,533	\$53,079	\$54,625	\$56,171	\$57,717	\$59,263	\$60,809	\$62,355	\$63,901	\$65,446
2.5 Hr Adj.		\$48,837	\$50,502	\$52,167	\$53,832	\$55,497	\$57,162	\$58,827	\$60,491	\$62,156	\$63,821	\$65,486	\$67,151	\$68,816	\$70,481
5.0 Hr Adj.		\$52,325	\$54,109	\$55,893	\$57,677	\$59,461	\$61,245	\$63,028	\$64,812	\$66,596	\$68,380	\$70,164	\$71,948	\$73,731	\$75,515
7.5 Hr Adj.		\$55,814	\$57,717	\$59,619	\$61,522	\$63,425	\$65,328	\$67,230	\$69,133	\$71,036	\$72,939	\$74,841	\$76,744	\$78,647	\$80,550
EMT/PST SFT		\$48,406	\$49,952	\$51,498	\$53,044	\$54,590	\$56,136	\$57,682	\$59,228	\$60,774	\$62,320	\$63,866	\$65,412	\$66,958	\$68,504
12	\$1,612.58	\$47,303	\$48,916	\$50,528	\$52,141	\$53,754	\$55,366	\$56,979	\$58,591	\$60,204	\$61,816	\$63,429	\$65,042	\$66,654	\$68,267
2.5 Hr Adj.		\$50,942	\$52,679	\$54,415	\$56,152	\$57,888	\$59,625	\$61,362	\$63,098	\$64,835	\$66,572	\$68,308	\$70,045	\$71,781	\$73,518
5.0 Hr Adj.		\$54,581	\$56,441	\$58,302	\$60,163	\$62,023	\$63,884	\$65,745	\$67,605	\$69,466	\$71,327	\$73,187	\$75,048	\$76,909	\$78,769
7.5 Hr Adj.		\$58,219	\$60,204	\$62,189	\$64,173	\$66,158	\$68,143	\$70,128	\$72,112	\$74,097	\$76,082	\$78,066	\$80,051	\$82,036	\$84,021
13	\$1,682.31	\$49,347	\$51,030	\$52,712	\$54,394	\$56,076	\$57,759	\$59,441	\$61,123	\$62,806	\$64,488	\$66,170	\$67,853	\$69,535	\$71,217
2.5 Hr Adj.		\$53,143	\$54,955	\$56,767	\$58,578	\$60,390	\$62,202	\$64,013	\$65,825	\$67,637	\$69,449	\$71,260	\$73,072	\$74,884	\$76,696
5.0 Hr Adj.		\$56,939	\$58,880	\$60,821	\$62,763	\$64,704	\$66,645	\$68,586	\$70,527	\$72,468	\$74,409	\$76,350	\$78,292	\$80,233	\$82,174
7.5 Hr Adj.		\$60,735	\$62,806	\$64,876	\$66,947	\$69,017	\$71,088	\$73,158	\$75,229	\$77,299	\$79,370	\$81,440	\$83,511	\$85,581	\$87,652
EMT/PST SFT		\$52,405	\$54,087	\$55,769	\$57,452	\$59,134	\$60,816	\$62,499	\$64,181	\$65,863	\$67,546	\$69,228	\$70,910	\$72,593	\$74,275
14	\$1,755.75	\$51,502	\$53,257	\$55,013	\$56,769	\$58,525	\$60,281	\$62,036	\$63,792	\$65,548	\$67,304	\$69,059	\$70,815	\$72,571	\$74,327
2.5 Hr Adj.		\$55,463	\$57,354	\$59,245	\$61,136	\$63,027	\$64,917	\$66,808	\$68,699	\$70,590	\$72,481	\$74,372	\$76,262	\$78,153	\$80,044
5.0 Hr Adj.		\$59,425	\$61,451	\$63,477	\$65,503	\$67,529	\$69,554	\$71,580	\$73,606	\$75,632	\$77,658	\$79,684	\$81,710	\$83,735	

APPENDIX I  
Salary Schedule D  
Effective January 1, 2022

Range	Incr.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
15	\$1,832.97	\$53,768	\$55,601	\$57,434	\$59,267	\$61,100	\$62,933	\$64,765	\$66,598	\$68,431	\$70,264	\$72,097	\$73,930	\$75,763	\$77,596
2.5 Hr Adj.		\$57,904	\$59,878	\$61,852	\$63,826	\$65,800	\$67,773	\$69,747	\$71,721	\$73,695	\$75,669	\$77,643	\$79,617	\$81,591	\$83,565
5.0 Hr Adj.		\$62,040	\$64,155	\$66,270	\$68,385	\$70,499	\$72,614	\$74,729	\$76,844	\$78,959	\$81,074	\$83,189	\$85,304	\$87,419	\$89,534
7.5 Hr Adj.		\$66,176	\$68,432	\$70,688	\$72,943	\$75,199	\$77,455	\$79,711	\$81,967	\$84,223	\$86,479	\$88,735	\$90,991	\$93,247	\$95,503
EMT/PST SFT		\$56,825	\$58,658	\$60,491	\$62,324	\$64,157	\$65,990	\$67,823	\$69,656	\$71,489	\$73,322	\$75,155	\$76,988	\$78,821	\$80,654
16	\$1,913.80	\$56,139	\$58,052	\$59,966	\$61,880	\$63,794	\$65,708	\$67,621	\$69,535	\$71,449	\$73,363	\$75,277	\$77,190	\$79,104	\$81,018
2.5 Hr Adj.		\$60,457	\$62,518	\$64,579	\$66,640	\$68,701	\$70,762	\$72,823	\$74,884	\$76,945	\$79,006	\$81,067	\$83,128	\$85,189	\$87,250
5.0 Hr Adj.		\$64,775	\$66,984	\$69,192	\$71,400	\$73,608	\$75,816	\$78,025	\$80,233	\$82,441	\$84,649	\$86,858	\$89,066	\$91,274	\$93,482
7.5 Hr Adj.		\$69,094	\$71,449	\$73,805	\$76,160	\$78,515	\$80,871	\$83,226	\$85,582	\$87,937	\$90,293	\$92,648	\$95,004	\$97,359	\$99,714
17	\$1,998.94	\$58,636	\$60,635	\$62,634	\$64,633	\$66,632	\$68,631	\$70,630	\$72,629	\$74,628	\$76,627	\$78,626	\$80,625	\$82,624	\$84,623
2.5 Hr Adj.		\$63,147	\$65,299	\$67,452	\$69,605	\$71,758	\$73,910	\$76,063	\$78,216	\$80,368	\$82,521	\$84,674	\$86,827	\$88,979	\$91,132
5.0 Hr Adj.		\$67,657	\$69,964	\$72,270	\$74,577	\$76,883	\$79,190	\$81,496	\$83,803	\$86,109	\$88,415	\$90,722	\$93,028	\$95,335	\$97,641
7.5 Hr Adj.		\$72,168	\$74,628	\$77,088	\$79,548	\$82,009	\$84,469	\$86,929	\$89,389	\$91,850	\$94,310	\$96,770	\$99,230	\$101,691	\$104,151
EMT/PST SFT		\$61,694	\$63,693	\$65,692	\$67,691	\$69,690	\$71,689	\$73,688	\$75,686	\$77,685	\$79,684	\$81,683	\$83,682	\$85,681	\$87,680
18	\$2,088.06	\$61,251	\$63,339	\$65,427	\$67,515	\$69,603	\$71,691	\$73,779	\$75,867	\$77,955	\$80,043	\$82,132	\$84,220	\$86,308	\$88,396
2.5 Hr Adj.		\$65,963	\$68,211	\$70,460	\$72,709	\$74,957	\$77,206	\$79,455	\$81,703	\$83,952	\$86,201	\$88,449	\$90,698	\$92,947	\$95,195
5.0 Hr Adj.		\$70,674	\$73,083	\$75,493	\$77,902	\$80,311	\$82,721	\$85,130	\$87,539	\$89,949	\$92,358	\$94,767	\$97,176	\$99,586	\$101,995
7.5 Hr Adj.		\$75,386	\$77,956	\$80,526	\$83,096	\$85,665	\$88,235	\$90,805	\$93,375	\$95,945	\$98,515	\$101,085	\$103,655	\$106,225	\$108,795
19	\$2,181.48	\$63,990	\$66,172	\$68,353	\$70,535	\$72,716	\$74,898	\$77,079	\$79,261	\$81,442	\$83,623	\$85,805	\$87,986	\$90,168	\$92,349
2.5 Hr Adj.		\$68,913	\$71,262	\$73,611	\$75,960	\$78,310	\$80,659	\$83,008	\$85,357	\$87,707	\$90,056	\$92,405	\$94,755	\$97,104	\$99,453
5.0 Hr Adj.		\$73,835	\$76,352	\$78,869	\$81,386	\$83,903	\$86,420	\$88,937	\$91,454	\$93,972	\$96,489	\$99,006	\$101,523	\$104,040	\$106,557
7.5 Hr Adj.		\$78,757	\$81,442	\$84,127	\$86,812	\$89,497	\$92,182	\$94,867	\$97,551	\$100,236	\$102,921	\$105,606	\$108,291	\$110,976	\$113,661
20	\$2,280.06	\$66,882	\$69,163	\$71,443	\$73,723	\$76,003	\$78,283	\$80,563	\$82,843	\$85,123	\$87,403	\$89,683	\$91,963	\$94,243	\$96,523
2.5 Hr Adj.		\$72,027	\$74,483	\$76,938	\$79,394	\$81,849	\$84,305	\$86,760	\$89,215	\$91,671	\$94,126	\$96,582	\$99,037	\$101,493	\$103,948
5.0 Hr Adj.		\$77,172	\$79,803	\$82,434	\$85,065	\$87,695	\$90,326	\$92,957	\$95,588	\$98,219	\$100,850	\$103,481	\$106,111	\$108,742	\$111,373
7.5 Hr Adj.		\$82,317	\$85,123	\$87,929	\$90,736	\$93,542	\$96,348	\$99,154	\$101,961	\$104,767	\$107,573	\$110,379	\$113,185	\$115,992	\$118,798
21	\$2,383.12	\$69,905	\$72,288	\$74,671	\$77,054	\$79,437	\$81,820	\$84,204	\$86,587	\$88,970	\$91,353	\$93,736	\$96,119	\$98,502	\$100,885
2.5 Hr Adj.		\$75,282	\$77,849	\$80,415	\$82,981	\$85,548	\$88,114	\$90,681	\$93,247	\$95,814	\$98,380	\$100,947	\$103,513	\$106,079	\$108,646
5.0 Hr Adj.		\$80,659	\$83,409	\$86,159	\$88,909	\$91,658	\$94,408	\$97,158	\$99,908	\$102,657	\$105,407	\$108,157	\$110,907	\$113,656	\$116,406
7.5 Hr Adj.		\$86,037	\$88,970	\$91,903	\$94,836	\$97,769	\$100,702	\$103,635	\$106,568	\$109,501	\$112,434	\$115,367	\$118,301	\$121,234	\$124,167
22	\$2,491.64	\$73,088	\$75,580	\$78,071	\$80,563	\$83,054	\$85,546	\$88,038	\$90,529	\$93,021	\$95,513	\$98,004	\$100,496	\$102,988	\$105,479
2.5 Hr Adj.		\$78,710	\$81,393	\$84,077	\$86,760	\$89,443	\$92,127	\$94,810	\$97,493	\$100,177	\$102,860	\$105,543	\$108,226	\$110,910	\$113,593
5.0 Hr Adj.		\$84,332	\$87,207	\$90,082	\$92,957	\$95,832	\$98,707	\$101,582	\$104,457	\$107,332	\$110,207	\$113,082	\$115,957	\$118,832	\$121,707
7.5 Hr Adj.		\$89,954	\$93,021	\$96,088	\$99,154	\$102,221	\$105,288	\$108,354	\$111,421	\$114,487	\$117,554	\$120,621	\$123,687	\$126,754	\$129,821
23	\$2,605.55	\$76,429	\$79,035	\$81,641	\$84,246	\$86,852	\$89,457	\$92,063	\$94,668	\$97,274	\$99,879	\$102,485	\$105,091	\$107,696	\$110,302
2.5 Hr Adj.		\$82,309	\$85,115	\$87,921	\$90,727	\$93,533	\$96,339	\$99,145	\$101,951	\$104,756	\$107,562	\$110,368	\$113,174	\$115,980	\$118,786
5.0 Hr Adj.		\$88,188	\$91,194	\$94,201	\$97,207	\$100,213	\$103,220	\$106,226	\$109,233	\$112,239	\$115,245	\$118,252	\$121,258	\$124,265	\$127,271
7.5 Hr Adj.		\$94,067	\$97,274	\$100,481	\$103,688	\$106,894	\$110,101	\$113,308	\$116,515	\$119,722	\$122,929	\$126,135	\$129,342	\$132,549	\$135,756
24	\$2,724.82	\$79,928	\$82,653	\$85,378	\$88,103	\$90,828	\$93,553	\$96,277	\$99,002	\$101,727	\$104,452	\$107,177	\$109,901	\$112,626	\$115,351
2.5 Hr Adj.		\$85,638	\$88,557	\$91,477	\$94,396	\$97,315	\$100,235	\$103,154	\$106,074	\$108,993	\$111,913	\$114,832	\$117,752	\$120,671	\$123,590
5.0 Hr Adj.		\$91,347	\$94,461	\$97,575	\$100,689	\$103,803	\$106,917	\$110,031	\$113,145	\$116,259	\$119,373	\$122,488	\$125,602	\$128,716	\$131,830
25	\$2,850.72	\$83,621	\$86,472	\$89,322	\$92,173	\$95,024	\$97,874	\$100,725	\$103,576	\$106,427	\$109,277	\$112,128	\$114,979	\$117,829	\$120,680
2.5 Hr Adj.		\$89,594	\$92,648	\$95,702	\$98,757	\$101,811	\$104,865	\$107,920	\$110,974	\$114,029	\$117,083	\$120,137	\$123,192	\$126,246	\$129,300
5.0 Hr Adj.		\$95,567	\$98,825	\$102,083	\$105,341	\$108,599	\$111,857	\$115,114	\$118,372	\$121,630	\$124,888	\$128,146	\$131,404	\$134,662	\$137,920
26	\$2,982.24	\$87,478	\$90,461	\$93,443	\$96,425	\$99,407	\$102,390	\$105,372	\$108,354	\$111,336	\$114,319	\$117,301	\$120,283	\$123,265	\$126,247
2.5 Hr Adj.		\$93,727	\$96,922	\$100,117	\$103,313	\$106,508	\$109,703	\$112,898	\$116,094	\$119,289	\$122,484	\$125,679	\$128,875	\$132,070	\$135,265
5.0 Hr Adj.		\$99,975	\$103,384	\$106,792	\$110,200	\$113,608	\$117,017	\$120,425	\$123,833	\$127,241	\$130,650	\$134,058	\$137,466	\$140,875	\$144,283
27	\$3,120.36	\$91,532	\$94,652	\$97,772	\$100,893	\$104,013	\$107,133	\$110,254	\$113,374	\$116,494	\$119,615	\$122,735	\$125,855	\$128,976	\$132,096
2.5 Hr Adj.		\$98,069	\$101,413	\$104,756	\$108,099	\$111,442	\$114,786	\$118,129	\$121,472	\$124,815	\$128,159	\$131,502	\$134,845	\$138,188	\$141,532
5.0 Hr Adj.		\$104,607	\$108,174	\$111,740	\$115,306	\$118,872	\$122,438	\$126,004	\$129,570	\$133,136	\$136,703	\$140,269	\$143,835	\$147,401	\$150,967

**APPENDIX I**  
**Salary Schedule E**  
**Effective January 1, 2023**

Range	Incr.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
<b>1</b>	<b>\$1,096.86</b>	<b>\$32,175</b>	<b>\$33,271</b>	<b>\$34,368</b>	<b>\$35,465</b>	<b>\$36,562</b>	<b>\$37,659</b>	<b>\$38,756</b>	<b>\$39,853</b>	<b>\$40,949</b>	<b>\$42,046</b>	<b>\$43,143</b>	<b>\$44,240</b>	<b>\$45,337</b>	<b>\$46,434</b>
2.5 Hr Adj.		\$34,650	\$35,831	\$37,012	\$38,193	\$39,374	\$40,556	\$41,737	\$42,918	\$44,099	\$45,281	\$46,462	\$47,643	\$48,824	\$50,005
5.0 Hr Adj.		\$37,125	\$38,390	\$39,656	\$40,921	\$42,187	\$43,453	\$44,718	\$45,984	\$47,249	\$48,515	\$49,781	\$51,046	\$52,312	\$53,577
7.5 Hr Adj.		\$39,599	\$40,949	\$42,299	\$43,649	\$44,999	\$46,349	\$47,699	\$49,049	\$50,399	\$51,749	\$53,099	\$54,449	\$55,799	\$57,149
<b>2</b>	<b>\$1,140.88</b>	<b>\$33,466</b>	<b>\$34,606</b>	<b>\$35,747</b>	<b>\$36,888</b>	<b>\$38,029</b>	<b>\$39,170</b>	<b>\$40,311</b>	<b>\$41,452</b>	<b>\$42,593</b>	<b>\$43,733</b>	<b>\$44,874</b>	<b>\$46,015</b>	<b>\$47,156</b>	<b>\$48,297</b>
2.5 Hr Adj.		\$36,040	\$37,268	\$38,497	\$39,726	\$40,954	\$42,183	\$43,412	\$44,640	\$45,869	\$47,098	\$48,326	\$49,555	\$50,783	\$52,012
5.0 Hr Adj.		\$38,614	\$39,930	\$41,247	\$42,563	\$43,880	\$45,196	\$46,512	\$47,829	\$49,145	\$50,462	\$51,778	\$53,094	\$54,411	\$55,727
7.5 Hr Adj.		\$41,188	\$42,592	\$43,997	\$45,401	\$46,805	\$48,209	\$49,613	\$51,017	\$52,422	\$53,826	\$55,230	\$56,634	\$58,038	\$59,442
<b>3</b>	<b>\$1,187.02</b>	<b>\$34,819</b>	<b>\$36,006</b>	<b>\$37,193</b>	<b>\$38,380</b>	<b>\$39,567</b>	<b>\$40,754</b>	<b>\$41,941</b>	<b>\$43,128</b>	<b>\$44,315</b>	<b>\$45,502</b>	<b>\$46,689</b>	<b>\$47,876</b>	<b>\$49,063</b>	<b>\$50,250</b>
2.5 Hr Adj.		\$37,497	\$38,776	\$40,054	\$41,332	\$42,611	\$43,889	\$45,167	\$46,446	\$47,724	\$49,002	\$50,281	\$51,559	\$52,837	\$54,116
5.0 Hr Adj.		\$40,176	\$41,545	\$42,915	\$44,285	\$45,654	\$47,024	\$48,394	\$49,763	\$51,133	\$52,503	\$53,872	\$55,242	\$56,611	\$57,981
7.5 Hr Adj.		\$42,854	\$44,315	\$45,776	\$47,237	\$48,698	\$50,159	\$51,620	\$53,081	\$54,542	\$56,003	\$57,464	\$58,925	\$60,386	\$61,846
AA SFD 1 day		\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582
AA SFD 3days		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
<b>4</b>	<b>\$1,235.28</b>	<b>\$36,235</b>	<b>\$37,470</b>	<b>\$38,706</b>	<b>\$39,941</b>	<b>\$41,176</b>	<b>\$42,412</b>	<b>\$43,647</b>	<b>\$44,882</b>	<b>\$46,117</b>	<b>\$47,353</b>	<b>\$48,588</b>	<b>\$49,823</b>	<b>\$51,058</b>	<b>\$52,294</b>
2.5 Hr Adj.		\$39,022	\$40,353	\$41,683	\$43,013	\$44,344	\$45,674	\$47,004	\$48,335	\$49,665	\$50,995	\$52,325	\$53,656	\$54,986	\$56,316
5.0 Hr Adj.		\$41,810	\$43,235	\$44,660	\$46,086	\$47,511	\$48,936	\$50,362	\$51,787	\$53,212	\$54,638	\$56,063	\$57,488	\$58,914	\$60,339
7.5 Hr Adj.		\$44,597	\$46,117	\$47,638	\$49,158	\$50,678	\$52,199	\$53,719	\$55,239	\$56,760	\$58,280	\$59,801	\$61,321	\$62,841	\$64,362
<b>5</b>	<b>\$1,286.08</b>	<b>\$37,725</b>	<b>\$39,011</b>	<b>\$40,297</b>	<b>\$41,583</b>	<b>\$42,869</b>	<b>\$44,155</b>	<b>\$45,441</b>	<b>\$46,728</b>	<b>\$48,014</b>	<b>\$49,300</b>	<b>\$50,586</b>	<b>\$51,872</b>	<b>\$53,158</b>	<b>\$54,444</b>
2.5 Hr Adj.		\$40,627	\$42,012	\$43,397	\$44,782	\$46,167	\$47,552	\$48,937	\$50,322	\$51,707	\$53,092	\$54,477	\$55,862	\$57,247	\$58,632
5.0 Hr Adj.		\$43,529	\$45,013	\$46,497	\$47,981	\$49,465	\$50,948	\$52,432	\$53,916	\$55,400	\$56,884	\$58,368	\$59,852	\$61,336	\$62,820
7.5 Hr Adj.		\$46,431	\$48,014	\$49,596	\$51,179	\$52,762	\$54,345	\$55,928	\$57,511	\$59,094	\$60,677	\$62,259	\$63,842	\$65,425	\$67,008
Sr AA SFD 1 day		\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582	\$582
Sr AA 3days		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
C2 SFD 3days - 35		\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529
C2 SFD 3days - 37.5		\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638
C2 SFD 3days - 40		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
<b>6</b>	<b>\$1,339.42</b>	<b>\$39,290</b>	<b>\$40,629</b>	<b>\$41,969</b>	<b>\$43,308</b>	<b>\$44,647</b>	<b>\$45,987</b>	<b>\$47,326</b>	<b>\$48,666</b>	<b>\$50,005</b>	<b>\$51,345</b>	<b>\$52,684</b>	<b>\$54,023</b>	<b>\$55,363</b>	<b>\$56,702</b>
2.5 Hr Adj.		\$42,312	\$43,754	\$45,197	\$46,639	\$48,082	\$49,524	\$50,967	\$52,409	\$53,852	\$55,294	\$56,737	\$58,179	\$59,622	\$61,064
5.0 Hr Adj.		\$45,334	\$46,880	\$48,425	\$49,971	\$51,516	\$53,062	\$54,607	\$56,153	\$57,698	\$59,244	\$60,789	\$62,335	\$63,880	\$65,426
7.5 Hr Adj.		\$48,357	\$50,005	\$51,654	\$53,302	\$54,951	\$56,599	\$58,248	\$59,896	\$61,545	\$63,193	\$64,842	\$66,490	\$68,139	\$69,787
<b>7</b>	<b>\$1,395.54</b>	<b>\$40,936</b>	<b>\$42,332</b>	<b>\$43,727</b>	<b>\$45,123</b>	<b>\$46,518</b>	<b>\$47,914</b>	<b>\$49,309</b>	<b>\$50,705</b>	<b>\$52,100</b>	<b>\$53,496</b>	<b>\$54,891</b>	<b>\$56,287</b>	<b>\$57,683</b>	<b>\$59,078</b>
2.5 Hr Adj.		\$44,085	\$45,588	\$47,091	\$48,594	\$50,097	\$51,599	\$53,102	\$54,605	\$56,108	\$57,611	\$59,114	\$60,617	\$62,120	\$63,623
5.0 Hr Adj.		\$47,234	\$48,844	\$50,454	\$52,065	\$53,675	\$55,285	\$56,895	\$58,506	\$60,116	\$61,726	\$63,336	\$64,947	\$66,557	\$68,167
7.5 Hr Adj.		\$50,383	\$52,100	\$53,818	\$55,536	\$57,254	\$58,971	\$60,688	\$62,406	\$64,124	\$65,841	\$67,559	\$69,276	\$70,994	\$72,712
<b>8</b>	<b>\$1,454.36</b>	<b>\$42,662</b>	<b>\$44,116</b>	<b>\$45,570</b>	<b>\$47,025</b>	<b>\$48,479</b>	<b>\$49,934</b>	<b>\$51,388</b>	<b>\$52,842</b>	<b>\$54,297</b>	<b>\$55,751</b>	<b>\$57,205</b>	<b>\$58,660</b>	<b>\$60,114</b>	<b>\$61,568</b>
2.5 Hr Adj.		\$45,943	\$47,510	\$49,076	\$50,642	\$52,208	\$53,775	\$55,341	\$56,907	\$58,473	\$60,039	\$61,606	\$63,172	\$64,738	\$66,304
5.0 Hr Adj.		\$49,225	\$50,903	\$52,581	\$54,259	\$55,938	\$57,616	\$59,294	\$60,972	\$62,650	\$64,328	\$66,006	\$67,684	\$69,362	\$71,040
7.5 Hr Adj.		\$52,507	\$54,297	\$56,087	\$57,877	\$59,667	\$61,457	\$63,247	\$65,037	\$66,827	\$68,617	\$70,407	\$72,197	\$73,986	\$75,776
C3 SFD 3days - 35		\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529	\$1,529
C3 SFD 3days - 37.5		\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638	\$1,638
C3 SFD 3days - 40		\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
<b>10</b>	<b>\$1,516.13</b>	<b>\$44,474</b>	<b>\$45,990</b>	<b>\$47,506</b>	<b>\$49,022</b>	<b>\$50,538</b>	<b>\$52,054</b>	<b>\$53,570</b>	<b>\$55,086</b>	<b>\$56,603</b>	<b>\$58,119</b>	<b>\$59,635</b>	<b>\$61,151</b>	<b>\$62,667</b>	<b>\$64,183</b>
2.5 Hr Adj.		\$47,895	\$49,527	\$51,160	\$52,793	\$54,426	\$56,058	\$57,691	\$59,324	\$60,957	\$62,590	\$64,222	\$65,855	\$67,488	\$69,120
5.0 Hr Adj.		\$51,316	\$53,065	\$54,814	\$56,564	\$58,313	\$60,062	\$61,812	\$63,561	\$65,311	\$67,060	\$68,809	\$70,559	\$72,308	\$74,058
7.5 Hr Adj.		\$54,737	\$56,603	\$58,469	\$60,335	\$62,201	\$64,067	\$65,933	\$67,799	\$69,665	\$71,531	\$73,397	\$75,263	\$77,129	\$78,995
EMT/PST SFT		\$47,531	\$49,047	\$50,563	\$52,080	\$53,596	\$55,112	\$56,628	\$58,144	\$59,660	\$61,176	\$62,692	\$64,209	\$65,725	\$67,241
<b>11</b>	<b>\$1,580.77</b>	<b>\$46,368</b>	<b>\$47,950</b>	<b>\$49,531</b>	<b>\$51,111</b>	<b>\$52,692</b>	<b>\$54,273</b>	<b>\$55,854</b>	<b>\$57,434</b>	<b>\$59,015</b>	<b>\$60,596</b>	<b>\$62,177</b>	<b>\$63,758</b>	<b>\$65,339</b>	<b>\$66,919</b>
2.5 Hr Adj.		\$49,936	\$51,638	\$53,341	\$55,043	\$56,745	\$58,448	\$60,150	\$61,852	\$63,555	\$65,257	\$66,960	\$68,662	\$70,364	\$72,067
5.0 Hr Adj.		\$53,503	\$55,327	\$57,151	\$58,975	\$60,799	\$62,623	\$64,447	\$66,271	\$68,094	\$69,918	\$71,742	\$73,566	\$75,390	\$77,214
7.5 Hr Adj.		\$57,070	\$59,015	\$60,961	\$62,906	\$64,852	\$66,797	\$68,743	\$70,689	\$72,634	\$74,580	\$76,525	\$78,471	\$80,416	\$82,362
EMT/PST SFT		\$49,427	\$51,007	\$52,588	\$54,169	\$55,750	\$57,331	\$58,911	\$60,492	\$62,073	\$63,654	\$65,234	\$66,815	\$68,396	\$69,977
<b>12</b>	<b>\$1,648.87</b>	<b>\$48,368</b>	<b>\$50,016</b>	<b>\$51,665</b>	<b>\$53,314</b>	<b>\$54,963</b>	<b>\$56,612</b>	<b>\$58,261</b>	<b>\$59,910</b>	<b>\$61,558</b>	<b>\$63,207</b>	<b>\$64,856</b>	<b>\$66,505</b>	<b>\$68,154</b>	<b>\$69,803</b>
2.5 Hr Adj.		\$52,088	\$53,864	\$55,639	\$57,415	\$59,191	\$60,967	\$62,742	\$64,518	\$66,294	\$68,069	\$69,845	\$71,621	\$73,396	\$75,172
5.0 Hr Adj.		\$55,809	\$57,711	\$59,614	\$61,516	\$63,419	\$65,321	\$67,224	\$69,126	\$71,029	\$72,931	\$74,834	\$76,737	\$78,639	\$80,542
7.5 Hr Adj.		\$59,529	\$61,559	\$63,588	\$65,617	\$67,647	\$69,676	\$71,705	\$73,735	\$75,764	\$77,794	\$79,823	\$81,852	\$83,881	\$85,911
<b>13</b>	<b>\$1,720.16</b>	<b>\$50,458</b>	<b>\$52,178</b>	<b>\$53,898</b>	<b>\$55,618</b>	<b>\$57,338</b>	<b>\$59,058</b>	<b>\$60,779</b>	<b>\$62,499</b>	<b>\$64,219</b>	<b>\$65,939</b>	<b>\$67,659</b>	<b>\$69,379</b>	<b>\$71,099</b>	<b>\$72,820</b>
2.5 Hr Adj.		\$54,339	\$56,191	\$58,044	\$59,896	\$61,749	\$63,601	\$65,454	\$67,306	\$69,159	\$71,011	\$72,864	\$74,716	\$76,569	\$78,421
5.0 Hr Adj.		\$58,220	\$60,205	\$62,190	\$64,175	\$66,159	\$68,144	\$70,129	\$72,114	\$74,099	\$76,083	\$78,068	\$80,053	\$82,038	\$84,023
7.5 Hr Adj.		\$62,101	\$64,219	\$66,336	\$68,453	\$70,570	\$72,687	\$74,804	\$76,921	\$79,039	\$81,156	\$83,273	\$85,390		

APPENDIX I  
Salary Schedule E  
Effective January 1, 2023

Range	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
<b>15</b>	\$1,874.21	\$54,977	\$56,852	\$58,726	\$60,600	\$62,474	\$64,349	\$66,223	\$68,097	\$69,971	\$71,845	\$73,720	\$75,594	\$77,468	\$79,342
2.5 Hr Adj.		\$59,206	\$61,225	\$63,243	\$65,262	\$67,280	\$69,298	\$71,317	\$73,335	\$75,354	\$77,372	\$79,390	\$81,409	\$83,427	\$85,445
5.0 Hr Adj.		\$63,436	\$65,598	\$67,761	\$69,923	\$72,086	\$74,248	\$76,411	\$78,573	\$80,736	\$82,898	\$85,061	\$87,224	\$89,386	\$91,549
7.5 Hr Adj.		\$67,665	\$69,971	\$72,278	\$74,585	\$76,891	\$79,198	\$81,505	\$83,812	\$86,118	\$88,425	\$90,732	\$93,038	\$95,345	\$97,652
EMT/PST SFT		\$58,035	\$59,909	\$61,783	\$63,658	\$65,532	\$67,406	\$69,280	\$71,155	\$73,029	\$74,903	\$76,777	\$78,651	\$80,526	\$82,400
<b>16</b>	\$1,956.86	\$57,402	\$59,359	\$61,315	\$63,272	\$65,229	\$67,186	\$69,143	\$71,100	\$73,057	\$75,013	\$76,970	\$78,927	\$80,884	\$82,841
2.5 Hr Adj.		\$61,817	\$63,925	\$66,032	\$68,139	\$70,247	\$72,354	\$74,462	\$76,569	\$78,676	\$80,784	\$82,891	\$84,999	\$87,106	\$89,213
5.0 Hr Adj.		\$66,233	\$68,491	\$70,749	\$73,006	\$75,264	\$77,522	\$79,780	\$82,038	\$84,296	\$86,554	\$88,812	\$91,070	\$93,328	\$95,586
7.5 Hr Adj.		\$70,648	\$73,057	\$75,465	\$77,874	\$80,282	\$82,690	\$85,099	\$87,507	\$89,916	\$92,324	\$94,733	\$97,141	\$99,550	\$101,958
<b>17</b>	\$2,043.92	\$59,956	\$62,000	\$64,043	\$66,087	\$68,131	\$70,175	\$72,219	\$74,263	\$76,307	\$78,351	\$80,395	\$82,439	\$84,483	\$86,527
2.5 Hr Adj.		\$64,568	\$66,769	\$68,970	\$71,171	\$73,372	\$75,573	\$77,774	\$79,976	\$82,177	\$84,378	\$86,579	\$88,780	\$90,981	\$93,182
5.0 Hr Adj.		\$69,180	\$71,538	\$73,896	\$76,255	\$78,613	\$80,971	\$83,330	\$85,688	\$88,046	\$90,405	\$92,763	\$95,122	\$97,480	\$99,838
7.5 Hr Adj.		\$73,791	\$76,307	\$78,823	\$81,338	\$83,854	\$86,369	\$88,885	\$91,401	\$93,916	\$96,432	\$98,947	\$101,463	\$103,979	\$106,494
EMT/PST SFT		\$63,013	\$65,057	\$67,101	\$69,145	\$71,189	\$73,233	\$75,277	\$77,321	\$79,365	\$81,408	\$83,452	\$85,496	\$87,540	\$89,584
<b>18</b>	\$2,135.04	\$62,629	\$64,764	\$66,899	\$69,034	\$71,169	\$73,304	\$75,439	\$77,574	\$79,709	\$81,844	\$83,980	\$86,115	\$88,250	\$90,385
2.5 Hr Adj.		\$67,447	\$69,746	\$72,045	\$74,345	\$76,644	\$78,943	\$81,242	\$83,542	\$85,841	\$88,140	\$90,439	\$92,739	\$95,038	\$97,337
5.0 Hr Adj.		\$72,264	\$74,728	\$77,191	\$79,655	\$82,118	\$84,582	\$87,045	\$89,509	\$91,972	\$94,436	\$96,899	\$99,363	\$101,826	\$104,290
7.5 Hr Adj.		\$77,082	\$79,710	\$82,337	\$84,965	\$87,593	\$90,221	\$92,848	\$95,476	\$98,104	\$100,732	\$103,359	\$105,987	\$108,615	\$111,243
<b>19</b>	\$2,230.56	\$65,430	\$67,661	\$69,891	\$72,122	\$74,352	\$76,583	\$78,813	\$81,044	\$83,274	\$85,505	\$87,736	\$89,966	\$92,197	\$94,427
2.5 Hr Adj.		\$70,463	\$72,865	\$75,267	\$77,669	\$80,072	\$82,474	\$84,876	\$87,278	\$89,680	\$92,082	\$94,484	\$96,887	\$99,289	\$101,691
5.0 Hr Adj.		\$75,496	\$78,070	\$80,644	\$83,217	\$85,791	\$88,365	\$90,938	\$93,512	\$96,086	\$98,660	\$101,233	\$103,807	\$106,381	\$108,955
7.5 Hr Adj.		\$80,529	\$83,274	\$86,020	\$88,765	\$91,510	\$94,256	\$97,001	\$99,746	\$102,492	\$105,237	\$107,982	\$110,728	\$113,473	\$116,218
<b>20</b>	\$2,331.36	\$68,387	\$70,719	\$73,050	\$75,381	\$77,713	\$80,044	\$82,376	\$84,707	\$87,038	\$89,370	\$91,701	\$94,032	\$96,364	\$98,695
2.5 Hr Adj.		\$73,648	\$76,159	\$78,669	\$81,180	\$83,691	\$86,201	\$88,712	\$91,223	\$93,734	\$96,244	\$98,755	\$101,266	\$103,776	\$106,287
5.0 Hr Adj.		\$78,908	\$81,599	\$84,289	\$86,979	\$89,669	\$92,359	\$95,049	\$97,739	\$100,429	\$103,119	\$105,809	\$108,499	\$111,189	\$113,879
7.5 Hr Adj.		\$84,169	\$87,038	\$89,908	\$92,777	\$95,647	\$98,516	\$101,385	\$104,255	\$107,124	\$109,993	\$112,863	\$115,732	\$118,601	\$121,471
<b>21</b>	\$2,436.74	\$71,478	\$73,914	\$76,351	\$78,788	\$81,225	\$83,661	\$86,098	\$88,535	\$90,972	\$93,408	\$95,845	\$98,282	\$100,719	\$103,155
2.5 Hr Adj.		\$76,976	\$79,600	\$82,224	\$84,849	\$87,473	\$90,097	\$92,721	\$95,345	\$97,969	\$100,594	\$103,218	\$105,842	\$108,466	\$111,090
5.0 Hr Adj.		\$82,474	\$85,286	\$88,098	\$90,909	\$93,721	\$96,532	\$99,344	\$102,156	\$104,967	\$107,779	\$110,591	\$113,402	\$116,214	\$119,025
7.5 Hr Adj.		\$87,973	\$90,972	\$93,971	\$96,970	\$99,969	\$102,968	\$105,967	\$108,966	\$111,965	\$114,964	\$117,963	\$120,962	\$123,961	\$126,960
<b>22</b>	\$2,547.70	\$74,732	\$77,280	\$79,828	\$82,376	\$84,923	\$87,471	\$90,019	\$92,566	\$95,114	\$97,662	\$100,209	\$102,757	\$105,305	\$107,853
2.5 Hr Adj.		\$80,481	\$83,225	\$85,968	\$88,712	\$91,456	\$94,199	\$96,943	\$99,687	\$102,430	\$105,174	\$107,918	\$110,662	\$113,405	\$116,149
5.0 Hr Adj.		\$86,230	\$89,169	\$92,109	\$95,049	\$97,988	\$100,928	\$103,868	\$106,807	\$109,747	\$112,687	\$115,626	\$118,566	\$121,506	\$124,445
7.5 Hr Adj.		\$91,978	\$95,114	\$98,250	\$101,385	\$104,521	\$107,657	\$110,792	\$113,928	\$117,063	\$120,199	\$123,335	\$126,470	\$129,606	\$132,742
<b>23</b>	\$2,664.17	\$78,149	\$80,813	\$83,477	\$86,142	\$88,806	\$91,470	\$94,134	\$96,798	\$99,463	\$102,127	\$104,791	\$107,455	\$110,119	\$112,783
2.5 Hr Adj.		\$84,161	\$87,030	\$89,899	\$92,768	\$95,637	\$98,506	\$101,375	\$104,244	\$107,114	\$109,983	\$112,852	\$115,721	\$118,590	\$121,459
5.0 Hr Adj.		\$90,172	\$93,246	\$96,320	\$99,394	\$102,468	\$105,542	\$108,616	\$111,690	\$114,764	\$117,839	\$120,913	\$123,987	\$127,061	\$130,135
7.5 Hr Adj.		\$96,184	\$99,463	\$102,742	\$106,021	\$109,299	\$112,578	\$115,857	\$119,136	\$122,415	\$125,694	\$128,973	\$132,252	\$135,531	\$138,810
<b>24</b>	\$2,786.12	\$81,727	\$84,513	\$87,299	\$90,085	\$92,871	\$95,657	\$98,444	\$101,230	\$104,016	\$106,802	\$109,588	\$112,374	\$115,160	\$117,946
2.5 Hr Adj.		\$87,564	\$90,550	\$93,535	\$96,520	\$99,505	\$102,490	\$105,475	\$108,460	\$111,446	\$114,431	\$117,416	\$120,401	\$123,386	\$126,371
5.0 Hr Adj.		\$93,402	\$96,586	\$99,770	\$102,955	\$106,139	\$109,323	\$112,507	\$115,691	\$118,875	\$122,059	\$125,244	\$128,428	\$131,612	\$134,796
<b>25</b>	\$2,914.86	\$85,502	\$88,417	\$91,332	\$94,247	\$97,162	\$100,077	\$102,991	\$105,906	\$108,821	\$111,736	\$114,651	\$117,566	\$120,481	\$123,396
2.5 Hr Adj.		\$91,610	\$94,733	\$97,856	\$100,979	\$104,102	\$107,225	\$110,348	\$113,471	\$116,594	\$119,717	\$122,840	\$125,963	\$129,086	\$132,209
5.0 Hr Adj.		\$97,717	\$101,048	\$104,379	\$107,711	\$111,042	\$114,373	\$117,705	\$121,036	\$124,367	\$127,698	\$131,030	\$134,361	\$137,692	\$141,023
<b>26</b>	\$3,049.34	\$89,447	\$92,496	\$95,545	\$98,595	\$101,644	\$104,693	\$107,743	\$110,792	\$113,841	\$116,891	\$119,940	\$122,989	\$126,039	\$129,088
2.5 Hr Adj.		\$95,836	\$99,103	\$102,370	\$105,637	\$108,904	\$112,171	\$115,439	\$118,706	\$121,973	\$125,240	\$128,507	\$131,774	\$135,041	\$138,309
5.0 Hr Adj.		\$102,225	\$105,710	\$109,195	\$112,680	\$116,165	\$119,650	\$123,134	\$126,619	\$130,104	\$133,589	\$137,074	\$140,559	\$144,044	\$147,529
<b>27</b>	\$3,190.57	\$93,591	\$96,782	\$99,972	\$103,163	\$106,353	\$109,544	\$112,734	\$115,925	\$119,116	\$122,306	\$125,497	\$128,687	\$131,878	\$135,068
2.5 Hr Adj.		\$100,276	\$103,695	\$107,113	\$110,531	\$113,950	\$117,368	\$120,787	\$124,205	\$127,624	\$131,042	\$134,461	\$137,879	\$141,298	\$144,716
5.0 Hr Adj.		\$106,961	\$110,607	\$114,254	\$117,900	\$121,547	\$125,193	\$128,839	\$132,486	\$136,132	\$139,778	\$143,425	\$147,071	\$150,717	\$154,364

**APPENDIX I  
LONGEVITY SCHEDULE**

Scale	A	B	C
01	854	1,139	1,424
02	889	1,185	1,481
03	925	1,233	1,541
04	962	1,283	1,604
05	1,002	1,336	1,670
06	1,043	1,391	1,739
07	1,087	1,449	1,812
08	1,133	1,510	1,888
10	1,181	1,575	1,968
11	1,231	1,642	2,052
12	1,284	1,712	2,141
13	1,340	1,786	2,233
14	1,398	1,864	2,331
15	1,460	1,946	2,433
16	1,524	2,032	2,540
17	1,592	2,123	2,653
18	1,663	2,217	2,772
19	1,737	2,317	2,896
20	1,816	2,421	3,027
21	1,898	2,531	3,163
22	1,984	2,646	3,307
23	2,075	2,767	3,459
24	2,170	2,893	3,617
25	2,270	3,027	3,784
26	2,375	3,167	3,959
27	2,485	3,314	4,142



**APPENDIX II**  
**TITLES AND SCALES**  
(UPDATED 2020)

The first sub-column designates the salary scale for each listed title.  
The second indicates the number of hours in a full-time workweek.

03	32.5	Account Clerk				Mechanic
15	32.5	Accountant		07	32.5	Assistant Supervising Omnibus Operator
11	32.5	Accounting Assistant				
18	32.5	Administrative Analyst		15	35	Assistant Supervisor Traffic Signal
13	32.5	Administrative Clerk				
13	32.5	Administrative Secretary		15	35	Bridge Construction Inspector/Road Inspector
12	35	Analyst Trainee				
04	40	Animal Attendant		07	40	Bridge Construction Worker
14	40	Animal Control Officer		07	40	Bridge Repairer
12	40	Animal Health Technician		22	32.5	Budget Officer
12	40	Assistant Animal Control Officer		02	35	Building Maintenance Worker
				02	35	Building Maintenance Worker/Groundskeeper
11/12	35	Assistant Assessor (See notes at end)		04	40	Building Service Worker/Groundskeeper
10	35	Assistant Assessor Trainee (See notes at end)		14	32.5	Buyer
12	35	Assistant Building Superintendent		12	35	Carpenter
14	40	Assistant Communications Technician		05	32.5	Cashier
27	35	Assistant County Engineer		03	35	Cemetery Caretaker
22	32.5	Assistant Director Community Development Program		23	35	Chief Assistant Assessor
16	40	Assistant Golf Superintendent		14	32.5	Chief Clerk
19	35	Assistant Health Educator		17	40	Chief Inspector Mosquito Extermination
15	35	Assistant Maintenance Supervisor		17	32.5	Chief Probate Clerk
18	40	Assistant Manager Animal Control Facility		19	40	Chief Public Safety Telecommunicator
17	40	Assistant Manager Golf Facilities		23	35	Chief Registered Environmental Health Specialist Public Health
17	35	Assistant Nutrition Program Coordinator WIC Program		02	32.5	Clerk 1
15	32.5	Assistant Planner		04	32.5	Clerk 2
14	32.5	Assistant Program Analyst		07	32.5	Clerk 3
13	32.5	Assistant Program Coordinator Non-Emergency Transportation		11	32.5	Clerk 4
18	35	Assistant Public Health Nurse Supervisor		03	32.5	Clerk Driver
18	32.5	Assistant Purchasing Agent		12	32.5	Communications Officer
13	32.5	Assistant Superintendent of Weights & Measures		16	40	Communications Technician
13	40	Assistant Supervising Bridge Repairer		05	32.5	Community Service Aide
15	40	Assistant Supervising		16	35	Confidential Assistant to the County Treasurer
				19	40	Confidential Assistant to the Director Correctional Services
				17	32.5	Confidential Assistant to the Director IT
				17	32.5	Confidential Assistant to the

		Director Economic Development	21	32.5	Education and Training Coordinator
16	35	Confidential Assistant to the Director Health & Senior Services	12	35	Electrician
18	40	Confidential Assistant to the Director of Emergency Response	14	40	Electronic Systems Technician 1
21	35	Confidential Assistant to the Director of Land Preservation	16	40	Electronic Systems Technician 2
17	35	Confidential Assistant to the Director of Veteran's Affairs	10		Emergency Medical Technician (part time)
18	40	Confidential Assistant to the Director Roads & Bridges			(See note at end)
20	35	Confidential Assistant to the Director Senior Services	11/13	40	Emergency Medical Technician (See note at end)
18	35	Confidential Assistant to the Sheriff	14	32.5	Employment Specialist
12	35	Confidential Secretary, County Counsel's Office	07	32.5	Employment Test Monitor
22	35	Coordinator Community Health Services	07	35	Engineering Aide
21	35	Coordinator Employment & Training Programs	13	35	Environmental Compliance Investigator
14	35	Coordinator of Maintenance Services	27	35	Environmental Health Coordinator
18	35	Coordinator of Safety Programs	15	35	Environmental Health Specialist
22	35	Coordinator Special Child Health Services	16	32.5	Environmental Specialist Educational Programs
17	40	County 9-1-1 Coordinator	10	40	Equipment Operator
22	35	County Alcoholism Coordinator/Employee Assistance Counselor	13	40	Equipment Operator Mosquito Extermination
18	40	County Communications Coordinator Emergency Management	08	32.5	Execution Clerk
18	35	County Emergency Management Planner	19	32.5	Executive Assistant
07	40	County Park Ranger	14	35	Field Representative Disease Control
21	32.5	Data Processing Coordinator	16	35	Field Representative Health Education
17	32.5	Data Processing Programmer	12	35	Field Representative Narcotics Education
12	35	Data Processing Technician	21	32.5	Fiscal Officer
17	40	Deputy Emergency Management Coordinator	12	32.5	Four-H Program Assistant
14	32.5	Deputy Superintendent of Weights & Measures	18	40	General Supervisor Mosquito Extermination
15	32.5	Deputy Work Release Administrator	21	40	General Supervisor of Garage Services
22	35	Director Special Transportation Services	18	40	General Supervisor Roads
07	32.5	Drafting Technician	20	32.5	Geographic Information Systems Specialist 2
			18	32.5	Geographic Information Systems Specialist 3
			15	32.5	Geographic Information Systems Specialist Trainee
			05	40	Golf Ranger
			20	40	Golf Superintendent
			16	35	Graduate Nurse Public Health

13	35	Hazardous Materials Responder (Operations)			Systems Specialist
15	35	Hazardous Materials Technician 1	16	32.5	Management Specialist
16	35	Hazardous Materials Technician 2	22	32.5	Manager Mobile Meals Program
07	35	Health Aide	12	40	Mason
08	35	Health Aide Bilingual in Spanish & English	12	40	Mechanic
21	35	Health Educator	13	40	Mechanic Diesel
21	35	Health Educator Bilingual in Spanish & English	06	40	Mechanic's Helper
12	40	Heavy Equipment Operator	24	35	Mental Health Administrator
15	40	Heavy Equipment Operator Mosquito Extermination	08	32.5	Morgue Attendant
16	40	Heavy Equipment Operator Mosquito Extermination/Mechanic	23	35	Network Administrator 1
13	35	Human Services Specialist 2	25	35	Network Administrator 2
08	40	Inspector Mosquito Extermination	22	35	Nutrition Program Coordinator WIC Program
12	35	Inspector Road Openings	06	32.5	Omnibus Operator
07	40	Inspector Trainee Mosquito Extermination	20	40	Operations and Training Officer
08	32.5	Investigator Consumer Protection	12	35	Painter
17	32.5	Investigator County Medical Examiner's Office	16	35	Paralegal Specialist
14	32.5	Job Developer	02	40	Park Attendant
02	32.5	Keyboarding Clerk 1	03	32.5	Payroll Clerk
04	32.5	Keyboarding Clerk 2	12	32.5	Payroll Supervisor
05	32.5	Keyboarding Clerk 2 Bilingual in Spanish & English	07	32.5	Planning Aide
07	32.5	Keyboarding Clerk 3	12	35	Plumber
11	32.5	Keyboarding Clerk 4	08	32.5	Principal Account Clerk
06	40	Laborer 1	19	32.5	Principal Accountant
12	32.5	Legal Secretary	17/21	35	Principal Assistant Assessor (See note at end)
14	32.5	Legal Secretary 1	10	32.5	Principal Cashier
08	32.5	Legal Secretary 2	07	32.5	Principal Clerk Transcriber
01	32.5	Mail Clerk	08	32.5	Principal Data Entry Machine Operator
07	35	Maintenance Repairer	13	35	Principal Drafting Technician
12	40	Maintenance Repairer Welder	23	35	Principal Engineer
18	35	Maintenance Superintendent	13	35	Principal Engineering Aide
16	35	Maintenance Supervisor	08	32.5	Principal Engineering Clerk
14	40	Maintenance Supervisor Grounds	08	32.5	Principal Payroll Clerk
05	40	Maintenance Worker 1 Grounds	21	32.5	Principal Planner
07	40	Maintenance Worker 2 Grounds	21	32.5	Principal Planner Transportation
10	40	Maintenance Worker 3 Grounds	12	32.5	Principal Planning Aide
13	32.5	Management Information	08	32.5	Principal Purchasing Assistant
			21	35	Principal Registered Environmental Health Specialist Public Health
			25	35	Principal Systems Analyst
			18	35	Principal Technician Management Information Systems

07	32.5	Probate Clerk	14	35	Road Inspector
16	32.5	Program Analyst	14	40	Road Repairer 3
16	32.5	Program Development Specialist Aging	16	40	Road Repair Supervisor
16	32.5	Program Development Specialist Community Service	18	35	Safety Inspector
13	32.5	Program Monitor	11	32.5	Secretarial Assistant
15	35	Program Nutritionist	05	32.5	Senior Account Clerk
19	35	Program Specialist Special Child Health Services	17	32.5	Senior Accountant
19	32.5	Project Director Nutrition Program for the Elderly	20	32.5	Senior Administrative Analyst
22	35	Public Health Epidemiologist	06	40	Senior Animal Attendant
10	35	Public Health Investigator	15/17(35)		Senior Assistant Assessor (see note at end)
17	35	Public Health Nurse	17	35	Senior Bridge Construction Inspector/Senior Road Inspector
21	35	Public Health Nurse Supervisor	10	40	Senior Bridge Construction Worker
23	35	Public Health Nutritionist	10	40	Senior Bridge Repairer
10		Public Safety Telecommunicator (part time) (see note at end)	04	35	Senior Building Maintenance Worker
11/13(40)		Public Safety Telecommunicator (see note at end)	04	35	Senior Building Service Worker
10		Public Safety Telecommunicator Trainee (part time) (see note at end)	17	32.5	Senior Buyer
04	32.5	Purchasing Assistant	14	35	Senior Carpenter
05	32.5	Radio Dispatcher/Keyboarding Clerk 2	07	32.5	Senior Cashier
16	40	Radio Technician	05	35	Senior Cemetery Caretaker
03	32.5	Receptionist	04	32.5	Senior Clerk Transcriber
03	32.5	Receptionist/Telephone Operator	17	40	Senior Communications Technician
19	35	Records Management Analyst	08	32.5	Senior Community Service Aide
23	35	Records Manager	14	35	Senior Computer Service Technician
11	32.5	Recreation Program Coordinator	10	40	Senior County Park Ranger
16	32.5	Recreation Program Specialist	10	32.5	Senior Court Clerk
18	32.5	Recreation Supervisor	19	32.5	Senior Data Processing Programmer
18	32.5	Recreation Supervisor Handicapped Program	10	32.5	Senior Drafting Technician
17	35	Registered Environmental Health Specialist Public Health	14	35	Senior Electrician
13	35	Registered Environmental Health Specialist Trainee Public Health	15	40	Senior Emergency Medical Technician
06	32.5	Research Aide	16	32.5	Senior Employment Specialist
			10	32.5	Senior Employment Test Monitor
			20	35	Senior Engineer
			11	35	Senior Engineering Aide
			19	35	Senior Environmental Health Specialist Hazardous Substances
			11	32.5	Senior Execution Clerk
			16	35	Senior Field Representative

		Disease Control	17	32.5	Social Rehabilitation
18	35	Senior Field Representative			Therapist Penal Institution
		Health Education	14	40	Social Service Assistant
12	40	Senior Inspector Mosquito	18	35	Social Worker Aging
		Extermination	18	35	Social Worker Health
14	35	Senior Inspector Road	08	40	Storekeeper
		Openings	18	35	Superintendent of Weights &
12	32.5	Senior Investigator Consumer			Measures
		Protection	12	32.5	Supervising Account Clerk
17	32.5	Senior Investigator County	08	40	Supervising Animal Attendant
		Medical Examiner's Office	16	40	Supervising Animal Control
10	35	Senior Maintenance Repairer			Officer
14	40	Senior Mason	20	35	Supervising Bridge
14	40	Senior Mechanic			Construction
14	35	Senior Painter			Inspector/Supervising Road
05	32.5	Senior Payroll Clerk			Inspector
17	32.5	Senior Planner	15	40	Supervising Bridge Repairer
17	32.5	Senior Planner Community	14	40	Supervising County Park
		Development Program			Ranger
17	32.5	Senior Planner Transportation	17	40	Supervising Emergency Medical
10	32.5	Senior Planning Aide			Technician
14	35	Senior Plumber	19	35	Supervising Employment
10	32.5	Senior Probate Clerk			Specialist
18	32.5	Senior Program Analyst	26	35	Supervising Engineer
19	32.5	Senior Program Development	15	35	Supervising Engineering Aide
		Specialist Community Service	20	35	Supervising Field
12	35	Senior Public Health			Representative Disease
		Investigator			Control
19	35	Senior Public Health Nurse	18	40	Supervising Heavy Equipment
15	40	Senior Public Safety			Operator
		Telecommunicator	18	40	Supervising Heavy Equipment
06	32.5	Senior Purchasing Assistant			Operator Mosquito Extermination
05	32.5	Senior Receptionist	12	35	Supervising Maintenance
05	32.5	Senior Receptionist/Telephone			Repairer
		Operator	17	40	Supervising Mechanic
19	35	Senior Registered	08	32.5	Supervising Omnibus Operator
		Environmental Health	23	32.5	Supervising Planner
		Specialist Public Health	21	35	Supervising Program
16	35	Senior Road Inspector			Development Specialist
10	40	Senior Storekeeper			Community Services
23	35	Senior Systems Analyst	17	40	Supervising Public Safety
16	35	Senior Technician Management			Telecommunicator
		Information Systems	19	35	Supervising Road Inspector
08	35	Senior Traffic Maintenance	07	40	Supervisor Building Service
		Worker	12	32.5	Supervisor of Accounts
14	35	Senior Traffic Signal	13	32.5	Supervisor of Data Entry
		Electrician			Machine Operations
15	40	Senior Welder	21	40	Supervisor of Motor Pool
03	32.5	Site Manager Nutrition	15	35	Supervisor Traffic
		Program for the Elderly			Maintenance
			18	35	Supervisor Traffic Signal

21	35	Systems Analyst
15	32.5	Tax Research Examiner and Investigator
14	35	Technician Management Information Systems
14	40	Telephone System Installer and Repairer
15	35	Traffic Analyst
26	35	Traffic Engineer
10	35	Traffic Investigator
06	35	Traffic Maintenance Worker
12	35	Traffic Signal Electrician
10	35	Traffic Signal Technician 1
18	40	Training Coordinator
15	35	Training Technician
17	40	Training Technician
08	40	Truck Driver
10	40	Truck Driver Heavy
11	32.5	Weights & Measures Apprentice
12	40	Welder
06	40	Welder's Helper
13	35	WIC Lactation Consultant

Notes:

Salaries for part-time Emergency Medical Technicians and part-time Public Safety Telecommunicators begin at Step 1 of Scale 10, and after successful completion of one year, go to Step 1 of Scale 11. Part-time EMT's and part-time PST's if placed in full-time position, will go to a Scale 13 after being at a Scale 11 for an aggregate of 4 years.

Salaries for Assistant Assessor Trainees hired on or after 11/1/15 begin at Step 1 of Scale 10, and after successful completion of one year go to Step 1 of Scale 11 in the title of Assistant Assessor, and shall remain at Scale 11 for four years. After four years on Scale 11 in the Assistant Assessor title, employees shall be moved to Scale 12.

Salaries for Senior Assistant Assessor and Principal Assistant Assessor employed before 11/1/15 shall be grandfathered at their current scales of 17 and 21 respectively. All employees in the Assistant Assessor series hired on or after 11/1/15 who successfully promote through NJ Civil Service to Senior and/or Principal Assistant Assessor shall go to Scale 15 and 17 respectively.

### APPENDIX III CLOTHING PROVISIONS

Dept. or Div.	Employees	Clothing Payments	Uniforms Provided	Safety Shoes
Highway	Blue Collar	\$300 (Jan.) + \$300 (July)	5 safety T-shirts	Y
Engineering	Blue Collar	\$300 (Jan.) + \$300 (July)	5 safety T-shirts	Y
Bldgs. & Grounds	Blue Collar	\$300 (Jan.) + \$300 (July)	None	Y
County Jail	Cooks & Nurses	\$300 (Jan.) + \$300 (July)	None	Y
County Clerk	All	None	May provide 2 shirts or sweaters	N
Golf Course	Blue Collar (except Golf Rangers & Mechanics)	\$300 (Jan.) + \$300 (July)	None	Y
	Mechanics	None	6 sets (with replacements) + laundry	Y
	Golf Rangers	None	5 shirts	N
Animal Control	Uniformed	\$150 (Jan.) + \$150 (July) except if laundry is provided	Full set with replacements (May 30)	Y
Parks & Recreation	Uniformed	\$150 (Jan.) + \$150 (July) except if laundry is provided	Full set with replacements (May 30)	Y
Mosquito Control	Blue Collar	None	6 sets (with replacements) + laundry + 5 safety T-shirts	Y
Fleet Management	Blue Collar	None	6 sets (with replacements) + laundry + winter jacket every 2 years	Y
Emergency Response	Communications (Uniformed)	Full-time \$600 Voucher (Jan.) Part-time \$400 Voucher (Jan.)	None	N
	Hazmat	None	None	Y
	EMT@s	Full-time \$600 Voucher (Jan.) Part-time \$400 Voucher (Jan.)	Replacement or repair of clothing destroyed or damaged (see Sec. 12.1)	N
Medical Examiner@s Office	Investigators	None	Coveralls & boots (as needed)	N
Health	Nurses & Allied Health Workers	\$225 (July)	None	N
	Public Health Investigators, Field Reps Disease Control, & Env. Health Specialists (Incl. Reg.)	None	None	Y
Transportation Services	Drivers	\$50 annually	None	N



## **APPENDIX IV**

### **CALCULATION OF EMPLOYEE LEAVE**

#### **A. Conversion of Sick and Vacation Leave to Hours**

Sick leave and vacation leave are to be credited to employees in hours (or fractions thereof), thus requiring that the allotments specified in Sections 16.1 and 18.1 be converted from days to hours in order to determine an employee's entitlement. For purposes of this computation, a "day" in the case of full-time employees is equivalent to one-fifth of the employee's base workweek as set forth in Sec. 5.1. In the case of part-time employees, a "day" is equivalent to one-fifth of the regular or average workweek.

**Example 1:** If the employee's base workweek is 40 hours, a "day" is equal to eight hours. Fifteen days of sick leave would therefore be equal to 120 hours.

**Example 2:** If the employee averages 24 paid hours per week, a "day" would be equal to 4.8 hours. Fifteen days of sick leave would therefore be equal to 72 hours.

**Note:** This method of calculation also pro-rates the amount of annual leave earned for part-time service.

#### **B. Adjustment of Sick and Vacation Leave for Employees Who Are Not in Pay Status for a Full Year**

Although credited to an employee in advance, sick and vacation leave are earned month by month on a pro-rata basis. For example, an employee who is entitled to 15 sick days for the year will earn them at the rate of 1.25 days per month. If an employee terminates during the year or uses unpaid time off, the employee's sick and vacation leave credit will be adjusted in accordance with the following rules:

(1) If an employee is in pay status for at least 23 calendar days in a given month, there will be no reduction in the amount of leave earned for that month.

(2) If the employee is in pay status for at least 8 calendar days in a given month but less than 23 days, the employee will earn one-half of the full monthly share.

(3) If the employee is in pay status for fewer than 8 calendar days in a given month, the employee will earn no sick or vacation for that month.

(4) "In pay status" is understood to mean currently employed and not on unpaid leave or suspension without pay.

**APPENDIX V**  
**COUNTY PARK RANGERS, SENIORS AND SUPERVISORS**

Shifts 5:30 AM to 1:30 PM (year round - weekends and observed holidays)  
1:00 PM to 9:00 PM (during daylight savings time, first payroll of March through first payroll of November)  
4:00 PM to Midnight (during daylight savings time, first payroll of March through first payroll of November)  
11:00 AM to 7:00 PM (during standard time, second payroll of November through last payroll of February)  
3:00 PM to 11:00 PM (during standard time, second payroll of November through last payroll of February)

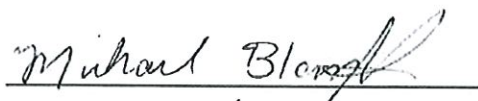
# LETTER OF AGREEMENT

## L06-30B

The COMMUNICATIONS WORKERS OF AMERICA LOCAL 1085 and the COUNTY OF GLOUCESTER hereby agree to amend Article 12.3 of the CWA-GLOUCESTER COUNTY BLUE & WHITE COLLAR, SUPERVISORY, AND ROW OFFICE UNITS COLLECTIVE BARGAINING AGREEMENT to read the following:

**12.3 Safety Shoes:** Where specified in Appendix III, employees will be entitled to reimbursement on an annual basis for the purchase of safety shoes to be used on the job, provided the shoes conform to applicable OSHA standards. Employees shall be required to present proof of purchase in order to receive reimbursement. The amount of reimbursement shall not exceed \$150 per employee annually, except where the nature of the work requires specialized footwear (such as electrically insulated work shoes). **Animal Attendants at the Animal Shelter will be supplied with waterproof work boots on a yearly basis.**

CWA Local 1085



Date: 6/30/20

Gloucester County



Date: 6/30/2020

# LETTER OF AGREEMENT

## L06-30A

The COMMUNICATIONS WORKERS OF AMERICA LOCAL 1085 and the COUNTY OF GLOUCESTER hereby agree to add the following title in Appendix II of the CWA-GLOUCESTER COUNTY BLUE & WHITE COLLAR, SUPERVISORY, AND ROW OFFICE UNITS COLLECTIVE BARGAINING AGREEMENT:

**Senior Social Worker Juvenile Rehabilitation (40 hours).....Scale 18**

CWA Local 1085

Gloucester County

  
\_\_\_\_\_

Date: 6/30/20

  
\_\_\_\_\_

Date: 6/30/2020