

**2020 – 2022  
AGREEMENT  
BETWEEN**

**Board of County Commissioners of the County of Burlington,  
Burlington County Library Commission**

**and**

**Communications Workers of America  
CWA LOCAL 1036**

**MAIN UNIT**



## TABLE OF CONTENTS

TABLE OF CONTENTS .....	2
ARTICLE 1 RECOGNITION .....	4
ARTICLE 2 GENERAL RULES OF COMPENSATION .....	4
ARTICLE 3 SALARIES .....	5
ARTICLE 4 ADDITIONAL COMPENSATION .....	6
ARTICLE 5 SENIORITY/JOB POSTING.....	10
ARTICLE 6 WORK SCHEDULES .....	11
ARTICLE 7 OVERTIME.....	12
ARTICLE 8 HOLIDAYS .....	15
ARTICLE 9 ANNUAL VACATION.....	16
ARTICLE 10 PERSONAL LEAVE.....	17
ARTICLE 11 SICK LEAVE.....	18
ARTICLE 12 BEREAVEMENT .....	21
ARTICLE 13 FAMILY & MEDICAL LEAVE .....	21
ARTICLE 14 SPECIAL LEAVE OF ABSENCE .....	22
ARTICLE 15 MILITARY LEAVE.....	22
ARTICLE 16 BENEFITS.....	22
ARTICLE 17 RETIREMENT .....	28
ARTICLE 18 WORKERS' COMPENSATION, SAFETY & HEALTH .....	29
ARTICLE 19 EQUAL TREATMENT.....	30
ARTICLE 20 PERSONNEL FILE .....	31
ARTICLE 21 JURY DUTY .....	31
ARTICLE 22 MANAGEMENT RIGHTS.....	31
ARTICLE 23 RIGHTS AND PRIVILEGES OF THE UNION.....	32
ARTICLE 24 UNION DUES .....	35
ARTICLE 25 NO STRIKES.....	35
ARTICLE 26 GRIEVANCE PROCEDURE .....	36
ARTICLE 27 DISCIPLINE .....	39
ARTICLE 28 WORK CLOTHING .....	41
ARTICLE 29 WORK CLOTHING – SPECIFIC DEPTS .....	45
ARTICLE 30 OFFICE ON AGING .....	46
ARTICLE 31 BUILDINGS & GROUNDS.....	46
ARTICLE 32 COUNTY CLERK & SURROGATE .....	47
ARTICLE 33 HIGHWAY DEPT.....	48
ARTICLE 34 INFORMATION TECHNOLOGY .....	50

ARTICLE 35 MEDICAL EXAMINER .....	51
ARTICLE 36 HEALTH DEPT .....	52
ARTICLE 37 LIBRARY .....	53
ARTICLE 38 PUBLIC SAFETY SERVICES .....	55
ARTICLE 39 RESOURCE CONSERVATION .....	60
ARTICLE 40 SOLID WASTE MANAGEMENT .....	62
ARTICLE 41 DONATED SICK LEAVE PROGRAM .....	63
ARTICLE 42 SAVING CLAUSE .....	64
ARTICLE 43 COMPLETE AGREEMENT.....	64
ARTICLE 44 EFFECTIVE DATES OF AGREEMENT.....	64
EXHIBIT A: 40-HOUR TITLES .....	66
EXHIBIT B: 35 HOUR POSITIONS (EFF. 1/1/2008).....	79
EXHIBIT C: LIBRARY POSITIONS.....	83
EXHIBIT D: INACTIVE TITLES .....	84
EXHIBIT E: WORK CLOTHING .....	86
SALARY RANGES .....	89

## ARTICLE 1 RECOGNITION

The Employer recognizes the Communications Workers of America, AFL-CIO as the sole and exclusive bargaining agent for all full-time employees and regular part-time employees of the County of Burlington for the purposes of negotiating the terms and conditions of their employment. Regular part-time employees included in the bargaining unit are defined as employees scheduled to work at least five (5) hours per week over a ninety (90) day period. Managerial Executives and Confidential Employees, within the meaning of N.J.S.A. 34:13A-3 et seq. are excluded from this Agreement.

Titles represented by the Union shall include those listed on Exhibits A-D.

## ARTICLE 2 GENERAL RULES OF COMPENSATION

- A. There shall be established minimum and maximum salaries for each title which shall be set forth in this Agreement as an addendum. This Agreement shall apply to only full-time employees who are employed as of the signing of this Agreement, or thereafter.
- B. "Salary" shall refer to and mean an employee's base pay, exclusive of bonuses, and other financial benefits.
- C. Copies of all resolutions creating and/or abolishing job positions or titles, promulgating pay changes, promotions or title changes, which are covered under the terms of this Agreement, shall be sent to the Union within ten (10) working days following adoption by the Employer. Submission to the Union may be via email to an address designated by the Union.
- D. Promotion / Demotion
  - 1. The promotional adjustment shall be as follows:
    - a. For 35-hour workweek employees, the adjustment shall be the greater of (1) \$1,750 added to base, or (2) the minimum of the new range, or (3) up to 10% of the employee's present salary in the discretion of the County. Should a promotion result in an increase greater than \$1,750, the County shall notify the Union in writing of the employee, title and amount of promotional increase.
    - b. For 40-hour workweek employees, the adjustment shall be the greater of (1) \$2,000 added to base, or (2) the minimum of the new range, or (3) up to 10% of the employee's present salary in the discretion of the County. Should a promotion result in an increase greater than \$1,750, the County shall notify the Union in writing of the employee, title and amount of promotional increase.

- c. For 40 hour workweek employees who are promoted to the head of a distinct unit and who have reached the top title in their respective title series (top title used by County in their dept.), the promotional allowance shall be \$2,400 or the minimum of the new range, or up to 10% of the employee's present salary in the discretion of the County, whichever is greater. The County is obligated to the same notification requirements set forth above. The latter allowance shall apply to Librarians who are assigned to supervise a Library branch. County management retains the sole discretion to establish and eliminate distinct units.
  2. Employees who are demoted to a prior title shall be paid what they would have earned had they continuously served in the lower title.
  3. The County Administrator or Director of Human Resources will make equity adjustments for employees promoted prior to this Contract making a salary less than a coworker promoted under the current Contract (based upon similar length of service, time in title or other factors). The County will notify the union prior to making the equity adjustments.
- E. An employee who performs work in a higher paid title which is clearly outside of his/her NJ Civil Service Commission job description for more than five (5) consecutive days or after five (5) days in a calendar year shall be entitled to the adjustment in pay provided for in paragraph D of this Article. In no event shall the procedure of upgrading an employee's classification be used in lieu of promoting a duly qualified employee when available. In the event an employee shall work more than five (5) consecutive days, payment shall be retroactive to the first day worked in the higher paid title. In the event of more than five (5) non-consecutive days, higher title pay shall begin on the sixth (6th) day.

### **ARTICLE 3 SALARIES**

- A. **Wage Increases.** For an employee who was hired prior to the signing of this Agreement to receive the negotiated wage increases, he/she must have maintained continuous full-time employment up to and including the date of full execution by both parties with the exception of those employees who have retired from employment with Burlington County.
- B. **Salary Adjustments.** Eligible employees shall receive negotiated adjustments as follows:
1. All employees employed as of ratification shall receive an increase to base salary and wages of 1.0%, retroactive to January 1, 2020. In addition, each employee employed as of ratification shall receive a lump sum off-base payment of \$500.00. Juvenile Detention Officers who were subject to layoff as of December 11, 2020 shall receive retroactive payments for the 1% increase (pro-rated) and the \$500.00 off-base payment.

2. Effective January 1, 2021, all employees who have maintained continuous employment since on or before September 30, 2020 shall receive an increase to base salary and wages of 1.95%.
  3. Effective January 1, 2022, all employees who have maintained continuous employment since on or before September 30, 2021 shall receive an increase to base salary and wages of 1.95%.
  4. Retroactive payments shall be pensionable and subject to taxes and other regular deductions. Health benefits contributions shall not be deducted from the retroactive payment. The lump sum off-base payment shall not be subject to pension or health benefits deductions.
- C. All retroactive compensation will be issued in a check or checks separate from the employee's regular pay. Chapter 78 health care contributions shall not be calculated or deducted from retroactive pay. All overtime compensation shall be issued separate from an employee's regular pay.
- D. The County shall pay all employees by way of direct deposit each payday and shall furnish employees with a pay stub for each pay period. All employees shall complete and periodically update, as necessary, direct deposit forms which shall be delivered to the Department of Human Resources/Payroll Unit.
- E. Minimum and maximum salary ranges shall be increased by the amount of the across the board percentages above.

#### **ARTICLE 4 ADDITIONAL COMPENSATION**

- A. **Mileage**: Employees shall be reimbursed the IRS rate for mileage driven for conducting County business.
- B. **Training**: For employees in whom the County invests monies for training in excess of \$2,500 in a calendar year, said employees shall remain in County service for 12 months from the date the training is complete or shall repay the County on a pro-rata basis for the costs of the training expended by the County as certified by the Treasurer's Office. This section shall not apply to training paid through State, federal and/or grant funding.

Travel/training expenses: Once approved, departments shall arrange payments or send vouchers directly to vendors.

The per diem rate for meals shall be \$38, will not be broken down by category (e.g., breakfast, lunch or dinner) and the requirement of submitting receipts will continue. Should the event not require all three meals, the individual meals will be reimbursed at \$20 dinner/\$10 lunch/\$8

breakfast.

The County shall issue all applicable reimbursements for meals, mileage, etc. through the Department of Human Resources/Payroll unit. The County will not deduct taxes from reimbursements unless required by the IRS to do so.

**C. Certification:**

Any full-time employee who is required to be certified or licensed in their present position shall be granted time off in order to take the necessary test if such test is scheduled during the normal workday. In the event that an employee is required to take any training to maintain or acquire a license or certification, the County will reimburse the employee for the full cost only if the employee passes a test which may be required as part of the certification or license. Additionally, any fee required to maintain the required license or certification will be reimbursed. In the event an employee has had a certification fee reimbursed by the County, the employee will be obligated to remain in County employment for one year thereafter or reimburse the County for the full amount.

The County shall additionally provide a physical biannually to those employees who possess a commercial driver's license and who are required to be certified as physically fit for their present position.

**D. Tuition Reimbursement:**

1. **General Policy:** Permanent, full-time employees or full-time provisional employees with one year of service will be eligible for tuition reimbursement for courses which are job related provided prior approval is received from the Board of County Commissioners after a written request to and recommendation by the Department Head to the Director of Human Resources. An employee seeking to take classes for the following year must declare his or her intention to take classes by September 30<sup>th</sup> of the current year, to include an estimate number of credits to be pursued.

If prior approval is granted, the employee must submit evidence that he has attained a grade equivalent to a "C" or better. In addition, the employee must agree to remain in County service for a period of six (6) months following completion of each three (3) credits reimbursed. Such period of County service is to be cumulative. If such employee does not remain in the County service for the appropriate length of time, the total amount of tuition, fees and costs of books paid will be reimbursed to the County by the employee or deducted from the employee's final pay. The amount of reimbursement shall be limited to the equivalent cost of three (3) undergraduate credit hours at Rowan College at Burlington County per semester, up to twelve (12) credits per year and fees and costs of books.

The County shall reimburse employees within 60 days of receiving the completed submission of all necessary documentation. The County shall allocate up to \$50,000 per year for tuition reimbursement for employees covered by this labor agreement.

For permanent, full time employees, the Board will reimburse employees for tuition up to the cost of three undergraduate credits per semester at the standard, in-State undergraduate rate at Rowan College at Burlington County and costs of books. The maximum annual reimbursement shall be limited to the tuition cost of twelve (12) undergraduate credits and costs of books. The parameters outlined above shall apply to the programs explained below unless specifically modified below.

2. **Special Program for courses taken at or through Rowan College at Burlington County ("RCBC"):**

Permanent full time employees or full time employees with one year of full-time service shall be eligible for tuition, standard fees and costs of books reimbursement at RCBC for courses taken in pursuit of an Associate's degree or Bachelor's degree. Standard fees shall include the General, Student Activity and Technology fees, and costs of books; but shall exclude all other fees or costs such as parking, etc.

The total reimbursement for fees per course shall not, however, exceed 35% of the cost of course tuition. A laboratory fee for a science course may also be covered subject to approval by the Director of Human Resources.

For the courses taken at RCBC, the employee shall remain in County service for a period of six (6) months after completion of the course. The commitment required for each course taken shall be cumulative. For any and all courses taken above, should an employee fail to meet the required commitment to remain in County service, the employee shall reimburse the County for all tuition, fees and costs of books reimbursements paid by the County on behalf of said employee.

Employees shall be eligible for a maximum of eighteen (18) credits per year and costs of books for courses taken at RCBC in pursuit of a specific degree. The County will not, however, cover the cost of any non-credit, remedial courses.

For employees wishing to take courses at RCBC other than in pursuit of a specific degree, the terms of the special program above shall continue to apply. However, employees shall be eligible for a maximum of twelve (12) credits per year and costs of books.

For employees seeking to earn a bachelor's degree, the degree must be in a field of County government service in order to be approved for tuition reimbursement. All courses taken as electives to the bachelor's degree must be job related. "Job related" for undergraduate elective courses shall be loosely construed.



3. **Graduate School:**

For employees seeking to earn a graduate degree or pursuing job-related graduate courses, permanent full time employees or full-time employees with one year of service will be eligible for tuition reimbursement for courses which are job related provided prior approval is received from the Board of County Commissioners after a written request to and recommendation by the Department Head to the Director of Human Resources. "Job related" for graduate school courses shall be strictly construed.

If prior approval is granted, the employee must submit evidence that he has attained a grade equivalent to a "B" or better. In addition, the employee must agree to remain in County service for a period of six (6) months following completion of each three (3) credits reimbursed. Such period of County service is to be cumulative. If such employee does not remain in the County service for the appropriate length of time, the total amount of tuition paid will be reimbursed to the County by the employee or deducted from the employee's final pay. The amount of reimbursement shall be limited to the equivalent cost of nine (9) credits per year at the RCBC in-State tuition rate and the cost of books.

4. **Technical or Trade School programs:**

For employees wishing to enroll in a program at a technical or trade school in pursuit of a certification or other approved course of study, the County shall cover the cost of tuition at the RCBC rate per credit for courses successfully completed up to a maximum of 18 credits per year. For the purposes of determining the value of a credit, fifteen hours of class time shall be equal to one credit. General, required fees and cost of books may be reimbursed subject to the approval of the Director of Human Resources, but may not exceed 25% of the cost of tuition per course. Employees shall continue to work in County service for a period of six (6) months per three credit course.

5. **Special Program for Nursing:**

For recent graduates of approved nursing programs that have enabled the person to become employed with the County as a full-time Licensed Practical Nurse (LPN) or Registered Nurse (RN), the County shall institute a special tuition forgiveness program as explained below. In order to be eligible for forgiveness, the employee must maintain continuous employment for the six-month period preceding payment as outlined below. Continuous employment shall mean the employee must have physically worked for the entire period. In order to be eligible for forgiveness, the employee must be actively employed on the date of payment.

Title	Period of Work	Reimbursement Date	Reimbursement Amount
-------	----------------	--------------------	----------------------

RN	1/1 to 6/30	Following September	\$650
LPN	1/1 to 6/30	following September	\$500
RN	7/1 to 12/31	following March	\$650
LPN	7/1 to 12/31	following March	\$500

Employees may be eligible for forgiveness up to a period of five years from the date of graduation. In order to obtain forgiveness, an employee must supply proof of the date of graduation (e.g., a graduation certificate) and proof of outstanding debt (e.g., current student loan statements). The forgiveness period shall end on the reimbursement date nearest the fifth-year anniversary of the graduation or whenever the employee has satisfied his/her student loans, whichever is sooner. In no circumstances shall the County pay reimbursement for tuition when another reimbursement source (such as VA benefits) is available. Employees may earn a lifetime maximum of \$5,000 in forgiveness.

#### **ARTICLE 5 SENIORITY/JOB POSTING**

- A. Seniority is defined as an employee's total length of service with the Employer, commencing with his permanent date of appointment.
- B. Where there is more than one (1) work shift per day, employees within a given classification will be given preference of shifts in accordance with their seniority, except in cases of emergency.
- C. In the event of dispute concerning the seniority of two (2) or more employees hired on the same date, preference shall be given in alphabetical order of the employee's last name. If permanent employee status is not affected, seniority shall be computed from the hiring date.
- D. The Employer shall maintain an accurate, up-to-date seniority roster with each employee's date of permanent employment, classification and pay rate. Such records shall be available to the Representative upon request.
- E. Where openings in non-entry level positions occur, the openings will be posted on the bulletin boards, together with the basic job duties, shifts and wage rates of such jobs. Copies of all postings shall be forwarded to the Union.

Notices shall remain posted for six (6) working days before filling the jobs, during which time

any employee or his/her shop steward desiring such job may present his/her bid in writing. If, in management's sole discretion, a job needs to be filled and the six (6) day posting requirement inhibits timely filling of the position, the posting requirement shall be waived. The employee representative will be notified of this decision.

## **ARTICLE 6 WORK SCHEDULES**

- A. "Working day" is defined as Monday through Friday, excluding holidays.
- B. All clerical employees shall work thirty-five (35) hours per week. All other employees shall work forty (40) hours per week. Clerical titles are listed in Exhibit B.
- C. Notwithstanding the work schedules listed below, provisions may be made for flexible schedules for employees in various Departments of the County, subject to the approval of the Department Head and affected employees. Management shall notify the union of any new work schedules prior to implementing the same.
- D. Offices and facilities shall be open to the public as determined by the County. Employees may be scheduled as follows:
  - 1. Clerical Employees: 8:00 AM to 3:30 PM with a ½ hour lunch; 8:00 AM to 4:00 PM, 8:30 AM to 4:30 PM or 9:00 AM to 5:00 PM with a one hour lunch, in accordance with Departmental policy.
  - 2. Non-shift Forty (40) Hour Employees: 8:00 AM to 5:00 PM with one (1) hour lunch or 8:00 AM to 4:30 PM with a one half (½) hour lunch in accordance with Departmental policy.
  - 3. See department-specific articles for additional work schedules that may apply.
  - 4. Notwithstanding the schedules listed above in this paragraph, nothing set forth herein is intended to alter or change departmental/agency schedules which exist at the execution of this agreement.
- E. **Breaks:** All employees shall receive two ten (10) minute breaks, one in the morning and one in the afternoon.
- F. For the efficiency of service or the good of the public, the County may change the work schedules or work location of employees. Prior to the changing of any work schedule the Department Head must first solicit volunteers. Should the needs of the County/Department not be met after the solicitation of volunteers, the County with notice of not less than (10)

working days, shall assign such employees based on inverse seniority. The conditions as set forth above shall be subject to the grievance procedures. Weekly work hours shall not be increased or decreased without the prior consent of the employee representative, except in cases of emergency. In cases of emergency, employees may not receive 10 days notice of a change in work locations.

- G. Where the nature of the work involved requires continuous operations on a twenty-four (24) hour per day, seven (7) days per week basis, employees so assigned shall have their schedules arranged on a rotational basis which will insure that they have an equal number of weekends off, distributed evenly throughout the year, except as otherwise provided in other articles of this agreement.

## **ARTICLE 7 OVERTIME**

### **A. General Rules:**

1. Overtime refers to any time worked beyond the normal workweek and is to be earned only when an employee is ordered to work by the Department Head. Such orders shall be given only when unusual circumstances arise. If an employee works overtime, he or she shall be entitled to elect compensatory time off or pay equal to one and one half (1 ½) times the number of overtime hours worked so long as it is consistent with the Fair Labor Standards Act.
2. Supervisory personnel shall be eligible for overtime only in emergency situations at the request of the Department Head, and for scheduled overtime at the request of the Department Head and not for routine or other administrative functions.
3. No overtime shall be authorized or approved unless the individual making the application has in fact worked his/her designated position beyond their normal workweek of either thirty-five (35) or forty (40) hours. Sick Leave shall not be considered "time worked" except in a time of emergency or snow removal. Personal leave, Holiday and Vacation time shall be considered "time worked" if properly scheduled and approved. Compensatory time shall be considered time worked for the purposes of calculating overtime unless said overtime was worked on a day in which compensatory time was used.
4. If Compensatory time cannot be scheduled by the Department Head by December 31 of the calendar year or thirty (30) days after the date on which the overtime was worked, whichever is later, the employee shall be compensated at the overtime rate for such time. Compensatory time shall not accumulate from year to year.
5. If an employee elects to be compensated with overtime pay in lieu of compensatory time

off, he shall immediately notify the Department Head, following the period in which overtime hours are worked.

6. Where the nature of the work requires the availability of personnel at times other than standard working hours, a call roster shall be established by the Employer (Department Head). Such roster will be prepared based on seniority within the appropriate section of each Department. The roster shall be available at all times for review by the employee, Union or local representative. In the event that an employee shall decline to work overtime when afforded the opportunity, such employee's name shall be placed at the end of the seniority roster for purposes of future overtime. Said employee shall have only one right of refusal. When an employee is called for a job assignment only the time actually worked on the assignment need be counted as hours worked.

B. **Call-In**: Any employee called in to work shall receive a minimum of four (4) hours pay at straight time or one and one half (1 ½) times pay for actual time worked, whichever is greater.

C. **Stand-by/Cell Phone**

1. If employees are designated to be on stand-by status, they will be required to leave a telephone number where they can be reached at all times during the period of stand-by. In consideration of stand-by status, employees shall be compensated with two (2) hours straight time pay or time off for every eight (8) hours of stand-by status. Volunteers for stand-by shall be solicited. Employees shall be eligible for stand-by status on a rotational basis in the order of seniority. In the event of insufficient volunteers, stand-by shall be mandated on the basis of inverse seniority.
2. In the event an employee other than a supervisor is required to carry a cell phone, compensation at the rate of one (1) hour pay or time off shall be granted for every eight (8) hours on cell phone call except that the maximum amount of the aggregate of cash and/or the cash value of compensatory time earned in a calendar year under this provision shall not exceed \$5,050 for 2020, \$5,150 for 2021, \$5250 for 2022. This amount may be exceeded with approval of the Department Head based on operational need. Employees who are eligible for compensation under this provision shall be obligated to carry cell phones and respond to cell phone pages for the entire calendar year.

Employees who are required to carry cell phones during working hours [without additional compensation] must sign a Verification of Receipt form.

D. **Emergency/Snow Removal**

1. Employees who are required to work by reason of an emergency as declared by the Director of the Board of County Commissioners or designee or as required for snow

removal shall be paid at the rate of one and one half (1 ½) times for all hours worked beyond forty (40) for the normal workweek. During such period no employee shall work more than sixteen (16) consecutive hours. When such employee has worked sixteen (16) consecutive hours, he shall be given eight (8) hours off. If any of those eight (8) hours fall within the employee's normal work schedule, he shall be paid for such time off up to a maximum of four (4) hours pay. The employee may use accumulated compensatory time to supplement time off with pay up to a total of eight (8) hours. During such emergencies no employee shall refuse to work overtime unless he has been granted a pre-approved vacation, sick or personal day. All employees failing to work during this emergency by reason of sickness shall be required to produce a doctor's certificate. Employee affidavits may be accepted at the supervisor's discretion.

2. Upon submission of a doctor's note stating working long periods of time would aggravate an existing condition, employees with ongoing physical limitations shall be exempted from emergency overtime requirements.

**E. Meal Allowance**

1. Employees who fulfill the requirements of paragraph D above and have worked two (2) hours beyond the normal work day shall receive the following cash allowance for meals provided the employee signs a form of receipt for such payment.
2. Meal allowances shall be paid within thirty (30) days from the storm/event end. The County shall not deduct taxes from this allowance unless required by the IRS to do so.

Breakfast	\$5.00	Dinner	\$10.00
Lunch	\$7.50	Midnight Snack	\$5.00

- Breakfast: the two-hour period prior to the start of the normal workday (applies seven days/week)
  - Dinner: the two-hour period after the end of the normal workday (applies seven days/week)
  - Midnight snack: for work performed on any day of the week from 12:00 AM to 2:00 AM (applies seven days/week)
  - Lunch: on Saturdays, Sundays and holidays: the two-hour period in the middle of the ordinary workday when lunch is customarily taken. (applies 2 days/week plus holidays)
3. In the event that someone works a double shift for whatever reason, they will be entitled to the same amount of time for meal and coffee breaks as on their regularly scheduled shifts.

**F. Failure to Respond**: Any employee who refuses to work overtime (1) beyond the first right of

refusal, (2) during a declared emergency or (3) during snow removal procedures may be disciplined for Neglect of Duty with such refusal noted in the employee's personnel file.

All employees deemed essential shall furnish their department with a telephone number where they can be reached. This shall be deemed a continuing responsibility on the part of the employee. Unless an employee has been excused from responding after hours due to a prescheduled vacation, approved sick leave or a bona-fide emergency, an employee who fails to answer a phone call to the designated telephone number or to call back within one hour shall be deemed as having failed to respond, unless a justification is supplied and accepted.

## **ARTICLE 8 HOLIDAYS**

A. The following paid holidays will be observed:

1. January 1, known as New Year's Day.
2. Third Monday in January known as Martin Luther King's Birthday.
3. February 12, known as Lincoln's Birthday.
4. President's Day
5. Good Friday.
6. Last Monday in May, known as Memorial Day.
7. July 4, known as Independence Day.
8. First Monday in September, known as Labor Day.
9. Second Monday in October, known as Columbus Day.
10. General Election Day.
11. November 11, known as Veterans Day.
12. Fourth Thursday in November, known as Thanksgiving Day.
13. Friday after Thanksgiving Day.
14. December 25, known as Christmas Day.

B. For employees who work a standard County business workweek (Monday through Friday) holidays which fall on Saturday shall be observed on the prior Friday, and those which fall on Sunday shall be observed on the following Monday. An employee must be in pay status the entire day before and the entire day after a holiday in order to be paid for the holiday, unless the employee provides a medical certification excusing the employee for the day(s) at issue. This language shall not effectuate any change to employees whose regular workweek includes Saturdays or Sundays. For employees in the Clerk's Office, if a holiday falls on a Saturday, the Mail office shall observe the holiday on Saturday instead of the preceding Friday.

- C. During the calendar year, employees who have previously taken a sick day before or after a holiday or the day of the holiday shall be required to provide a doctor's note for any further such absences of two hours or more for the remainder of the calendar year. Should the employee fail to provide the required doctor's note he shall not receive holiday pay or earn said holiday. This provision shall not be abused.
- D. For departments which operate more than five (5) days per week, holidays need not be given to employees on the specific day on which the holiday falls. One (1) day off in lieu of the holiday will be scheduled for an employee within the calendar year or thirty (30) days after the recognized holiday, whichever is later. If the day off cannot be scheduled for an employee within the calendar year or thirty (30) days after the recognized holiday, whichever is later, the employee shall be compensated at the straight time rate for the number of hours allocated to that day off. This paragraph shall apply to employees of the Library.

**E. Holiday Pay**

- 1. Employees at Public Safety Services and any other mutually agreed upon employees who are scheduled to work a holiday, shall be scheduled another day off in its place unless said Holiday is Thanksgiving or Christmas Day, in which case the employee shall receive one half (1/2) day compensatory time in addition to another scheduled day off.
- 2. If an employee is not scheduled to work on a holiday, but is required to do so, such employee shall be compensated at the rate of one and one half (1 ½) times the employee's rate, in addition to which such employee shall receive straight time for the holiday.

**ARTICLE 9 ANNUAL VACATION**

- A. Full-time employees in the County service shall be entitled to the following annual vacation with pay subject to scheduling approval by the Department Head. All vacation time shall be credited in hours. An employee may elect to use up to two (2) vacation days in cases of emergency with less than 24 hours' notice provided that all PL has been exhausted. Emergency is defined as an event which could not be anticipated and over which the employee has no control. The request shall not be unreasonably denied. An employee's request may be denied if such request would interfere with proper functioning of the department.
  - 1. New employees shall receive one (1) working day for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month. Employees who begin work on the 9th through the 23rd day of the month shall receive one half (½) working day for the month.



Employees who begin work after the 23rd day of the month shall not receive any paid vacation for that month. All such time shall be credited on the first day of the following month.

2. After the initial month of employment and up to the end of the first calendar year, employees shall receive one (1) working day credited the first day of the next month for each month of service. Thereafter, employees shall receive paid vacation days as follows:

	<u>40 Hr.</u>	<u>35 Hr.</u>
1 year and up to 5 years	96 hrs.	84 hrs.
after 5 and up to 12 years	120 hrs.	105 hrs.
after 12 and up to 20 years	160 hrs.	140 hrs.
after 20 years and over	200 hrs.	175 hrs.

Years worked as a provisional full-time employee prior to January 1, 1989 shall not be included within the computation of years of service as set forth in this paragraph. Time worked in permanent, part-time service, however, shall count toward years of service for vacation calculations.

- B. Additional days based upon years of service are credited on January 1 in the calendar year of the employee's anniversary.
- C. When in any calendar year the vacation, or part thereof is not granted by reason of necessity of work, that part of the vacation period not granted shall accumulate to the next succeeding calendar year only.
- D. All vacation leave is to be taken only as credited. Although each employee is credited with his/her vacation time at the beginning of the calendar year, vacation time is earned on a pro-rated basis. The amount of time earned shall be pro-rated to calculate time owed to the County should an employee leave the County service for any reason. When the employee leaves the County service and at the end of each calendar year, deductions will be made from an employee's pay if more vacation has been taken than has been earned. Notwithstanding the conditions as stated above, deductions for overdrawn vacation leave shall occur upon an employee's return to work from a leave of absence in accordance with existing County policy.
- E. Any employee who is laid off, due to a reduction in force, discharge, retired or separated from the service of the Employer for any reason prior to taking his vacation, shall be compensated in money for any earned unused vacation time.

## **ARTICLE 10 PERSONAL LEAVE**

- A. On January 1<sup>st</sup> of each year, each employee shall be eligible and credited with three (3) personal leave days with pay for personal business with no accumulation of such leave from year to year. All personal leave time shall be credited in hours. A 40-hour employee shall be credited with 24 hours while a 35-hour employee shall be credited with 21 hours. New employees in the County service shall be accorded one (1) personal leave day for each four (4) months of service in the first calendar year of employment.
- B. An employee shall give no less than twenty-four (24) hours advance notice of his intent to take a personal leave day. Such intent shall not be denied unless that leave would substantially interfere with the proper functioning of the Department.
- C. Personal days may be used in cases of an emergency with less than 24 hours notification; however, such denial shall not be grievable. "Emergency" is defined as an event which could not be anticipated and over which an employee has no control.
- D. In the event of retirement or termination, deductions will be made from the final pay of the employee for used but unearned personal leave time.
- E. Deductions for overdrawn personal leave shall occur upon an employee's return to work from a leave of absence in accordance with existing County policy.
  - 1. The County shall deduct 2 hours (for 40 hour employees) and 1.75 hours (for 35 hour employees) per month should an employee not be in a pay status for any of the monthly periods (1<sup>st</sup> – 8<sup>th</sup>, 9<sup>th</sup> – 23<sup>rd</sup> and 24<sup>th</sup> to end of month). 2 hours/ 1.75 hours shall be both the minimum and maximum amount deducted, per month, for an employee who is not in a pay status for all or a portion of the month. One personal day, divided over four (4) months, shall equate to 2 hours/ 1.75 hours per month for the purposes of making adjustments to leave time accounts for employees who are on unpaid leaves of absence, suspended without pay, have W time, etc.

#### **ARTICLE 11 SICK LEAVE**

- A. Full-time employees in the County service shall be entitled to sick leave with pay in accordance with the following schedule. All sick time shall be credited in hours.
  - 1. New employees shall receive one (1) working day (8 hours for a 40-hour employee or 7 hours for a 35 hour employee) for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month. Employees who begin work on the 9th through the 23rd day of the month shall receive one half (½) working day (4 hours or 3.5 hours) for that month. Employees who begin work after the 23rd day of the month

shall not receive any paid sick leave for that month. All such time shall be credited on the first day of the following month.

2. After the initial month of employment and up to the end of the first calendar year, employees shall receive one (1) working day (8 hours or 7 hours) credited the first day of the next month for each month of service. Thereafter, employees shall receive fifteen (15) sick days for each year of service. 40-hour employees shall receive 120 hours of sick time, while 35-hour employees shall receive 105 hours.
  3. Sick leave may be taken as credited. Although each employee is credited with fifteen (15) sick days after the first calendar year, sick time is earned at one and one-quarter (1-1/4) days per month for purposes of computing time owed to the County in the event an employee should leave prior to the completion of that calendar year and, having used all credited sick time. When the employee leaves the County service and at the end of each calendar year, deductions will be made from an employee's pay if more sick leave has been taken than has been earned. Notwithstanding the conditions as stated above, deductions for overdrawn sick leave shall occur upon an employee's return to work from a leave of absence in accordance with existing County policy.
- B. An employee who exhausts all accumulated paid sick days in any one (1) year shall not be credited with additional paid sick leave days until the beginning of the next calendar year.
- C. Paid sick days shall not accrue during a leave of absence without pay.
- D. Sick leave is defined to mean absence of an employee from duty because of personal illness by reason of which the employee is unable to perform the usual duties of his position, or exposure to contagious disease. Sick leave may also be requested for the following reasons:
1. Prescheduled sick time may be taken in half hour blocks upon approval of the employee's department head, and shall not be used as an excuse for lateness. Employees shall notify the employer about scheduled doctors' appointments and shall be permitted to use sick time for such appointments (to include reasonable travel time to and from).
  2. Up to ten (10) working days of emergency attendance upon a member of his immediate family with a serious health condition and requiring the presence of such employee.
    - a. Immediate family means an employee's spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law, and other relative residing in the employee's household, domestic partner and civil union partner (as defined under NJ State Domestic Partnership and Civil Union laws) and a child of such for whom the

employee has legal guardianship and physical custody. For good cause the definition of immediate family may be expanded upon by the approval of the Department Head or designee.

b. Serious health condition is an illness, injury, impairment, or physical or mental condition that involves:

i. Any period of incapacity or treatment in connection with or resulting from inpatient care in a hospital, hospice, or residential medical care facility;

ii. Any period of incapacity requiring absence from work, school, or other regular daily activities, for more than three calendar days, that also involves continuing treatment by a health care provider; or

iii. Continuing treatment by a health care provider for a chronic or long-term health condition that is incurable or so serious that, if not treated, would likely result in a period of incapacity of more than three calendar days; or for prenatal care.

c. Employee must produce proof of illness upon first day of return to work.

3. If an employee is absent for five (5) consecutive working days (35 or 40) hours for any of the reasons set forth in the above rule, the appointing authority shall require acceptable medical evidence on the form prescribed, which shall include a statement that the employee has been cleared to return to work, full duty (or light duty as permitted by departmental policy).

E. For all doctor's notes: faxed copies of notes will be accepted on the day the employee returns to work with a hard copy to follow within three (3) business days.

F. If it is reasonably suspected that the employee is abusing the sick leave privilege, the Department Head, through the Human Resources Office, may require the employee seeking leave to submit proof of illness. If the sick leave is not approved, the employee will suffer loss of pay for such time.

G. An employee who does not expect to report for work because of personal illness for any of the reasons included in the definition of sick leave as set forth above shall notify his immediate supervisor, by telephone or personal message, prior to the normal starting time, or he shall suffer loss of pay. Employees who work in 24-hour facilities must call out a minimum of 2 hours before their scheduled starting time unless circumstances exist which makes such call out not feasible.

- H. Sick days shall accumulate.
- I. Employees who have exhausted their sick leave benefit and who wish to substitute vacation, personal leave or any other compensable time shall make such request to the Department Head who may approve such request based upon the merit of the request.
- J. An employee shall not be reimbursed for accumulated sick leave when leaving the County service except for retirement, as provided for in Article 17.

### **ARTICLE 12 BEREAVEMENT**

- A. Employees shall be entitled to utilize paid bereavement leave of up to three (3) working days for the death of an immediate family member, which shall not exceed fifteen (15) total bereavement days in a calendar year. "Immediate family" shall be defined per the sick leave article of this Agreement. The definition of "immediate family" may be expanded by County Administrator with approval of Human Resources. If bereavement leave is exhausted, an employee may utilize sick, holiday, comp, personal and vacation time in that order may be used for bereavement.

### **ARTICLE 13 FAMILY & MEDICAL LEAVE**

- A. Family Leave as set forth in 29 U.S.C., Section 2601 et seq., N.J.S.A. 34:11B-1 et seq. and N.J.A.C. 4A:6-1.21 or any amendments thereto shall be available to all employees covered under this Agreement pursuant to the terms of that Act and/or regulations.

An employee seeking a leave of absence shall file a request for such by submitting a County "Leave Request Form" to his/ her department head or the department head's designee. The "Certification of Healthcare Provider" form shall be filed directly with the Department of Human Resources.

Employees must use all earned sick time during an approved FMLA/NJFLA absence. Should an employee's earned sick time not be sufficient to reach the commencement of State Disability, the employee shall be permitted to use up to five (5) additional days of credited sick time. The County shall continue its current practice of allowing employees to elect to use earned vacation or personal time as substitute for any unpaid period of leave.

- B. An employee may use all categories of accrued leave time (for example, sick, vacation, personal) for pregnancy-disability purposes but shall not be required to exhaust all categories of accrued leave before taking a leave without pay. However, the employee must exhaust all

accrued sick leave to be eligible for New Jersey Temporary Disability Plan.

- C. The amount of sick leave, vacation and personal leave credit shall be reduced if an employee is on an approved leave of absence without pay, suspended without pay for a greater length than five (5) total days within any calendar year or if they are absent without pay or approval and/or terminated.

#### **ARTICLE 14 SPECIAL LEAVE OF ABSENCE**

- A. A permanent full-time employee holding a position in the classified service who is temporarily either mentally or physically incapacitated to perform his duties or who desires to engage in a course of study that will increase his usefulness on his return to the service, or who for any reason considered good by the appointing authority and the Board desires to secure leave from his regular duties may, with the approval of the appointing authority and the Board be granted special leave of absence without pay for a period not exceeding six (6) months. Any employee requesting special leave without pay shall submit his request in writing stating the reason why in his opinion the request should be granted, the date when he desires the leave to begin, and the probable date of his return to duty.
- B. The amount of sick leave, vacation and personal leave credit shall be reduced if an employee is on an approved leave of absence without pay, suspended without pay for a greater length than five (5) total days within any calendar year or if they are absent without pay or approval and/or terminated.
- C. Deductions for overdrawn personal, sick or vacation leave shall occur upon an employee's return to work from a leave of absence in accordance with existing County policy.

#### **ARTICLE 15 MILITARY LEAVE**

The existing statutes with regard to leave for military service in their present state or as they may be amended will be observed by the parties hereto. The benefits under these applicable statutes shall be provided for any eligible employee in this bargaining unit.

#### **ARTICLE 16 BENEFITS**

- A. Health Benefits: Family Hospital, Surgical and Major Medical or other medical benefits shall be available for all full-time employees on the first of the month following sixty (60) days of service pursuant to the following provisions.

1. **Health Insurance Plan Offerings**. Eligible employees shall be given the option of coverage for themselves and their dependents through one of the four contributory, comprehensive County-funded medical, optical and prescription plans which are described below. The specific copays, deductibles, coinsurances, limits, and other terms of each plan shall not be altered except through agreement of the parties. The four plans to be offered are as follows:

- a. Plan 1: The County shall continue to offer the health insurance plan which is known as Plan 1 ("Current Plan"). The specific copays, deductibles, coinsurances, limits, and other terms of the Current Plan shall not be altered except through agreement of the parties. Under the Current Plan, doctor's visits to a specialist or to a primary care doctor, or to any other doctor or such provider in the network shall have a copay charge of \$20. Additionally, visits to the emergency room will have the following co-pay: \$50.00. The annual deductible for using out-of-network providers shall be \$400 for single coverage and \$600 for family coverage with a 20% co-insurance contribution.
- b. Plan 2, which shall be known as the "Modified Version" or "PPO2" shall be modeled after the Current Plan (Plan 1) but shall have the following co-payments and co-insurance requirements: for primary care physician visits, \$20; for specialist visits, \$35; for Emergency Room (ER) visits, \$100 (which shall not be waived upon admission); for use of Out-of-Network (OON) facilities and service providers, a fifty percent (50%) co-insurance contribution; additionally, pursuant to the federal Affordable Care Act (ACA), wellness exams and preventative care as determined by the United States Secretary of Health shall be furnished at no charge to the employee and his/her eligible dependents within the PPO network.
- c. Plan 3, which shall be known as the "High Deductible Health Plan" ("HDHP"), shall be modeled after the Current Plan but shall have a \$1,500 single/ \$3,000 multi-party deductible which shall be paid by the employee before the plan begins to cover eligible expenses, along with the following co-payments and co-insurance: for primary care physician visits, \$20; for specialist visits, \$35; for Emergency Room (ER) visits, \$100 (which shall not be waived upon admission); for use of Out-of-Network (OON) facilities and service providers, a twenty percent (20%) co-insurance contribution; additionally, pursuant to the federal Affordable Care Act (ACA), wellness exams and preventative care as determined by the United States Secretary of Health shall be furnished at no charge to the employee and his/her eligible dependents within the PPO network.

Further, the County will contribute the following sums toward a Health Savings Account (HSA) to partially offset the cost of the deductible: on or after January 15 --\$250 single/ \$500 multi-party; May 15 -- \$250 single/ \$500 multi-party; and if the employee and his/her eligible dependents participate in wellness screenings and

preventative care in accordance with guidelines established by the U.S. Secretary of Health and/or the third party administrator, on September 15, an additional \$250 single/ \$500 multi-party. In order to participate in the HDHP/HSA, an employee must not be enrolled in (or a dependent on) any other healthcare plan.

- d. Plan 4, which shall be known as the "Premiere Choice Plan," shall be modeled after the Current Plan but shall offer a three (3) tiered network for hospital facilities along with the following co-payments and co-insurance requirements: for primary care physician visits, \$20; for specialist visits, \$35; for Emergency Room (ER) visits, \$100 (which shall not be waived upon admission).

Within Tier 1, there shall be no deductible or coinsurance. Within Tier 2, there shall be a deductible of \$500 single/ \$1,250 multiparty plus a fifty percent (50%) co-insurance for use of Tier 2 providers. Within Tier 3, which shall apply to out-of-network facilities and providers, there shall be a \$2,000 single/ \$4,500 multiparty deductible (which shall be inclusive of any Tier 2 deductible), plus a fifty percent (50%) coinsurance. Notwithstanding the tiers outlined above, employees and/or their eligible dependents can visit any hospital without penalty for bona-fide Emergency Room treatment; additionally, pursuant to the federal Affordable Care Act (ACA), wellness exams and preventative care as determined by the United States Secretary of Health shall be furnished at no charge to the employee and his/her eligible dependents within the PPO network.

- e. All four plans offered shall have the same network unless a change in network occurs due to a change of third-party administrators after a public bidding process. Each of the four plans shall be offered to eligible employees through the duration of the contract term and shall continue to be offered without alteration, unless agreed otherwise, during the time that a successor contract is being negotiated between the parties. Employees shall select a health care plan during the Winter Open Enrollment period and must participate in the chosen plan for the entire calendar (plan) year. The County will continue to use its best efforts to offer a broad, nationwide provider network for Plans 1, 2 and 3, and Tiers 1 and 2 of Plan 4, unless the parties negotiate newer plans with limited or exclusive provider networks.
- f. The County shall make copies of Summary Plan Descriptions ("SPDs") for each of the four plans available to all employees through the BurlCo Portal (County Intranet), and to the union during open enrollment periods, and shall forward any changes in the SPDs to the union at the time such are made. The SPDs with regard to specific copays, deductibles, coinsurances, limits, and other terms of each plan shall not be altered except through agreement of the parties.



g. A copy of the Current Plan shall be provided to each employee. In the case of a husband and wife working for the County, the employee with the earliest hire date shall be listed for coverage and the other spouse will not have separate coverage. If, for any reason, the subscriber has his/her coverage terminated, the spouse shall be added immediately. The children dependents of the employee shall be covered until an age specified by law. Employees must submit a copy of their Federal 1040 tax form and information from the school that demonstrates that the child is still a dependent and still in school. Pursuant to the Affordable Care Act, children dependents who are not eligible for health benefits through an employer may remain covered until the end of the month in which they reach the age of 26. Employees shall certify that no employer or other coverage is available to the adult dependent.

2. **Prescription Program.** All prescription medications must be processed through a pharmaceutical clinical case management program through the third-party administrator (TPA) or pharmaceutical benefits manager (PBM). As a pre-condition to using the prescription benefits plan, all employees must sign a HIPAA compliant release enabling the health benefits third-party administrator to share protected health information (PHI) with the prescription benefits TPA or PBM. Prescriptions shall have the following retail copays:

<u>Prescription</u>	<u>Brand</u>	<u>Brand</u>
<u>Generic</u>	<u>Preferred</u>	<u>Non-Pref.</u>
\$0.00	\$30.00	\$45.00

a. After the first 90 days a prescription has been filled, all maintenance medications (with the exception of insulin for diabetics) must be filled via Mail Order (examples of maintenance medications include high blood pressure, cholesterol, kidney and heart medications, etc.). Mail Order medications for a 90-day supply shall cost one-and-a-half times (1.5x) the applicable retail co-pay indicated above.

b. The County and Union agree to incorporate the Side Letter of Agreement on Prescription Drug Management, Quantity Limits/Duration in Article 16.

3. During the term of this Agreement, there shall be no change in the Health Benefits set forth in paragraph A paid for by the Employer on behalf of the employees as shown above. However, this shall not prevent the Employer from substituting new and equivalent or more beneficial plans for the ones set forth herein. However, whenever the Employer determines that it may be in its interest to change the health care provider or administrator, the County shall give the union at least 30 days advance notice, along with a copy of the proposed contract. In the event that a change in the health care provider or administrator results in a change in panel providers (network), all employees will be given advance

notice of the change and will be notified of where they can obtain a copy of the list of new health care providers.

4. The County will extend to a maximum of ninety (90) days within a rolling 12-month period the health insurance coverage of eligible employees and their covered dependents upon exhaustion of such employee's accumulated sick leave and who are granted approved sick leave without pay, with the County paying the cost in accordance with Paragraph A above.
5. In those instances where the leave of absence (or an extension of such leave) without pay is for a period of more than ninety (90) days, the employee's coverage shall be terminated effective the first of the month following the ninetieth day. Said employee shall then be eligible for coverage under the COBRA regulations. Upon returning to work, coverage will be reinstated effective ten (10) business days following the date of return, provided complete enrollment forms are returned to the Benefits Office within the required timeframe.
6. The County shall furnish an annual stipend for opting out of the County's health benefits plan (medical and Rx – so long as employee furnishes proof of other coverage) in the amount of \$750 payable in November of each year of the contract. An employee who experiences a catastrophic life event wherein other, available coverage is lost shall be automatically reenrolled in the County's plan.
7. When an employee is in W status for 10 consecutive days in a month, his/her benefits will expire at the end of that month. Benefits shall be restored when the employee has resumed work for 10 consecutive work days provided that complete enrollment forms are returned to the Benefits Office within the required time frame.

**B. Dental:**

1. The Employer shall pay for and provide an 80/20 family dental plan for preventive, diagnostic and basic benefits.
2. Employees shall contribute the following amounts each pay period (to be deducted from bi-weekly paychecks twice per month):

\$8.00 (single)

\$10.00 (two or more persons)

To off-set the cost of the dental contributions, employees may sign up under IRS Sec. 125 to have the dental contributions funded with pre-tax dollars.

3. Employees who provide proof of dental coverage elsewhere (for self and any dependents) may elect a non-stipend opt-out for dental coverage. Similarly, for couples employed by the County, one spouse may opt-out of dental coverage so long as s/he becomes a dependent on the remaining spouse's policy (earlier date of hire remains subscriber). Should an employee not need coverage, s/he must submit medical verification from the appropriate health care provider that the employee has no use for the dental benefits. Coverage will terminate for the employee on the end of the month that s/h supplies proof (payroll deductions will cease the following month). If an employee with one dependent supplies proof that such person does not need coverage, the County will change coverage to single as suitable.
4. The family program of dental care shall include orthodontics for children only and prosthodontics. Employee's eligibility shall be determined in accordance with Paragraph A. (Health Benefits).
  - a. The maximum payable by the carrier for services other than orthodontic benefits shall be two thousand dollars (\$2,000) per eligible patient in any calendar year.
  - b. Orthodontic benefits for new cases are subject to a two thousand dollar (\$2,000) maximum per lifetime, which is separate from the maximum mentioned above.
5. The children dependents of the employee shall be covered until the end of the month in which they reach the age of 19, or if the dependent (as evidenced by being claimed on the employee's Federal income tax), is in school as a full-time student, until the end of the month in which they reach the age 23.

C. **Vision Care Program**: Employees shall be offered participation in the Vision Care plan.

D. **Life Insurance**

1. At the beginning of each enrollment period, permanent employees shall have the option to enroll in a contributory life insurance plan under which the Employer shall provide a five thousand-dollar (\$5,000) life policy, premiums for the first one thousand dollars (\$1,000) of which shall be paid by the Employer. Premiums for the remaining four thousand dollars (\$4,000) coverage shall be paid by the employee through the payroll deduction plan.

E. **Disability Plan**

1. All employees in the bargaining unit will be covered by the New Jersey State Temporary Disability Plan. A copy of the plan is to be provided to each employee. It is understood that this Plan or a plan with equivalent benefits requires the employee to make a contribution

of at least fifty percent (50%) of the cost.

**F. IRS plans**

1. The County will continue to provide the opportunity for employees to set aside a portion of their pre-tax salary into an IRS Section 125 account to be utilized for unreimbursed medical and dependent care expenses.

**G. Employee Assistance Program (EAP)**

1. The County shall guarantee a traditional EAP (at no cost or co-pay) for employees. All information discussed or generated by the EAP shall be confidential, unless the employee is sent by the County for a mandatory work assignment, and then any medical information will remain confidential as per law.

**ARTICLE 17 RETIREMENT**

- A. Each employee who has been granted sick leave shall be entitled upon retirement to receive a lump sum payment as supplemental compensation for each full day of earned and unused accumulated sick leave which is credited to him on the effective date of his retirement.

1. The amount of the supplemental compensation payment shall be computed at the rate of one half ( $\frac{1}{2}$ ) of 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 his employment prior to the effective date of his retirement. Lump sum supplemental compensation payment shall be made in compliance with N.J.S.A. 11A:6-19.
2. Employees should provide at least six (6) months advance notice of anticipated retirement to his/her Department Head to ensure timely payment of leave time benefits. Payment of terminal sick leave shall be issued the same time as payment for unused vacation days, compensatory time, and other eligible leave time. In emergent or unusual circumstances, such notice may be waived.

- B. Consistent with ch.78, P.L. 2011, all employees who have retired or who shall retire with twenty-five (25) years or more of credited service to Burlington County shall be covered by a comprehensive, County self-funded, medical plan subject to the provisions of Article 16, Benefits paragraph A (1). Prior to being eligible for the benefits as listed in paragraphs B and C, all retirees who are sixty-five (65) years or older must be carriers of Medicare A & B. For employees hired on or after January 1, 2007, twenty-five (25) years of service, for the

purposes of health benefits in retirement, shall include a minimum of twenty years of full-time service, with the last five years of service being full-time. Any leaves of absence without pay that, collectively, are in excess of twelve months shall not count toward the twenty-five years needed for health benefits to be paid for by the County in retirement, provided, however, that any FMLA leave, any military leave and or any workers' compensation leave shall count toward the twenty-five years.

- C. The County shall continue its current practice of payment of full coverage for the first ninety (90) days following the date of retirement regardless of the number of years of service. If an employee has taken a leave of absence in the twelve months preceding retirement, the employee shall have coverage for the difference between the amount of leave previously taken and the 90 days heretofore described.

### **ARTICLE 18 WORKERS' COMPENSATION, SAFETY & HEALTH**

- A. When an employee is injured on duty, he shall notify his Department Head immediately so that a Departmental report may be prepared. The employee and his immediate supervisor are also required to prepare an accident report. The employee will be placed on a leave of absence without pay unless he desires to use his accumulated time during this period of disability. If it is determined by the Employer that the injury is work related, the employee shall then be entitled to Workers' Compensation.
  - 1. If he is on leave of absence without pay, he shall be entitled to his Workers' Compensation check without loss of any accumulated time.
  - 2. If the employee has opted to use his accumulated time, he shall receive his normal pay with appropriate charges against accumulated time up to the point a final determination is made concerning whether the employee is found to be entitled. The employee's personnel records shall then be modified, if necessary, to reflect the employee's entitlement to Workers' Compensation benefits with the balance of his salary, if any, to be paid by County payroll check.
  - 3. If accumulated time is completely used up before Workers' Compensation benefits terminate, the employee shall thereafter receive only his Workers' Compensation benefits.
  - 4. Credit for sick and vacation leave shall continue to accrue to an employee's benefit during a leave of absence without pay for an injury for which the employee is entitled to Workers' Compensation benefits. However, credit for said leave shall be actually added to an employee's account only upon his return to work.

5. The County agrees to permit employees county time to attend doctor's appointments and physical therapy, however, such appointments shall have been approved by the department head and shall be at the beginning or end of a work day or whenever practicable. The failure to permit these employees time off shall not be subject to the grievance procedure.
- 
- B. The County shall at all times maintain safe and healthful working conditions, and shall provide employees with OSHA equipment once every two (2) years, as necessary, and with any additional wearing apparel, tools or devices reasonably necessary in order to insure their safety and health.
  - C. The County and the Union shall each designate a safety committee member from each complex to include: Westampton Complex, Hainesport Complex, Institutions at Pemberton, Resource Recovery Complex and Non-judicial employees in the main County Complex. It shall be their joint responsibility to investigate and correct unsafe and unhealthful conditions. They shall meet periodically, as necessary, to review conditions in general and to make recommendations to either or both parties when appropriate. The safety committee member representing the Union shall be permitted a reasonable opportunity to visit work locations throughout the County's facilities where employees covered by this Agreement perform their duties for the purpose of investigating safety and health conditions during working hours with no loss in pay for periods not to exceed one (1) hour per day, unless additional time is authorized by the Employer.
  - D. Pregnant VDT/CRT/LCD operators who are requested to operate a VDT/CRT/LCD for five (5) hours or more per day shall be given the opportunity upon request to transfer to non-VDT/CRT/LCD work during the term of their pregnancy without loss of contractual benefits. Such transfer shall be contingent upon other non-VDT/CRT/LCD work being available and at the recommendation of the employee's physician.
  - E. Ergonomics: The County and union shall periodically meet to discuss practices for the arranging of work stations (desks, chairs, etc.) of employees who spend a majority of their work-time with a video display terminal.

## **ARTICLE 19 EQUAL TREATMENT**

- A. The County agrees that there will be no discrimination or favoritism practiced upon or shown employees for any reasons of sex, age, nationality, race, religion, marital status, political status, political affiliation, sexual orientation, gender expression (as defined under NJ State law), national origin, color, handicap, Union membership, Union activities, or the exercise of any concerted rights or activities or any other legally protected class. For the purposes of this Agreement, he shall be a generic term referring to any employee regardless of their sex. Said usage is not intended to be discriminatory or sexually based.

- B. The Union and the County shall continue to discourage bias, prejudice and bigotry, and foster understanding of others in the workforce regardless of race, creed, color, national origin, sexual preference, gender and its expression, age, or physical condition.

## **ARTICLE 20 PERSONNEL FILE**

- A. All employees shall have the right to see all documents in their personnel file.
- B. An employee shall be permitted to have a copy of any documents in his/her file.
- C. Employees shall be given copies of all disciplinary matters, evaluation or work performance documents placed in their file at the time the document is so placed. Prior to placement of a document the employee shall first be given the opportunity to initial same. Such initialing shall not indicate anything other than the employee's review of the document. The employee shall be given the opportunity to indicate they have read and accepted the contents of the document. Upon written release from an employee, a Union Representative may see and copy documents in the employee's file.
- D. Employees shall have the right to respond in writing to anything placed in their file.
- E. Employees may request of the Department Head that records of counseling sessions contained in any personnel file be removed after twelve (12) months provided there has been no recurrence of the same or similar nature. A Department Head's refusal to remove said documents shall not be subject to the formal grievance procedure.

## **ARTICLE 21 JURY DUTY**

- A. If an employee is called to serve on a jury, the time will not be deducted from his vacation time if his jury check is turned over to the County Treasurer's Office for the number of days absent from his employ. This time must be reported on the daily report forms.
- B. For employees who serve on jury duty on Lincoln's birthday, department heads shall schedule an alternative day off. The Department must schedule said day within 60 days and notify the employee with no less than 48 hours' notice.

## **ARTICLE 22 MANAGEMENT RIGHTS**

- A. The County retains the right in accordance with applicable laws and regulations directly and by way of delegation to designated personnel:
1. To direct all operations of the County.
  2. To direct all employees of the County.
  3. To hire, promote, transfer, assign and retain employees in positions within the County, and to suspend, demote, discharge, or take other disciplinary action against employees.
  4. To maintain the efficiency of the government operations entrusted to it.
  5. To determine the methods, means, and personnel by which such operations are to be conducted.
  6. To determine the number and kind of job classifications, titles and positions.
  7. To contract work including but not limited to professional and other specialized services.
  8. To take whatever action may be necessary to comply with State and Federal Law and Regulations.
- B. It is the intention of the parties hereto that all matters affecting the wages, hours, and other terms and conditions of employment for the employees covered hereby, which are not specifically governed by this Agreement, remain within the discretion of the County until the expiration of this Agreement.

### **ARTICLE 23 RIGHTS AND PRIVILEGES OF THE UNION**

- A. Designated agents of the Union shall be allowed reasonable time off from their normal employment duties, without loss of pay, to engage in Union activity provided that such activity shall not substantially interfere with or interrupt the normal operations of the County. It is understood that all Union activity, of whatever kind or nature, shall take place only within the parameters of pre- arranged schedules, and at the locations listed therein, mutually agreed to by the Union and the County.

For contract negotiations, the union shall be permitted to bring the following representatives,



without loss of pay or time, to comprehensive bargaining sessions:

- Main Unit                    15 employees
- Supervisory Unit        6 employees
- Prosecutors Office      2 employees
- Supt of Elections        2 employees

- B. The Union shall be granted an aggregate of one hundred (100) paid and one hundred (100) unpaid days, per annum, to attend to Union business. However, in no event shall an employee be granted an aggregate to exceed ten (10) days per annum whether paid or unpaid except upon approval of the Board of County Commissioners. Use of such days shall be at the sole discretion of the Union provided the Union gives two (2) weeks written notice. If less than two (2) weeks written notice is given, the leave time may be denied. Such denial shall not be arbitrarily or capriciously applied.
- C. The Union will continue to have the right to place items on existing employee bulletin boards. Materials found posted on areas other than bulletin boards shall be removed.
- D. Union stewards shall be the last to be involuntarily transferred from one work location to another or from one shift to another so long as it does not conflict with any State or Federal Rules, Regulations, or Laws; provided however, the Union and County may mutually agree to transfer a Steward pursuant to a disciplinary charge or investigation.
- E. Work location shall be defined as one building, facility or complex.
- F. The Union President, or other authorized representative will have access to the premises under the jurisdiction of the County and its offices during working hours provided such access does not interfere with the orderly operations of the Employer. Said representative will notify the appropriate County official of his/her presence. A representative designated by the Union shall be afforded time during employee orientation to present union information.

The Union shall have the right to meet with newly hired employees, without charge to the pay or leave time of the employees, for a minimum of thirty (30) minutes within thirty (30) days from the date of hire, during new employee orientations, or at individual or group meetings if the employer does not conduct new employee orientations within 30 days of date of hire.

- G. Upon reasonable notice and approval of the appropriate County Official the Union may hold meetings on County premises during the lunch hour.
- H. The Union may distribute literature to members of the Bargaining Unit on County premises, so long as it is not disruptive of County business.

I. The use of the County mail delivery service shall be limited to those offices, which currently occupy or which may occupy in the future a County owned or leased facility.

J. Credit Union

1. Eligibility: All members of CWA shall be eligible to participate in a credit union sponsored and approved by CWA subject to all terms and conditions established by CWA for such participation. Nothing herein shall be deemed to require any employee to become a participant in said credit union.

a. Amount of Deduction: CWA will notify the Employer in writing as to the authorized credit union and procedure for deduction. Such deduction shall be made after written approval has been received from the employee.

b. Deduction and Transmission of Fee: Deductions shall be made by the County within a reasonable time and in accordance with the procedures as set forth and authorized by the Credit Union, CWA and the employee.

c. County Held Harmless: CWA hereby agrees that it will indemnify and hold Burlington County, the Burlington Board of County Commissioners and Library Commission harmless from any claims, actions or proceedings brought by an employee in the negotiating unit which arises from deductions made by the County in accordance with this provision. The County shall not be liable to CWA or any employee for any retroactive or past due credit union deduction for an employee who was identified by the Employer as excluded or confidential or in good faith was mistakenly or inadvertently omitted from credit union deductions.

d. Legal Requirements: Provisions in this clause are further conditioned upon all other requirements of federal and state laws and regulations.

K. Advance notice of any decision to contract out work that bargaining unit members perform when that contracting would result in the layoff of any bargaining unit member will be given ninety (90) as follows: At the same time that the County sends to the NJ Civil Service Commission (NJDOP) the package that NJDOP requires be sent to it prior to a layoff, a copy will be given to the Union. Upon request, the County will meet with the Union to discuss ways to avoid the layoff by maximizing current employees' productivity or work quality.

L. The County shall transmit via email to the Union a monthly report of all negotiations unit employees and noting separations (resignations, retirements, terminations). This report will include name, home address, title, department, worksite location, work telephone numbers,

and any home or cellular telephone numbers on file with the Employer, date of hire, work email address and any personal email address the Employer may have on file.

#### **ARTICLE 24 UNION DUES**

- A. The County agrees to deduct twice monthly from the base pay of each employee, who furnishes a written authorization for such deduction in a form acceptable to the County, the amount of monthly Union Dues. Dues shall be per month or such amount as may be certified by the CWA to the County at least thirty (30) days prior to the month in which the deduction of Union Dues is to be made. Deduction of Union Dues made pursuant hereto shall be remitted by the Employer to the following address: CWA Dues, P.O. Box 79176, Baltimore, MD, 21279-0176. , by the tenth (10th) calendar day after such deductions are made, together with a list of employees from whose pay such deductions were made. A copy of such list shall also be delivered to the Local CWA 1036 Mount Holly office.
- B. Membership status shall not be altered as a result of an unpaid leave of absence or other unpaid period.
- C. The CWA agrees to indemnify and hold the County harmless against any, and all claims, suits, orders of judgments brought or issued against the County with regard to the dues check- off, except for any claims that result from negligent or improper acts of Employer or its agent or servants.
- D. Dues deduction may only be stopped if the employee so requests. Any such request must be in writing and submitted to the County.. Dues shall be halted beginning with July 1<sup>st</sup> immediately following the request to halt dues. .
- E. The County will immediately supply the Union a copy of any request to halt dues.
- F. If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish to the County written notice prior to the effective date of such change and shall furnish the County a certified copy of the Resolution, indicating dues changes and the effective date of such changes.

#### **ARTICLE 25 NO STRIKES**

- A. For the duration of this Agreement, the Union, its officers, agents, representatives, and members shall not in any way directly or indirectly authorize, cause, assist, encourage, participate in, ratify or condone any strike, sit-in, slowdown, cessation or stoppage of work,

boycott, or other interference with or interruption of work at any of the operations of the County. Inciting or inducing any such activity shall constitute cause for suspension or discharge under this Agreement.

## **ARTICLE 26 GRIEVANCE PROCEDURE**

A. "Grievance" is defined as:

1. A claimed breach, misinterpretation or improper application of the terms of this Agreement, or
2. A claimed violation, misinterpretation or misapplication of rules or regulations, existing policy, agreements, administrative decisions, or laws applicable to the Department, to include minor disciplinary actions.

B. "Working Day" is defined as: Monday through Friday, excluding Holidays.

1. Any grievance or dispute, which arises between an employee and Employer, shall be processed and settled in strict accordance with the time limits set out herein. It is understood that all of the time limits, unless otherwise expressed, refer to working days and not calendar days.

C. **Procedures**<sup>1</sup>

1. Within ten (10) days of the date of the grievance or the date in which the grievant should reasonably have known of its occurrence an employee with a potential grievance must orally present and discuss his/her complaint with their immediate supervisor on an informal basis prior to filing a formal Step 1 grievance, whenever time permits. A Union Steward may be present at such discussions.

2. **INFORMAL STEP:**

- a. Whenever practical, an employee who believes that he or she might have a grievance, shall meet with his/her supervisor or other appropriate management representative in an attempt to informally resolve the grievance.

---

<sup>1</sup> Variations to the grievance procedure: The grievance procedure to be followed by employees of the Library Commission shall be the same as that contained in the contract except that in Steps 1 and 2, "Library Director" shall replace "Department Head" and "Library Commission Representative" shall replace "County Administrator/Board Clerk or designee."

3. STEP 1:

- a. A grievance must be filed initially within fifteen (15) working days from the date or any date on which the act, which is the subject of the grievance, occurred, or fifteen (15) working days from the date on which the grievant should reasonably have known of its occurrence. The grievant shall prepare his/her grievance in writing on forms approved by each party and submit same to the Department Head or designee (who shall not be a member of the bargaining unit) who shall schedule, hear and determine the grievance within ten (10) working days after receiving it. The decision of the Department Head or designee shall be made in writing, and in triplicate and copies thereof, together with copies of the grievance, shall be served upon the grievant, the Union representatives and the Director of Human Resources or Clerk/Administrator of the Board of County Commissioners within said ten (10) working day period.

4. STEP 2:

- a. Upon receipt of an adverse determination by the Department Head or designee, the grievant or Union representative shall have a period of days ten (10) days to appeal such determination to the Director of Human Resources, Clerk/Administrator of the Board or designee who shall schedule, hear and determine the grievance within fifteen (15) working after receiving it. The Director of Human Resources, Clerk/Administrator or designee shall hear the grievance de novo and issue a decision in writing and in triplicate and copies thereof, together with copies of the grievance and previous decision, shall be served upon the grievant, the Union representative and the Director of Human Resources or Clerk/Administrator within said fifteen (15) working day period.

5. STEP 3:

- a. Upon receipt of an adverse determination of the Director of Human Resources, Clerk/Administrator or designee, the Union shall have thirty (30) working days to appeal such determination to arbitration pursuant to the rules of the Public Employee Relations Commission.

D. General Rules:

1. A failure to schedule, hear and determine the grievance at any step by the person designated to do so shall cause the matter to proceed immediately to the next step. Said grievance shall be deemed pending in the next step without the necessity of a formal written appeal.
2. Under no circumstances shall the County have the right to appeal a grievance adjudicated

favorably to the employee, except when a determination is issued by PERC or NJ Civil Service Commission.

3. At all steps in the grievance procedure, the grievant shall have the right to be represented by the Union and only the Union.
4. If the grievant alleges acts by or against the person designated to schedule, hear and decide grievances, the grievance shall be filed with, heard by and determined at the next highest step in the grievance procedure.
5. A group or class grievance may be filed by a member of the affected group or class, or by a representative of the Union, however, any such grievance shall clearly delineate the group or class involved, and shall, where practicable, list the names and the titles of the individual employees involved.
6. Extensions of time limits may be obtained only by the written consent of the grievant or representative and person designated to hear and determine the grievance.
7. If a grievant accepts a resolution that is not in conflict with this Agreement it shall be final and binding upon the parties.
8. A grievance settlement at Steps 1-2 shall not be precedent setting, however, they may be introduced as evidence in arbitration.
9. Unjustifiable failure to appear at a Step 1 hearing constitutes a waiver of an employee's right to take the grievance to the next step of the grievance procedure.
10. Such grievance shall include date of the alleged grievable occurrence, nature of the grievance, pertinent contractual articles allegedly violated and the remedy sought. Failure to submit the required information is grounds for a denial of the grievance.
11. After a grievance has been filed, a Department Head or Designee may only contact the shop steward or staff representative for clarification of the grievance and not the grievant. A Designee shall not be a member of the bargaining unit.
12. The County agrees to provide the union with copies of the Contract Referee's written decisions, and to both the union and employee if an employee declines representation only in the event the Contract Referee is unable to do so.

13. The County Department Head or Human Resources Office will send the union copies of all grievances not filed by staff representatives of the Local.

## ARTICLE 27 DISCIPLINE

### A. General Rules:

1. Discipline and discharge shall only be for just cause.
2. Discipline shall be progressive in nature and corrective in intent.
3. The degree of discipline administered by the Employer in a particular case must be reasonably related to (a) the seriousness of the employee's proven offense and (b) the record of the employee and his/her service with the County. However, counseling shall not be grievable.
4. Grievances of minor disciplinary actions (five (5) day suspensions or less) shall be filed directly at Step 2 of the Grievance Procedure.
5. No discipline, which results in loss of pay, shall be imposed prior to the employee having a hearing unless there is an imminent threat to health and safety.
6. Should an employee receive a suspension as a matter of disciplinary action, such days of suspension shall not coincide with a holiday except where a suspension is for six (6) days or more.
7. Employees shall be permitted to forfeit paid vacation time in lieu of serving major suspensions and for time and attendance violations; but for all other offenses, subject to mutual agreement of the parties.
8. The County agrees to provide employees and the Union with at least five working days' notice of a hearing. Charges for a minor disciplinary hearing must be submitted within six months. Charges for a major disciplinary hearing must be submitted within one year. The one-year limitation shall commence when the department head either knew or reasonably should have known of the violation.
9. An employee whose test results produce a positive reading for illegal drug use shall be subject to progressive discipline ranging from a suspension to termination taking into account the seriousness of the offense and prior disciplinary history. Any employee

receiving a suspension shall also be required to attend inpatient or outpatient treatment as decided by a licensed healthcare professional.

**B. Representation:**

1. If a department's shop steward is not available, the County shall permit a union steward from another department located on the same campus as the employee works to represent the employee in disciplinary hearings and/or interviews so long as the borrowed steward's absence would not unduly disrupt the operations of his/her own department. Campuses for the purposes of this provision are Mt. Holly, Westampton, Mt. Laurel and Pemberton.

**C. Disciplinary Hearings:**

1. All initial disciplinary hearings shall be scheduled while employees are working. However, if an initial hearing (e.g., first level of discipline) cannot be scheduled during an employee's scheduled work hours, the employee shall be compensated for time spent at the hearing at the employee's regular rate (straight time).

**D. Attendance and Lateness:**

1. Absence Without Leave: Any unauthorized absence of an employee from duty shall be an absence without leave ("W" day) and is cause for disciplinary action. For the purposes of discipline, two consecutive W days in a rolling 12 month period shall constitute one offense.
2. Employees shall report to work on time or call their department head prior to the start of their shift to report being late. Sick time may not be substituted for lateness.

3. Lateness/ Docking policy:

1 – 7 minutes late:	No docking
8-15 minutes:	15 minutes of pay
16-30 minutes:	30 minutes of pay
31-45 minutes:	45 minutes of pay
46-60 minutes:	60 minutes of pay

**E. Provisional Employees:**

1. Provisional employees with more than four (4) months of service must be issued an approved notice of major disciplinary action.



2. At the time the Department Head issues an approved notice of major disciplinary action including termination, to a provisional employee with more than four (4) months of service, the Department Head shall provide the employee a review of the action, if the employee desires such a review, and said review is requested by the Union, within five (5) days of issuance of the discipline.
3. Such review will be conducted by the Department Head within five (5) working days of the request. The employee may choose to be represented by the Union, present witnesses or other relevant evidence related to his or her discipline.
4. The Union shall retain the right to proceed directly to arbitration for any major discipline or termination of a provisional employee.
5. Unless there is an imminent threat to health or safety, such notice of all major discipline including termination shall become effective five (5) days from issuance to the provisional employee.

## **ARTICLE 28 WORK CLOTHING**

### **A. Uniform Allowance:**

1. Effective upon the signing of this contract, and as indicated in department specific articles within this agreement, in each year of this contract eligible employees covered by this Agreement who are required by the County to wear special clothing and/or uniforms shall receive an annual clothing maintenance allowance. The clothing allowance will be combined with the boot allowance for a total of \$375 which shall be afforded to medium blue collar titles in the Health Department and in the Information Technology Department. This combined allowance may be used for annual purchase of any combination of eligible apparel or boots up to the maximum allowance. Eligible employees shall be defined as those titles presently listed in Appendix E. The method for providing this allowance shall be as outlined below.
2. The County and Union agree to cooperate on establishing a different system for ordering work clothing, including online purchasing or purchase by purchase order. A new system will not diminish the amount of benefit to the employees covered by this collective bargaining agreement.

### **B. Property Damage:** for employees assigned to the Environmental Section of the Health

Department reimbursement shall be made for articles damaged or destroyed as a result of the performance of their unique job responsibilities. Such reimbursement not to exceed one hundred dollars (\$100) per calendar year. For employees of the Buildings and Grounds department only who are assigned to work in the correctional facilities, reimbursement shall be made for articles damaged or destroyed by inmate or detainee contact. Such reimbursement shall not exceed \$100 per altercation. Additional titles covered by the provisions of this article shall include Park Rangers in Resource Conservation.. Employees shall submit verification of damaged property within a reasonable period of time to the Department Head for approval within the procedures as set forth by the County. Any incidents necessitating clothing replacement as described above shall be documented by the responsible department where the incident occurred.

**C. General Principles:**

1. This article on uniforms shall apply to all employees represented by CWA for whom the County supplies uniforms, garments or work clothing (hereafter collectively "clothing"). Subject to the areas that are negotiable between the County and the union, the County reserves its right to determine the quantities, qualities, styles, colors, uses, features, etc., of any and all clothing supplied by the County to the workforce. However, in the event the County decides to materially change the type of required clothing, the County shall meet with the union 30 days prior to the effective date of change to address the potential impact of such change.
2. For employees whose clothing is furnished by way of non-sustaining revenues (such as grant or trust fund programs), such clothing will only be provided to the extent such non-sustaining revenue funds are available or as permitted under the terms of the grant or trust. However, if such funds are unavailable, the County agrees to reopen negotiations with the union.

**D. Work Attire and Returns:**

1. For all employees required to wear clothing by the County, such employees must wear the clothing during all working hours unless excused by the department head or his/her designee, or on account of a valid medical excuse of limited duration. Aside from coming and going to work, clothing furnished by the County should not be worn other than during normal working hours (or approved overtime). [For a medical excuse to be valid, an employee must submit a signed report from a physician explaining the medical condition underlying the request and the anticipated duration of the medical condition. Requests may be granted if the essential functions of the employee's position can be accomplished without the uniform and/or mandatory PPE/ safety equipment is not needed for the period of the request.]
2. Any garments that bear a County logo or that have a County emblem or other County

identification affixed must be returned to the County at the time new clothing is furnished to the employee (or the current clothing is worn out). In the case of an employee whose employment is terminated for any reason, all such clothing must be returned to the County prior to receiving the last paycheck. For persons employed in the "Security" category below, all issued clothing must be returned upon cessation of employment. The employee's last paycheck shall be withheld for a period of up to 30 days until the clothing is returned. Thereafter, the matter will be referred to the Legal Department.

**E. Provision of Clothing:**

1. Each year, the County's Purchasing Division shall make arrangements for the purchase of acceptable clothing for departments heads who, shall in turn, designate clothing articles for eligible employees to select by way of an Order Form. Employees eligible to receive a clothing allowance shall select articles of clothing up to the amount of their approved clothing allowance, subject to final approval by the department head. Employees may choose to set aside a portion of their approved clothing allowance for reimbursement of dry-cleaning expenses. Receipts for such expenses shall be submitted to the department head or designee on May 15<sup>th</sup> and November 15<sup>th</sup> of each year of the agreement.
2. For employees eligible to receive a clothing maintenance allowance, said allowance shall be utilized to purchase articles of clothing on or around May 1<sup>st</sup> (for Fall/Winter clothing) and November 1<sup>st</sup> (for Spring/Summer clothing) of each year of this agreement and shall be pro-rated based upon the amount of time the employee worked the preceding year. Paid sick, vacation and personal time shall be considered time worked as well as all unpaid time totaling 12 days or less in a calendar year. All periods of service interrupted for more than 12 total days due to W days, unpaid leaves of absence and suspensions, shall not be counted as time worked.

**F. Categories of Clothing:**

For the purposes of this Article, there shall be three categories of employees for whom clothing shall be furnished. The categories are Security, Medium Blue Collar, and Light Blue or White Collar. A fourth category for Heavy Blue Collar shall be limited to employees assigned to specific jobs whereby rental clothing is more feasible than take-home clothing. Employees holding supervisory titles may be required to wear, in management's discretion, clothing that identifies their status as supervisors.

For new titles created during the course of the contract for which the County desires to supply uniforms, the County and the union shall meet to discuss the appropriate category to which to assign the titles.

Personal Protective Equipment as required by OSHA or PEOSH shall continue to be supplied

in accordance with County policy as recommended by County Risk Management and approved by the County Administrator or the Director of Human Resources.

1. Security:

Employees whose primary duties are to enforce County rules and regulations and who are required to complete, traditional style uniforms that connote a position of authority shall be supplied with clothing as outlined in Appendix E.

Employees shall be supplied with an initial issue of clothing at the time they are hired as specified by department policy or as outlined elsewhere in the union contract. In subsequent years, employees shall be furnished with a uniform allowance as negotiated between the parties and to be used in accordance with the guidelines above.

Note: This article shall supplement, but not alter existing departmental uniform policies for employees in the affected titles.

2. Medium Blue Collar:

Titles in this category are those where employees' uniforms are likely to get dirtied by exposure to outdoor working conditions, or indoor working conditions where physical labor is required. Title Series assigned to this category are as listed in Appendix E. Titles that may meet all or a portion of the intent of this category may be found in specific departmental articles.

At or around the time of hire, new employees shall be supplied with five (5) shirts (short sleeve for Spring/Summer or long sleeve for Fall/ Winter) as furnished by their department. After the employee has completed the probationary period (or after the first 90 days of employment for provisional employees) an initial issue of clothing shall be furnished to new employees which shall encompass the following garments:

- Five (5) shirts (for the season not furnished at the time of hire)
- Two (2) standard sweatshirts
- Five (5) pairs of work pants or jeans
- One (1) winter coat

[Note: for employees in the Medium Blue Collar category who do not perform outdoor work, a winter coat shall not be supplied.]

Employees who receive an initial issue in any given year will not be eligible for a clothing

allowance until the following calendar year. In subsequent years, employees shall be furnished with a uniform allowance as negotiated between the parties and to be used in accordance with the guidelines above.

3. Light Blue/ White Collar:

Titles in this category are employees who directly interface with members of the public outside of traditional County office environments, or who serve in safety-sensitive positions where uniformity of clothing is necessary for departmental identification. This category may include those performing field work or who represent the County at public functions, conferences, events, fairs, etc.

Upon recommendation by a department head and upon approval of the County Administrator or Director of Human Resources and subject to the availability of funds, employees shall be supplied with clothing to be worn only for the purposes for which the clothing is issued. Examples of such clothing that may be furnished by the County include the following examples:

- Polo shirts or sweaters for events staff at Parks Division or Cultural Affairs and Tourism sponsored events, and Library employees doing outreach;
- Clerical Staff in the Sheriff's Department who serve on the Sheriff's Child Safety Team;
- Work shirts for employees of the IT Department who are assigned to the Communications section;

The County shall provide clothing subject to availability of funds and shall replace such clothing on an as-needed basis.

Other than employees in the public safety telecommunicator title series, employees in the Light Blue/ White Collar category shall not be entitled to an annual uniform allowance.

**ARTICLE 29 WORK CLOTHING – SPECIFIC DEPTS**

A. Clerk of the Board:

Employees in the Security Guard title series who are new hires shall receive an initial issue of 1 winter, 1 fall/spring and 1 rain coat, plus 5 long sleeve shirts, 5 short sleeve shirts, 5 pairs of pants, 1 pair of standard issue shoes and 1 baseball cap. Eligible employees shall receive an annual clothing allowance as outlined in Article 28 (Work Clothing) of this agreement.

B. Engineering:

1. The County shall furnish initial issue as outlined in Article 28 (Work Clothing), for employees in the traffic maintenance worker, laborer, sign maker and land surveyor title series, engineering aides assigned to field work, Drafting Technician, Public Works Inspector, Senior Engineers (who perform field work), Assistant Engineer (who perform field work), Senior Inspector. Thereafter, eligible employees shall receive an annual clothing and boot allowance as outlined in Article 28 (Work Clothing) and Exhibit E of this agreement.
2. The County shall furnish employees in the Engineering Aide (primarily assigned to office work), Traffic Safety Coordinator, Public Works Inspector and Engineer (all variants) title series with one coat every four years.

C. Weights & Measures:

1. The County shall furnish initial issue as outlined in Article 28 (Work Clothing), for employees in the titles of Assistant W&M Superintendent and W&M Apprentice for all new hires. Eligible employees shall receive an annual clothing allowance as outlined in Article 28 (Work Clothing) of this agreement.

### **ARTICLE 30 OFFICE ON AGING**

- A. For the delivery worker title series (to include employees in the storekeeper title series who serve as back up drivers), the County shall furnish an initial issue of garments as outlined in Article 28 (Work Clothing) of this agreement. However, the provision of such clothing and allowance shall be subject to the availability of grant funds. If the County cannot use grant funds, it agrees to reopen negotiations with the union for employees covered by such funds. In subsequent years, eligible employees shall receive the negotiated annual clothing maintenance allowance.
- B. Use of Sick Leave: Employees in the delivery worker title series (to include employees in the storekeeper title series who serve as back up drivers) who are responsible for maintaining a route or field delivery services shall call out at least one (1) hour prior to their scheduled starting time or the provisions of Par. I of Article 11 (Sick Leave) shall apply.

### **ARTICLE 31 BUILDINGS & GROUNDS**

- A. Jail Differential: Employees of the Buildings and Grounds Department who are routinely assigned or are assigned for a minimum of four (4) hours within a day to the correctional facilities will receive an additional \$1.25 per hour for actual time worked, subject to the

conditions below. The adjustment shall be retroactive to and paid for actual time worked.

The additional compensation shall not apply to compensation for sick leave, vacation, holidays or any time other than time actually worked in such facilities. The additional compensation shall only apply to employees who work in those areas of the correctional facilities where there is contact with inmates or detainees. The assignment of employees to duties in the correctional facilities is within management's sole discretion. Such assignment decisions shall not be subject to the grievance procedure.

- B. Provision of tools: Employees in the title series of maintenance repairer (to include groundskeeper/maintenance repairer) shall be furnished with an initial issue of tools: screwdrivers, pliers, wrench, wire cutters, sheetrock knife, voltage meter, tape measure, hammer, set of nut drivers, flashlight and tool pouch.
- C. Work clothing: Eligible employees who are required by the County to wear special clothing and/or uniforms shall receive an annual clothing allowance as outlined in Article 28 (Work Clothing) of this agreement.
- D. Work Schedules: Employees shall receive a one half (1/2) hour lunch.
  - 1. Day crews (including HVAC): 7:00AM to 3:30PM
  - 2. Night Crew: 4:00 PM to 12:00AM midnight
  - 3. Summer Hours for Groundskeepers: working hours shall be adjustable based on extreme weather at discretion of the Superintendent or Department Head with agreement of the parties.
- E. Holidays Night/Weekend Shift: Employees assigned to such shift shall receive off on the seven major holidays (New Year's Day, Good Friday, Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving and Christmas). Time off or payment for holidays worked shall be consistent with Par. C of Article 8 (Holidays).
- F. First Responder stipend: For Buildings and Grounds First Responder employees who are called in for State of Emergency duties (but not ordinary snowfall), such employee shall receive a \$100 stipend per workday for such duties. To receive the stipend, it is understood the employee must work at least five (5) hours outside his/her normally scheduled work hours. The stipend shall be paid within the pay period following the event. **{OPEN}**

## **ARTICLE 32 COUNTY CLERK & SURROGATE**

A. Work Schedules:

- 1.
2. Employees who work beyond 7:00 PM on Monday nights and who have worked their full 35 hour workweek in accordance with Par. A.3. of Article 7 (Overtime) shall receive overtime compensation according to the following schedule:
3. 8 – 22 minutes: ¼ hour of pay 23 – 37 minutes: ½ hour of pay
4. County Corner Store: Monday to Friday, 10:00 AM to 6:00 PM and/or 1:15 PM to 9:15 PM; Saturday, 9:30 AM to 5:30 PM.
5. County Clerk's Mt. Holly office: (in addition to Par. C.1. of Article 6 (Work Schedules)), employees may work from 7:30 AM to 3:30 PM.

B. Holidays/County Corner Store:

1. Employees assigned to the mall location shall receive off on the seven major holidays (New Year's Day, Good Friday, Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving and Christmas).
2. Employees who work on a holiday shall receive holiday pay for the pay period the holiday is worked but no later than the next pay period.
3. For employees in the Clerk's Office, if a holiday falls on a Saturday, the Mall office shall observe the holiday on Saturday instead of the preceding Friday.

- C. The Election Section of the Clerk's Office, and any employees in the Department working elections, will receive the contractual meal allowance provided under Article 7 only when working during general and primary elections.

**ARTICLE 33 HIGHWAY DEPT**

- A. Tool Allowance: Employees in the Mechanics (including variants) and Mechanic's Helper title series shall receive a bi-annual tool allowance of \$200 in even numbered calendar years. Vouchers must be submitted for a minimum of \$50.



- B. Work clothing: Eligible employees who are required by the County to wear special clothing and/or uniforms shall receive an annual clothing allowance as outlined in Article 28 (Work Clothing) of this agreement. Said titles are listed in Appendix E.

The County clothing allowance which includes boots shall be received as soon as practicable after the signing of this agreement and prior to April 1 of each year of the successor years of this agreement. The type of boot shall be at the sole discretion of the County. If an individual presents a doctor's note indicating that he is not medically able to wear said boot, the County at its sole discretion may substitute footwear.

For employees in the mechanic (including variants), mechanic's helper and tire service repairer title series, the County shall furnish 11 pairs of shirts and pants to include winter coat; however, all employees in such titles must use the rental clothing; no other titles shall be eligible for this benefit.

- C. Work Schedule: 7:30 AM to 4:00 PM. Upon notice to employees and in accordance with Article 6, Par. E., the Department may implement a summer work schedule with mutual agreement of the parties at least five (5) days in advance. Summer hours may be instituted on a case-by-case basis with shorter advance notice to the Union, based on weather conditions or other mutually-agreed cause.
- D. First Responder stipend: For Highway Department First Responders who are called in for State of Emergency duties (but not ordinary snowfall), such employee shall receive a \$100 stipend per workday for such duties. To receive the stipend, it is understood the employee must work at least five (5) hours outside his/her normally scheduled work hours. The stipend shall be paid within the pay period following the event.
- E. Employees possessing a CDL and operating specialized equipment shall receive an additional \$1/hour for all time assigned to this equipment. All eligible employees shall be provided equal opportunity to receive training on the specialized equipment. Assignment to these duties shall be rotated among qualified employees. A list of specialized equipment shall include but not be limited to the following: "pot-hole killer," sweeper, vac truck, and other equipment as may be designated by the County.
- F. Highway Department employees will be called for snow duty prior to Traffic or Mosquito employees.
- G. Employees called in for OT or are placed on standby for OT shall receive a minimum of four (4) hours of pay if OT is cancelled.
- H. The Duty Supervisor list shall rotate as follows:

1. Volunteers shall be solicited first;
2. If there are no volunteers, then the Duty Supervisor assignment shall be filled from a rotating list; provided:
  - a. An employee shall only be excused if employee has a pre-approved scheduled vacation;
  - b. An employee on the rotating list can ask a co-worker to substitute.
- I. Seniority lists shall be updated monthly and posted in all garages/reporting locations.
- J. Mosquito Department: An inspector who performs the functions of a spotter/observer on aerial spraying flights will receive one hour of compensatory time (straight time) for each hour of flying time, in addition to his/her regular compensation. The compensatory time may only be used during the off season subject to the approval of the Department Head. The off season is the period of November through February following a spraying season. Any inspector who does not use his/her compensatory time shall lose it, unless prevented from doing so by operational need.

### **ARTICLE 34 INFORMATION TECHNOLOGY**

- A. Overtime: Employees assigned to the Public Safety Application group at the Public Safety Services Center shall be entitled to overtime when they perform work in response to calls after hours when the cumulative total for such time worked is 8 minutes or greater in a workweek. Employees shall maintain accurate time records indicating the date and time they were called, the identity of both the caller and the party with the problem, the nature of the problem and the length of time it took to address the problem, and any other information required by their department head. Employees shall also be entitled to a reasonable amount of administrative time for keeping such records. Overtime shall be paid according to this schedule:

8 to 22 minutes = ¼ hour of pay  
23 to 37 minutes = ½ hour of pay  
38 to 52 minutes = ¾ hour of pay  
53 to 67 minutes = 1 hour of pay, etc.

Employees shall be paid straight time, if they have not met the 40 hour workweek threshold

as outlined in Par. A.3. of Article 7 (Overtime) of the agreement, when they perform work in response to calls after hours when the cumulative total for such time worked is 10 minutes or greater in a workweek.

- B. Clothing Allowance: The County shall furnish employees in the Print Machine Operator, Records Retention, and Communications title series with an initial issue as outlined in Article 28 (Work Clothing) for all new hires, and aprons for all employees on an as-needed basis. Eligible employees shall receive an annual clothing allowance as outlined in Article 28 (Work Clothing) of this agreement.

### ARTICLE 35 MEDICAL EXAMINER

#### A. Work Schedules/ Investigative Staff:

Investigator 1: Mon. – Wed. 12 AM to 12 PM

Investigator 2: Mon. – Wed. 12 PM to 12 AM

Investigator 3: Thurs. – Sat. 12 AM to 12 PM

Investigator 4: Thurs. – Sat. 12 PM to 12 AM

1. Investigators shall report to duty (at the County Morgue) at their assigned time and shall remain at the office for their entire shift unless investigating cases or on their meal break.
2. Investigators shall be on call every 4<sup>th</sup> Sunday from 12:01 AM to 11:59 PM. Investigators shall receive standby compensation for Sunday coverage, and shall receive hour for hour compensation if they are called out.
3. With approval of County Medical Examiner, an investigator may switch shifts with adjoining investigator (e.g., Inv. 1 with Inv. 2; Inv. 3 with Inv. 4).
4. The regular 12 hour shift shall be considered an 11.5 hour day which encompasses a one hour meal break consisting of three paid ten minute breaks and a half hour unpaid break. If an investigator is required to work through the meal break as directed by the Medical Examiner, s/he shall be paid at time and a half the employee's normal rate of pay provided s/he otherwise meets the overtime requirements.

#### B. Overtime and Holidays:

1. Overtime opportunities shall be available on an equitable basis.

2. Overtime shall be paid at 1.5x for hours worked beyond the investigator's regular schedule, whether working the three regularly scheduled shifts OR the three regularly scheduled shifts plus the on-call Sunday. Contractual rules regarding countable time shall apply.
3. Investigators who work on a holiday shall be paid 4 hours of straight time for a twelve-hour shift. If the holiday is Christmas or Thanksgiving, the Investigator shall be paid the equivalent of half a compensatory day for a twelve-hour shift.
4. When an investigator calls out due to illness, the investigator on the reciprocal shift will be permitted to work the overtime at home on a Standby status at the contractual rate – a total of three hours of straight time for the 12-hour standby period. If s/he gets called out, s/he shall earn overtime as per the contractual standard. If the Reciprocal investigator cannot work the standby, then the overtime will be offered to the other investigators per the rotating list who must report to the office to work the shift. (Overtime payment shall be consistent with the contract.) If no investigator is available to work the overtime, then the Medical Examiner may permit a properly trained Morgue Attendant or a contracted vendor to work the overtime. (The terms of this letter are not intended to inhibit management's authority to hire temporary employees to cover for extended absences from work.)

By way of a further accommodation to the Reciprocal investigator, if during the standby shift, s/he gets called out and works more than four hours (exceeding 16 hours within a 24-hour period), s/he may delay reporting to work (without loss of pay) by the amount of time s/he exceeded four hours of work during the standby period.

## **ARTICLE 36 HEALTH DEPT**

### **A. Work Clothing:**

1. Environmental Health Specialist title series: The County shall furnish an initial issue under the medium blue-collar category outlined in Article 28 (Work Clothing), (to include a coat). Eligible employees shall receive an annual clothing allowance as outlined in that Article.
2. All clothing and clothing allowances are conditioned upon the County's ability to use the EQEF fund (only) and adequate funding in that account. However, if the County cannot use the fund, it agrees to reopen negotiations with the union for employees covered by the fund.
3. The County shall furnish an initial issue as outlined in Article 28 (Work Clothing) for

employees in the Registered Environmental Health Specialist and public health investigator title series, to include a coat. Thereafter, eligible employees shall receive an annual clothing allowance as outlined in that Article.

4. The County shall furnish an initial issue as outlined in Article 28 (Work Clothing) for employees in the animal attendant/ adoption advocate title series.
5. Eligible employees shall receive an annual clothing allowance as outlined in that Article. The type of boots received through the clothing allowance shall be at the sole discretion of the County.
6. Employees in the Housing Inspector and Communicable Disease title series shall receive an annual clothing allowance as outlined in Article 28 (Clothing Allowance) of this agreement, and may use said clothing allowance toward the purchase of work boots.
7. The County shall furnish employees in the Field Representative and Investigator, Communicable Diseases title series with five shirts annually and a winter coat every 4 years.
8. The County shall furnish employees in the Environmental Health Inspectors title a clothing allowance for pants/jeans, in addition to a boot allowance.
9. The County shall furnish employees in the Public Health Nurse title lab coats.

**B. Work Schedules/ Animal Shelter:**

1. Monday, Tuesday, Wednesday, and Friday: 8 AM – 4:30 PM
2. Thursday: 8:00 AM – 4:30 PM or 11 AM – 7:30 PM
3. Saturday, 8:00 AM to 4:30 PM;
4. Sundays and Holidays, 7AM – 11AM

**ARTICLE 37 LIBRARY**

**A. Work Schedules: Hours of Work**

1. Employees shall have a 37.5-hour or 35-hour workweek in accordance with the Exhibit C of this Agreement.

Duties such as selection of materials, program planning, professional conferences, and continuing education will be included in the workweek. The County agrees that work required or hours worked with management's approval outside an employee's regular work schedule will be compensated as overtime in accordance with the contract. The parties agree that an employee may voluntarily agree, with management's approval, to flex hours to accommodate work outside a regular schedule. However, an employee cannot be forced to change hours to avoid overtime.

**Schedule for County Library and Branches**

Branch	Monday- Thursday	Friday	Saturday	Sunday
<b>County Library (Westampton)</b>	9 am - 9 pm	9 am - 9 pm	9 am - 5 pm	1 pm - 5 pm
<b>Bordentown</b>	10 am - 8:30 pm	10 am - 5 pm	10 am - 5 pm*	n/a
<b>Cinnaminson</b>	10 am - 8:30 pm	10 am - 5 pm	10 am - 5 pm	n/a
<b>Evesham</b>	10 am - 8:30 pm	10 am - 5 pm	10 am - 5 pm	1 pm - 5 pm
<b>Maple Shade</b>	10 am - 8:30 pm	10 am - 5 pm	10 am - 5 pm	n/a
<b>Pemberton</b>	10 am - 8:30 pm	10 am - 5 pm	10 am - 5 pm	1 pm - 5 pm
<b>Pinelands (Medford)</b>	10 am - 8:30 pm	10 am - 5 pm	10 am - 5 pm	n/a
<b>Riverton</b>	10 am - 8:30 pm	10 am - 5 pm	Closed	1 pm - 5 pm

2. **County Library:** The Burlington County Library Commission's headquarters shall be open to the public as follows:

- a. September through June: Monday through Friday 9:00 AM to 9:00 PM; and Saturday 9:00 AM to 5:00 PM; Sunday 1:00 PM to 5:00 PM.
- b. July and August: Monday through Thursday 9:00 AM to 9:00 PM; Friday 9:00 AM to 5:00 PM; Saturday 9:00 AM to 5:00 PM. Closed on Sunday.
- c. Library operations shall be closed on the Saturday of Memorial Day and Labor Day weekends.

3. **Branches:** The hours of branch libraries shall be determined by the Commission. The Commission will advise the Union of any changes to branch location schedules. It is the intent of the Commission for Riverton, Evesham and Pemberton to work a Sunday schedule of 1:00 PM to 5:00 PM from September through June. The continuation of such

schedule for branch libraries shall be at the sole discretion of the Commission.

4. Employees who work the scheduled Sunday hours shall be credited at the rate of one and one-half hours for each hour worked. Employees may elect cash or compensatory time. Employees hired prior to January 1, 1982 shall not be required to work Sundays. Where there is a need for some employees to work Sundays, employees within a given classification will be given preference of schedule in accordance with their seniority. The Library shall set the Sunday schedule a minimum of thirty (30) days in advance.
5. The Library will continue its practice of offering flextime to include a compressed workweek to employees. Such schedule shall be based upon the request of the employee and staffing requirements/needs of the Library.
6. The Library is willing to consider a compressed workweek. Such compressed workweek shall be offered to employees based upon the needs of the Library. Employees may request their preference for days off and schedule. Should a conflict arise seniority shall be the determining factor as to preference for days off. Scheduling shall be based upon seniority within a section. The implementation of a compressed workweek schedule shall be at the sole discretion of the Library Director or designee. Branch Managers and Department Heads shall determine the amount of public service/desk time. Once an employee makes a selection to work a compressed workweek, said employee must work the compressed workweek schedule for ninety (90) calendar days.

Employees electing to return to their former schedule shall give no less than 30 calendar days notice of their request. Such schedule change shall be at the discretion of the Library Director or designee.

## **ARTICLE 38 PUBLIC SAFETY SERVICES**

### **A. Work Schedules/ Central Communications:**

- 7:00 AM to 7:00 PM; 3:00 PM to 3:00 AM, 11:00 AM to 11:00 PM or 7:00 PM to 7:00 AM on a permanent schedule with one half (½) hour for meal break in accordance with Departmental policy.
- There will be supplemental eight (8) hour shifts initiated to cover 12:00 AM TO 8:00 AM; 8:00 AM to 4:00 PM; 11:00 AM TO 7:00 PM; 4:00 PM to 12:00 midnight and 7:00 PM to 3:00 AM.

- These additional shifts will be manned on a seniority basis, and the one half (½) hour for meal break shall be taken in accordance with Departmental policy.
1. During the course of the year, sick, vacation, holidays, and personal days for Public Safety Telecommunicators and Senior Public Safety Telecommunicators will be deducted at the rate of one (1) hour for each hour off.
  2. Sick, vacation and compensatory time used for an entire workday shall be deducted at 11.5 hours for an employee working a 12-hour shift.
  3. Each employee who works a 12-hour shift shall have a lunch break consisting of 60 minutes, which shall include the 30-minute contractual lunch break and the (3) 10-minute breaks. (The workday continues to be 11.5 hours within a scheduled 12-hour shift.) In addition, each employee shall receive a 10-minute break.
  4. The scheduling of the lunch and 10-minute breaks shall be at the sole discretion of the supervisor. The supervisor's scheduling decisions shall be subject only to Step 1 of the contractual grievance procedure.

Any lunch or break time not taken due to workload responsibilities as directed by the supervisor shall be paid at time-and-one-half (1-1/2) the employee's normal rate of pay, provided the employee otherwise meets overtime requirements.

5. Effective July 1, 2003, employees of Public Safety Services hired after January 1, 2000 shall be subject to 8-hour shifts. Placement on such 8-hour shifts shall be based upon departmental needs and inverse seniority. Employees who are held over for more than 4 hours of mandatory overtime shall receive a 20-minute break. All employees hired prior to January 1, 2000 shall remain on 12-hour shifts.

**B. Holidays/Holiday Pay (Central Communications):**

1. Effective January 1, 2006 employees hired on or after January 1, 1993 shall receive monetary compensation only for holidays earned. Employees hired before January 1, 1993 may elect to receive monetary compensation for holidays earned or time off in lieu of holidays earned.
2. Such election shall be made by the eligible employee on or before December 15 for the holidays occurring within the following calendar year. Employees who fail to elect by December 15 shall be conclusively deemed to have elected monetary compensation for



holidays earned.

3. An employee who elects to receive monetary compensation for holidays earned shall receive payment for accrued holidays on or before December 22 for the period December 1 through November 30. Such payment shall be at straight time pay based upon the rate of pay at which the holiday was earned.
4. Holidays at the Division of Communications will be scheduled off on a timely basis as near as possible to the actual holiday but not so as to jeopardize the minimum manning in the Communication Center.
5. Employees at the Division of Communications who have worked a recognized holiday and who cannot be scheduled for time off within thirty (30) days of such holiday may elect to be paid for the holiday.
6. For the purposes of calculating monetary compensation for holidays worked and time off in lieu of holidays worked, a holiday shall equal 8 hours.

**C. Overtime:**

1. Employees may elect to receive either compensatory time or monetary compensation for overtime, however, it is understood that said employees can use no more than 30 hours of compensatory time in each year of the contract.
2. Training: When an employee is scheduled for training on their off days, they shall receive a minimum of two (2) hours compensation at straight time or time and a half for actual hours worked, whichever is greater.

**D. Failure to Respond:** For each year, employees of Public Safety Services shall have one (1) right of first refusal for the period of January to June and one (1) right of first refusal for the period of July to December for mandatory overtime in non-emergency situations while on duty (as "emergency" is defined under the contract). Said right of first refusal shall not carry into a succeeding period.

**E. Standby/Beeper/Cell Phone:**

1. For Public Safety Telecommunicators, stand-by time shall be for emergencies from Friday, 4:00 PM to Sunday, 12:00 midnight. Stand-by and assignment will be on a seniority basis.

2. Stand-by Beeper, as outlined in Par. C. of Article 7 (Overtime), shall not apply to the Radio Technicians or Public Safety Information Technology Group. However, if said employees are called in to a work location, they shall receive a minimum of two (2) hours straight time or one and a half times for time actually worked, whichever is greater.
  3. Additionally, Public Safety Telecommunicators qualified to operate the Field Communications Unit shall be given a beeper without compensation for the sole purpose of a communication device to improve response time.
- F. **Shift Switch policy**: With the approval of the dept. head or Chief PST, if an employee is denied a vacation day, s/he may secure a substitute who has the essential skills needed to work the position. If, however, the substitute fails to appear (FTA) for work or calls out sick for the shift s/he has agreed to serve as a substitute, s/he shall be precluded from participating in the Shift Switch policy for a year from the date of the FTA.
- G. **Shift Bidding**: shall be done once a year for all employees around November 15<sup>th</sup> for implementation the following calendar year. (Employees shall be able to continue to bid upon vacancies posted by management throughout the year.) For Employees who voluntarily change shifts, such employees may lose their vacation bid; however, employees who are involuntarily transferred shall not lose their vacation bid.
- H. **Discipline**: Central Communications shall schedule disciplinary suspensions in 8-hour increments. Suspended employees shall not be eligible for any leave time. If suspension is served consecutively, an employee is not eligible for overtime on regular days off until all suspension time has been served. In the event a suspended employee calls out sick for the remainder of the shift all time shall be considered as sick leave and said employee shall serve the suspension day on another day.
- I. **Lateness/Docking Penalty Schedule**:
- PSTs shall provide notice and an estimated time of arrival at least 30 minutes in advance of his/her scheduled start time if he/she will be late. Emergencies and unforeseen circumstances are excluded from this requirement.
1. Lateness is defined as reporting to work after the scheduled start time (i.e. 7:01 a.m. for a 7:00 a.m., reporting time) including overtime shifts. After an employee reports to work late, the lateness will be recorded and docking will begin at eight (8) minutes in accordance with the contract.
    - a. Employees are required to contact the Shift Supervisor at least thirty (30) minutes prior to the start of their shift excluding emergencies that occur within that thirty (30) minute timeframe.
    - b. Repeated failure to notify the Supervisor of tardiness will result in disciplinary

action.

- c. Any employee reporting to the Supervisor late on two (2) occasions in a pay period will receive a written warning. Three (3) late reports in a pay period will result in a one (1) day suspension without pay.
- d. Administration will distribute warning letters to staff after six (6) late reports in a calendar year. This letter will stipulate the below progression of discipline regarding cumulative lates in a calendar year.

6 occurrences	1 day suspension
12 occurrences	2 day suspension
15 occurrences	3 day suspension
<u>20 occurrences</u>	<u>Major Discipline</u>

- e. Public Safety Telecommunicators (PST) arranging coverage for their lateness with a PST already on shift shall not be considered part of this discipline schedule. This arranging of coverage among PSTs to cover minor lateness at the beginning of the shift is a current and longstanding common "IOU" practice and shall be continued to be permitted.

**J. Work Clothing:**

- 1. Effective 2008, the County will provide eligible employees with a three hundred and fifty dollar (\$350) accountable uniform and maintenance allowance for the duration of this agreement to be used toward the purchase of shirts, pants, shoes, sweatshirt and sweater. To be eligible for such allowance, an employee must have been hired on or before January 1 in the year in which the allowance is being provided. Employees hired on or after January 1 shall receive a pro-rated allowance. Employees who leave the employ of the County during the calendar year in which the allowance was paid shall reimburse the County on a pro-rata basis. All employees who are required to wear uniforms may be subject to disciplinary action for non-compliance.
- 2. Effective 2008, for employees in the radio technician title series, the County shall furnish an initial issue as outlined in Article 28 (Work Clothing). In subsequent years, eligible employees will receive the annual clothing maintenance allowance.

**K. Radio Technicians**

- 1. The Radio Electronics Maintenance Unit will be assigned On Call Duty Monday through Thursday 5:00 p.m. to 8:00 a.m. and on weekends from 5:00 p.m. Friday through 8:00 a.m. on the following Monday. The duty will be rotated weekly so that each technician will be on call at least one week per month. Compensatory time will be issued as one hour earned for each day Monday through Friday and one-and-one-half hours for Saturday and Sunday. This will equate to 8 hours of compensatory time for each on call duty technician. If the on-call duty technician is required to cover a normal business day due to a holiday,

the compensatory time will be one hour plus an additional four hours for that holiday. This will equate to 12 hours of compensatory time for that on call week. If a duty week must be split between two or more technicians due to illness, training, or other circumstances, compensatory time will be distributed according to the days covered per technician. Compensatory time shall be used within thirty days of time earned. Time earned in the month of December shall be used before the end of January of the following year.

2. Overtime: Employees assigned to the Public Safety Application group at the Public Safety Services Center shall be entitled to overtime when they perform work in response to calls after hours when the cumulative total for such time worked is 8 minutes or greater in a workweek. Employees shall maintain accurate time records indicating the date and time they were called, the identity of both the caller and the party with the problem, the nature of the problem and the length of time it took to address the problem, and any other information required by their department head. Employees shall also be entitled to a reasonable amount of administrative time for keeping such records. Overtime shall be paid according to this schedule:

8 to 22 minutes = ¼ hour of pay

23 to 37 minutes = ½ hour of pay

38 to 52 minutes = ¾ hour of pay

53 to 67 minutes = 1 hour of pay, etc.

3. Employees shall be paid straight time, if they have not met the 40 hour workweek threshold as outlined in Par. A.3. of Article 7 (Overtime) of the agreement, when they perform work in response to calls after hours when the cumulative total for such time worked is 10 minutes or greater in a workweek.

## **ARTICLE 39 RESOURCE CONSERVATION**

### **A. Work Clothing: Parks Maintenance**

1. The County shall furnish initial issue as outlined in Article 28 (Work Clothing), for employees in the Maintenance Repairer and Building Maintenance Worker title series. Thereafter, eligible employees shall receive an annual clothing allowance as outlined in that Article.
2. The type of boot shall be at the sole discretion of the County.

### **B. Work Clothing: Park Rangers**

1. Guidelines for Rangers' appearance are as outlined in Article 28 (Work Clothing) and Standards for County Park Ranger Manual dated February 16, 2007. The County reserves its right to provide employees with less than the full initial issue of work clothing until a new employee has successfully completed his/her probationary period in accordance with Article 28 (Work Clothing).
  
2. Prescribed Uniform Articles:
  - a. Three season jacket w/ liner (1)
  - b. Rain coat (1)
  - c. Button down uniform shirts, s/s or l/s (4)
  - d. Polo shirts, s/s or l/s (4)
  - e. Pairs of cargo pants (4)
  - f. Leather belt (1)
  - g. Pullover sweater (1)
  - h. Cold weather hat or cap (1)
  - i. Ball cap (2)
  - j. Nameplate (2)
  
3. Prescribed Equipment
  - a. Utility Belt (1)
  - b. First Aid Kit (1)
  - c. Flashlight w/ case (1)
  - d. Glove case w/ disposable gloves (1)
  - e. Mobile phone case (1)
  
4. Effective 2013, eligible employees shall receive a \$375 allowance which employees may use toward the purchase of boots or clothing.

C. Working Conditions: Park Rangers:

1. Work Schedules: Subject to shift bidding, all Rangers will be assigned a work schedule that permits every third weekend off, and the same fixed day off every week. Management will try to post the schedule for at least 12 weeks in advance but no less than 6 weeks in advance.
  
2. Work Shifts: A minimum of two Rangers will work the early shift and the late shift in each unit. The early shift will begin at 6:00 AM and conclude at 2:30 PM with a half hour lunch. The late shifts will begin between 9:30 AM to 2:00 PM and conclude between 6:00 PM and 10:30 PM (with a half hour lunch), which shall be altered to account for seasonal adjustments of sunset times.

3. Holidays: The terms of Article 8 (Holidays) shall apply. For employees who are scheduled off on a holiday, they shall receive a holiday on the books. However, for employees who work a holiday, they shall earn holiday pay at straight time in addition to being paid for the day.
4. Overtime: Overtime shall be consistent with Article 7 (Overtime) of this agreement, and the Parks Division shall prepare a rotating, voluntary overtime list which shall be based upon assigned unit (with the understanding that if no Ranger in one unit wants the OT, it will be offered to Rangers of the other unit).

D. Overtime: Parks Maintenance:

1. For the Maintenance crew, the Parks Division will create three-month, voluntary foreseeable overtime rosters (May through July; August through October). The voluntary foreseeable overtime roster shall be used primarily to ensure coverage for Parks events that occur on weekends, whether at the Amphitheatre or elsewhere (excluding major events such as Earth Fair where all employees will be needed). Employees will be permitted to sign up for each three month blocks around early March (for May to July) and late June (for August to October). The Parks Division will, in order of employees' seniority, schedule overtime for all planned events during each period. To make the overtime opportunities attractive, the Division will permit employees to swap voluntary overtime on an occasional basis subject to adequate notice and approval by the Coordinator of Maintenance Services. (The onus to find a substitute will be upon the employee scheduled to work the overtime.) Also, the Division will designate a lead worker (best qualified employee taking into account seniority) when no senior maintenance repairer is scheduled.
2. For the remaining overtime opportunities, due to unforeseeable events (such as unexpected illness among scheduled OT volunteers) or emergencies, the Division will develop a rotating, mandatory overtime roster that will be based upon inverse seniority. Per Art. VII, Par. A.6. of the collective bargaining agreement, employees will be given one right of first refusal and the MOT list will be administered in accordance with the contract.

- E. First Responder stipend: For Parks Department First Responder employees who are called in for State of Emergency duties (but not ordinary snowfall), such employee shall receive a \$100 stipend per workday for such duties.

## **ARTICLE 40 SOLID WASTE MANAGEMENT**

A. Work Clothing:

1. The County shall continue its practice of renting eleven sets of work clothing plus two jackets for employees in the following title series: Mechanic Supervisor/ Reclamation Center, Resource Recovery Utilities Operator, Hazardous Waste Operations Technician, Heavy Equipment Operator (Landfill), Maintenance Repairer, and Laborer.
2. Effective January 1, 2011, the County shall provide eligible employees with a \$200 annual work boot allowance. The type of boot shall be at the sole discretion of the County.

**B. Working Conditions.**

1. Work Schedules/ Hours of Operation:

- a. Hazardous Waste: Tuesday to Saturday, 7:00 AM to 3:30 PM, (with Sundays and Mondays off).
- b. Landfill/ Scale House: Monday to Friday, 7:00 AM to 3:30 PM or 9:00 AM to 5:30 PM; Saturday 7:00 AM to 12:30 PM.

2. Holidays:

- a. The Resource Recovery Complex shall continue to remain closed on New Year's Day, Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving Day and Christmas.
  - b. The terms of Article 8 (Holidays) shall apply. For employees who are scheduled off on a holiday, they shall receive a holiday on the books. However, for employees who work a holiday, they shall earn holiday pay at straight time in addition to being paid for the day.
  - c. For employees assigned to the Hazardous Waste section only, for holidays above that fall on a Monday, employees will be scheduled off for the following day (Tuesday).
3. Employees of Solid Waste not covered by the specific provisions of this article shall have work schedules and holidays consistent with Articles 6 (Work Schedules) and 8 (Holidays), respectively.

**ARTICLE 41 DONATED SICK LEAVE PROGRAM**

The County and Union negotiated a Donated Sick Leave Program which shall be established

by County policy. The Program shall be incorporated into this contract upon approval from the State Civil Service Commission.

#### **ARTICLE 42 SAVING CLAUSE**

In the event any Article, Section or Portion of this agreement should be held invalid and unenforceable by any Court of competent jurisdiction, such decision shall apply only to the specific Article, Section or Portion thereof specifically specified in the Court's decision; and upon issuance of such confer on the invalidated Article, Section or Portion thereof.

#### **ARTICLE 43 COMPLETE AGREEMENT**

The County and the Union acknowledge this to be their complete Agreement and that this Agreement incorporates the entire understanding by the parties on all negotiable issues whether or not discussed.

#### **ARTICLE 44 EFFECTIVE DATES OF AGREEMENT**

##### **A. Duration and Effect**

This Agreement shall be effective as of the date of signing herein by all of the parties hereto, and shall remain in full force and effect through December 31, 2022. It is agreed to and understood by and between the parties hereto, that, unless specifically referred to as being retroactive all terms and provisions of this Agreement are not retroactive to January 1, 2020, and shall assume full force and effect beginning only on the date of the signing of this Agreement and continuing thereon to expiration of this Agreement.

##### **B. Renewal**

This Agreement shall automatically renew itself on January 1, 2023 and continue from that point, on a year to year basis, unless one or more of the parties hereto shall notify the other parties hereto in writing, at least ninety (90) calendar days prior to the scheduled expiration date of this Agreement. In the event that such notice is given, negotiations for a new Agreement shall begin not later than sixty (60) days prior to the scheduled expiration date of this Agreement.




IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their authorized representatives, respectively, attested by their Clerk and secretaries and their seals to be hereby affixed this \_\_\_\_ day of \_\_\_\_\_, 2021.

**BOARD OF COUNTY COMMISSIONERS  
OF THE COUNTY OF BURLINGTON**

  
\_\_\_\_\_  
Felicia Hopson, County Commissioner Director

  
\_\_\_\_\_  
Eve Cullinan, County Administrator

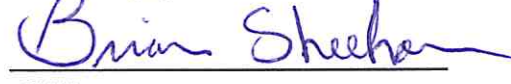
**FOR BURLINGTON COUNTY  
LIBRARY COMMISSION**

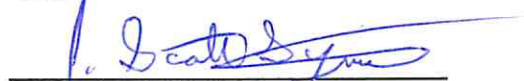
  
\_\_\_\_\_  
Jonathan Chebra, Chair

**FOR CWA**

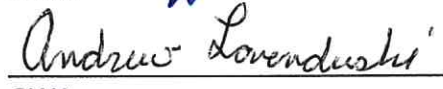
  
\_\_\_\_\_  
Adam Liebtog, President


  
\_\_\_\_\_  
Billie Scelza, CWA


  
\_\_\_\_\_  
CWA

  
\_\_\_\_\_  
CWA

  
\_\_\_\_\_  
CWA

  
\_\_\_\_\_  
CWA

  
\_\_\_\_\_  
CWA

  
\_\_\_\_\_  
CWA

\_\_\_\_\_  
CWA

\_\_\_\_\_  
CWA

\_\_\_\_\_  
CWA

**Exhibit A: 40-HOUR TITLES**

<b><u>TITLE</u></b>	<b><u>RANGE</u></b>
ACCOUNTING ASSISTANT	13
ADMINISTRATIVE ANALYST	23
ADMINISTRATIVE SUPERVISOR OF NURSING	35
AGRICULTURAL RESOURCE SPECIALIST 2	27
AGRICULTURAL RESOURCE SPECIALIST 3	23
ALCOHOLISM COUNSELOR	19
ANALYST GRANT APPLICATIONS	25
ANIMAL ATTENDANT	8
ANIMAL ATTENDANT/ADOPTION ADVOCATE	10
ASSISTANT ADMINISTRATIVE ANALYST	21
ASSISTANT BUYER	15
ASSISTANT DISTRICT RECYCLING COORD	15
ASSISTANT ENGINEER	31
ASSISTANT ENGINEER, BRIDGE	31
ASSISTANT ENGINEER CIVIL	31
ASSISTANT FOOD SERVICE MANAGER	18
ASSISTANT HEAD NURSE	29
ASSISTANT NUTRITION PROGRAM COORD.(WIC)	30
ASSISTANT PLANNER	21
ASSISTANT PROGRAM ANALYST	21
ASSISTANT PROGRAM COORDINATOR AGING	11
ASSISTANT PUBLIC INFORMATION OFFICER	21

ASSISTANT STOREKEEPER	8
ASSISTANT SUPT OF WEIGHT/MEASURES	17
ASSISTANT SUPERVISOR FOOD SERVICE	12
ASSISTANT SUPERVISOR OF NURSES	33
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	19
ASSISTANT TRAFFIC ENGINEER	34
ASSISTANT YOUTH OPPORTUNITY COORDINATOR	25
BOILER OPERATOR/MAINTENANCE REPAIRER	15
BRIDGE ATTENDANT	4
BRIDGE OPERATOR	5
BRIDGE REPAIRER	11
BUILDING MAINTENANCE WORKER	4
BUYER	16
CHIEF LOAN ADVISOR	24
CLINICAL DIETITIAN	35
COMPUTER SERVICE TECHNICIAN	24
COMPUTER SERVICE TECHNICIAN TRAINEE	16
COMPUTER OPERATOR	11
COMPUTER OPERATOR TRAINEE	7
COOK	11
COORDINATOR COMMUNITY HEALTH SERVICES	36
COORDINATOR HEALTH PROJECTS 3	30
COORDINATOR OF MAINTENANCE SERVICES	27
COORDINATOR OF VOLUNTEERS	16
COST ESTIMATOR PROPERTY IMPROVEMENT	15

COUNTY PARK RANGER	16
DATA PROCESSING PROGRAMMER	24
DATA PROCESSING PROGRAMMER TRAINEE	16
DATA PROCESSING SYSTEMS PROGRAMMER	30
DELIVERY WORKER	5
DIETICIAN	22
DRAFTING TECHNICIAN/ PUBLIC WORKS INSPECTOR	26
ECONOMIC DEVELOPMENT REPRESENTATIVE 4	22
ELECTRONIC SYSTEMS TECHNICIAN	14
EMERGENCY MANAGEMENT PLANNER	28
EMPLOYMENT COUNSELOR	24
EMPLOYMENT SPECIALIST	21
ENGINEERING AIDE	10
ENTOMOLOGIST-MEC	24
ENVIRONMENTAL HEALTH SPECIALIST	24
EQUIPMENT OPERATOR	14
EQUIPMENT OPERATOR/INSPECTOR ME	14
FIELD REPRESENTATIVE – DISEASE CONTROL	21
FIELD REPRESENTATIVE – CO. BRD. OF TAXATION	15
FIELD REPRESENTATIVE – HEALTH EDUCATION	22
FIELD REPRESENTATIVE – SR. CITIZEN PROGRAM	15
FISCAL OFFICER	35
FOOD SERVICE WORKER	4
FORENSIC CHEMIST	22
FORENSIC SCIENTIST 2	30

GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 1	32
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 2	28
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 3	25
GEOGRAPHIC INFORMATION SYSTEMS TRAINEE	16
GROUNDKEEPER/MAINTENANCE REPAIRER	14
HAZARDOUS WASTE OPERATOR/TRAINEE	18
HAZARDOUS WASTE OPERATIONS SUPERVISOR	30
HAZARDOUS WASTE OPERATIONS TECHNICIAN	27
HEAD COOK	21
HEAD HOUSEKEEPER	15
HEAD NURSE	32
HEALTH EDUCATOR	28
HEATING & AIR CONDITIONING MECHANIC	19
HEAVY EQUIPMENT OPERATOR	17
HEAVY EQUIPMENT OPERATOR/INSPECTOR-ME	17
HORTICULTURIST	24
HOSPITAL ATTENDANT	9
HOSPITAL UTILIZATION REVIEW COORD.	33
HOUSING ASSISTANCE TECHNICIAN	14
HOUSING INSPECTOR	15
INFECTION CONTROL COORDINATOR	23
INSPECTOR-ME	11
INSPECTOR TRAINEE ME	9
INSTITUTIONAL ATTENDANT	9
INSTRUCTOR IN SERVICE NURSING	33

INTERVIEWER VETERANS SERVICE BUREAU	11
INTERVIEWER VETERANS SERVICE BUREAU/BILINGUAL	11 +
INVESTIGATOR COMMUNICABLE DISEASE	15
INVESTIGATOR CONSUMER PROTECTION	15
INVESTIGATOR COUNTY MEDICAL EXAMINER	23
LABORER	8
LAND SURVEYOR	32
LOAN ADVISOR	20
MAIL CLERK	5
MAINTENANCE REPAIRER	14
MASON	17
MASON'S HELPER	9
MECHANIC	19
MECHANIC DIESEL/HYDRAULICS	21
MECHANIC-DIESEL	19
MECHANICS HELPER	11
MECHANIC/SUPERVISOR RECLAMATION PLANT	25
MENTAL HEALTH WORKER	22
MORGUE ATTENDANT	14
MUSEUM ATTENDANT	14
NARCOTICS CLINIC AIDE	9
NARCOTICS CLINIC SUPERVISOR (CDAC)	20
NARCOTICS COORDINATOR	22
NURSE PRACTITIONER	36
OMNIBUS OPERATOR	7

PAINTER	16
PATIENT ACTIVITIES COORDINATOR	21
PAYROLL CLERK	
PLANNING AIDE	15
PLUMBER	14
PRACTICAL NURSE	21
PRINCIPAL ALCOHOLISM COUNSELOR	23
PRINCIPAL ENGINEERING AIDE	26
PRINCIPAL ENGINEERING AIDE/SIGNAL SYS.TECH.2	26
PRINCIPAL ENGINEERING AIDE/TRAFFIC ANALYST	26
PRINCIPAL ENVIRONMENTAL HEALTH SPECIALIST	30
PRINCIPAL ENVIRONMENTAL SPEC.,WATER RESOURCES	36
PRINCIPAL FORENSIC SCIENTIST	30
PRINCIPAL MAIL CLERK	10
PRINCIPAL PLANNER	30
PRINCIPAL PLANNER SOLID WASTE MANAGEMENT	30
PRINCIPAL PLANNING AIDE	23
PRINCIPAL SANITARY INSPECTOR	31
PRINCIPAL YOUTH GROUP WORKER	27
PRINTING MACHINE OPERATOR 1	7
PRINTING MACHINE OPERATOR 2	11
PRINTING MACHINE OPERATOR 3	16
PRINTING MACHINE OPERATOR 4	20
PROGRAM ANALYST	23
PROGRAM COORDINATOR, AGING	25

PROGRAM COORDINATOR MENTAL HEALTH	25
PROGRAM COORDINATOR, SPECIAL EVENTS	25
PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERV.	21
PROGRAM DEVELOPMENT SPECIALIST, C&H AFFAIRS	21
PROGRAM DEVELOPMENT SPECIALIST HOUSING	21
PROGRAM DEVELOPMENT SPECIALIST YOUTH SERVICES	21
PROGRAM MONITOR	21
PROGRAM NUTRITIONIST	22
PSYCHIATRIC AIDE	11
PUBLIC HEALTH INVESTIGATOR	15
PUBLIC HEALTH NURSE	32
PUBLIC HEALTH PLANNER	28
PUBLIC HEALTH PRACTICE STANDARDS PART. COORD.	30
PUBLIC SAFETY TELECOMMUNICATOR	20
PUBLIC SAFETY TELECOMMUNICATOR TRAINEE	15
PUBLIC WORKS INSPECTOR	26
QUALITY ASSURANCE SPECIALIST HEALTH SERVICES	33
RADIO DISPATCHER	6
RADIO TECHNICIAN	30
RANGE MASTER	24
RECORDS MANAGER	29
RECORDS RETRIEVAL OPERATOR	14
RECREATION AIDE	6
RECREATION SUPERVISOR	21
RECREATION THERAPY AIDE	9



REFRIGERATION MECHANIC	19
RESEARCH ASSISTANT	23
RESIDENTIAL SERVICES WORKER	4
RESOURCE RECOVERY UTILITIES OPERATOR LEVEL 1	20
RESOURCE RECOVERY UTILITIES OPERATOR LEVEL 2	27
RESOURCE RECOVERY UTILITIES OPERATOR LEVEL 3	30
ROAD INSPECTOR	22
SANITARY INSPECTOR	23
SANITARY INSPECTOR TRAINEE	16
SEAMSTRESS	4
SECRETARIAL ASSISTANT	14
SECRETARIAL ASSISTANT, TYPING	14 +
SECRETARIAL ASSISTANT, TRANSCRIBING	14 +
SECRETARIAL ASSISTANT, STENOGRAPHY	14 +
SECURITY GUARD	4
SENIOR ADMINISTRATIVE ANALYST	28
SENIOR ALCOHOLISM COUNSELOR	21
SENIOR ANIMAL ATTENDANT	13
SENIOR BRIDGE REPAIRER	14
SENIOR BUILDING MAINTENANCE WORKER	8
SENIOR BUYER	23
SENIOR CITIZEN PROGRAM AIDE	5
SENIOR COMPUTER OPERATOR	18
SENIOR COMPUTER SERVICE TECHNICIAN	31
SENIOR COOK	13

SENIOR COST ESTIMATOR PROPERTY IMPROVEMENT	19
SENIOR DATA PROCESSING PROGRAMMER	30
SENIOR DATA PROCESSING SYSTEMS PROGRAMMER	36
SENIOR DIETICIAN	26
SENIOR EMERGENCY MEDICAL TECH. INSTRUCTOR	18
SENIOR EMPLOYMENT SPECIALIST	23
SENIOR ENGINEER	34
SENIOR ENGINEER CIVIL	34
SENIOR ENGINEER HIGHWAY	34
SENIOR ENGINEER TRAFFIC	34
SENIOR ENGINEERING AIDE	12
SENIOR ENVIRONMENTAL HEALTH SPECIALIST	27
SENIOR FIELD REPRESENTATIVE DISEASE CONTROL	23
SENIOR FIRE INSTRUCTOR	20
SENIOR FOOD SERVICE WORKER	8
SENIOR FORENSIC CHEMIST	26
SENIOR GROUNDSKEEPER	16
SENIOR HOSPITAL ATTENDANT	11
SENIOR HOUSEKEEPER	8
SENIOR HOUSING ASSISTANT TECHNICIAN	16
SENIOR HOUSING INSPECTOR	19
SENIOR INSPECTOR ME	15
SENIOR INVESTIGATOR CONSUMER PROTECTION	17
SENIOR JUVENILE DETENTION OFFICER	19
SENIOR LOAN ADVISOR	23

SENIOR MAIL CLERK	8
SENIOR MAINTENANCE REPAIRER	16
SENIOR MAINTENANCE REPAIRER/ELECTRICIAN	16
SENIOR PLANNER	26
SENIOR PLANNER SOLID WASTE MANAGEMENT	27
SENIOR PLANNING AIDE	19
SENIOR PRACTICAL NURSE	23
SENIOR PROGRAM ANALYST	28
SENIOR PUBLIC HEALTH INVESTIGATOR	17
SENIOR PUBLIC HEALTH NURSE	33
SENIOR PUBLIC SAFETY TELECOMMUNICATOR	27
SENIOR PUBLIC WORKS INSPECTOR	27
SENIOR RADIO DISPATCHER	12
SENIOR RADIO TECHNICIAN	33
SENIOR RECORDS RETRIEVAL OPERATOR	16
SENIOR RESEARCH ASSISTANT	28
SENIOR ROAD INSPECTOR	26
SENIOR SANITARY INSPECTOR	27
SENIOR SANITATION INSPECTOR	18
SENIOR SECURITY GUARD	7
SENIOR SITE MANAGER	12
SENIOR SOCIAL WORKER INSTITUTIONS	25
SENIOR SOCIAL WORKER NURSING HOME	25
SENIOR STOREKEEPER	12
SENIOR TECHNICAL ASSISTANT/MIS	29

SENIOR TRAFFIC MAINTENANCE WORKER	15
SENIOR TRAFFIC SIGNAL ELECTRICIAN	18
SENIOR TREE CLIMBER	17
SENIOR WETLANDS SPECIALIST-MOSQUITO EXT.	27
SIGN MAKER 4	22
SITE MANAGER NUTRITION PROGRAM	10
SOCIAL WORKER	23
SOCIAL WORKER AGING	23
SOCIAL WORKER INSTITUTIONS	23
SOCIAL WORKER JUVENILE REHABILITATION	23
SOCIAL WORKER NURSING HOME	23
SOCIAL WORKER TRAINEE	11
SPECIFICATION WRITER PURCHASING	28
STOCK HANDLER	5
STOREKEEPER	10
SUPERVISING ALCOHOLISM COUNSELOR	27
SUPERVISING ANIMAL ATTENDANT	21
SUPERVISING COMPUTER OPERATOR	22
SUPERVISING ENGINEERING AIDE	31
SUPERVISING ENVIRONMENTAL HEALTH SPECIALIST	33
SUPERVISING GROUNDSKEEPER	20
SUPERVISING HEATING & AIR CONDITIONING MECH.	25
SUPERVISING INVESTIGATOR CONSUMER PROTECTION	20
SUPERVISING JUVENILE DETENTION OFFICER	23
SUPERVISING MAINTENANCE REPAIRER	24

SUPERVISING ROAD INSPECTOR	28
SUPERVISING SECURITY GUARD	12
SUPERVISING YOUTH GROUP WORKER	31
SUPERVISOR BUILDING SERVICE	15
SUPERVISOR CENTRAL MAILING ROOM	12
SUPERVISOR FOOD SERVICE	15
SUPERVISOR OF RECREATION	14
SUPERVISOR TRAFFIC MAINTENANCE	22
SYSTEMS ANALYST	35
TEACHER	24
TECHNICAL ASSISTANT, LABOR	13
TECHNICAL ASSISTANT MANAGEMENT INFO. SYSTEMS	25
TECHNICIAN, MANAGEMENT INFORMATION SYSTEMS	28
TIRE SERVICE REPAIRER	11
TRAFFIC MAINTENANCE WORKER	11
TRAFFIC SAFETY COORDINATOR	26
TRAFFIC SIGNAL ELECTRICIAN	14
TREE CLIMBER	11
TREE TRIMMER	9
TRUCK DRIVER	12
VETERANS SERVICES OFFICER	
WEIGHMASTER	16
WEIGHTS AND MEASURES APPRENTICE	9
WELDER	17
WETLANDS SPECIALIST-MOSQUITO EXT.	22

WORK RELEASE ADMINISTRATOR	23
YOUTH GROUP WORKER	23
YOUTH OPPORTUNITY COORDINATOR	28

+ an individual who begins employment with the County in a title with a bi-lingual, stenography, transcribing or typist variant, will receive a one-time additional \$250 to their starting base salary upon successful completion of a NJ Civil Service Commission approved aptitude test for the variant.

**Exhibit B: 35 HOUR POSITIONS (Eff. 1/1/2008)**

<b><u>TITLE</u></b>	<b><u>RANGE</u></b>
ACCOUNT CLERK	5
ACCOUNT CLERK-TYPING	05 +
CLERK	4
CLERK BI-LINGUAL	04 +
CLERK STENOGRAPHER	05 +
CLERK TRANSCRIBER	05 +
CLERK TYPIST / KEYBOARDING CLERK	04 +
CLINIC ATTENDANT	9
CLINIC ATTENDANT BI-LINGUAL	10
DATA CONTROL CLERK	5
DATA CONTROL CLERK (JAIL)	10
DATA CONTROL CLERK-TYPING	05 +
DELIVERY WORKER, AGING	4
EMPLOYMENT SERVICES AIDE	7
EMPLOYMENT TEST MONITOR	5
HEAD AUDIT ACCOUNT CLERK	17
MEDICAL RECORD CLERK	5
MEDICAL RECORD CLERK TYPING	05 +
PAYROLL CLERK	5
PAYROLL CLERK TYPING	05 +
PERSONNEL CLERK	5
PRINCIPAL ACCOUNT CLERK	10

PRINCIPAL ACCOUNT CLERK TYPING	10 +
PRINCIPAL CLERK	9
PRINCIPAL CLERK BI-LINGUAL	09 +
PRINCIPAL CLERK STENOGRAPHER	10 +
PRINCIPAL CLERK TRANSCRIBER	10 +
PRINCIPAL CLERK TYPIST / KEYBOARDING CLERK 3	09 +
PRINCIPAL DATA CONTROL CLERK	10
PRINCIPAL DATA CONTROL CLERK TYPING	10 +
PRINCIPAL DATA ENTRY MACHINE OPERATOR.	10
PRINCIPAL MEDICAL RECORDS CLERK TYPING	10 +
PRINCIPAL PAYROLL CLERK	10
PRINCIPAL PAYROLL CLERK/TYPING	10 +
PRINCIPAL PERSONNEL CLERK	10
PRINCIPAL PURCHASING ASSISTANT/TYPING	10 +
PRINCIPAL TELEPHONE OPERATOR	9
PRINCIPAL TIMEKEEPER	10
PROBATE CLERK TYPING	05 +
PURCHASING ASSISTANT/TYPING	05 +
SENIOR ACCOUNT CLERK	8
SENIOR ACCOUNT CLERK TYPING	08 +
SENIOR CITIZEN PROGRAM AIDE, AGING	4
SENIOR CLERK	7
SENIOR CLERK BI-LINGUAL	07 +
SENIOR CLERK STENOGRAPHER	08 +



SENIOR CLERK TRANSCRIBER	08 +
SENIOR CLERK TYPIST / KEYBOARDING CLERK 2	07 +
SENIOR DATA CONTROL CLERK	8
SENIOR DATA CONTROL CLERK (JAIL)	13
SENIOR DATA CONTROL CLERK/TYPING	8
SENIOR MEDICAL RECORDS CLERK TYPING	8
SENIOR PAYROLL CLERK	8
SENIOR PAYROLL CLERK/TYPING	08 +
SENIOR PERSONNEL CLERK	8
SENIOR PROBATE CLERK TYPING	08 +
SENIOR PURCHASING ASSISTANT/TYPING	08 +
SENIOR TELEPHONE OPERATOR	7
SENIOR TELEPHONE OPERATOR TYPING	07 +
SENIOR TIMEKEEPER	8
SENIOR TIMEKEEPER TYPING	08 +
SUPERVISING ACCOUNT CLERK	13
SUPERVISING ACCOUNT CLERK TYPING	13 +
SUPERVISING CLERK	12
SUPERVISING CLERK BI-LINGUAL	12 +
SUPERVISING CLERK STENOGRAPHER	13
SUPERVISING CLERK TRANSCRIBER	13+
SUPERVISING CLERK TYPIST / KEYBOARDING CLERK 4	12 +
SUPERVISING DATA CONTROL CLERK	13
SUPERVISING DATA CONTROL CLERK TYPING 13 +	13

SUPERVISING PAYROLL CLERK	13
SUPERVISING PAYROLL CLERK TYPING	13 +
SUPERVISING PERSONNEL CLERK	13
SUPERVISING TELEPHONE OPERATOR	12
TELEPHONE OPERATOR	4
TELEPHONE OPERATOR TYPING	04 +
TIMEKEEPER	5
TIMEKEEPER TYPING	05 +
WARD CLERK	5
WARD-CLERK TYPING	05 +

+ an individual who begins employment with the County in a title with a bi-lingual, stenography, transcribing or typist variant, will receive a one-time additional \$250 to their starting base salary upon successful completion of a NJ Civil Service Commission approved aptitude test for the variant.

**Exhibit C: LIBRARY POSITIONS**

<b><u>TITLE</u></b>	<b><u>RANGE</u></b>
COORDINATOR COMMUNITY LIBRARY PROGRAM	21
BUSINESS MANAGER	25
LIBRARIAN	27
LIBRARIAN CHILDREN'S	27
LIBRARIAN REFERENCE	27
LIBRARIAN TECHNICAL SERVICES	27
LIBRARY ASSISTANT	04 *
LIBRARY ASSOCIATE	21
LIBRARY CLERK DRIVER	07 *
MANAGEMENT SPECIALIST/SUPERVISING LIBRARY ASSISTANT	28
PRINCIPAL LIBRARIAN	29
PRINCIPAL LIBRARIAN CHILDREN	29
PRINCIPAL LIBRARIAN REFERENCE	29
PRINCIPAL LIBRARIAN TECHNICAL SERVICES	29
PRINCIPAL LIBRARY ASSISTANT	09 *
PRINCIPAL TECHNICIAN MIS	35
SENIOR LIBRARIAN	28
SENIOR LIBRARIAN CHILDREN	28
SENIOR LIBRARIAN REFERENCE	28
SENIOR LIBRARIAN TECHNICAL SERVICES	28
SENIOR LIBRARY ASSISTANT	07 *
SENIOR LIBRARY CLERK DRIVER	08 *
SUPERVISING LIBRARIAN	30
SUPERVISING LIBRARIAN CHILDREN'S	30
SUPERVISING LIBRARIAN REFERENCE	30
SUPERVISING LIBRARIAN TECHNICAL SERVICES	30
SUPERVISING LIBRARIAN/SYSTEMS ANALYST	31
SUPERVISING LIBRARY ASSISTANT	12 *

\* denotes thirty-five (35) hours per week. All other titles are 37.5 hours per week.

**Exhibit D: INACTIVE TITLES**

<u>TITLE</u>	<u>RANGE</u>
ADMITTING CLERK	5
ARMORER	10
ART THERAPIST	18
ASSISTANT LAUNDRY MANAGER	9
ASSISTANT LIBRARIAN	22
ASSISTANT MANAGER MOBILE MEALS PROGRAM	13
BIOLOGIST	18
BOILER OPERATOR	11
BUILDING SERVICE WORKER (series)	3
CARPENTER	10
CHIEF FIRE INSTRUCTOR	16
CONTROL ROOM OPERATOR/ RECLAMATION CENTER	23
COUNSELOR (series)	19
DATA PROCESSING TECHNICIAN	16
DEPUTY WORK RELEASE ADMINISTRATOR	10
EMPLOYMENT SERVICES SPECIALIST	21
EXHIBIT ARTIST	9
FIRE PROTECTION INSPECTOR	29
GARAGE ATTENDANT (series)	3
GRADUATE NURSE	16
HEALTH AIDE/ BILINGUAL	4
INSPECTOR	26
JOB DEVELOPER (series)	13
LAUNDRY MANAGER	13
LAUNDRY WORKER (series)	4
LIBRARY ASSISTANT TYPING	4
LOAN ADVISOR PROPERTY IMPROVEMENT	19
MECHANIC DIESEL – MEC	18

MICROFILM MACHINE OPERATOR	4
MICROFILM SYSTEMS SUPERVISOR	11
NURSE COORDINATOR PSYCHIATRIC THERAPY	34
OCCUPATIONAL THERAPIST	26
PHYSICAL THERAPY AIDE	9
PRINCIPAL ENGINEERING CLERK	12
PRINCIPAL MICROFILM MACHINE OPERATOR	9
PROBATE ASSISTANT	6
PROJECT DIRECTOR NUTRITION	16
PROGRAM SPECIALIST ALCOHOL ABUSE ACTIVITIES	11
PSYCHIATRIC SOCIAL WORKER	26
PSYCHIATRIC TECHNICIAN	8
PUBLIC HEALTH NUTRITIONIST	24
QUALITY ASSURANCE COORD. HEALTH FACILITY	33
RECREATION THERAPIST (series)	9
RECEPTIONIST/ TELEPHONE OPERATOR	3
RECEPTIONIST/ TYPIST	4
RESEARCH AIDE	11
RESOURCE RECOVERY UTILITIES REPAIRER 2	27
SENIOR COUNSELOR, PENAL INSTITUTIONS	24
SENIOR LEASED HOUSING SPECIALIST	16
SENIOR MICROFILM MACHINE OPERATOR	7
SENIOR RESEARCH ANALYST	28
STATIONARY ENGINEER (series)	14
SUPERVISOR SR. CITIZEN OUTREACH & REFERRAL PROG	25
TEACHER JUVENILE DETENTION CENTER	21
TECHNICAL ASSISTANT LAND USE	25
TRAINING OFFICER, JUVENILE DETENTION	21
TRAINING OFFICER, LAW ENFORCEMENT	15

**Exhibit E: Work Clothing**  
(List of covered titles)

<b>Security:</b>	<b>Annual</b>	<b>Annual</b>
<b>Title Series:</b>	<b>Clothing Maint.</b>	<b>Boot/Shoe</b>
	<b>Allowance:</b>	<b>Allowance:</b>
	(\$250)	(\$125)
(Juvenile Det. Center): Juvenile Det. Officer	Yes	Boots - initial only
(Resource Con./Parks): Park Ranger	Yes	No
(Clerk of the Board): Security Guard	Yes	shoes- initial only
 <b>Medium Blue Collar:</b>		
<u>Title Series:</u>		
 <u>(Office on Aging):</u>		
Delivery Workers	Yes	No
Storekeepers	Yes	No
 <u>(Buildings &amp; Grounds):</u>		
Maint. Repairer	Yes	Yes
HVAC, Refrig. Mech.	Yes	Yes
Groundskeeper	Yes	Yes
Electronics Tech.	Yes	Yes
Painter	Yes	Yes
 <u>(Engineering):</u>		
Engineering Aide - field	Yes	Yes
Drafting Technician/Pub Works Inspector	Yes	Yes
Senior Engineers – field	Yes	Yes
Senior Inspector	Yes	Yes
Assistant Engineer – field	Yes	Yes
Traffic Maint. Worker	Yes	Yes
Sign Maker	Yes	Yes
Land Surveyor	Yes	Yes
 <u>(Highway/Public Works):</u>		
Truck Driver	Yes	Yes
Equip. Operators, Heavy	Yes	Yes
Storekeeper, Stockhandler	Yes	Yes
Bridge Repairer	Yes	Yes
Tree Climber, Trimmer	Yes	Yes
Road Inspector	Yes	Yes
Mason, Mason's helper	Yes	Yes

Bridge Operator	Yes	Yes
Inspectors, Mosq. Entom., Wet Spec.	Yes	Yes
	Yes	Yes

(Health Dept.)

Housing Inspector	Yes	Yes
Environmental Specialist	Yes	Yes
Animal Attendant	Yes	Yes
Sanitary Insp./REHS	Yes	Yes
Public Hlth. Inv.	Yes	Yes

(Information Technology):

Print Mach. Op.	Yes	No
Records Retention	Yes	No
Comm. Systems Tech.	Yes	Yes
GIS Specialists 1, 2, and 3	Yes	Yes
Tech Support Specialists	Yes	Yes
Records Retrieval Operator	Work Shirts	

(Public Safety Services):

Radio Technician	Yes	No
------------------	-----	----

(Resource - Parks):

Maint. Repairer	Yes	Yes
Building Maint. Worker	Yes	Yes

(Weights & Measures):

Asst. Superintendent	Yes	Yes
W & M Apprentice	Yes	Yes

**Light Blue/ White:**

Title Series:

(Public Safety Services):

Telecommunicator	Yes	No
Fire Instructor	Yes	No

(County Clerk):

Clerical @ Mall Store	No	No
-----------------------	----	----

(Community Development):

Housing Inspector	Yes	Yes
Cost Estimator/Improvement	Yes	Yes

(Engineering):

Public Works Insp.	Yes	Yes
Engineer - office	No	No
Eng. Aide - Office	No	No

Traffic Safety Coord.	No	No
(Health Dept.): Field Rep., Communicable. Disease.	No	No
(Medical Examiner's Office) Investigator County Medical Examiner	Yes	Yes
(Sheriff's Dept.): GRANT Community Svcs. Unit	Yes	Yes
(Resource Conserv.): Events Staff (Parks Cler.)	No	No
<b>Heavy Blue Collar:</b>		
(Solid Waste/RRC):		
Res. Rec. Util. Op.	Rental	\$200
Haz. Waste Op.	Rental	\$200
Mechanic/Super.	Rental	\$200
Heavy Equip. Op.	Rental	\$200
Laborer	Rental	\$200
(Highway):		
Mechanic, Helper	Rental	Yes



**SALARY RANGES**

January 1, 2020			January 1, 2021			January 1, 2022		
Range	Minimum	Maximum	Range	Minimum	Maximum	Range	Minimum	Maximum
2	29,234	45,356	2	29,804	46,240	2	30,385	47,142
3	29,930	47,059	3	30,514	47,977	3	31,109	48,912
4	30,626	48,845	4	31,223	49,797	4	31,832	50,768
5	31,322	50,725	5	31,932	51,714	5	32,555	52,722
6	32,017	52,302	6	32,641	53,322	6	33,278	54,362
7	32,714	53,941	7	33,352	54,993	7	34,002	56,065
8	33,409	55,646	8	34,061	56,731	8	34,725	57,837
9	34,103	57,420	9	34,768	58,539	9	35,446	59,681
10	34,801	59,265	10	35,479	60,421	10	36,171	61,599
11	35,496	60,464	11	36,188	61,643	11	36,894	62,845
12	36,191	61,693	12	36,896	62,896	12	37,616	64,123
13	36,888	62,954	13	37,608	64,182	13	38,341	65,433
14	37,583	64,246	14	38,316	65,499	14	39,063	66,776
15	38,278	65,570	15	39,025	66,849	15	39,786	68,152
16	38,975	66,927	16	39,735	68,233	16	40,510	69,563
17	39,671	68,316	17	40,444	69,649	17	41,233	71,007
18	40,367	69,458	18	41,154	70,812	18	41,957	72,193
19	41,062	70,619	19	41,863	71,997	19	42,679	73,400
20	41,757	71,807	20	42,572	73,208	20	43,402	74,635
21	42,454	73,018	21	43,282	74,442	21	44,126	75,894
22	43,150	74,251	22	43,991	75,698	22	44,849	77,175
23	43,845	75,509	23	44,700	76,982	23	45,572	78,483
24	44,541	76,795	24	45,409	78,292	24	46,295	79,819
25	45,236	78,102	25	46,118	79,625	25	47,018	81,178
26	45,948	79,442	26	46,844	80,992	26	47,758	82,571
27	47,155	80,803	27	48,074	82,379	27	49,012	83,985
28	48,450	82,192	28	49,395	83,795	28	50,358	85,429
29	49,750	83,612	29	50,720	85,242	29	51,709	86,904
30	51,054	85,055	30	52,050	86,713	30	53,065	88,404
31	52,354	86,532	31	53,375	88,219	31	54,416	89,939
32	53,658	88,036	32	54,705	89,753	32	55,771	91,503
33	54,958	89,572	33	56,030	91,318	33	57,122	93,099
34	56,262	91,137	34	57,359	92,914	34	58,478	94,726
35	57,563	92,733	35	58,686	94,542	35	59,830	96,385
36	58,866	107,556	36	60,014	109,653	36	61,185	111,791