

AGREEMENT

Between



**BOARD OF COUNTY COMMISSIONERS
COUNTY OF WARREN**

and

**LOCAL 3287 OF THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES
AFFILIATED WITH AFSCME COUNCIL 63**

January 1, 2024 through December 31, 2026

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PREAMBLE

This Agreement made this day of _____, 2023, by and between the BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF WARREN, (hereinafter referred to as the Employer), and LOCAL 3287 OF THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, affiliated with AFSCME COUNCIL 63 (hereinafter referred to as the Union), on behalf of all County Employees whom it represents, in accordance with Chapter 303, Public Laws of the State of New Jersey of 1968 and Amendments thereto.

ARTICLE 1 - RECOGNITION AND SCOPE

A. The Employer hereby recognizes the Union as the sole and exclusive representative of all full-time and part-time, permanent, and provisional employees under this Agreement for the purpose of collective negotiations pursuant to the New Jersey Employer-Employee Relations Act (N.J.S.A. 34:13A-1 et seq.) concerning salary, hours of work, and other terms and conditions of employment in the negotiating unit described below:

1. All blue and white collar non-supervisory employees employed by the County of Warren in the classified service in any permanent position, including provisional employees, as set forth in Schedule A.

2. Excluded from this Agreement are all managerial executives, supervisors, confidential, and police employees within the meaning of the Act, employees included in any other collective negotiations unit, and all other employees of the county.

B. Unless otherwise indicated, the terms “employee” and “employees” when used in this Agreement refer to all persons represented by the Union in the above-defined negotiating unit.

C. New titles may be established by the Employer and added to the bargaining unit. The Union will be notified of the initial salary at the time the new titles are established. The job descriptions of such titles shall not be negotiable and shall be the exclusive prerogative of the Employer to determine, as well as the unit placement and initial salary. The Union may negotiate (but not grieve) the unit placement and initial salary. However, failure of the Employer and the Union to agree on such placement and salary shall not delay the filling of the position and the payment of the employee(s) serving therein.

ARTICLE 2 - MANAGEMENT

A. It is mutually understood and agreed that the Employer retains the prerogative of management, including but not limited to the rights of hiring, suspending, disciplining, or discharging for proper cause, promoting, transferring, and scheduling employees; to determining the standards of service to be offered by its agencies; to take necessary actions in emergencies; to

determine the standards of selection for employment; to maintain the efficiency of its operations and the technology of performing its works; to determine the methods, means and personnel by which its operations are to be conducted; to introduce new or different methods of operations; to contract or subcontract for work for services; and to determine the content of job classifications, subject however, in the entirety to civil service regulations and rules promulgated there under, and any other applicable law or provisions of this Agreement. Fines may only be used in accordance with decisions of the Civil Service Commission of the State of New Jersey.

B. The prerogative of management concerning hiring, mentioned in Paragraph A set forth above, includes the right to hire at above Step 1 in cases where the Employer has difficulty recruiting for the position or where the employer wishes to recognize prior experience in the same position before employment by the Employer. The maximum hiring salary shall not exceed the first quartile of the salary range. In no case shall a new employee be hired at a salary above an existing employee in the same title and in the same department, regardless of experience.

C. It is agreed and understood that the Employer's exercise of its management rights and responsibilities shall not be grievable, except to the extent that the Employer may have yielded its exclusive authority over same by an express provision of this Agreement, and then only to the extent such specific and express provisions are in conformance with the Constitution and the laws of New Jersey and of the United States.

ARTICLE 3 - DEFINITIONS

A. All references to employees in the Agreement designate both sexes, and whenever the male gender is used, it shall be construed to include male and female employees. All references to spouse in the Agreement shall include Civil Union Partner as defined in New Jersey statutes.

B. The term "holiday" means any day so designated under the Article concerning holidays herein or a day especially designated by the Employer herein.

C. In instances where this agreement refers to limits in days, the number of days shall be business days, Monday through Friday, 8:30 a.m. to 5:00 p.m., excluding holidays.

ARTICLE 4 - NON-DISCRIMINATION

The Employer and the Union duly understand and agree that there shall be no discrimination against any employee because of age, sex, marital or civil union status, race, color, religion, national origin, political affiliation, statutorily recognized disability, union membership (or non-membership), or any other legally protected status.

ARTICLE 5 - UNION STEWARDS

- A. The Union has the sole right and discretion to designate stewards and chief shop stewards and specify their respective responsibilities and authority to act for the Union.
- B. The Union shall furnish to the Employer, within fifteen (15) days of the signing of this Agreement, a complete list of Union representatives, including shop stewards, chief shop stewards, and their respective grievance districts.
- C. The Union shall provide to the Employer in writing any changes in the aforementioned lists within fifteen (15) days of such change so that such lists are current and correct at all times.

ARTICLE 6 - VISITATION OF PREMISES

Authorized representatives of the Union may enter the premises of the Employer during working hours provided a request has been made to the appropriate Employer representative and approval has been received from such representative. The purpose of such visitation by a Union representative shall be limited to the conduct of normal duties relating to the administration of this Agreement. However, such visits shall not interfere with the work being performed or the proper service to the public.

ARTICLE 7 - LABOR-MANAGEMENT MEETINGS

- A. A Committee consisting of the Employer and Union representatives may meet for the purposes of reviewing the administration of the Agreement and to discuss problems which may arise there from. For the purpose of this Agreement, these meetings, which shall not exceed four (4) per year except upon mutual consent, are not intended to bypass the grievance procedure nor to be considered collective negotiation meetings, but rather are intended as a means of fostering good and sound employment relations through communications between the parties.
- B. Either party may request a meeting and shall submit a written agenda of topics to be discussed seven (7) days prior to such meeting.
- C. A maximum of five (5) representatives of the Union may attend such meeting and if held during regular work hours, they shall be granted time to attend without loss of pay.

ARTICLE 8 - HOURS OF WORK

- A. The normal hours of work in existence at the time of this Agreement for all departments shall remain in effect for the duration of this Agreement unless changed by mutual consent except the Employer may change the starting and/or concluding work time by up to one (1) hour (earlier or later) for non-twenty-four hour operations with one (1) weeks' notice. In cases of emergency,

no notice is required. The foregoing provisions do not apply to those circumstances where the change of hours have been held to be management prerogatives.

B. Upon the written recommendation of the employee's department head and written concurrence by the Union, the Administrator, or their designee may schedule a flexible time arrangement for an employee to work outside of regular working hours and provide such employee with time off on an hour for hour basis within the same work week. Flex-time must be scheduled so that the regular work hours for the week are not exceeded.

ARTICLE 9 - OVERTIME

A. All employees in full-time positions and classified service shall be paid at time and one-half (1½) prorated on their current salary for such time as they are requested to work in excess of their normal work week except as stated otherwise regarding flex-time in Article 8, paragraph B. It shall be the policy of the Employer that no overtime shall be allowed for work which could be accomplished during the normal work hours; therefore, accompanying the vouchers submitted for overtime pay must be a statement submitted by the employee's department head certifying to the necessity and reason for overtime. All overtime must be approved by the employee's department head or designee prior to the working of such overtime. Upon the written recommendation of the employee's department head and written concurrence by the Union, the Administrator or their designee may approve compensatory time at time and one-half (1½) in lieu of cash for overtime. The department head and employee mutually agree to meet not later than October 1st of each year to schedule the use of earned employee compensatory time. If such compensatory time cannot be scheduled or exhausted before December 31st due to the pressures of work, the employee shall be paid for the balance of unused time. Said payment shall be included in the regular December pay cycle of the current calendar year.

B. The following provisions apply solely to Public Works and Engineering Department employees:

1. Such employees shall be paid time and one-half (1½) prorated on their current salary for such time as they are requested to work in excess of their normal work day, subject to the same policy considerations as are set forth in Paragraph A above.
2. When such employees are called back to work for emergency duty, they shall be paid time and one-half (1½) for the hours worked, as well as for the time spent traveling to work. There shall be no compensation after they are released at the work site, including time spent returning to the employee's home.

3. For paid holidays such employees shall be paid time and one-half (1½) for all hours worked, together with their regular holiday pay.

C. All employees who are called out for emergency purposes, as determined by the department head, shall receive a minimum of two (2) hours pay at time and one-half (1½) the employee's normal rate of pay provided such time is not contiguous to the employee's work day in which event the employee shall be paid at time and one-half (1½) for the hours worked until the start of the employee's work day and then be paid at straight time.

D. Overtime pay shall be paid to employees who receive a differential pay as set forth in Article 11, in addition to the differential pay.

E. When employees are called in to work outside their normal schedule hours, they shall be called on the basis of seniority. Assignments shall be made from the seniority list on a rotating basis in order of greatest seniority. Employees shall be placed on the seniority list in decreasing order of seniority. Notwithstanding the matters set forth above, the Employer retains the right to limit the employees eligible for special assignments or emergencies in those cases wherein the Employer's discretion it is determined that special skills or special knowledge are required for the particular assignment or emergency. All employees may be required to work a reasonable amount of overtime.

F. Full-time employees of Warren County Correctional Center who work rotating shifts that include weekends, or who work overtime on a holiday or who are mandated to work beyond their normal work hours due to emergent conditions, shall receive premium pay for all hours worked. Premium overtime holiday pay (premium pay) is two (2) times the regular hourly rate of pay, computed on the basis of time and one-half (1½) for overtime hours plus 50% of regular base pay for holiday or mandated work. Differential pay will be given for hours worked that are eligible for such differential under Article 11. No additional holiday pay will be given.

1. For purposes of this section, an emergent condition is defined as those circumstances when an employee is called into work, or mandated to stay, outside of their normal schedule and the employee is not already included on the on-call list of the department for the day/hours in question.

G. Health Department employees required to remain on call after their normal working hours to respond to environmental and health emergencies, included but not limited to chemical or other hazardous material spills, shall be paid \$1.10 for each hour worked.

ARTICLE 10 - COURT APPEARANCES

The Employer agrees to pay both full-time and part-time employees for all time said employee is required to be in court in connection with their normal work duties and responsibilities. If the employee is required to work beyond their scheduled normal work week while performing said duty, they shall be paid overtime in accordance with Article 9, Overtime. Any other time an employee appears in court (unless specifically authorized and required to do so by their department head), shall not be paid as work time.

ARTICLE 11 - WAGES AND COMPENSATION

1. Effective January 1, 2024 salaries shall be increased by 2% across the board.
 - a. All full-time employees occupying one of the titles listed in the attached Appendix B shall receive one (1) step advancement effective January 4, 2024. Employees occupying these titles who are at the top of their salary range or off-guide shall receive a one percent (1%) salary increase. Such increases will not be added to the salary schedule.
2. Effective July 4, 2024 all eligible employees shall be advanced one step on their respective range schedule.
3. Effective January 1, 2025 salaries shall be increased by 2% across the board.
4. Effective July 3, 2025 all eligible employees shall be advanced one step on their respective range schedule.
5. Effective January 1, 2026 salaries shall be increased by 2% across the board. Employees at the top step of their salary range or off-guide at the time of step advancement on July 4, 2024 and July 3, 2025 shall receive a 2% salary increase. Such increases will not be added to the salary schedule.

Eligibility for step advancement shall be for employees employed by the County of Warren on the preceding January 1st of the year in which step advancement occurs.

A. Minimum Wage

Per Public Law 2019, Chapter 32 - On any January 1st during the term of this agreement, an employee on a step of the salary guide not meeting the NJ minimum wage, shall be moved to the nearest step of their present salary range that meets or exceeds the NJ minimum wage.

During the term of this agreement, any step of the salary schedule not meeting the NJ minimum wage shall be invalid for employees and new hires effective January 1st of any year where the NJ minimum wage exceeds that step of the salary schedule.

B. *Shifts and Differentials*

1. The standard work shifts shall be as follows:

- Day Shifts: 8:00 a.m. to 4:00 p.m.
 7:00 a.m. to 3:00 p.m.
- Evening Shifts: 4:00 p.m. to 12 Midnight
 3:00 p.m. to 11:00 p.m.
- Night Shifts: 12 Midnight to 8:00 a.m.
 11:00 p.m. to 7:00 a.m.

2. All permanent full-time and permanent part-time employees in the classified service, working rotating shifts:

a. Employees working in a 24-hour institution or the Library or in the Buildings and Grounds Department shall be entitled to shift differential pay for the number of hours worked in the shift as defined in sub-paragraph 1 above, as follows:

Library Evening Shift	\$0.55 per hour
Library Weekend Shift	\$1.00 per hour
All Others Eligible - Evening Shift	\$0.55 per hour
All Others Eligible - Night Shift	\$0.90 per hour
All Others Eligible - Weekend Shift	\$1.00 per hour

C. Two employees of the Warren County Road Department shall be assigned to perform commercial pesticide application annually during the months of March, April, May, and September and shall receive individual stipends of \$320 for service rendered over and above the normal duties of their position. Three employees of the same department shall be assigned as commercial pesticide operators during the same period as aforementioned and shall receive individual stipends of \$130 for services rendered over and above the duties of their position. If more than the allotted numbers of applicators/operators being duly licensed and qualified are employees within the Division of Roads, seniority shall determine assignment to these duties and receipt of the stipend. The stipends shall be paid annually on or before December 20th in the year within which the duties are performed.

D. At the time of separation from service, any advanced sick, vacation, or personal time shall be paid back out of the employee's final paycheck.

E. Demotion: Should the Appointing Authority choose to reorganize the structure of any of its departments and such reorganization results in the demotion of an employee, the salary of the

affected employee shall be frozen at their current rate of pay until the salary of the newly assigned position becomes equal to or exceeds the frozen salary. However, should an employee be demoted as a result of disciplinary action, the affected employee's salary shall be reconstructed using the demotional position's current range, crediting the employee with years of service in said range that they had accumulated in the position from which they were demoted. Nothing stated above shall preclude the union from requesting, or the employer from considering, an increase to the frozen salary.

F. Upon the recommendation of the Department Head, County Administrator, and Personnel Director and approval of the Board of County Commissioners, an employee may receive an adjustment in salary within the employee's current range for exemplary performance under special circumstances where normal promotional procedures do not best meet the needs of the Department and County. Under no circumstances will a salary adjustment be considered for an individual within five (5) years after a promotional advancement covered by Article 13 Promotion. All salary adjustment requests must be submitted with the Department's proposed budget for approval as part of the next fiscal year's budget for appropriation. Salary adjustments covered under this paragraph shall be considered management prerogative and not be subject to Article 22 Grievance Procedure. No salary adjustment covered under this paragraph shall be recommended by the Department Head to the County Administrator, Personnel Director, or the Board of County Commissioners unless the Union President and the Union Vice-President shall have been given prior written notice of the Department Head's proposed recommendation and shall have been given an opportunity to provide the Union's input.

ARTICLE 12 - MEDICAL BENEFITS

A. All full-time employees after sixty (60) days of continuous service are eligible for hospitalization and major medical benefits, dental benefits and prescription benefits in accordance with the County's healthcare plan. Although medical benefits are paid by the employer, employees are required to make biweekly contributions toward their healthcare benefits as outlined in the collective bargaining agreement.

B. The Employer shall pay current hospital and major medical premiums under the aforesaid healthcare plan for employees and their dependents who retire after January 1, 1975 with:

1. Twenty-five (25) years of full-time Warren County service in a New Jersey pension system, or
2. Fifteen (15) years of full-time Warren County service and age 62, or
3. Are separated from full-time Warren County service on a disability pension.

Such payment shall continue until the death of the employee.

C. The parties agree that any person who becomes employed by Warren County following May 26, 2011 shall not be eligible for post-retirement medical benefits. Warren County expressly acknowledges that eligible employees on the County payroll as of May 26, 2011 are induced to continue their employment with Warren County in reliance upon receiving post-retirement medical benefits currently available to employees who satisfy the eligibility criteria for such benefits.

D. Any Healthcare changes that occur through future negotiations, will be adopted in future retiree plans for any employee retiring after April 28, 2005.

E. Upon the death of an active employee who is entitled to medical benefits, the surviving spouse shall continue to receive medical benefits for a period of six (6) full months following the employee's untimely death. Should the surviving spouse remarry within this six (6) month period, all coverage shall cease immediately. The County of Warren shall pay the premiums for surviving dependents of a county employee who dies while in the employ of the County for a period of six (6) full months following the month the employee became deceased.

F. Medicare Part B. Premium Reimbursement for employees sixty-five (65) years or older shall be paid by the Employer until retirement.

G. Healthcare Contributions: Effective January 1, 2012, all active employees and prospective retired employees shall be required to contribute to the cost of their medical benefits at rates which were set by and in accordance with State Law, Chapter 78, P.L. 2011. Employer agrees to hold employee contributions at the tier 4 level for the term of this agreement.

1. Employee Copays: The employee copay for office visits, short term therapies, emergency room visit, outpatient surgery, et. al., can be obtained by contacting the Personnel Department.

2. If an employee changes medical plans or changes coverage type, the employee's contribution will be adjusted to reflect the change. If an employee crosses salary thresholds, their contribution will be adjusted to reflect the change.

3. Rates and contributory costs for all plans will be available during the annual open enrollment period.

H. The Employer reserves the right to change the insurance plan administrator or carrier provided that in the aggregate, substantially similar benefits are furnished. The employees and the union shall be notified in writing a minimum of 30 days in advance of any such planned changes.

I. An employee on Leave Without Pay (LWP) must pay a monthly healthcare premium, except as otherwise provided by Family Leave legislation.

J. The County will provide a corrective eyewear plan under which employees shall be entitled once every twelve (12) months to a \$100 reimbursement which shall be designated toward any one of the following: regular glasses, contact lenses, bifocals, or Rx safety glasses. All receipts for reimbursement must be submitted to the Personnel Department within thirty (30) days of service. Failure to submit receipts within this timeframe will result in denial of said benefit reimbursement.

K. The employer shall provide a base dental plan for its active employees which shall cover the plan minimum for preventative and diagnostic services. An employee may choose to upgrade base coverage by paying the established contribution as indicated in the County's dental plan. Retirees will be covered under the County's dental plan. However, after age 65 they will be required to pay the premium if they choose to stay on the plan.

ARTICLE 13 - PROMOTION

A. Promotion means the advancement of an employee to a job classification at a higher salary range.

B. Upon promotion of a permanent employee, all sick leave and vacation balances shall be transferred with the employee.

C. Upon promotion, an employee shall receive no less than 5%, then an adjustment to the nearest higher step, calculated and determined upon the salary range in effect before the promotion.

D. Upon promotion, an employee shall be informed of their new rate of pay one (1) week in advance of the effective date, if possible.

E. Promotions shall be made in accordance with the rules of the New Jersey Civil Service Commission, shall be consistent with the principles of the seniority system, and shall be available to eligible employees who have served in such eligible employment for the qualifying period of time.

F. In the event that any Civil Service position of higher classification becomes open or available in a particular department, the permanent employees within their respective departments shall be given preference for the advancement providing they shall qualify under the rules and regulations of the New Jersey Civil Service Commission.

G. Employees shall serve at least one (1) year in a permanent position before they shall be considered for promotion unless the corresponding Civil Service rule is waived by the New Jersey Civil Service Commission.

H. Upon request and prior approval, employees who are scheduled during their working hours to take open competitive examinations for the position in which the employees are provisional; or

promotional examinations administered by the New Jersey Civil Service Commission will be granted time off without loss of pay to take such examinations.

I. Promotions requested by the department head and approved by the Board of County Commissioners for the forthcoming budget year will take effect after the budget is adopted and as authorized by the Board.

J. Written notice of all promotions shall be sent to the Union President and Vice President.

ARTICLE 14 - JOB POSTING

A. The County agrees to post official New Jersey Civil Service Commission notices of promotional examinations to notify all employees of a promotional opportunity within the applicable department, to include all satellite buildings of any such department. These notices shall be posted for the period indicated on the exam announcement, only in locations designated for this purpose by the County.

B. With regard to all vacancies other than promotional vacancies, the County will, after any commissioner meeting where action is taken pertinent to this subject matter, post within County buildings throughout the County, as well as the County website, a summary sheet of all current vacancies in classified positions, to include job title, job title code, location/department, and closing date for the application. Each notice will remain posted until job posting expires.

ARTICLE 15 - SHIFT REASSIGNMENT

A. An employee may request reassignment from their normal shift to another shift in the same department in the same job title. An employee is eligible to make this request after they have served one (1) year in the affected department. The employee will be considered for the shift assignment on the basis of work performance, qualifications, and seniority.

B. For shift assignments at all 24-hour facilities, volunteers will be considered first using seniority as a substantial factor in making such an assignment.

ARTICLE 16 - HOLIDAYS

A. The legal paid holidays which are recognized holidays for the purpose of this Agreement are as follows:

New Year's Day

Martin Luther King's Birthday (3rd Monday in January)

Lincoln's Birthday

Washington's Birthday (3rd Monday in February)

Good Friday*

Memorial Day (Last Monday in May)
Juneteenth Day (3rd Friday in June)
Independence Day
Labor Day
Columbus Day (2nd Monday in October)
Election Day
Veteran's Day
Thanksgiving Day and subsequent Friday
Christmas Day

* Twenty-four (24) hour institution employees working rotating shifts that include weekends will celebrate their holiday on Easter Sunday instead of Good Friday.

- B.
1. When holidays set forth herein fall on a Saturday or Sunday respectively for the purposes of this Agreement, said holidays shall be celebrated on Friday and Monday respectively in regard to employees at County facilities operating on a five (5) day work schedule. All other County employees (for example, those working at the Correctional Center) shall have said holidays celebrated on the days which they occur for all purposes including the receiving of holiday pay.
 2. The Warren County Health Department, working on recognized holidays, shall be paid time and one-half (1½) for each hour worked. They shall accumulate their holiday hours worked and when they equal one (1) full work day, they shall be entitled to receive one (1) compensatory day off.
 3. In order to qualify for holiday pay, employees must work their scheduled workday immediately preceding and scheduled work day immediately following the holiday, unless on an excused paid leave of absence. For employees working in twenty-four hour facilities, the employee must work any scheduled day preceding the holiday, the holiday (if scheduled), and any scheduled day following the holiday, in order to be eligible for a future scheduled holiday off unless on an approved paid leave of absence. The County will not impose a suspension on an employee so as to cause such employee to lose holiday pay unless an immediate suspension is appropriate under the circumstances.
 4. *Employees of 24-Hour Institutions - Holiday Pay*
 - a. Twenty-four hour employees who work rotating shifts including weekends and are scheduled to work on a holiday shall receive time and one-half (1½) the regular rate plus one (1) comp day off.

- b. Other twenty-four hour employees called to work on a holiday shall receive time and one half (1½) plus 50% of their regular hourly rate.
- c. In the event that circumstances or pressures of work require operational levels of staffing to be maintained in the Correctional Center (24 hr. facilities), the facility's director may offer employees with unused and earned/accumulated holiday time, the option of relinquishing said days in exchange for cash payment. This offer will be made on or after November 15th of each calendar year. Said payment shall be included in the regular December pay cycle of the current calendar year. The rate of pay for these unused holidays will be calculated at the regular rate.

ARTICLE 17 - SPECIAL TIME OFF

- A. Employees who are duly authorized representatives of the Union shall be granted leaves of absence with pay for an aggregate period not to exceed twenty-five (25) days during any calendar year for the purpose of traveling to and from and attending any state or national convention of the Union, educational conference, or seminars conducted by the Union.
- B. All requests for leave will be made to the employee's department head in writing at least ten (10) work days before the leave is to commence. The department head will then forward said request for leave, with a recommendation, to the County Administrator or their designee and, if in the opinion of the County Administrator or their designee, the employee's absence from duty on Union Business will impede or unduly interfere with the conduct of normal County business, then the County Administrator or their designee may, upon written notice to the employee, deny said leave.

ARTICLE 18 - VACATIONS

- A. All permanent or provisional full-time employees covered by this Agreement and eligible for vacation leaves with pay in accordance with the following timeframes shall be entitled to the use of vacation leave as provided herein.
 - 1. New employees shall receive one work day for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month, and one-half work day if they begin on the 9th through the 23rd day of the month. After the initial month of employment and up to the end of the first calendar year, employees shall receive one work day for each month of service.
 - 2. Twelve (12) work days of vacation from one (1) through five (5) years of service.
 - 3. Fifteen (15) work days of vacation from six (6) through twelve (12) years of service.

4. Twenty (20) work days of vacation from thirteen (13) through twenty (20) years of service.
5. Twenty-five (25) work days of vacation from twenty-one (21) through twenty-five (25) years of service.
6. Twenty-six (26) work days of vacation from twenty-six (26) through thirty (30) years of service.
7. Twenty-seven (27) work days of vacation from thirty-one (31) through thirty-five (35) years of service.
8. Twenty-eight (28) work days of vacation after the thirty-fifth (35th) year of service.

B. Vacation leave is credited and advanced at the beginning of the calendar year in anticipation of continued employment for the full year and may be used on that basis and in accordance with established employer policy. Vacation allowances must be taken during the current calendar year at such time as permitted or directed by the department head, unless the department head determines it cannot be taken because of pressure of work. Only one (1) year of earned vacation allowances may be carried forward to the next succeeding year. Where an employee has earned vacation in excess of one (1) year allowance as of October 1st, the employee will meet with their supervisor to schedule such vacation time as may not be carried into the succeeding calendar year, so that no accrued vacation time will be lost.

C. Upon separation from the employment for any reason, an employee shall be entitled to vacation allowance for the current year based on using 260 yearly employee workdays as a constant and will be paid for any accumulated vacation time. If upon separation of employment the employee has taken more vacation time than earned up to that time, an amount shall be deducted from their final pay for each day used but not earned.

D. When a vacation allowance for an employee changes based on their years of service during any calendar year, the annual allowance shall be computed on the basis of the number of full months at each rate. The new rate shall be effective on the first day of the month of the anniversary of employment if the date of employment is from the first day of the month through the fifteenth day of the month. The new rate shall be effective on the first day of the month following the anniversary date of hire if the date of employment is from the sixteenth day of the month through the last day of the month.

E. The procedure for advance vacation written requests shall be as follows:

1. *Non-Shift Employees*
 - a. 3 days' request for 1 - 3 days.

b. 2 weeks' request for 4 or more days.

2. *Shift Employees*

a. 1 week's request for 1 - 2 days.

b. 2 weeks' request for 3 - 5 days.

c. 3 weeks' request for 6 or more days.

A written response to the foregoing shift employee requests will be made from the date of request as follows: three (3) days for 1 - 3 days' vacation; five (5) days for 4 or more days' vacation. The aforementioned notice of request times will all be in workdays.

Requests to use vacation time with less notice than specified in the above paragraph shall be at the discretion of the employee's division head or department head.

F. If a permanent employee dies having vacation credits, a sum of money equal to the compensation figured on their salary rate at the time of death shall be calculated and paid to their estate or legal representative.

G. No vacation days shall be taken for less than a full day, except at the discretion of the department head.

H. During the year in which a suspension or leave without pay occurs, vacation leave shall be prorated to the nearest half-day using 260 yearly employee workdays as a constant.

ARTICLE 19 - LEAVES OF ABSENCE

A. *Sick Leave*

1. New employees shall receive one work day of the initial month of employment if they begin work on the 1st through the 8th day of the calendar month, and one-half work day if they begin on the 9th through the 23rd day of the month. After the initial month of employment and up to the end of the first calendar year, employees shall receive one work day for each month of service. Beginning with the second calendar year of employment, in anticipation of continued employment, employees shall be credited with fifteen (15) sick days as of January 1st of the calendar year. If separation from employment occurs before the end of said year and the employee has used more sick leave than appropriate on a pro rata basis, they shall have an amount equal to their daily rate of pay deducted from their final pay for each day of sick leave in excess of the number to which they were entitled.

2. Unused sick leave shall accumulate from year to year without limit.

3. Sick leave shall be prorated to the nearest half-day during the year in which a suspension or leave without pay occurs using 260 yearly employee workdays as a constant.

4. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, or illness in immediate family, accident, or exposure to contagious disease.

5. In all cases of illness, whether of short or long term, the employee is required to notify their supervisor of the reason for absence as indicated in 5g below.

a. The appointing authority or designee, may at its discretion, at any time require the employee seeking sick leave to submit acceptable medical evidence on the County approved Leave Request Form with the following exception. Employees may annually use up to five (5) sick days non-consecutively, but inclusive of all other benefit leave time, prior to being required to submit acceptable medical evidence or a doctor's certificate. For example, an employee may utilize one sick day, five times per year without being required to submit medical evidence for the absence. However, an employee may not consecutively use one sick day and three vacation days to avoid a request to submit medical evidence for the four day absence. If the appointing authority or its designee requires an employee calling off sick for work to submit medical evidence for their absence, the County representative shall make such request within a reasonable period of time not to exceed seventy-two hours. The employee shall be given seventy-two hours to produce a doctor's note excusing the employee from work for the day in question.

b. If an employee is absent for five (5) consecutive work days, a doctor's certificate may be required upon returning to work.

c. For sick leave totaling more than fifteen (15) days in a calendar year, a doctor's certificate may be required upon returning to work.

d. Sick leave may be approved for any employee for emergency attendance upon a member of their immediate family (father, mother, spouse, civil union partner, child, foster child, sister, brother, stepfather, stepmother, father-in-law, mother-in-law, stepchild, and grandparent) or other near relatives residing in the employee's household critically ill and requiring the presence of such employee.

e. If all bereavement leave set forth below in Paragraph G has been exhausted then up to two (2) weeks sick leave may be approved because of death in the immediate family as that term is defined in 5d above.

f. An employee who requests sick leave which is not approved by the appointing authority will suffer loss of pay for such time and may be disciplined.

However, an employee who has exhausted all of their sick time may request that an absence due to illness be charged against unused vacation time. Such employee may be required to submit appropriate medical evidence to substantiate the illness necessitating the use of vacation. All such medical evidence shall be submitted to the Personnel Department.

g. An employee who does not report for work because of personal illness shall notify their immediate superior, or other designee, by telephone or personal message at the earliest possible time prior to beginning of normal work shift. In the 24-hour institutions, notification shall be given no less than one (1) hour prior to the time at which the employee is scheduled to commence work.

6. Effective January 1, 2020, eligible full time employees shall be permitted to annually use, under the terms, conditions, notification requirements and acceptable uses of sick leave specified within Article 19, a limited amount of their existing earned sick leave in two hour increments. Such use shall be subject to the following limits:

a. Employees with a 40 hour work week shall annually be permitted to use no more than 24 hours of earned sick leave in 2 hour increments

b. Employees with a 37.5 hour work week shall annually be permitted to use no more than 22 hours of earned sick leave in 2 hour increments

c. Employees with a 35 hour work week shall annually be permitted to use no more than 20 hours of earned sick leave in 2 hour increments

Any earned sick leave not used in two hour increments in accordance with this section shall remain a part of the employee's leave balance and available for use and accumulation as per section A-2 of this article. Sick leave amounts specified in this section A-6 (a-c) are annual limits permitted for use in two hour increments and any unused increments in one year shall not rollover nor accumulate to another year.

B. Unused Sick Leave – Retirement

A permanent employee who enters retirement (other than deferred retirement) from the Employer's service and has to their credit any earned and unused accumulated sick leave shall be entitled to receive supplemental compensation for such earned and unused accumulated sick leave. The supplemental compensation to be paid shall be computed at the rate of one-half ($\frac{1}{2}$) of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the average annual compensation received during the last year of their employment

prior to the effective date of their retirement provided, however, that no such supplemental compensation payment shall exceed \$15,000.00. This supplemental compensation shall be paid in a lump sum after the effective date of retirement or at the option of the employee on quarterly dates: January 1st, April 1st, July 1st, October 1st, with payments beginning on the quarterly date next following the date of retirement. The foregoing reference to the option of the employee, is predicated upon the employee notifying the County of their intention to retire by no later than October 1st of the calendar year prior to the calendar year in which retirement shall be effected. If such notification does not occur until subsequent to said October 1st date, then the aforesaid option shall be the County's rather than the employee's. If quarterly payments have been elected and if the employee dies before receiving all quarterly payments, the Employer shall make all remaining quarterly payments to the employee's estate.

C. *Worker's Compensation Insurance and Sick Leave Injury Insurance*

1. The Employer agrees to purchase and maintain in force sick leave injury insurance to cover all employees for work loss due to injuries received on the job.
2. When an employee is absent from work as a result of a work related injury, Sick Leave Injury (SLI) will not be charged to the employee's sick leave. The employer shall supplement the employee's workers comp disability payment by covering only the injured employee's regular pension, life insurance, healthcare contributions, and plan 1 dental contribution.

Worker's Compensation and insurance accident reports must be filed with the Employer's Office in accordance with current county policy. Future changes in reporting requirements can be made unilaterally only if required by the County's insurance carrier.

3. The insurance carrier will issue the Worker's Compensation checks to the County for disbursement. The County will ensure the timely disbursement of these checks upon receipt.
4. The Employer or the sick leave insurance carrier at their discretion may, at any time, require the employee on sick leave injury time to submit to a physical examination by a physician of the Employer's or insurance carrier's choice.
5. If the sick leave injury leave is not approved by the Employer and/or sick leave insurance carrier after examining all evidence submitted by the employee, including witnesses, if requested and all evidence required to substantiate the claim including the opinion of the examining physician then the time involved during which the employee was

absent shall be charged to their sick leave balance, if any, and/or their vacation balance, if any; otherwise the employee shall suffer loss of pay for such time loss.

6. A total amount of up to one (1) year's compensation shall be paid by the sick leave injury insurance for work loss caused by an injury received on the job, provided the aforesaid requirements are complied with.

7. A doctor's certificate authorizing an employee to return to work shall be required upon returning to work from sick leave injury or after receiving Worker's Compensations.

8. It shall be the policy of the County that any employee absence qualifying under worker's compensation be considered as, and run concurrent to, an absence covered under the Federal Family Leave Act. In other words, a worker compensation injury will, going forward from the signing of this agreement, simultaneously qualify as an absence under the County's Federal Family Leave policy.

D. *Maternity Leave*

With regard to maternity or paternity leave, the parties agree to abide by the provisions of the Family and Medical Leave Act (FMLA) and the New Jersey Family Leave Act (FLA). Additional time off associated with maternity, other than the medically related sick leave mentioned above, may be requested as leave without pay, provided that in no event shall such leave extend beyond one (1) year's duration. Such leave without pay requests are subject to the provisions of Paragraph H below, with the following exception; the employee may request a leave without pay without having first exhausted accumulated sick leave as promulgated in the County's Family Leave Policy.

E. *Personal Leave*

1. Employees covered by this Agreement shall be entitled to three (3) days of personal leave of absence with pay in each calendar year.

2. Personal leave may be used for emergencies, observation of religious or other days of celebration (but not holidays as defined herein), personal business, or other personal affairs such as death in the employee's immediate family, but not limited thereto.

3. Newly hired employees shall receive prorated personal leave in half-day increments in their first calendar year of employment. Prorated personal leave in half-day increments shall be calculated for an employee who has been on a leave of absence without pay, was suspended or retires within a calendar year using 260 yearly employee workdays as a constant.

4. Personal leave must be requested not less than three (3) days in advance, except in case of an emergency, and is subject to approval of the employee's supervisor. The request may be granted provided there is no interference with the proper conduct of the government function involved.

5. Such personal leave credit shall not accumulate. Unused balance in any year shall be canceled at the end of the calendar year. Upon termination of employment for any reason, if more personal leave has been exhausted than has been earned, an adjustment shall be made in the employee's final paycheck.

6. Effective January 1, 2024, personal leave may be utilized in no less than one (1) hour increments, or any multiple of one (1) hour increments. Such use remains subject to the terms, conditions, and notification requirements of this section.

F. *Jury Duty*

1. Should any employee be delegated to serve as a juror, they shall receive full pay from the Employer for all time spent on jury duty less any remuneration for such service. This will include part-time employees if serving jury duty on scheduled normal work day.

2. In the event an employee is excused from jury duty prior to one-half ($\frac{1}{2}$) of the employee's work day having been concluded, such employee shall promptly report to work for the balance of the work day.

3. Employees must obtain a certificate from the Jury Management Office certifying the number of days the employee served on jury duty and submit the certificate to the County.

G. *Bereavement Leave*

1. The Employer shall provide bereavement leave with pay not to exceed five (5) work days total per calendar year. A maximum of five (5) bereavement days may be utilized in case of the death of a first degree relative as defined below. Any remaining balance of unused bereavement leave days can be utilized in the case of the death of either a first degree relative or second degree relative as defined below. With regard to second degree relatives, employees shall be limited to one (1) bereavement leave day per occurrence.

2. First degree relatives shall be defined as follows: an employee's spouse, civil union partner, children, foster children, brothers, sisters, mother, father, mother-in-law, father-in-law, grandchildren, grandparents, step-children, step-mother, step-father, son-in-law, daughter-in-law, and grandparents-in-law. Additional days may be approved by the department head and charged against other types of leave.

3. Second degree relatives shall be defined as follows: an employee's uncle, aunt, niece, nephew, cousin, sister-in-law, brother-in-law or persons sharing the same residency, living quarters, or dwelling provided that proof of cohabitation is provided.

4. As soon as possible an employee shall notify the department head of a death in their family, and of their need for leave. Notification must be given as in the case of sick leave. Proof of death may be required by the Employer.

5. Any leave taken as bereavement under the terms of this article shall be taken within 30 calendar days from the date of death of the employee's family member.

H. *Leaves Without Pay*

The grant or denial of a request for leave without pay is discretionary with the County. The request must be made in advance and must be recommended by the employee's department head, with the appointing authority retaining the ultimate decision-making power. A leave without pay request based upon non-job-related medical reasons where a physician has indicated that the employee cannot work, will require the employee to first exhaust accumulated sick leave. If the leave without pay request is denied, the employee is expected to report for work and the employee's absence under such circumstances will be considered "Absence Without Leave" (AWOL) which will give the County cause for discipline in accordance with the New Jersey Civil Service Commission procedures.

I. *Family Leave*

Where applicable, the Family and Medical Leave Act or the New Jersey Family Leave Act will apply to employees as such acts have been interpreted by the courts. This matter will not be subject to the grievance procedure.

ARTICLE 20 - BREAKS

Each employee herein represented shall be entitled to one (1) 15 minute break for each day of work. If an employee is requested/mandated to stay on shift, the employee will be entitled to one (1) additional 15 minute break during any additional four (4) hours worked. Unused break time shall not be credited or accumulated in any way.

ARTICLE 21 - STORM DAYS AND EMERGENCIES

Effective as of the date of the signing of this agreement, a **STORM DAY OR EMERGENCY** requiring the closure of County offices shall mean only an official declaration of same made by the Board of County Commissioners or the County Administrator and shall not include those declared by the State of New Jersey or those promulgated by the Warren County Department of Public Safety, Office of Emergency Management. For purposes of this Agreement, a **STORM**

DAY OR EMERGENCY declared by the Board of County Commissioners or County Administrator shall be memorialized by memorandum to be filed with and retained by the Finance Department, Payroll and shall include starting and ending dates and times of the closure of County offices.

Non-Essential Employees

Should an employee report for work and subsequently the Employer decide to officially close the Employer's offices for any reason, such employees that report to work shall be credited for the days' work. Should the Employer for any reason officially close the Employer's offices before the start of the workday, all employees scheduled to work that day will be credited with a day's work.

Essential Employees

Essential employees shall be paid double time for each hour worked by them during a **STORM DAY OR EMERGENCY** when officially declared by the Board of County Commissioners or County Administrator. The double time shall be earned for all hours worked during the entire period of an officially declared **STORM DAY OR EMERGENCY**.

In the event an essential employee cannot report for work because of storm conditions or emergency conditions, the time lost from work will be charged against accumulated vacation or personal leave time. In the event that no such leave time is available, the time lost from work will be charged as time off without pay. If an essential employee is unable to report to work, the employee must report this absence no less than one and one-half (1½) hours before the starting time of their shift or the start of their normal workday.

Determinations as to which employees are essential and which are non-essential may vary given the circumstances of each event leading to the issuance of an official declaration of a **STORM DAY OR EMERGENCY**. Department/Division Heads are given authority to determine classification of essential and non-essential employees. At minimum, essential employees shall always include those necessary to maintain statutory or code-mandated minimum staffing levels at Warren County's 24 hour institutions/operations.

Non-Essential and Essential Employees with Previously Approved Leave of Absence

During any officially declared **STORM DAY OR EMERGENCY**, employees absent from work for a previously approved leave of absence, paid or unpaid, shall remain in such status. These may include vacation leave, personal leave, sick leave, workers compensation leave, FMLA/FLA leave, disciplinary leave. In the event that an essential employee with a previously approved leave of absence is available to report for work, is called out by their Department/Division Head and does

report for work, such employee shall be paid as described in this Agreement and the previously approved leave time shall be credited to the employee's leave time balances.

IT IS HEREBY AGREED that matters involving the decision to officially declare a **STORM DAY OR EMERGENCY** and the dates and times thereof and the determinations as to definition of essential and non-essential employees are held to be the prerogative of management and are reserved to the Employer's discretion.

ARTICLE 22 - GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment under this Agreement.
2. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate Employer representative.

B. Definition

The term "grievance" as used herein means the alleged misinterpretation, misapplication or violation of this Agreement or written rules and regulations, and may be raised by an individual or the Union at the request of an individual or individuals. The sole remedy available to any employee for any alleged breach of this Agreement or any alleged violation of their rights hereunder shall be pursuant to the grievance and arbitration procedure provided.

C. Matters Outside the Scope of Grievance Procedure

1. When a grievance involves an alleged violation of rights specified in Civil Service laws and rules for which there are specific appeals to Civil Service, the employee shall present their complaint to Civil Service directly.
2. This grievance procedure shall not serve as an avenue of appeal for matters which must by law or civil service rules be decided by the New Jersey Civil Service Commission through its exclusive appeal procedure which shall include, but not be limited to, the following unless same are changed by law:
 - a. Removal.
 - b. Suspension of more than five (5) days at one time.
 - c. Demotion indicating a lowering in rank, rate or change.
 - d. Layoffs.
 - e. Letter removal at end or during working test period.
 - f. Classified reviews.

- g. Removal of names from eligible list.
 - h. An examination review.
3. The matters which are beyond the scope of this grievance procedure include:
- a. Matters which the Union raised or could have raised during the negotiations that led to this Agreement.
 - b. Matters reserved to the Employer's discretion by this Agreement.
 - c. Disputes concerning terms and conditions of employment governed by statute or state or federal administrative regulation, incorporated by reference in this Agreement either expressly or by operation of law.

D. *Steps of the Grievance Procedure*

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

Step One: A grievance must be filed with the immediate supervisor within twenty (20) work days from the date when the act which is the subject of the grievance occurred. Failure to act within said twenty (20) days shall be deemed to constitute an abandonment of the grievance.

Step Two: If no agreement is reached within five (5) days of receipt of the grievance by the immediate supervisor, the employee or the Union may present the grievance in writing within five (5) days thereafter to the department head or their designee who shall answer the grievance in writing within five (5) days of receipt of the written grievance.

Step Three: If the Union wishes to appeal the decision of the department head, such appeal shall be presented in writing to the County Administrator within twenty (20) days thereafter. The County Administrator, or designee, shall respond, in writing, to the grievance within twenty (20) days of the submission.

Step Four: If the grievance is not settled through Steps 1, 2 and 3, either party shall have the right to submit the dispute to arbitration within ten (10) days pursuant to the rules and regulations of the Public Employment Relations Commission. The cost for the services of the arbitrator shall be borne equally by the County and the union. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

E. *Arbitration Procedure*

- 1. The parties direct the arbitrator to decide, as a preliminary question, whether they have jurisdiction to hear and decide the matter in dispute.

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

3. The arbitrator's decision shall be in writing, with reasons.

4. The Union and the County shall be limited to placing one (1) issue before an arbitrator any one time. Arbitrators shall be prohibited from hearing more than one (1) grievance except by mutual consent of the parties.

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

G. Upon prior notice to and authorization of the department head, the designated Union representatives shall be permitted to confer with employees and the County on specific grievances in accordance with the grievance procedure set forth herein during work hours of the employees, without loss of pay, provided the conduct of said business does not diminish the effectiveness of the County of Warren or require the recall of off-duty employees.

H. *General*

1. In the event a formal charge of misconduct is made by the Employer against an employee, and if they so request, they shall be entitled to a representative of the Union only as a witness or as an advisor during any subsequent interrogation of the employee concerning such charge. No recording of such procedure shall be made without notification to the employee. There shall be no presumption of guilt. The employee and/or the Union, if present, may request and receive a copy of any recording, if made.

2. The parties agree that a shop steward or other Union representative may be permitted to meet with an employee and the employee's immediate superior in order to

adjust grievances without loss of pay, provided such activity does not interrupt the normal operation and business of the public employer.

3. Nothing in this Agreement shall be construed as compelling the Union to submit a grievance to arbitration or to represent an employee before the New Jersey Civil Service Commission. The Union's decision to request the movement of any grievance at any step shall be final as to the interest of the grievant and the Union.

4. Should a grievance not be satisfactorily resolved or should the Employer not respond in the time as prescribed above; either after initial receipt of the grievance or after movement of the grievance to step two or step three, the grievant may exercise the option within five (5) days to proceed to the next step.

5. The Employer representative at the last hearing shall inform the grievant of the name and position of the next higher level of management to whom the appeal should be presented.

6. If the finding or resolution of a grievance at any step in the grievance procedure is not appealed within the prescribed time, said grievance will be considered settled on the basis of the last answer provided, and there shall be no further appeal or review.

ARTICLE 23 - STRIKES

A. The Union assures and pledges to the Employer that its goals and purposes are such that it does not condone strikes or threats thereof by public employees or work stoppages, slowdowns, or any other such actions which would interfere with service to the public or violate the Constitution or laws of the State of New Jersey; and the Union and the employees agree that they will not initiate nor participate in such activities nor encourage members of the unit to initiate or participate in the same; and the Union will not support anyone acting contrary to this provision.

B. The Employer agrees that there shall be no lockout of employees during the term of this Agreement.

C. Any violation of this Article shall constitute a material breach of this Agreement and shall serve as grounds for disciplinary action including discharge. Nothing stated elsewhere in this Article shall alter the party's rights to seek judicial relief in law or in equity.

ARTICLE 24 - SENIORITY

A. The Employer will follow the Civil Service Law and the rules and regulations promulgated there under in appointing, transferring, assigning, promoting, laying-off, and terminating employees.

B. Seniority will be observed only with respect to those portions of this Agreement where it is expressly mentioned.

C. Upon request of the Union quarterly, the Employer will provide the Union with a seniority list which shall include each employee's name, job title, and date of initial employment or most recent employment, whichever is later.

ARTICLE 25 - PART-TIME EMPLOYEES

A. All permanent part-time employees, including provisional employees awaiting examination, shall be paid wages based on the rates of pay for the appropriate classification in the County ranges. These employees shall be credited with prorated sick and vacation leave allowances, the latter representing the only benefits to which these employees are entitled on a pro rata basis;

B. All permanent and provisional part-time employees covered by this Agreement are eligible to earn vacation leave. Vacation leave will not be advanced to part-time employees at the beginning of the calendar year in anticipation of continued employment, but rather must be earned. Part-time employees can earn one (1) work day of vacation during the first calendar year of employment in accordance with the following schedule:

- Employees working within a department with regular full-time work hours of 40 hours per week may earn one (1) vacation day for every 160 hours worked.
- Employees working within a department with regular full-time work hours of 37.5 hours per week may earn one (1) vacation day for every 150 hours worked.
- Employees working within a department with regular full-time work hours of 35 hours per week may earn one (1) vacation day for every 140 hours worked.

Any vacation days earned shall be proportionate to the hours worked by the employee in the month in which the time was earned.

Thereafter, should the part-time employee continue to be employed by the County, as the employee attains the years of service as delineated for full-time employees in Paragraph (A) (2) – (A) (8) of the Article, the employee may earn additional vacation time. The additional earned vacation time shall be a prorated amount of the vacation leave granted to full-time employees within the same department and with the same number of years of service with the County. The exact prorated amount of vacation leave which may be earned will be determined based upon the total number of hours of the full-time employees working in the same department.

C. Part-time employees will be eligible for movement up the steps of the appropriate salary guide based on the length of employment, in a manner similar to the treatment of full-time employees. When a part-time employee works on a holiday, the employee is entitled to the appropriate holiday rate of pay, without consideration of a compensatory day off. Part-time employees who do not work on a holiday shall have no entitlement to payment for that day.

D. In the case of a part-time employee who becomes full-time in that position title, they shall retain their current step on the salary guide when going from part-time to full-time status. The same is also applicable in the case of a full-time employee who becomes a part-time employee in that position title.

E. As a caveat to Article 25; Part-Time Employees, it is agreed that five (5) part-time Site Managers and two (2) part-time Food Service Workers of the County Nutrition Program who work regularly scheduled hours annually, be permitted to have advanced unearned vacation time at the onset of each new calendar year. It shall be stipulated that no vacation time shall be advanced to any of the aforementioned employees beyond the number of hours/days accrued by said employees in the preceding calendar year.

ARTICLE 26 - LIABILITY CLAIMS AND INDEMNIFICATION

All employees covered by this Agreement shall be entitled to defense and indemnification by the Employer against liability claims or judgments arising out of the good faith performance of their official government duties, provided that employee has acted within the scope of those duties and in accordance with the provisions of the law promulgated by the State of New Jersey.

ARTICLE 27 - TRANSPORTATION ALLOWANCE

A. Whenever an individual employee is authorized to use their privately owned vehicle on County business, the Employer shall reimburse the employee at the rate per mile calculated in accordance with the mileage reimbursement rate as posted in the annual Internal Revenue Service Bulletin. This rate shall be updated annually and commence January 1st, of the new calendar year after the rate has been promulgated.

B. Employees who do not hold a valid and current driver's license shall not drive. Authorization for such use is predicated on the individual maintaining basic automobile insurance and current registration.

C. Employees who are required to drive as part of their work duties for the County must hold and maintain a valid and current driver's license. In the event such employee has a driver's license suspended or revoked, the employee will be subject to demotion to another position (if available) not requiring a driver's license or to termination.

ARTICLE 28 - EMPLOYEE EXPENSES

When the Employer requires that employees use special equipment, such as rain and safety equipment, these shall be provided and maintained by the Employer at no expense to the employees, in accordance with present practice. Employees required to have a class A or B CDL license, Tank (N) endorsement, or a Boiler certification to perform their respective job, shall also be reimbursed by the County for any renewal fees for said license or certification at the current New Jersey rate, upon submission of a receipt for same.

ARTICLE 29 - EMPLOYEE AUTOMOBILE INSURANCE

A. The Employer agrees to maintain in full force and effect liability insurance on all vehicles owned by the Employer. This insurance will provide for coverage to anyone driving a vehicle owned by the Employer with permission.

B. The Employer shall also provide for insurance to provide for an umbrella policy over and above the coverage of an individual employee's private automobile liability insurance coverage to cover those situations in which an individual is authorized to use their own vehicle for any business of the Employer.

C. The Employer will provide the Union with a copy of the County Automobile Insurance Policy and advise the Union in the future of any significant changes in the Policy.

ARTICLE 30 - SEVERANCE PAY

The Employer hereby agrees to pay severance pay in the amount of two (2) weeks salary to any permanent full-time employee whose job may be abolished on a permanent basis with the Employer because of a cutback in any particular department or program provided said employee is not transferred to or absorbed by any county, state or federal department, agency, or program.

ARTICLE 31 - SAFETY

A. The Employer shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. The Employer will discharge their responsibility for the development and enforcement of occupational safety and health standards to provide a safe and healthful environment. The Employer will set up necessary job safety and health programs for all employees covered by this Agreement and shall provide a reasonably safe and healthful place of employment for all employees.

B. The parties agree to cooperate in maintaining and improving safe working conditions and health protection for the employees consistent with established safety standards and in the

promotion of safety, safe working habits, and good housekeeping throughout the work environment. Each employee will comply with all safety rules and regulations.

C. Employee complaints of unsafe or unhealthful conditions shall be reported to the immediate supervisor and shall be promptly investigated. Corrective action shall be initiated as soon as practicable to remedy the condition within safety guidelines.

D. Employees shall not be required to work under conditions of work which are unsafe or unhealthful which determination shall be made by representatives of PEOSHA. An employee, whose work is temporarily eliminated as a result of the foregoing, may be promptly assigned on an interim basis to other comparable work which the employee is qualified to perform.

ARTICLE 32 - LONGEVITY

A. The longevity payment schedule shall be:

Eligibility for longevity begins after the completion of 10 years of service.

The annual longevity payment for completed years of service shall be as follows:

1. Completion of 10 through 14 full-time years of service: \$750
2. Completion of 15 through 19 full-time years of service: \$1,000
3. Completion of 20 through 24 full-time years of service: \$1,250
4. Completion of 25 through 29 full-time years of service: \$1,500
5. Completion of 30 years of full-time service and more: \$1,750

Years of completed service shall be computed from December 26th of any given year to December 25th of the following year.

B. Longevity pay will be given to eligible employees on or before December 15th.

ARTICLE 33 - PAYROLL DEDUCTION OF UNION DUES

A. The County agrees to deduct from the salaries of bargaining unit members' dues to the Union, Council No. 63, AFSCME, exclusively as said organization is the duly certified majority representative for employees in position titles covered by the Certification issued by the Public Employment Relations Commission, Docket No. RO-86-98. Deductions shall be made when authorized in writing to do so by each employee. Authorization must be in writing and comply with the provision of N.J.S.A. 52:14-15.9e of the Statutes of New Jersey. Deductions shall be made in compliance with the law each pay period, and monies collected, together with a listing of the employees, shall be transmitted to Council 63, Nottingham Village Square, 2653-A Whitehorse-Hamilton Square Rd., Hamilton, NJ 08690 by the fifteenth (15th) day of each month following collection. The employee shall indicate in writing to the proper disbursing officer of the County their desire to have any deductions made from their salary for the purpose of paying the employee

dues. Such disbursing officer shall make such deduction from the compensation of the employee and the disbursing officer shall transmit the sum so deducted to the Union as designated by the employee in their written request.

B. No other request for dues deductions for a labor organization shall be honored or processed by the County for any employee for position titles covered by the outstanding certification referred to above.

C. An authorization for deduction of membership dues in AFSCME, Council No. 63 shall be terminated automatically when an employee is removed from the payroll of the County. Where an employee takes a leave of absence without pay for one (1) month or more during any payroll deduction period, there shall be no obligation on the part of the County to collect funds from their salary during such absence. Upon their return to employment at the termination of their leave, the County shall continue to deduct dues from their salary in accordance with the payroll deduction agreed upon by the parties.

D. The amount of monthly membership dues will be certified by the Director of Council No. 63 AFSCME in writing to the employer, and the amounts so certified will be uniform for all members of the Union.

E. An employee may withdraw dues deductions from the Union on July 1st of each year provided, however, that said employee gives notice of withdrawal to the County thirty (30) days in advance of their desire to withdraw. The filing of notice of withdrawal shall be effective to halt deductions as of July 1st following the date on which notice of withdrawal is filed.

F. The Union shall notify the Employer of any changes in dues structure thirty (30) days in advance of the request date of such change. The change shall be reflected in payroll deduction at the earliest time after the receipt of the request.

G. The Union will provide the necessary dues deduction forms and will secure the signatures of its members on the forms, and deliver the signed forms to the Clerk of the Board of County Commissioners or their designee. The Union shall indemnify, defend, and save the County harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of, or by reason of, action taken by the County in reliance upon salary deduction authorization cards submitted by the Union.

ARTICLE 34 - RULES OF THE EMPLOYER

A. The parties agree that the Employer has the right to make reasonable rules and regulations. The Employer will first give the Union sufficient notice of its proposal and the Union then will make a timely demand to negotiate. Proposed new rules or modifications of existing rules

governing working conditions shall be negotiated with the Union before they are established and the Union agrees to negotiate the same in good faith.

B. In the event the Employer and the Union disagree and are at impasse concerning the proposed new rule or regulation governing working conditions, the parties agree that the Employer may unilaterally implement the rules and regulations change provided the impasse procedure of mediation through the Public Employment Relations Commission has first been exhausted.

C. All rules and regulations promulgated by the Employer for the proper and efficient operation of the Public Services shall be duly and conspicuously posted and dated.

ARTICLE 35 - UNIFORM AND MAINTENANCE ALLOWANCE

A. Newly hired employees or employees transferring into this bargaining unit, shall be required to purchase their initial uniforms. The uniforms shall be of the type, style, and/or color as listed in the departmental policy guide. Any changes to the required uniform other than the type, style, and/or color of the uniform shall be negotiated with the union. Should the County desire to make any changes to the employee uniforms, the employer shall meet with the union six months in advance of the date of change to discuss reasons for such change. These discussions will be held for purposes of informing employees in advance of desired changes and to coordinate such changes in accordance with disbursement of contracted uniform allowance funds.

After completing their initial six months of employment, an eligible employee shall receive a yearly uniform allowance for the purchase, maintenance, repair, or replacement of uniforms in the following manner:

B. All paid leaves of absence, including sick, personal, holiday, jury duty, vacation, and all other paid leaves of absence covered under this contract shall count as time worked for all uniform allowance computations.

C. A uniform allowance shall be paid semi-annually to all eligible employees. Employees shall be paid by two separate checks in two separate installments. Checks shall be distributed to all eligible employees within forty-five (45) days after January 1st and within thirty (30) days after July 1st of each year.

D. In order to receive the full semi-annual uniform allowance, an employee must work the previous six (6) months. Any employee that does not work the previous six (6) months shall receive the uniform allowance on a prorated basis. Employees must work fifteen (15) days out of each month for the month to qualify toward the uniform allowance. This clause shall cover newly hired employees with less than six months of employment.

- E. Part-time employees must work a minimum of 160 hours within the designated six (6) month calendar period for which reimbursement is being calculated.
- F. If an employee is promoted, demoted, or transferred from a position or title that receives a uniform allowance into a position or title that does not receive a uniform allowance, the employee shall receive a prorated uniform allowance for the time the employee worked within the uniform allowance eligible position or title.
- G. All non-uniformed personnel (other than administrative and clerical employees) working in the Department of Public Works: Division of Roads, Division of Bridges, and Division of Buildings & Grounds, Correctional Center, Health Department, and Inspectors in the Engineering Department, shall be entitled to an annual clothing allowance of three-hundred, seventy-five dollars (\$375). Payment shall be made in two (2) equal installments on the same dates set forth in preceding paragraph C of this Article.
- H. Coveralls shall be supplied by the Employer to employees holding the position titles of Senior Mechanic, Mechanic Diesel, Mechanic, and Painter at whichever location they may work in the County of Warren. The coveralls shall be stocked by the Employer and maintained by the Employer.
- I. Employees in the Warren County Department of Public Works covered under this collective negotiations agreement, and who satisfy the service requirements in Section A shall receive once every twelve (12) months, one (1) pair of approved safety toe boots according to previously established guidelines. The titles required to wear safety boots are based on the occupations listed in 29 CFR 1910.136(a), Appendix B to Subpart I requiring the use of safety shoes as PPE. The titles excluded from the use of safety toe boots are listed below:

Excluded Public Works Titles:

Administrative Clerk
Building Maintenance Worker
Computer Operator/Clerk 3
Senior Building Maintenance Worker
Senior Account Clerk
Senior Mail Clerk

Employees may only utilize the vendor provided by the County for the purchase of safety-toed boots, not to exceed two-hundred dollars (\$200) for each pair of boots. The parties agree that there will be no reimbursement for the purchase of boots from any other source. Anyone employed by Public Works who is required to wear safety-toed boots, must do so as part of their uniform. Failure to wear required safety equipment including safety toe shoes may result in disciplinary action.

1. Effective January 1, 2020, the following titles in the Warren County Engineer's Office and Health Departments are eligible to receive safety toe boots under the same terms and conditions of this section:

Senior Engineer
Principal Engineering Aide
Registered Environmental Health Specialist
Senior Registered Environmental Health Specialist
Hazardous Materials Specialist

J. Uniforms that are destroyed or damaged beyond repair in the line of duty, shall be replaced by the employer provided that the original garment is submitted to the department head or their designee for inspection accompanied by an incident report detailing as to how and where the garment was damaged and/or destroyed. If the department head or the designee determines that the damaged uniform garment was caused by a circumstance beyond the employee's control, the department head or designee shall approve the replacement of the uniform garment. The employee shall then purchase a replacement garment of the same or exact nature and submit the receipt to the County for reimbursement. A reimbursement check shall be issued to the employee within thirty (30) days of submitting the receipt. This clause shall not cover garments destroyed or damaged through normal wear and tear.

K. Employees receiving a uniform allowance shall only be required to sign a certification that they will spend the money provided for the purchase, repair, maintenance, or replacement of uniforms. As a result of this allowance, employees are expected to report to work in well maintained and proper uniform. Failure to do so may lead to appropriate discipline.

ARTICLE 36 - UNION PRIVILEGES

A. Bulletin Board

The County will permit the Union to use a bulletin board in each facility approved by the County. The bulletin board may be used only for official Union business and then only for meeting notices, posting of lists of officers and stewards, announcement of social and recreational events and activities, and changes of written work rules and policies. No anonymous, malicious, or inflammatory material may be posted. The County reserves the right to unilaterally remove any posted material not meeting the conditions and requirements of this Article, which removal shall not be grievable under this Agreement.

B. Use of Facilities and Equipment

The Employer agrees to permit the Union to use a County facility with prior approval of the Employer, upon written notice given five (5) days in advance upon the conditions that the Union

agrees to indemnify and hold the County harmless for the use of the premises and to reimburse the County for any and all damages to County property caused by the Union's activities. The facilities to be used shall not include the Warren County Correctional Center and shall be limited to the meeting room at the Warren County Annex Building, and meeting or conference rooms in the County Administration Building.

C. Management agrees to provide notification to the union president or their/her designee of any new hires that fall under the purview of this collective bargaining agreement. This information shall include the name, department, title, range, step, and salary of said employee. In addition management will provide a list of all employees who have retired or resigned from employment under this agreement in the final month of each calendar year.

D. See Appendix A for Memorandum of Agreement (MOA) between AFSCME Local 3287 and the County of Warren executed March 4, 2019. As a result of the passage of the NJ Workplace Democracy Enhancement Act – Public Law 2018, Chapter 15, the MOA addresses the sharing of employee information and the union's use of the employer's email messaging system.

ARTICLE 37 - ACCESS TO PERSONNEL FOLDERS AND EVALUATION

A. Upon prior written request to the Personnel Department, each employee shall, if they request, be given an opportunity by appointment to review any evaluation of their work performance or conduct prepared and included in their permanent personnel folder. An employee is permitted no more than one such request during each four (4) month period. They may file a written response to such materials within ten (10) work days after reviewing same and, if requested, such response will be attached to and retained with the particular instrument concerned. Any records concerning the performance or conduct of an employee that are passed from one supervisor to another upon the transfer of an employee or their/her supervisor will be available for review by the employee upon request. Once a year, an employee may submit a written request to the Personnel Department asking to receive a copy of all disciplinary paperwork which is located within the employee's personnel folder.

B. Each regular written evaluation of work performance shall be reviewed with the employee and evidence of this review shall be the required signature of the employee on the evaluation form. Such signature shall not be construed to mean agreement with the content of the evaluation unless such agreement is stated thereon. After the evaluation form has been signed by the employee, no changes shall be made on that evaluation form. A copy of the employee's evaluation shall be provided to the employee upon request.

ARTICLE 38 - DISCIPLINE

A. A permanent employee in the classified service may be suspended without pay or with reduced pay, fined or demoted due to inefficiency, incompetency, misconduct, negligence, insubordination, or for other sufficient cause.

B. A provisional or temporary employee may be disciplined at any time at the discretion of the Employer. A provisional or temporary employee who has been disciplined shall have no right of appeal or to a disciplinary hearing unless as otherwise provided by law or by the terms of this Agreement, provided, however, that a provisional employee employed continuously for six (6) months or more may have a hearing with the Commissioners or their designee as provided below, with no right of appeal beyond that.

C. Permanent employees and employees in their working test period shall be entitled to a hearing for removal, suspension or fine, disciplinary demotion or as otherwise required by Civil Service rules and regulations. The hearing shall be conducted by the Warren County Board of County Commissioners or their designee, and pursuant to such rules and procedures which the Commissioners shall deem appropriate or as required by New Jersey Civil Service rules and regulations.

D. In cases involving fines for more than five (5) days or suspension for more than five (5) days, removal or demotion, the employee shall be provided with charges and specifications along with proposed penalty. Any employee appealing such action within ten (10) days of receipt of the Preliminary Notice of Disciplinary Action, shall be granted a disciplinary hearing. If the employee is not satisfied with the decision of the Commissioners or their designated hearing officer, the employee may appeal as permitted by law to the New Jersey Department of Civil Service for a hearing before an Administrative Law Judge.

E. The Union will be advised in writing of any change in the disciplinary hearing procedures.

F. At any disciplinary hearing, the employee may be represented by their steward, and/or local Union president and other local union officer and/or Council No. 63 representative.

G. The Union will be provided, upon request, five (5) days prior to the hearing, with all written documents and statements which will be used against the employee at the hearing, as well as a list of witnesses that will be carried by the Employer. The Union shall provide to the Commissioners or their representatives, five (5) days prior to the hearing, copies of all documents and written statements the Union intends to rely upon at the hearing and the names and addresses of all witnesses.

- H. All such hearings shall follow the following format:
1. Reading of charges and specifications.
 2. Presentation of case by the County.
 3. Presentation of case by the appellant.
 4. Rebuttal by County and appellant, if necessary.
 5. Summation of case by appellant.
 6. Summation of case by County.
- I. Direct and cross-examination of witnesses shall be allowed. Either party may request that witnesses be sequestered. The Commissioners or their designated hearing officer, if any, may determine that witnesses be sequestered without a request from either party.
- J. Whenever written eyewitness accounts of incidents are used as evidence the person who prepared and/or signed such document shall be available for cross-examination or the documents cannot be used at that hearing.
- K. The Commissioners or their designated hearing officer shall render their decision within twenty (20) days of the close of the hearing. Said decision shall include discussion of testimony or evidence, specific findings of fact and conclusions based on findings of fact and applicable laws and rules and regulations.
- L. Any hearing on minor discipline conducted under this Article shall constitute the last step of the minor discipline review procedure.
- M. The Union shall be provided with a copy of all written disciplinary actions taken against employees covered by this agreement.

ARTICLE 39 - SUBCONTRACTING OF WORK

- A. Nothing contained in this Agreement shall in any way limit the right of the County to hire or engage the services of outside firms or individuals for the purpose of contracting or subcontracting of any work normally performed by employees in this bargaining unit.
- B. The County and the Union agree to discuss the impact of subcontracting or contracting out of work normally performed by bargaining unit members to the extent permitted by law. This discussion may only be held if a layoff or job displacement will result and if the proposed subcontract is based solely on fiscal consideration.
- C. The Union must request the opportunity to discuss the impact of a decision to subcontract or contract out work within thirty (30) days after such action is taken by the Board of County Commissioners. Failure of the Union to make such a timely request shall act as a waiver and shall bar the Union from seeking to discuss the impact of this action.

ARTICLE 40 - APPLICATION OF SALARY AND BENEFITS

A. Retroactivity

1. Salary adjustments will be paid retroactively only to those employees in the employ of the County as of January 1, 2024 or who retired (within the meaning of PERS) from the employ of the County or who died or who were on layoff after January 1, 2024, and prior to the signing of this Agreement. Retroactivity in salary shall include retroactive overtime pay at time and one-half (1½) for all hours worked in excess of forty (40) hours, thirty-seven and one-half (37.5) hours, or thirty-five (35) hours, depending upon the employee's normal work week. New or increased differentials shall be effective upon the execution of this Agreement by both parties.

2. During any leave of absence without pay, the employee's medical benefits shall be continued provided that the cost thereof (normally paid by the Employer) is paid by the employee to the insurance carrier through the Employer, except as otherwise provided under Family Medical Leave Act or New Jersey Family Leave Act. This matter will not be subject to the grievance procedure.

ARTICLE 41 - EDUCATION BENEFIT

A. All employees covered by this Agreement shall be eligible to receive financial reimbursement for job-related, career development courses in the following areas:

1. Matriculating undergraduate/graduate degree.
2. Business/Vocational/Technical courses.
3. Career development courses such as seminars and continuing education courses which will aid the employee in their employment. The foregoing decision of job-relatedness is discretionary with the Employer.

B. Reimbursement will be contingent upon:

1. By no later than the first day of the course, an interested employee must submit a written request for course work. The request must be presented to the employee's department head for initial approval and to the County Administrator and Personnel Department for final approval and authorization that funds are available. The employee will be notified as to the approval or disapproval of their application within two (2) weeks. Within four (4) weeks after completion of the course work, the employee shall submit to the County Administrator and Personnel Department, via the department head, certification of successful completion of the course work on the proper form. Payment will be made to

- the employee after approval by the County Administrator and Personnel Department and after the employee has completed and signed the proper voucher form.
2. The student must maintain a “C” grade or better for an undergraduate course and a “B” grade or better for a graduate course to be eligible for reimbursement. In courses where only a “Pass” or “Fail” grade are given, the student must achieve a “Pass”. Where the student has the option of selecting either “Pass/Fail” or a letter grade system, the student must elect the letter grade system.
 3. Courses shall be taken outside the employee’s normal working hours and shall not interfere with the individual’s responsibilities of employment. If leave time is needed for travel to a course, up to four (4) hours of available vacation time per week may be granted with the supervisor’s approval.
 4. Reimbursement will be the lesser of the actual expenses or the current tuition rate at Rutgers, the State University of New Jersey. Employees are responsible for their travel expenses, fees, and books.
 5. Priority will be given to employees attending colleges within the State of New Jersey.
 6. A maximum of twelve (12) credits per calendar year may be taken by employees.
 7. An employee must be a permanent full-time employee of the Employer to be entitled to financial reimbursement. As an exception to the foregoing, an employee who has been employed for more than one (1) year by the Employer, even though not yet “permanent” due to Civil Service procedures, will be eligible for this benefit, provided that if the employee cannot continue employment with the Employer for at least one (1) year pursuant to the provisions of subsection 8 below due to the failure of Civil Service to make the employee “permanent”, in that event the employee will be required to repay the Employer the financial value of the tuition reimbursement that has not been repaid via said work commitment.
 8. Employees must sign a service agreement commitment that they will continue employment with the Employer for at least one (1) year after the tuition reimbursement. If the employee terminates employment before completion of the agreement, they must repay the Employer the financial value of the tuition reimbursement that has not been repaid via the above work commitment.
 9. Employees who are the recipient of tuition grants, military or veteran funding, or any other educational tuition assistance, may be considered ineligible for County tuition

reimbursement based on the amount of such funding. In instances where employees are recipients of other tuition assistance, documentation must be provided to the Personnel Department before approval is granted for tuition reimbursement.

10. The following annual amount will be appropriated by the Employer: Thirty thousand dollars (\$30,000) will be available for reimbursement to eligible employees on a “first come, first served” basis until such time as the appropriation is depleted.

ARTICLE 42 - RANGE COMMITTEE

There is hereby created a joint committee consisting of three (3) persons representing the Employer and three (3) persons representing the Union. This committee shall meet on an as-needed basis to review existing job titles and salary ranges. Upon written request by either party, this committee shall meet within 30 days after receipt of the request, provided however that no meetings of this committee shall take place during the last 6 months of the term of this agreement.

ARTICLE 43 - PRIOR BENEFITS AND PRACTICES

Existing benefits which are set forth as policies, practices and general working conditions are substantially uniform in their application to employees in the unit, in the same or similar titles or jobs or locations, which are in effect upon the signing of this Agreement shall remain in effect except to the extent that they are modified by this Agreement.

ARTICLE 44 - SEPARABILITY AND SAVINGS

A. If any provision of this Agreement shall conflict with any federal or state law or have the effect of eliminating or making the Employer ineligible for federal funding, that specific provision of this Agreement shall be deemed amended or nullified to conform to such law. The other provisions of the Agreement shall not be affected thereby and shall continue in full force and effect.

B. If any section, subsection, paragraph, sentence, clause or phrase of this Agreement, or any application thereof to any employee or group of employees, is held to be 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 45 - FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all negotiable issues which were or could have been the subject for collective negotiations. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law in the area of collective negotiations, and that

the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to, bargain or negotiate with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement, subject to the provisions of Article 35.

B. 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.

ARTICLE 46 - TERM OF AGREEMENT

A. Except as otherwise provided herein, the terms and effects of this Agreement shall be in force commencing January 1, 2024, and shall remain in effect and full force through December 31, 2026.

B. This agreement shall be automatically renewed from year to year thereafter unless either party shall give written notice sixty (60) days prior to the expiration date of its desire to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than thirty (30) days prior to the expiration date. This Agreement shall remain in full force and be effective during the periods of negotiations.

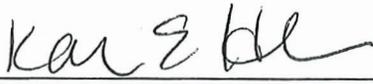
C. Copies of this Agreement when executed shall be distributed to all employees of the Employer. The expense for printing and distribution of the Agreement shall be shared equally by the Union and the Employer. The parties agree to use 8½ by 11” commercially copied format.

IN WITNESS WHEREOF, the Employer and Union have caused this Agreement to be signed by their duly authorized representatives as of this 25th day of: OCTOBER 2023


ATTEST:


WARREN COUNTY BOARD OF COUNTY COMMISSIONERS

 Staff Representative
ATTEST: AFSCME NJ Council 63


AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES COUNCIL NO. 63, LOCAL 3287
President

SCHEDULE A - NON-SUPERVISORY EMPLOYEES TITLES

<u>Range</u>	<u>Title</u>
03	Account Clerk
14	Accountant
17	Accounting Procedures Analyst
13	Administrative Clerk
13	Administrative Secretary
11	Assistant County Superintendent of Weights and Measures
16	Assistant Engineer
20	Assistant Health Educator
11	Assistant Mechanic Supervisor
14	Assistant Planner
07	Bridge Repairer
04	Building Maintenance Worker
16	Buyer
08	Carpenter's Helper
03	Clerk 1
06	Clerk 2
08	Clerk 3
04	Clerk Driver
04	Clerk Stenographer 1
06	Clerk Stenographer 2
08	Clerk Stenographer 3
04	Clerk Transcriber
08	Community Service Aide
07	Community Service Aide/Clerk 2
08	Computer Operator/Keyboarding Clerk 3
19	Coordinator of Monitoring and Evaluation
14	Counselor/Penal Institution
10	County Park Ranger
04	Data Control Clerk
04	Data Entry Operator 1
06	Data Entry Operator 2
12	Data Processing Technician
13	Electrician
08	Electrician's Helper
08	Engineering Aide
09	Equipment Operator
18	Field Representative, Health Education
14	Field Representative, Senior Citizen Programs
18	Geographic Information Systems Specialist 3
19	Hazardous Material Specialist
21	Health Educator
13	Heavy Equipment Operator
03	Keyboarding Clerk 1
06	Keyboarding Clerk 2
07	Keyboarding Clerk 3

<u>Range</u>	<u>Title</u>
05	Laborer 1
13	Librarian 1
14	Librarian 2
16	Librarian 3
03	Library Assistant
12	Library Associate
02	Library Page
03	Mail Clerk
08	Maintenance Repairer
08	Maintenance Repairer/Low Pressure License
05	Maintenance Worker 1, Grounds
10	Maintenance Worker 2, Grounds
12	Maintenance Worker 3, Grounds
08	Mason's Helper
09	Mechanic
09	Mechanic Diesel
08	Mechanic Helper
10	Mechanic Welder
08	Motor Broom Driver/Truck Driver
09	Painter
08	Painter's Helper
15	Park Naturalist
15	Personnel Aide
12	Planner
07	Planning Aide
09	Plumber
08	Plumber's Helper
15	Plumbing Inspector
08	Principal Account Clerk
08	Principal Clerk Transcriber
08	Principal Data Control Clerk
15	Principal Drafting Technician
14	Principal Employee Benefits Clerk
22	Principal Engineer
22	Principal Engineer Civil
22	Principal Engineer Bridges
22	Principal Engineer/Traffic
14	Principal Engineering Aide
14	Principal Engineering Aide/Traffic Analyst
08	Principal Library Assistant
08	Principal Mail Clerk
12	Principal Payroll Clerk
12	Principal Personnel Clerk, Stenography
20	Principal Planner
12	Principal Planning Aide
04	Probate Clerk

<u>Range</u>	<u>Title</u>
14	Program Development Specialist, Cultural & Heritage Affairs
16	Program Specialist, Special Child Health Services
21	Public Health Epidemiologist
12	Public Health Investigator
16	Public Health Partnership Coordinator (working title)
20	Public Health Planner
10	Public Works Inspector
11	Radio Dispatch/Keyboarding Clerk 2
06	Records Support Technician 2
15	Registered Environmental Health Specialist Trainee, Public Health
18	Registered Environmental Health Specialist, Public Health
10	Road Repairer 2
12	Secretarial Assistant
08	Security Guard
05	Senior Account Clerk
18	Senior Accountant
10	Senior Bridge Repairer
08	Senior Building Maintenance Worker
18	Senior Buyer
06	Senior Clerk Driver
06	Senior Clerk Transcriber
16	Senior Counselor/Penal Institution
06	Senior Data Control Clerk
08	Senior Drafting Technician
10	Senior Employee Benefits Clerk
18	Senior Engineer
11	Senior Engineering Aide
13	Senior Execution Clerk
08	Senior Juvenile Detention Officer
06	Senior Library Assistant
07	Senior Mail Clerk
10	Senior Maintenance Repairer
12	Senior Maintenance Repairer Painter
12	Senior Maintenance Repairer/Carpenter
12	Senior Maintenance Repairer/Electrician
11	Senior Maintenance Repairer/Low Pressure
12	Senior Maintenance Repairer/Plumber
12	Senior Mechanic
10	Senior Mechanic Diesel
11	Senior Painter
09	Senior Payroll Clerk
18	Senior Planner
11	Senior Plumber
06	Senior Probate Clerk
16	Senior Program Development Specialist, Community Service
12	Senior Public Works Inspector

<u>Range</u>	<u>Title</u>
20	Senior Registered Environmental Health Specialist, Public Health
10	Senior Traffic Maintenance Worker
11	Senior Traffic Maintenance Worker/Sign Maker 2
12	Senior Welder
06	Site Manager, Nutrition Program
16	Social Worker, Aging
05	Stock Clerk
07	Storekeeper 1 <i>(formerly Assistant Storekeeper - NJCSC Title Consolidation)</i>
08	Storekeeper 2 <i>(formerly Storekeeper - NJCSC Title Consolidation)</i>
10	Storekeeper 3 <i>(formerly Senior Storekeeper - NJCSC Title Consolidation)</i>
13	Storekeeper, Automotive <i>(formerly Principal Storekeeper)</i>
17	Supervising Engineering Aide
22	Supervising Planner
16	Supervisor, Senior Citizen Program Outreach and Referral
12	Technical Assistant, Management Information Systems
16	Technician, MIS
16	Technical Assistant, Personnel
11	Telecommunications System Analyst
07	Traffic Maintenance Worker
08	Trainee, Weights and Measures
07	Truck Driver
08	Truck Driver Heavy/Road Repairer
08	Truck Driver/Welder
05	Weights and Measures Apprentice
09	Welder
12	Veterans Service Officer

AFSCME Local 3287 Salary Schedules

SCHEDULE B - 2024 SALARY SCHEDULE

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2024 through December 31, 2024
 Schedule B – 35 Hours

STEP	RANGE																				
	1	2	3	4	5	6	7	8	9	10	11	12									
1	23,405	24,574	25,804	27,093	28,447	29,870	31,366	32,932	34,583	36,309	38,121	40,027									
2	24,082	25,287	26,551	27,875	29,276	30,737	32,271	33,885	35,578	37,359	39,224	41,189									
3	24,758	25,998	27,298	28,665	30,098	31,599	33,182	34,842	36,580	38,411	40,325	42,345									
4	25,436	26,705	28,043	29,448	30,919	32,469	34,092	35,792	37,580	39,462	41,432	43,503									
5	26,115	27,419	28,792	30,235	31,741	33,332	34,994	36,749	38,582	40,509	42,536	44,665									
6	26,793	28,128	29,539	31,023	32,564	34,196	35,906	37,697	39,582	41,564	43,637	45,822									
7	27,468	28,838	30,283	31,804	33,389	35,063	36,815	38,658	40,584	42,613	44,741	46,977									
8	28,149	29,550	31,032	32,592	34,213	35,925	37,724	39,610	41,581	43,666	45,844	48,140									
9	28,824	30,261	31,782	33,375	35,036	36,791	38,631	40,562	42,582	44,719	46,950	49,298									
10	29,500	30,969	32,528	34,162	35,857	37,656	39,541	41,518	43,587	45,765	48,050	50,455									
11	30,179	31,678	33,274	34,950	36,683	38,523	40,449	42,466	44,585	46,817	49,156	51,616									
12	30,858	32,390	34,021	35,731	37,508	39,383	41,356	43,422	45,587	47,867	50,257	52,775									
13	31,535	33,101	34,765	36,517	38,328	40,252	42,269	44,375	46,590	48,920	51,360	53,931									
14	32,212	33,811	35,513	37,302	39,153	41,116	43,175	45,332	47,588	49,970	52,466	55,091									
15	32,890	34,525	36,261	38,089	39,979	41,983	44,084	46,286	48,590	51,022	53,566	56,248									
16	33,567	35,230	37,008	38,871	40,799	42,848	44,992	47,236	49,589	52,070	54,668	57,408									
17	34,242	35,944	37,754	39,657	41,623	43,714	45,901	48,191	50,587	53,123	55,773	58,566									
18	34,920	36,652	38,504	40,440	42,447	44,575	46,811	49,147	51,589	54,172	56,874	59,727									
19	35,600	37,362	39,251	41,228	43,267	45,444	47,719	50,100	52,589	55,226	57,980	60,882									
20	36,275	38,075	39,994	42,015	44,094	46,306	48,627	51,053	53,589	56,279	59,085	62,042									
21	36,918	38,749	40,703	42,759	44,874	47,128	49,490	51,959	54,539	57,274	60,130	63,140									

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2024 through December 31, 2024
 Schedule B – 35 Hours

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	42,033	44,130	46,339	48,652	51,090	53,643	56,326	59,144	62,101	65,206	68,465	71,892
2	43,248	45,406	47,678	50,064	52,567	55,195	57,953	60,851	63,895	67,092	70,449	73,968
3	44,464	46,683	49,022	51,470	54,045	56,749	59,584	62,566	65,696	68,983	72,429	76,052
4	45,678	47,962	50,359	52,880	55,523	58,302	61,216	64,280	67,494	70,868	74,411	78,132
5	46,899	49,238	51,701	54,287	56,999	59,858	62,851	65,992	69,290	72,758	76,396	80,213
6	48,110	50,516	53,044	55,696	58,478	61,408	64,482	67,707	71,091	74,646	78,373	82,294
7	49,327	51,789	54,383	57,105	59,956	62,962	66,113	69,415	72,886	76,535	80,358	84,378
8	50,546	53,071	55,726	58,515	61,437	64,512	67,744	71,131	74,686	78,422	82,341	86,458
9	51,761	54,349	57,065	59,925	62,915	66,067	69,372	72,843	76,483	80,310	84,322	88,537
10	52,974	55,622	58,409	61,335	64,395	67,619	71,007	74,556	78,283	82,201	86,304	90,616
11	54,193	56,904	59,747	62,745	65,871	69,174	72,637	76,268	80,078	84,086	88,284	92,701
12	55,408	58,176	61,088	64,151	67,349	70,725	74,270	77,986	81,879	85,976	90,269	94,780
13	56,624	59,456	62,429	65,558	68,826	72,278	75,899	79,695	83,672	87,861	92,253	96,859
14	57,837	60,729	63,771	66,967	70,304	73,830	77,529	81,409	85,470	89,754	94,230	98,943
15	59,055	62,009	65,113	68,377	71,786	75,385	79,159	83,117	87,270	91,641	96,216	101,026
16	60,272	63,286	66,453	69,786	73,263	76,937	80,791	84,832	89,067	93,530	98,197	103,105
17	61,488	64,560	67,796	71,197	74,742	78,489	82,424	86,546	90,863	95,418	100,178	105,188
18	62,706	65,836	69,139	72,601	76,217	80,043	84,057	88,260	92,664	97,304	102,160	107,267
19	63,917	67,115	70,478	74,010	77,699	81,595	85,687	89,971	94,458	99,193	104,141	109,347
20	65,135	68,390	71,819	75,419	79,175	83,148	87,317	91,680	96,259	101,082	106,125	111,430
21	66,290	69,603	73,091	76,759	80,579	84,624	88,866	93,308	97,966	102,875	108,009	113,406

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2024 through December 31, 2024
 Schedule B – 37.5 Hours

STEP	RANGE											
	1	2	3	4	5	6	7	8	9	10	11	12
1	25,074	26,328	27,646	29,028	30,481	32,006	33,606	35,285	37,049	38,904	40,848	42,885
2	25,798	27,091	28,446	29,869	31,366	32,930	34,581	36,309	38,118	40,025	42,032	44,129
3	26,526	27,854	29,249	30,707	32,247	33,853	35,549	37,327	39,196	41,155	43,211	45,373
4	27,250	28,616	30,050	31,547	33,130	34,784	36,523	38,350	40,266	42,279	44,398	46,616
5	27,980	29,377	30,851	32,386	34,011	35,710	37,495	39,374	41,338	43,405	45,582	47,854
6	28,705	30,142	31,655	33,224	34,897	36,633	38,467	40,397	42,407	44,528	46,760	49,099
7	29,428	30,906	32,450	34,063	35,778	37,562	39,440	41,416	43,479	45,654	47,945	50,339
8	30,155	31,666	33,254	34,905	36,657	38,485	40,418	42,439	44,553	46,780	49,126	51,582
9	30,877	32,428	34,053	35,741	37,539	39,417	41,388	43,458	45,624	47,905	50,312	52,825
10	31,608	33,190	34,853	36,580	38,424	40,340	42,360	44,480	46,696	49,034	51,494	54,064
11	32,333	33,953	35,656	37,417	39,308	41,263	43,334	45,502	47,770	50,159	52,677	55,306
12	33,061	34,718	36,458	38,256	40,189	42,193	44,307	46,521	48,840	51,286	53,858	56,553
13	33,789	35,479	37,253	39,096	41,075	43,116	45,278	47,545	49,911	52,411	55,043	57,793
14	34,510	36,245	38,057	39,937	41,951	44,044	46,253	48,563	50,982	53,539	56,224	59,036
15	35,238	37,005	38,859	40,776	42,835	44,972	47,225	49,588	52,058	54,658	57,408	60,278
16	35,963	37,770	39,658	41,612	43,718	45,893	48,195	50,608	53,126	55,787	58,592	61,517
17	36,688	38,529	40,462	42,453	44,601	46,818	49,171	51,628	54,202	56,913	59,774	62,764
18	37,415	39,293	41,261	43,295	45,483	47,743	50,142	52,650	55,272	58,040	60,959	64,001
19	38,143	40,054	42,060	44,130	46,368	48,672	51,115	53,672	56,343	59,162	62,144	65,243
20	38,869	40,816	42,863	44,974	47,247	49,599	52,086	54,693	57,415	60,288	63,326	66,486
21	39,559	41,541	43,624	45,769	48,085	50,475	53,010	55,662	58,431	61,358	64,451	67,666

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2024 through December 31, 2024
 Schedule B – 37.5 Hours

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	45,036	47,283	49,649	52,127	54,738	57,473	60,346	63,363	66,535	69,860	73,356	77,021
2	46,339	48,651	51,088	53,642	56,325	59,143	62,098	65,198	68,459	71,886	75,474	79,250
3	47,642	50,023	52,524	55,148	57,904	60,805	63,842	67,035	70,383	73,903	77,598	81,480
4	48,944	51,392	53,959	56,660	59,493	62,467	65,590	68,868	72,308	75,928	79,724	83,711
5	50,246	52,756	55,396	58,171	61,078	64,130	67,337	70,701	74,232	77,949	81,841	85,942
6	51,551	54,125	56,828	59,678	62,660	65,794	69,084	72,536	76,157	79,970	83,962	88,170
7	52,852	55,496	58,269	61,189	64,244	67,458	70,834	74,371	78,080	81,992	86,089	90,404
8	54,155	56,866	59,705	62,699	65,829	69,124	72,582	76,204	80,007	84,016	88,210	92,633
9	55,457	58,234	61,142	64,207	67,416	70,790	74,331	78,043	81,930	86,039	90,333	94,865
10	56,762	59,605	62,578	65,717	68,995	72,455	76,075	79,877	83,854	88,060	92,461	97,096
11	58,061	60,971	64,014	67,224	70,582	74,115	77,825	81,712	85,780	90,079	94,581	99,321
12	59,365	62,341	65,452	68,736	72,165	75,780	79,571	83,545	87,708	92,105	96,706	101,553
13	60,671	63,711	66,887	70,248	73,747	77,445	81,317	85,379	89,630	94,124	98,827	103,783
14	61,972	65,079	68,327	71,752	75,336	79,109	83,069	87,209	91,556	96,146	100,946	106,014
15	63,279	66,448	69,763	73,265	76,919	80,774	84,814	89,048	93,481	98,168	103,072	108,244
16	64,576	67,813	71,200	74,772	78,504	82,439	86,558	90,881	95,406	100,188	105,197	110,476
17	65,884	69,185	72,636	76,283	80,087	84,104	88,310	92,714	97,329	102,212	107,316	112,706
18	67,184	70,552	74,071	77,790	81,668	85,765	90,055	94,553	99,255	104,233	109,441	114,940
19	68,485	71,925	75,511	79,305	83,253	87,429	91,799	96,387	101,180	106,256	111,565	117,167
20	69,789	73,294	76,945	80,815	84,839	89,096	93,552	98,217	103,104	108,278	113,684	119,396
21	71,027	74,594	78,307	82,249	86,343	90,677	95,213	99,958	104,930	110,199	115,701	121,514

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2024 through December 31, 2024
 Schedule B – 40 Hours

STEP	RANGE											
	1	2	3	4	5	6	7	8	9	10	11	12
1	26,745	28,085	29,486	30,965	32,510	34,139	35,846	37,638	39,521	41,496	43,569	45,747
2	27,519	28,899	30,341	31,860	33,453	35,124	36,880	38,724	40,663	42,698	44,829	47,072
3	28,295	29,712	31,192	32,759	34,395	36,115	37,919	39,815	41,811	43,897	46,093	48,395
4	29,071	30,521	32,047	33,653	35,336	37,101	38,959	40,904	42,955	45,096	47,352	49,722
5	29,844	31,335	32,900	34,547	36,279	38,092	39,993	41,992	44,099	46,300	48,617	51,043
6	30,618	32,150	33,752	35,445	37,219	39,083	41,032	43,083	45,242	47,495	49,876	52,365
7	31,393	32,963	34,607	36,342	38,161	40,066	42,071	44,171	46,386	48,699	51,139	53,689
8	32,169	33,774	35,460	37,241	39,099	41,056	43,104	45,258	47,533	49,898	52,399	55,016
9	32,943	34,589	36,311	38,133	40,046	42,042	44,143	46,349	48,680	51,099	53,661	56,338
10	33,721	35,403	37,164	39,032	40,985	43,035	45,180	47,440	49,823	52,298	54,922	57,665
11	34,491	36,214	38,016	39,932	41,927	44,021	46,217	48,529	50,969	53,499	56,179	58,984
12	35,265	37,028	38,870	40,820	42,868	45,013	47,253	49,618	52,113	54,701	57,444	60,308
13	36,042	37,839	39,727	41,721	43,812	45,999	48,289	50,707	53,256	55,901	58,706	61,631
14	36,818	38,657	40,574	42,615	44,749	46,985	49,327	51,798	54,403	57,102	59,967	62,957
15	37,596	39,467	41,427	43,511	45,694	47,978	50,365	52,883	55,545	58,302	61,229	64,280
16	38,365	40,279	42,281	44,410	46,632	48,964	51,402	53,973	56,691	59,501	62,487	65,600
17	39,138	41,091	43,135	45,305	47,580	49,955	52,438	55,065	57,835	60,703	63,749	66,925
18	39,914	41,906	43,986	46,201	48,519	50,939	53,476	56,153	58,982	61,903	65,011	68,251
19	40,690	42,716	44,837	47,099	49,458	51,931	54,512	57,242	60,125	63,101	66,275	69,574
20	41,464	43,530	45,694	47,997	50,400	52,918	55,548	58,330	61,269	64,305	67,533	70,897
21	42,200	44,302	46,505	48,848	51,293	53,857	56,532	59,365	62,355	65,443	68,730	72,155

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2024 through December 31, 2024
 Schedule B – 40 Hours

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	48,037	50,438	52,961	55,607	58,388	61,304	64,368	67,592	70,972	74,522	78,244	82,152
2	49,426	51,900	54,491	57,217	60,081	63,080	66,232	69,550	73,024	76,675	80,507	84,533
3	50,813	53,359	56,027	58,827	61,769	64,858	68,098	71,508	75,082	78,833	82,772	86,911
4	52,207	54,819	57,564	60,438	63,458	66,632	69,958	73,466	77,136	80,992	85,039	89,287
5	53,591	56,283	59,095	62,050	65,147	68,405	71,826	75,420	79,193	83,148	87,305	91,669
6	54,985	57,740	60,628	63,657	66,839	70,180	73,690	77,378	81,245	85,307	89,568	94,044
7	56,372	59,203	62,161	65,269	68,531	71,956	75,554	79,338	83,301	87,467	91,835	96,423
8	57,764	60,665	63,696	66,877	70,219	73,733	77,416	81,296	85,354	89,622	94,100	98,800
9	59,154	62,120	65,228	68,489	71,907	75,511	79,282	83,251	87,413	91,780	96,366	101,180
10	60,542	63,585	66,763	70,102	73,603	77,288	81,145	85,211	89,466	93,937	98,630	103,558
11	61,935	65,044	68,294	71,710	75,293	79,060	83,012	87,169	91,523	96,096	100,897	105,935
12	63,325	66,504	69,831	73,319	76,982	80,832	84,873	89,128	93,575	98,252	103,162	108,314
13	64,714	67,969	71,364	74,929	78,670	82,609	86,735	91,085	95,629	100,409	105,425	110,691
14	66,104	69,428	72,899	76,540	80,361	84,384	88,601	93,042	97,684	102,568	107,693	113,075
15	67,492	70,888	74,428	78,151	82,051	86,161	90,467	94,999	99,741	104,724	109,956	115,450
16	68,883	72,353	75,966	79,763	83,740	87,940	92,330	96,959	101,797	106,884	112,220	117,828
17	70,271	73,814	77,501	81,369	85,430	89,713	94,195	98,913	103,848	109,040	114,486	120,203
18	71,661	75,272	79,034	82,984	87,125	91,486	96,056	100,873	105,907	111,195	116,751	122,581
19	73,051	76,736	80,567	84,592	88,814	93,262	97,918	102,831	107,959	113,356	119,018	124,961
20	74,442	78,196	82,100	86,204	90,501	95,035	99,783	104,790	110,014	115,514	121,282	127,337
21	75,761	79,584	83,557	87,734	92,106	96,723	101,552	106,649	111,965	117,561	123,434	129,597

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2024 through December 31, 2024
 Schedule B – Part-Time Hourly Rate

STEP	RANGE											
	1	2	3	4	5	6	7	8	9	10	11	12
1	12.82	13.44	14.14	14.84	15.57	16.35	17.15	18.03	18.93	19.88	20.85	21.89
2	13.18	13.83	14.52	15.25	16.01	16.83	17.67	18.56	19.47	20.43	21.45	22.53
3	13.57	14.23	14.92	15.69	16.48	17.29	18.16	19.09	20.01	21.03	22.09	23.19
4	13.92	14.62	15.37	16.11	16.94	17.76	18.67	19.58	20.59	21.60	22.68	23.80
5	14.29	15.01	15.77	16.54	17.37	18.23	19.17	20.10	21.11	22.20	23.29	24.45
6	14.66	15.41	16.16	16.98	17.83	18.73	19.65	20.64	21.68	22.77	23.90	25.08
7	15.03	15.79	16.59	17.41	18.25	19.20	20.17	21.15	22.23	23.32	24.49	25.71
8	15.41	16.17	16.98	17.84	18.74	19.65	20.64	21.69	22.78	23.91	25.09	26.36
9	15.78	16.58	17.40	18.24	19.19	20.13	21.14	22.22	23.31	24.47	25.70	26.99
10	16.14	16.96	17.82	18.72	19.62	20.62	21.65	22.72	23.87	25.06	26.32	27.61
11	16.52	17.33	18.20	19.15	20.08	21.08	22.15	23.25	24.41	25.62	26.91	28.22
12	16.91	17.73	18.63	19.55	20.56	21.55	22.63	23.77	24.95	26.21	27.51	28.89
13	17.27	18.12	19.01	19.98	20.99	22.04	23.16	24.31	25.51	26.75	28.12	29.52
14	17.64	18.52	19.44	20.39	21.42	22.49	23.63	24.83	26.03	27.37	28.73	30.16
15	18.01	18.89	19.86	20.82	21.87	22.98	24.11	25.35	26.59	27.95	29.31	30.77
16	18.38	19.29	20.25	21.29	22.32	23.44	24.61	25.86	27.12	28.51	29.94	31.41
17	18.75	19.68	20.67	21.71	22.80	23.93	25.11	26.38	27.68	29.07	30.56	32.06
18	19.13	20.06	21.08	22.14	23.25	24.40	25.62	26.91	28.21	29.63	31.14	32.67
19	19.48	20.45	21.46	22.55	23.69	24.87	26.11	27.43	28.78	30.21	31.74	33.31
20	19.86	20.84	21.88	22.98	24.12	25.36	26.61	27.96	29.33	30.77	32.36	33.96
21	20.21	21.21	22.27	23.39	24.54	25.81	27.07	28.44	29.86	31.32	32.92	34.55

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2024 through December 31, 2024
 Schedule B – Part-Time Hourly Rate

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	23.00	24.15	25.37	26.62	27.99	29.35	30.81	32.39	33.98	35.70	37.46	39.34
2	23.67	24.86	26.09	27.42	28.77	30.20	31.73	33.29	34.97	36.72	38.55	40.47
3	24.36	25.56	26.86	28.16	29.56	31.08	32.59	34.27	35.96	37.76	39.63	41.64
4	25.00	26.28	27.57	28.94	30.40	31.88	33.53	35.18	36.95	38.79	40.72	42.78
5	25.66	26.97	28.28	29.73	31.20	32.77	34.39	36.11	37.94	39.83	41.80	43.91
6	26.35	27.65	29.02	30.48	32.02	33.62	35.31	37.07	38.91	40.85	42.89	45.06
7	27.01	28.33	29.80	31.27	32.84	34.46	36.18	38.01	39.90	41.88	43.98	46.18
8	27.66	29.05	30.52	32.04	33.63	35.33	37.08	38.92	40.88	42.92	45.08	47.32
9	28.32	29.77	31.24	32.82	34.43	36.16	37.98	39.88	41.85	43.96	46.16	48.45
10	28.98	30.45	31.97	33.59	35.23	37.02	38.86	40.79	42.85	45.00	47.26	49.58
11	29.64	31.14	32.71	34.35	36.06	37.86	39.76	41.75	43.84	46.02	48.31	50.73
12	30.33	31.83	33.44	35.10	36.86	38.71	40.65	42.68	44.80	47.04	49.41	51.87
13	31.02	32.54	34.16	35.89	37.68	39.56	41.53	43.63	45.80	48.09	50.49	53.01
14	31.68	33.24	34.89	36.65	38.49	40.41	42.44	44.57	46.77	49.12	51.59	54.15
15	32.32	33.95	35.64	37.42	39.29	41.27	43.32	45.49	47.77	50.16	52.65	55.30
16	32.98	34.66	36.36	38.19	40.11	42.12	44.23	46.43	48.78	51.18	53.74	56.45
17	33.65	35.37	37.10	38.95	40.94	42.96	45.11	47.36	49.76	52.22	54.81	57.59
18	34.33	36.04	37.84	39.74	41.72	43.83	45.99	48.30	50.72	53.24	55.91	58.73
19	34.99	36.73	38.58	40.51	42.52	44.68	46.90	49.26	51.69	54.28	57.00	59.86
20	35.65	37.43	39.30	41.28	43.33	45.50	47.79	50.18	52.69	55.32	58.09	61.01
21	36.27	38.10	39.99	42.01	44.08	46.29	48.61	51.07	53.63	56.29	59.12	62.07

SCHEDULE C - 2025 SALARY SCHEDULE

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2025 through December 31, 2025
 Schedule C – 35 Hours

RANGE

STEP	1	2	3	4	5	6	7	8	9	10	11	12
1	23,873	25,065	26,320	27,635	29,016	30,467	31,993	33,591	35,275	37,035	38,883	40,828
2	24,564	25,793	27,082	28,433	29,862	31,352	32,916	34,563	36,290	38,106	40,008	42,013
3	25,253	26,518	27,844	29,238	30,700	32,231	33,846	35,539	37,312	39,179	41,132	43,192
4	25,945	27,239	28,604	30,037	31,537	33,118	34,774	36,508	38,332	40,251	42,261	44,373
5	26,637	27,967	29,368	30,840	32,376	33,999	35,694	37,484	39,354	41,319	43,387	45,558
6	27,329	28,691	30,130	31,643	33,215	34,880	36,624	38,451	40,374	42,395	44,510	46,738
7	28,017	29,415	30,889	32,440	34,057	35,764	37,551	39,431	41,396	43,465	45,636	47,917
8	28,712	30,141	31,653	33,244	34,897	36,644	38,478	40,402	42,413	44,539	46,761	49,103
9	29,400	30,866	32,418	34,043	35,737	37,527	39,404	41,373	43,434	45,613	47,889	50,284
10	30,090	31,588	33,179	34,845	36,574	38,409	40,332	42,348	44,459	46,680	49,011	51,464
11	30,783	32,312	33,939	35,649	37,417	39,293	41,258	43,315	45,477	47,753	50,139	52,648
12	31,475	33,038	34,701	36,446	38,258	40,171	42,183	44,290	46,499	48,824	51,262	53,831
13	32,166	33,763	35,460	37,247	39,095	41,057	43,114	45,263	47,522	49,898	52,387	55,010
14	32,856	34,487	36,223	38,048	39,936	41,938	44,039	46,239	48,540	50,969	53,515	56,193
15	33,548	35,216	36,986	38,851	40,779	42,823	44,966	47,212	49,562	52,042	54,637	57,373
16	34,238	35,935	37,748	39,648	41,615	43,705	45,892	48,181	50,581	53,111	55,761	58,556
17	34,927	36,663	38,509	40,450	42,455	44,588	46,819	49,155	51,599	54,185	56,888	59,737
18	35,618	37,385	39,274	41,249	43,296	45,467	47,747	50,130	52,621	55,255	58,011	60,922
19	36,312	38,109	40,036	42,053	44,132	46,353	48,673	51,102	53,641	56,331	59,140	62,100
20	37,001	38,837	40,794	42,855	44,976	47,232	49,600	52,074	54,661	57,405	60,267	63,283
21	37,656	39,524	41,517	43,614	45,771	48,071	50,480	52,998	55,630	58,419	61,333	64,403

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2025 through December 31, 2025
 Schedule C – 35 Hours

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	42,874	45,013	47,266	49,625	52,112	54,716	57,453	60,327	63,343	66,510	69,834	73,330
2	44,113	46,314	48,632	51,065	53,618	56,299	59,112	62,068	65,173	68,434	71,858	75,447
3	45,353	47,617	50,002	52,499	55,126	57,884	60,776	63,817	67,010	70,363	73,878	77,573
4	46,592	48,921	51,366	53,938	56,633	59,468	62,440	65,566	68,844	72,285	75,899	79,695
5	47,837	50,223	52,735	55,373	58,139	61,055	64,108	67,312	70,676	74,213	77,924	81,817
6	49,072	51,526	54,105	56,810	59,648	62,636	65,772	69,061	72,513	76,139	79,940	83,940
7	50,314	52,825	55,471	58,247	61,155	64,221	67,435	70,803	74,344	78,066	81,965	86,066
8	51,557	54,132	56,841	59,685	62,666	65,802	69,099	72,554	76,180	79,990	83,988	88,187
9	52,796	55,436	58,206	61,124	64,173	67,388	70,759	74,300	78,013	81,916	86,008	90,308
10	54,033	56,734	59,577	62,562	65,683	68,971	72,427	76,047	79,849	83,845	88,030	92,428
11	55,277	58,042	60,942	64,000	67,188	70,557	74,090	77,793	81,680	85,768	90,050	94,555
12	56,516	59,340	62,310	65,434	68,696	72,140	75,755	79,546	83,517	87,696	92,074	96,676
13	57,756	60,645	63,678	66,869	70,203	73,724	77,417	81,289	85,345	89,618	94,098	98,796
14	58,994	61,944	65,046	68,306	71,710	75,307	79,080	83,037	87,179	91,549	96,115	100,922
15	60,236	63,249	66,415	69,745	73,222	76,893	80,742	84,779	89,015	93,474	98,140	103,047
16	61,477	64,552	67,782	71,182	74,728	78,476	82,407	86,529	90,848	95,401	100,161	105,167
17	62,718	65,851	69,152	72,621	76,237	80,059	84,072	88,277	92,680	97,326	102,182	107,292
18	63,960	67,153	70,522	74,053	77,741	81,644	85,738	90,025	94,517	99,250	104,203	109,412
19	65,195	68,457	71,888	75,490	79,253	83,227	87,401	91,770	96,347	101,177	106,224	111,534
20	66,438	69,758	73,255	76,927	80,759	84,811	89,063	93,514	98,184	103,104	108,248	113,659
21	67,616	70,995	74,553	78,294	82,191	86,316	90,643	95,174	99,925	104,933	110,169	115,674

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2025 through December 31, 2025
 Schedule C – 37.5 Hours

STEP	RANGE											
	1	2	3	4	5	6	7	8	9	10	11	12
1	25,575	26,855	28,199	29,609	31,091	32,646	34,278	35,991	37,790	39,682	41,665	43,743
2	26,314	27,633	29,015	30,466	31,993	33,589	35,273	37,035	38,880	40,826	42,873	45,012
3	27,057	28,411	29,834	31,321	32,892	34,530	36,260	38,074	39,980	41,978	44,075	46,280
4	27,795	29,188	30,651	32,178	33,793	35,480	37,253	39,117	41,071	43,125	45,286	47,548
5	28,540	29,965	31,468	33,034	34,691	36,424	38,245	40,161	42,165	44,273	46,494	48,811
6	29,279	30,745	32,288	33,888	35,595	37,366	39,236	41,205	43,255	45,419	47,695	50,081
7	30,017	31,524	33,099	34,744	36,494	38,313	40,229	42,244	44,349	46,567	48,904	51,346
8	30,758	32,299	33,919	35,603	37,390	39,255	41,226	43,288	45,444	47,716	50,109	52,614
9	31,495	33,077	34,734	36,456	38,290	40,205	42,216	44,327	46,536	48,863	51,318	53,882
10	32,240	33,854	35,550	37,312	39,192	41,147	43,207	45,370	47,630	50,015	52,524	55,145
11	32,980	34,632	36,369	38,165	40,094	42,088	44,201	46,412	48,725	51,162	53,731	56,412
12	33,722	35,412	37,187	39,021	40,993	43,037	45,193	47,451	49,817	52,312	54,935	57,684
13	34,465	36,189	37,998	39,878	41,897	43,978	46,184	48,496	50,909	53,459	56,144	58,949
14	35,200	36,970	38,818	40,736	42,790	44,925	47,178	49,534	52,002	54,610	57,348	60,217
15	35,943	37,745	39,636	41,592	43,692	45,871	48,170	50,580	53,099	55,751	58,556	61,484
16	36,682	38,525	40,451	42,444	44,592	46,811	49,159	51,620	54,189	56,903	59,764	62,747
17	37,422	39,300	41,271	43,302	45,493	47,754	50,154	52,661	55,286	58,051	60,969	64,019
18	38,163	40,079	42,086	44,161	46,393	48,698	51,145	53,703	56,377	59,201	62,178	65,281
19	38,906	40,855	42,901	45,013	47,295	49,645	52,137	54,745	57,470	60,345	63,387	66,548
20	39,646	41,632	43,720	45,873	48,192	50,591	53,128	55,787	58,563	61,494	64,593	67,816
21	40,350	42,372	44,496	46,684	49,047	51,485	54,070	56,775	59,600	62,585	65,740	69,019

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2025 through December 31, 2025
 Schedule C – 37.5 Hours

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	45,937	48,229	50,642	53,170	55,833	58,622	61,553	64,630	67,866	71,257	74,823	78,561
2	47,266	49,624	52,110	54,715	57,452	60,326	63,340	66,502	69,828	73,324	76,983	80,835
3	48,595	51,023	53,574	56,251	59,062	62,021	65,119	68,376	71,791	75,381	79,150	83,110
4	49,923	52,420	55,038	57,793	60,683	63,716	66,902	70,245	73,754	77,447	81,318	85,385
5	51,251	53,811	56,504	59,334	62,300	65,413	68,684	72,115	75,717	79,508	83,478	87,661
6	52,582	55,208	57,965	60,872	63,913	67,110	70,466	73,987	77,680	81,569	85,641	89,933
7	53,909	56,606	59,434	62,413	65,529	68,807	72,251	75,858	79,642	83,632	87,811	92,212
8	55,238	58,003	60,899	63,953	67,146	70,506	74,034	77,728	81,607	85,696	89,974	94,486
9	56,566	59,399	62,365	65,491	68,764	72,206	75,818	79,604	83,569	87,760	92,140	96,762
10	57,897	60,797	63,830	67,031	70,375	73,904	77,597	81,475	85,531	89,821	94,310	99,038
11	59,222	62,190	65,294	68,568	71,994	75,597	79,382	83,346	87,496	91,881	96,473	101,307
12	60,552	63,588	66,761	70,111	73,608	77,296	81,162	85,216	89,462	93,947	98,640	103,584
13	61,884	64,985	68,225	71,653	75,222	78,994	82,943	87,087	91,423	96,006	100,804	105,859
14	63,211	66,381	69,694	73,187	76,843	80,691	84,730	88,953	93,387	98,069	102,965	108,134
15	64,545	67,777	71,158	74,730	78,457	82,389	86,510	90,829	95,351	100,131	105,133	110,409
16	65,868	69,169	72,624	76,267	80,074	84,088	88,289	92,699	97,314	102,192	107,301	112,686
17	67,202	70,569	74,089	77,809	81,689	85,786	90,076	94,568	99,276	104,256	109,462	114,960
18	68,528	71,963	75,552	79,346	83,301	87,480	91,856	96,444	101,240	106,318	111,630	117,239
19	69,855	73,364	77,021	80,891	84,918	89,178	93,635	98,315	103,204	108,381	113,796	119,510
20	71,185	74,760	78,484	82,431	86,536	90,878	95,423	100,181	105,166	110,444	115,958	121,784
21	72,448	76,086	79,873	83,894	88,070	92,491	97,117	101,957	107,029	112,403	118,015	123,944

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2025 through December 31, 2025
 Schedule C – 40 Hours

STEP	RANGE											
	1	2	3	4	5	6	7	8	9	10	11	12
1	27,280	28,647	30,076	31,584	33,160	34,822	36,563	38,391	40,311	42,326	44,440	46,662
2	28,069	29,477	30,948	32,497	34,122	35,826	37,618	39,498	41,476	43,552	45,726	48,013
3	28,861	30,306	31,816	33,414	35,083	36,837	38,677	40,611	42,647	44,775	47,015	49,363
4	29,652	31,131	32,688	34,326	36,043	37,843	39,738	41,722	43,814	45,998	48,299	50,716
5	30,441	31,962	33,558	35,238	37,005	38,854	40,793	42,832	44,981	47,226	49,589	52,064
6	31,230	32,793	34,427	36,154	37,963	39,865	41,853	43,945	46,147	48,445	50,874	53,412
7	32,021	33,622	35,299	37,069	38,924	40,867	42,912	45,054	47,314	49,673	52,162	54,763
8	32,812	34,449	36,169	37,986	39,881	41,877	43,966	46,163	48,484	50,896	53,447	56,116
9	33,602	35,281	37,037	38,896	40,847	42,883	45,026	47,276	49,654	52,121	54,734	57,465
10	34,395	36,111	37,907	39,813	41,805	43,896	46,084	48,389	50,819	53,344	56,020	58,818
11	35,181	36,938	38,776	40,731	42,766	44,901	47,141	49,500	51,988	54,569	57,303	60,164
12	35,970	37,769	39,647	41,636	43,725	45,913	48,198	50,610	53,155	55,795	58,593	61,514
13	36,763	38,596	40,522	42,555	44,688	46,919	49,255	51,721	54,321	57,019	59,880	62,864
14	37,554	39,430	41,385	43,467	45,644	47,925	50,314	52,834	55,491	58,244	61,166	64,216
15	38,348	40,256	42,256	44,381	46,608	48,938	51,372	53,941	56,656	59,468	62,454	65,566
16	39,132	41,085	43,127	45,298	47,565	49,943	52,430	55,052	57,825	60,691	63,737	66,912
17	39,921	41,913	43,998	46,211	48,532	50,954	53,487	56,166	58,992	61,917	65,024	68,264
18	40,712	42,744	44,866	47,125	49,489	51,958	54,546	57,276	60,162	63,141	66,311	69,616
19	41,504	43,570	45,734	48,041	50,447	52,970	55,602	58,387	61,328	64,363	67,601	70,965
20	42,293	44,401	46,608	48,957	51,408	53,976	56,659	59,497	62,494	65,591	68,884	72,315
21	43,044	45,188	47,435	49,825	52,319	54,934	57,663	60,552	63,602	66,752	70,105	73,598

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2025 through December 31, 2025
 Schedule C – 40 Hours

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	48,998	51,447	54,020	56,719	59,556	62,530	65,655	68,944	72,391	76,012	79,809	83,795
2	50,415	52,938	55,581	58,361	61,283	64,342	67,557	70,941	74,484	78,209	82,117	86,224
3	51,829	54,426	57,148	60,004	63,004	66,155	69,460	72,938	76,584	80,410	84,427	88,649
4	53,251	55,915	58,715	61,647	64,727	67,965	71,357	74,935	78,679	82,612	86,740	91,073
5	54,663	57,409	60,277	63,291	66,450	69,773	73,263	76,928	80,777	84,811	89,051	93,502
6	56,085	58,895	61,841	64,930	68,176	71,584	75,164	78,926	82,870	87,013	91,359	95,925
7	57,499	60,387	63,404	66,574	69,902	73,395	77,065	80,925	84,967	89,216	93,672	98,351
8	58,919	61,878	64,970	68,215	71,623	75,208	78,964	82,922	87,061	91,414	95,982	100,776
9	60,337	63,362	66,533	69,859	73,345	77,021	80,868	84,916	89,161	93,616	98,293	103,204
10	61,753	64,857	68,098	71,504	75,075	78,834	82,768	86,915	91,255	95,816	100,603	105,629
11	63,174	66,345	69,660	73,144	76,799	80,641	84,672	88,912	93,353	98,018	102,915	108,054
12	64,592	67,834	71,228	74,785	78,522	82,449	86,570	90,911	95,447	100,217	105,225	110,480
13	66,008	69,328	72,791	76,428	80,243	84,261	88,470	92,907	97,542	102,417	107,534	112,905
14	67,426	70,817	74,357	78,071	81,968	86,072	90,373	94,903	99,638	104,619	109,847	115,337
15	68,842	72,306	75,917	79,714	83,692	87,884	92,276	96,899	101,736	106,818	112,155	117,759
16	70,261	73,800	77,485	81,358	85,415	89,699	94,177	98,898	103,833	109,022	114,464	120,185
17	71,676	75,290	79,051	82,996	87,139	91,507	96,079	100,891	105,925	111,221	116,776	122,607
18	73,094	76,777	80,615	84,644	88,868	93,316	97,977	102,890	108,025	113,419	119,086	125,033
19	74,512	78,271	82,178	86,284	90,590	95,127	99,876	104,888	110,118	115,623	121,398	127,460
20	75,931	79,760	83,742	87,928	92,311	96,936	101,779	106,886	112,214	117,824	123,708	129,884
21	77,276	81,176	85,228	89,489	93,948	98,657	103,583	108,782	114,204	119,912	125,903	132,189

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2025 through December 31, 2025
 Schedule C – Part-Time Hourly Rate

STEP	RANGE											
	1	2	3	4	5	6	7	8	9	10	11	12
1	13.08	13.71	14.42	15.14	15.88	16.68	17.49	18.39	19.31	20.28	21.27	22.33
2	13.44	14.11	14.81	15.56	16.33	17.17	18.02	18.93	19.86	20.84	21.88	22.98
3	13.84	14.51	15.22	16.00	16.81	17.64	18.52	19.47	20.41	21.45	22.53	23.65
4	14.20	14.91	15.68	16.43	17.28	18.12	19.04	19.97	21.00	22.03	23.13	24.28
5	14.58	15.31	16.09	16.87	17.72	18.59	19.55	20.50	21.53	22.64	23.76	24.94
6	14.95	15.72	16.48	17.32	18.19	19.10	20.04	21.05	22.11	23.23	24.38	25.58
7	15.33	16.11	16.92	17.76	18.62	19.58	20.57	21.57	22.67	23.79	24.98	26.22
8	15.72	16.49	17.32	18.20	19.11	20.04	21.05	22.12	23.24	24.39	25.59	26.89
9	16.10	16.91	17.75	18.60	19.57	20.53	21.56	22.66	23.78	24.96	26.21	27.53
10	16.46	17.30	18.18	19.09	20.01	21.03	22.08	23.17	24.35	25.56	26.85	28.16
11	16.85	17.68	18.56	19.53	20.48	21.50	22.59	23.72	24.90	26.13	27.45	28.78
12	17.25	18.08	19.00	19.94	20.97	21.98	23.08	24.25	25.45	26.73	28.06	29.47
13	17.62	18.48	19.39	20.38	21.41	22.48	23.62	24.80	26.02	27.29	28.68	30.11
14	17.99	18.89	19.83	20.80	21.85	22.94	24.10	25.33	26.55	27.92	29.30	30.76
15	18.37	19.27	20.26	21.24	22.31	23.44	24.59	25.86	27.12	28.51	29.90	31.39
16	18.75	19.68	20.66	21.72	22.77	23.91	25.10	26.38	27.66	29.08	30.54	32.04
17	19.13	20.07	21.08	22.14	23.26	24.41	25.61	26.91	28.23	29.65	31.17	32.70
18	19.51	20.46	21.50	22.58	23.72	24.89	26.13	27.45	28.77	30.22	31.76	33.32
19	19.87	20.86	21.89	23.00	24.16	25.37	26.63	27.98	29.36	30.81	32.37	33.98
20	20.26	21.26	22.32	23.44	24.60	25.87	27.14	28.52	29.92	31.39	33.01	34.64
21	20.61	21.63	22.72	23.86	25.03	26.33	27.61	29.01	30.46	31.95	33.58	35.24

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2025 through December 31, 2025
 Schedule C – Part-Time Hourly Rate

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	23.46	24.63	25.88	27.15	28.55	29.94	31.43	33.04	34.66	36.41	38.21	40.13
2	24.14	25.36	26.61	27.97	29.35	30.80	32.36	33.96	35.67	37.45	39.32	41.28
3	24.85	26.07	27.40	28.72	30.15	31.70	33.24	34.96	36.68	38.52	40.42	42.47
4	25.50	26.81	28.12	29.52	31.01	32.52	34.20	35.88	37.69	39.57	41.53	43.64
5	26.17	27.51	28.85	30.32	31.82	33.43	35.08	36.83	38.70	40.63	42.64	44.79
6	26.88	28.20	29.60	31.09	32.66	34.29	36.02	37.81	39.69	41.67	43.75	45.96
7	27.55	28.90	30.40	31.90	33.50	35.15	36.90	38.77	40.70	42.72	44.86	47.10
8	28.21	29.63	31.13	32.68	34.30	36.04	37.82	39.70	41.70	43.78	45.98	48.27
9	28.89	30.37	31.86	33.48	35.12	36.88	38.74	40.68	42.69	44.84	47.08	49.42
10	29.56	31.06	32.61	34.26	35.93	37.76	39.64	41.61	43.71	45.90	48.21	50.57
11	30.23	31.76	33.36	35.04	36.78	38.62	40.56	42.59	44.72	46.94	49.28	51.74
12	30.94	32.47	34.11	35.80	37.60	39.48	41.46	43.53	45.70	47.98	50.40	52.91
13	31.64	33.19	34.84	36.61	38.43	40.35	42.36	44.50	46.72	49.05	51.50	54.07
14	32.31	33.90	35.59	37.38	39.26	41.22	43.29	45.46	47.71	50.10	52.62	55.23
15	32.97	34.63	36.35	38.17	40.08	42.10	44.19	46.40	48.73	51.16	53.70	56.41
16	33.64	35.35	37.09	38.95	40.91	42.96	45.11	47.36	49.76	52.20	54.81	57.58
17	34.32	36.08	37.84	39.73	41.76	43.82	46.01	48.31	50.76	53.26	55.91	58.74
18	35.02	36.76	38.60	40.53	42.55	44.71	46.91	49.27	51.73	54.30	57.03	59.90
19	35.69	37.46	39.35	41.32	43.37	45.57	47.84	50.25	52.72	55.37	58.14	61.06
20	36.36	38.18	40.09	42.11	44.20	46.41	48.75	51.18	53.74	56.43	59.25	62.23
21	37.00	38.86	40.79	42.85	44.96	47.22	49.58	52.09	54.70	57.42	60.30	63.31

SCHEDULE D - 2026 SALARY SCHEDULE

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2026 through December 31, 2026
 Schedule C – 35 Hours

RANGE

STEP	1	2	3	4	5	6	7	8	9	10	11	12
1	24,350	25,566	26,846	28,188	29,596	31,076	32,633	34,263	35,981	37,776	39,661	41,645
2	25,055	26,309	27,624	29,002	30,459	31,979	33,574	35,254	37,016	38,868	40,808	42,853
3	25,758	27,048	28,401	29,823	31,314	32,876	34,523	36,250	38,058	39,963	41,955	44,056
4	26,464	27,784	29,176	30,638	32,168	33,780	35,469	37,238	39,099	41,056	43,106	45,260
5	27,170	28,526	29,955	31,457	33,024	34,679	36,408	38,234	40,141	42,145	44,255	46,469
6	27,876	29,265	30,733	32,276	33,879	35,578	37,356	39,220	41,181	43,243	45,400	47,673
7	28,577	30,003	31,507	33,089	34,738	36,479	38,302	40,220	42,224	44,334	46,549	48,875
8	29,286	30,744	32,286	33,909	35,595	37,377	39,248	41,210	43,261	45,430	47,696	50,085
9	29,988	31,483	33,066	34,724	36,452	38,278	40,192	42,200	44,303	46,525	48,847	51,290
10	30,692	32,220	33,843	35,542	37,305	39,177	41,139	43,195	45,348	47,614	49,991	52,493
11	31,399	32,958	34,618	36,362	38,165	40,079	42,083	44,181	46,387	48,708	51,142	53,701
12	32,105	33,699	35,395	37,175	39,023	40,974	43,027	45,176	47,429	49,800	52,287	54,908
13	32,809	34,438	36,169	37,992	39,877	41,878	43,976	46,168	48,472	50,896	53,435	56,110
14	33,513	35,177	36,947	38,809	40,735	42,777	44,920	47,164	49,511	51,988	54,585	57,317
15	34,219	35,920	37,726	39,628	41,595	43,679	45,865	48,156	50,553	53,083	55,730	58,520
16	34,923	36,654	38,503	40,441	42,447	44,579	46,810	49,145	51,593	54,173	56,876	59,727
17	35,626	37,396	39,279	41,259	43,304	45,480	47,755	50,138	52,631	55,269	58,026	60,932
18	36,330	38,133	40,059	42,074	44,162	46,376	48,702	51,133	53,673	56,360	59,171	62,140
19	37,038	38,871	40,837	42,894	45,015	47,280	49,646	52,124	54,714	57,458	60,323	63,342
20	37,741	39,614	41,610	43,712	45,876	48,177	50,592	53,115	55,754	58,553	61,472	64,549
21	38,409	40,314	42,347	44,486	46,686	49,032	51,490	54,058	56,743	59,587	62,560	65,691

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2026 through December 31, 2026
 Schedule C – 35 Hours

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	43,731	45,913	48,211	50,618	53,154	55,810	58,602	61,534	64,610	67,840	71,231	74,797
2	44,995	47,240	49,605	52,086	54,690	57,425	60,294	63,309	66,476	69,803	73,295	76,956
3	46,260	48,569	51,002	53,549	56,229	59,042	61,992	65,093	68,350	71,770	75,356	79,124
4	47,524	49,899	52,393	55,017	57,766	60,657	63,689	66,877	70,221	73,731	77,417	81,289
5	48,794	51,227	53,790	56,480	59,302	62,276	65,390	68,658	72,090	75,697	79,482	83,453
6	50,053	52,557	55,187	57,946	60,841	63,889	67,087	70,442	73,963	77,662	81,539	85,619
7	51,320	53,882	56,580	59,412	62,378	65,505	68,784	72,219	75,831	79,627	83,604	87,787
8	52,588	55,215	57,978	60,879	63,919	67,118	70,481	74,005	77,704	81,590	85,668	89,951
9	53,852	56,545	59,370	62,346	65,456	68,736	72,174	75,786	79,573	83,554	87,728	92,114
10	55,114	57,869	60,769	63,813	66,997	70,350	73,876	77,568	81,446	85,522	89,791	94,277
11	56,383	59,203	62,161	65,280	68,532	71,968	75,572	79,349	83,314	87,483	91,851	96,446
12	57,646	60,527	63,556	66,743	70,070	73,583	77,270	81,137	85,187	89,450	93,915	98,610
13	58,911	61,858	64,952	68,206	71,607	75,198	78,965	82,915	87,052	91,410	95,980	100,772
14	60,174	63,183	66,347	69,672	73,144	76,813	80,662	84,698	88,923	93,380	98,037	102,940
15	61,441	64,514	67,743	71,140	74,686	78,431	82,357	86,475	90,795	95,343	100,103	105,108
16	62,707	65,843	69,138	72,606	76,223	80,046	84,055	88,260	92,665	97,309	102,164	107,270
17	63,972	67,168	70,535	74,073	77,762	81,660	85,753	90,043	94,534	99,273	104,226	109,438
18	65,239	68,496	71,932	75,534	79,296	83,277	87,453	91,826	96,407	101,235	106,287	111,600
19	66,499	69,826	73,326	77,000	80,838	84,892	89,149	93,605	98,274	103,201	108,348	113,765
20	67,767	71,153	74,720	78,466	82,374	86,507	90,844	95,384	100,148	105,166	110,413	115,932
21	68,968	72,415	76,044	79,860	83,835	88,042	92,456	97,077	101,924	107,032	112,372	117,987

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2026 through December 31, 2026
 Schedule C – 37.5 Hours

STEP	RANGE											
	1	2	3	4	5	6	7	8	9	10	11	12
1	26,087	27,392	28,763	30,201	31,713	33,299	34,964	36,711	38,546	40,476	42,498	44,618
2	26,840	28,186	29,595	31,075	32,633	34,261	35,978	37,776	39,658	41,643	43,730	45,912
3	27,598	28,979	30,431	31,947	33,550	35,221	36,985	38,835	40,780	42,818	44,957	47,206
4	28,351	29,772	31,264	32,822	34,469	36,190	37,998	39,899	41,892	43,988	46,192	48,499
5	29,111	30,564	32,097	33,695	35,385	37,152	39,010	40,964	43,008	45,158	47,424	49,787
6	29,865	31,360	32,934	34,566	36,307	38,113	40,021	42,029	44,120	46,327	48,649	51,083
7	30,617	32,154	33,761	35,439	37,224	39,079	41,034	43,089	45,236	47,498	49,882	52,373
8	31,373	32,945	34,597	36,315	38,138	40,040	42,051	44,154	46,353	48,670	51,111	53,666
9	32,125	33,739	35,429	37,185	39,056	41,009	43,060	45,214	47,467	49,840	52,344	54,960
10	32,885	34,531	36,261	38,058	39,976	41,970	44,071	46,277	48,583	51,015	53,574	56,248
11	33,640	35,325	37,096	38,928	40,896	42,930	45,085	47,340	49,700	52,185	54,806	57,540
12	34,396	36,120	37,931	39,801	41,813	43,898	46,097	48,400	50,813	53,358	56,034	58,838
13	35,154	36,913	38,758	40,676	42,735	44,858	47,108	49,466	51,927	54,528	57,267	60,128
14	35,904	37,709	39,594	41,551	43,646	45,824	48,122	50,525	53,042	55,702	58,495	61,421
15	36,662	38,500	40,429	42,424	44,566	46,788	49,133	51,592	54,161	56,866	59,727	62,714
16	37,416	39,296	41,260	43,293	45,484	47,747	50,142	52,652	55,273	58,041	60,959	64,002
17	38,170	40,086	42,096	44,168	46,403	48,709	51,157	53,714	56,392	59,212	62,188	65,299
18	38,926	40,881	42,928	45,044	47,321	49,672	52,168	54,777	57,505	60,385	63,422	66,587
19	39,684	41,672	43,759	45,913	48,241	50,638	53,180	55,840	58,619	61,552	64,655	67,879
20	40,439	42,465	44,594	46,790	49,156	51,603	54,191	56,903	59,734	62,724	65,885	69,172
21	41,157	43,219	45,386	47,618	50,028	52,515	55,151	57,911	60,792	63,837	67,055	70,399

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2026 through December 31, 2026
 Schedule C – 37.5 Hours

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	46,856	49,194	51,655	54,233	56,950	59,794	62,784	65,923	69,223	72,682	76,319	80,132
2	48,211	50,616	53,152	55,809	58,601	61,533	64,607	67,832	71,225	74,790	78,523	82,452
3	49,567	52,043	54,645	57,376	60,243	63,261	66,421	69,744	73,227	76,889	80,733	84,772
4	50,921	53,468	56,139	58,949	61,897	64,990	68,240	71,650	75,229	78,996	82,944	87,093
5	52,276	54,887	57,634	60,521	63,546	66,721	70,058	73,557	77,231	81,098	85,148	89,414
6	53,634	56,312	59,124	62,089	65,191	68,452	71,875	75,467	79,234	83,200	87,354	91,732
7	54,987	57,738	60,623	63,661	66,840	70,183	73,696	77,375	81,235	85,305	89,567	94,056
8	56,343	59,163	62,117	65,232	68,489	71,916	75,515	79,283	83,239	87,410	91,773	96,376
9	57,697	60,587	63,612	66,801	70,139	73,650	77,334	81,196	85,240	89,515	93,983	98,697
10	59,055	62,013	65,107	68,372	71,783	75,382	79,149	83,105	87,242	91,617	96,196	101,019
11	60,406	63,434	66,600	69,939	73,434	77,109	80,970	85,013	89,246	93,719	98,402	103,333
12	61,763	64,860	68,096	71,513	75,080	78,842	82,785	86,920	91,251	95,826	100,613	105,656
13	63,122	66,285	69,590	73,086	76,726	80,574	84,602	88,829	93,251	97,926	102,820	107,976
14	64,475	67,709	71,088	74,651	78,380	82,305	86,425	90,732	95,255	100,030	105,024	110,297
15	65,836	69,133	72,581	76,225	80,026	84,037	88,240	92,646	97,258	102,134	107,236	112,617
16	67,185	70,552	74,076	77,792	81,675	85,770	90,055	94,553	99,260	104,236	109,447	114,940
17	68,546	71,980	75,571	79,365	83,323	87,502	91,878	96,459	101,262	106,341	111,651	117,259
18	69,899	73,402	77,063	80,933	84,967	89,230	93,693	98,373	103,265	108,444	113,863	119,584
19	71,252	74,831	78,561	82,509	86,616	90,962	95,508	100,281	105,268	110,549	116,072	121,900
20	72,609	76,255	80,054	84,080	88,267	92,696	97,331	102,185	107,269	112,653	118,277	124,220
21	73,897	77,608	81,470	85,572	89,831	94,341	99,059	103,996	109,170	114,651	120,375	126,423

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2026 through December 31, 2026
 Schedule C – 40 Hours

STEP	RANGE											
	1	2	3	4	5	6	7	8	9	10	11	12
1	27,826	29,220	30,678	32,216	33,823	35,518	37,294	39,159	41,117	43,173	45,329	47,595
2	28,630	30,067	31,567	33,147	34,804	36,543	38,370	40,288	42,306	44,423	46,641	48,973
3	29,438	30,912	32,452	34,082	35,785	37,574	39,451	41,423	43,500	45,671	47,955	50,350
4	30,245	31,754	33,342	35,013	36,764	38,600	40,533	42,556	44,690	46,918	49,265	51,730
5	31,050	32,601	34,229	35,943	37,745	39,631	41,609	43,689	45,881	48,171	50,581	53,105
6	31,855	33,449	35,116	36,877	38,722	40,662	42,690	44,824	47,070	49,414	51,891	54,480
7	32,661	34,294	36,005	37,810	39,702	41,684	43,770	45,955	48,260	50,666	53,205	55,858
8	33,468	35,138	36,892	38,746	40,679	42,715	44,845	47,086	49,454	51,914	54,516	57,238
9	34,274	35,987	37,778	39,674	41,664	43,741	45,927	48,222	50,647	53,163	55,829	58,614
10	35,083	36,833	38,665	40,609	42,641	44,774	47,006	49,357	51,835	54,411	57,140	59,994
11	35,885	37,677	39,552	41,546	43,621	45,799	48,084	50,490	53,028	55,660	58,449	61,367
12	36,689	38,524	40,440	42,469	44,600	46,831	49,162	51,622	54,218	56,911	59,765	62,744
13	37,498	39,368	41,332	43,406	45,582	47,857	50,240	52,755	55,407	58,159	61,078	64,121
14	38,305	40,219	42,213	44,336	46,557	48,884	51,320	53,891	56,601	59,409	62,389	65,500
15	39,115	41,061	43,101	45,269	47,540	49,917	52,399	55,020	57,789	60,657	63,703	66,877
16	39,915	41,907	43,990	46,204	48,516	50,942	53,479	56,153	58,982	61,905	65,012	68,250
17	40,719	42,751	44,878	47,135	49,503	51,973	54,557	57,289	60,172	63,155	66,324	69,629
18	41,526	43,599	45,763	48,068	50,479	52,997	55,637	58,422	61,365	64,404	67,637	71,008
19	42,334	44,441	46,649	49,002	51,456	54,029	56,714	59,555	62,555	65,650	68,953	72,384
20	43,139	45,289	47,540	49,936	52,436	55,056	57,792	60,687	63,744	66,903	70,262	73,761
21	43,905	46,092	48,384	50,822	53,365	56,033	58,816	61,763	64,874	68,087	71,507	75,070

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2026 through December 31, 2026
 Schedule C – 40 Hours

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	49,978	52,476	55,100	57,853	60,747	63,781	66,968	70,323	73,839	77,532	81,405	85,471
2	51,423	53,997	56,693	59,528	62,509	65,629	68,908	72,360	75,974	79,773	83,759	87,948
3	52,866	55,515	58,291	61,204	64,264	67,478	70,849	74,397	78,116	82,018	86,116	90,422
4	54,316	57,033	59,889	62,880	66,022	69,324	72,784	76,434	80,253	84,264	88,475	92,894
5	55,756	58,557	61,483	64,557	67,779	71,168	74,728	78,467	82,393	86,507	90,832	95,372
6	57,207	60,073	63,078	66,229	69,540	73,016	76,667	80,505	84,527	88,753	93,186	97,844
7	58,649	61,595	64,672	67,905	71,300	74,863	78,606	82,544	86,666	91,000	95,545	100,318
8	60,097	63,116	66,269	69,579	73,055	76,712	80,543	84,580	88,802	93,242	97,902	102,792
9	61,544	64,629	67,864	71,256	74,812	78,561	82,485	86,614	90,944	95,488	100,259	105,268
10	62,988	66,154	69,460	72,934	76,577	80,411	84,423	88,653	93,080	97,732	102,615	107,742
11	64,437	67,672	71,053	74,607	78,335	82,254	86,365	90,690	95,220	99,978	104,973	110,215
12	65,884	69,191	72,653	76,281	80,092	84,098	88,301	92,729	97,356	102,221	107,330	112,690
13	67,328	70,715	74,247	77,957	81,848	85,946	90,239	94,765	99,493	104,465	109,685	115,163
14	68,775	72,233	75,844	79,632	83,607	87,793	92,180	96,801	101,631	106,711	112,044	117,644
15	70,219	73,752	77,435	81,308	85,366	89,642	94,122	98,837	103,771	108,954	114,398	120,114
16	71,666	75,276	79,035	82,985	87,123	91,493	96,061	100,876	105,910	111,202	116,753	122,589
17	73,110	76,796	80,632	84,656	88,882	93,337	98,001	102,909	108,044	113,445	119,112	125,059
18	74,556	78,313	82,227	86,337	90,645	95,182	99,937	104,948	110,186	115,687	121,468	127,534
19	76,002	79,836	83,822	88,010	92,402	97,030	101,874	106,986	112,320	117,935	123,826	130,009
20	77,450	81,355	85,417	89,687	94,157	98,875	103,815	109,024	114,458	120,180	126,182	132,482
21	78,822	82,800	86,933	91,279	95,827	100,630	105,655	110,958	116,488	122,310	128,421	134,833

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2026 through December 31, 2026
 Schedule C – Part-Time Hourly Rate

STEP	RANGE											
	1	2	3	4	5	6	7	8	9	10	11	12
1	13.34	13.98	14.71	15.44	16.20	17.01	17.84	18.76	19.70	20.69	21.70	22.78
2	13.71	14.39	15.11	15.87	16.66	17.51	18.38	19.31	20.26	21.26	22.32	23.44
3	14.12	14.80	15.52	16.32	17.15	17.99	18.89	19.86	20.82	21.88	22.98	24.12
4	14.48	15.21	15.99	16.76	17.63	18.48	19.42	20.37	21.42	22.47	23.59	24.77
5	14.87	15.62	16.41	17.21	18.07	18.96	19.94	20.91	21.96	23.09	24.24	25.44
6	15.25	16.03	16.81	17.67	18.55	19.48	20.44	21.47	22.55	23.69	24.87	26.09
7	15.64	16.43	17.26	18.12	18.99	19.97	20.98	22.00	23.12	24.27	25.48	26.74
8	16.03	16.82	17.67	18.56	19.49	20.44	21.47	22.56	23.70	24.88	26.10	27.43
9	16.42	17.25	18.11	18.97	19.96	20.94	21.99	23.11	24.26	25.46	26.73	28.08
10	16.79	17.65	18.54	19.47	20.41	21.45	22.52	23.63	24.84	26.07	27.39	28.72
11	17.19	18.03	18.93	19.92	20.89	21.93	23.04	24.19	25.40	26.65	28.00	29.36
12	17.60	18.44	19.38	20.34	21.39	22.42	23.54	24.74	25.96	27.26	28.62	30.06
13	17.97	18.85	19.78	20.79	21.84	22.93	24.09	25.30	26.54	27.84	29.25	30.71
14	18.35	19.27	20.23	21.22	22.29	23.40	24.58	25.84	27.08	28.48	29.89	31.38
15	18.74	19.66	20.67	21.66	22.76	23.91	25.08	26.38	27.66	29.08	30.50	32.02
16	19.13	20.07	21.07	22.15	23.23	24.39	25.60	26.91	28.21	29.66	31.15	32.68
17	19.51	20.47	21.50	22.58	23.73	24.90	26.12	27.45	28.79	30.24	31.79	33.35
18	19.90	20.87	21.93	23.03	24.19	25.39	26.65	28.00	29.35	30.82	32.40	33.99
19	20.27	21.28	22.33	23.46	24.64	25.88	27.16	28.54	29.95	31.43	33.02	34.66
20	20.67	21.69	22.77	23.91	25.09	26.39	27.68	29.09	30.52	32.02	33.67	35.33
21	21.02	22.06	23.17	24.34	25.53	26.86	28.16	29.59	31.07	32.59	34.25	35.94

AFSCME Local 3287 Salary Schedule
 Effective January 1, 2026 through December 31, 2026
 Schedule C – Part-Time Hourly Rate

RANGE

STEP	13	14	15	16	17	18	19	20	21	22	23	24
1	23.93	25.12	26.40	27.69	29.12	30.54	32.06	33.70	35.35	37.14	38.97	40.93
2	24.62	25.87	27.14	28.53	29.94	31.42	33.01	34.64	36.38	38.20	40.11	42.11
3	25.35	26.59	27.95	29.29	30.75	32.33	33.90	35.66	37.41	39.29	41.23	43.32
4	26.01	27.35	28.68	30.11	31.63	33.17	34.88	36.60	38.44	40.36	42.36	44.51
5	26.69	28.06	29.43	30.93	32.46	34.10	35.78	37.57	39.47	41.44	43.49	45.69
6	27.42	28.76	30.19	31.71	33.31	34.98	36.74	38.57	40.48	42.50	44.63	46.88
7	28.10	29.48	31.01	32.54	34.17	35.85	37.64	39.55	41.51	43.57	45.76	48.04
8	28.77	30.22	31.75	33.33	34.99	36.76	38.58	40.49	42.53	44.66	46.90	49.24
9	29.47	30.98	32.50	34.15	35.82	37.62	39.51	41.49	43.54	45.74	48.02	50.41
10	30.15	31.68	33.26	34.95	36.65	38.52	40.43	42.44	44.58	46.82	49.17	51.58
11	30.83	32.40	34.03	35.74	37.52	39.39	41.37	43.44	45.61	47.88	50.27	52.77
12	31.56	33.12	34.79	36.52	38.35	40.27	42.29	44.40	46.61	48.94	51.41	53.97
13	32.27	33.85	35.54	37.34	39.20	41.16	43.21	45.39	47.65	50.03	52.53	55.15
14	32.96	34.58	36.30	38.13	40.05	42.04	44.16	46.37	48.66	51.10	53.67	56.33
15	33.63	35.32	37.08	38.93	40.88	42.94	45.07	47.33	49.70	52.18	54.77	57.54
16	34.31	36.06	37.83	39.73	41.73	43.82	46.01	48.31	50.76	53.24	55.91	58.73
17	35.01	36.80	38.60	40.52	42.60	44.70	46.93	49.28	51.78	54.33	57.03	59.91
18	35.72	37.50	39.37	41.34	43.40	45.60	47.85	50.26	52.76	55.39	58.17	61.10
19	36.40	38.21	40.14	42.15	44.24	46.48	48.80	51.26	53.77	56.48	59.30	62.28
20	37.09	38.94	40.89	42.95	45.08	47.34	49.73	52.20	54.81	57.56	60.44	63.47
21	37.74	39.64	41.61	43.71	45.86	48.16	50.57	53.13	55.79	58.57	61.51	64.58

APPENDIX A - WDEA Memorandum of Agreement

MEMORANDUM OF AGREEMENT

THIS is an Agreement made by and between the County of Warren ("County") and Local 3287 of the American Federation of State, County and Municipal Employees ("Union") relating to the administration of the parties' rights and responsibilities arising out of the New Jersey Workplace Democracy Enhancement Act.

WHEREAS, the County and the Union are parties to a collective negotiation agreement covering the period between January 1, 2016 through December 31, 2019; and

WHEREAS, the Union is the sole and exclusive representative of all full-time and part-time, permanent and provisional employees employed by the County of Warren and subject to the current collective negotiations agreement between the parties; and

WHEREAS, the New Jersey Legislature recently enacted the Workplace Democracy Enhancement Act which, among other things, required public employers to provide to collective negotiation unit agents within ten (10) days of the hiring of a new employee and every 120 days for all negotiating unit members, information about the employee such as his/her name, job title, home address, work email address, work telephone number, worksite location and any personal email address and home and personal cellular telephone numbers on file with the public employer; and

WHEREAS, the parties acknowledge that some of this information required to be disclosed particularly as it relates to the employee's home address, home phone and cell numbers, home email address and birth date is confidential and exempt from disclosure under the Open Public Records Act; and

WHEREAS, the Workplace Democracy Enhancement Act also grants to collective negotiation unit agents the right to use the public employer's email systems to communicate with their members regarding labor negotiations and the administration of collective negotiation agreements, grievances and other workplace-related complaints and issues, but proscribes the use of the email systems for purposes of supporting or opposing candidates for partisan political office or distributing literature regarding partisan elections; and

WHEREAS, the New Jersey Law Against Discrimination also proscribes employee organizations from discriminating and harassing members on the basis of sex, race, age, disability, religion and other protected classifications; and

NOW THEREFORE, in consideration of the foregoing and with the intent of both parties being bound hereby in the interests of the Union's members and the County's employees who are one and the same, the parties hereby agree as follows:

1. The County agrees to provide to the President of AFSCME Local 3287 or his/her Union designee, within ten (10) days of the hiring of a new employee information about the new employee such as his/her name, job title, home address, work email address, work telephone number, worksite location and any personal email address and home and personal cellular telephone numbers on file with the public employer; and
2. The County agrees to provide to the President of AFSCME Local 3287 or his/her designee, every 120 days a list of all AFSCME Local 3287 negotiations unit members that includes name, job title, home address, work email address, work telephone number, worksite location and any personal email address and home and personal cellular telephone numbers on file with the public employer; and

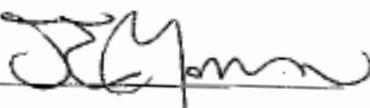
3. The President of AFSCME Local 3287 and the Union agree to not disseminate the employee's home address, home phone and cell numbers, home email address and/or birth date to the public, the media or any entity not affiliated with the Union without the express written consent of the employee; and
4. The Union shall defend and hold the County harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of, the Union's unauthorized disclosure of an employee's home address, home phone and cell numbers, home email address and/or birth date to the public; and
5. The County shall grant the right of the President of AFSCME Local 3287 or his/her designee, to use the public employer's email systems to communicate with their members regarding labor negotiations and the administration of collective negotiation agreements, grievances and other workplace-related complaints and issues; and
6. The Union expressly acknowledges that per the County's E-mail Messaging Policy and its employee acknowledgement, all information stored in, transmitted or received is the property of the County of Warren and may be monitored by authorized representatives of the County; and
7. The Union shall defend and hold the County harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of, the Union's usage of the public employer's email systems that is proscribed by law, including but not limited to supporting or opposing candidates for partisan political office or distributing literature regarding partisan elections or engaging in acts of harassment, discrimination or retaliation.

American Federation of State, County and
Municipal Employees (AFSCME) Local 3287

By: 
President

Date: 2/27/19

County of Warren

By: 
Administrator

Date: 3/4/19

APPENDIX B - AFSCME 3287 Titles eligible for step advancement January 4, 2024

1. Assistant County Superintendent Weights/Measures
2. Bridge Repairer
3. Building Maintenance Worker
4. Clerk 1
5. Clerk 2
6. Clerk Transcriber
7. Community Service Aide
8. Keyboarding Clerk 1
9. Keyboarding Clerk 2
10. Keyboarding Clerk 3
11. Laborer 1
12. Library Assistant
13. Motor Broom Driver/Truck Driver
14. Probate Clerk
15. Senior Clerk Driver
16. Senior Library Assistant
17. Storekeeper 2
18. Traffic Maintenance Worker
19. Truck Driver