

1749

A G R E E M E N T

between

TOWNSHIP OF MOORESTOWN
BURLINGTON COUNTY, NEW JERSEY

and

COMMUNICATIONS WORKERS OF AMERICA

LOCAL 1044

MOORESTOWN PUBLIC WORKS EMPLOYEES

January 1, 1995

-through-

December 31, 1998

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ARTICLE IIB
ALCOHOL AND DRUG FREE WORKPLACE

- A. The Township and the Union agree to be bound by the rules and regulations of the Drug Free Workplace Act (41 USC section 702 et seq) of 1988 and the U.S. Department of Transportation regulations (49 CFR part 40) requiring the Township to maintain a drug and alcohol free workplace and to conduct alcohol and drug testing in certain circumstances.

ARTICLE III
MANAGEMENT RIGHTS

- A. The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:
1. The executive management and administrative control of the Township Government and its property and facilities, and the activities of its employees;
 2. To hire all employees and to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees and to make and modify work rules in connection therewith;
 3. To suspend, demote, discharge or take other disciplinary action for good and just cause;
 4. To establish reasonable rules or modifications of existing rules governing working conditions without negotiating same or consulting with Local 1044 or its representatives.

grievant's foreman or immediate supervisor within seven (7) days of the event giving rise to the grievance. The foreman or supervisor shall render a verbal decision within seven (7) days after receipt of the grievance.

Step Two:

If the grievance is not settled in the first step, grievant and union representative shall submit a written statement of the grievance and the facts giving rise thereto to the next higher individual in the administrative chain of command within seven (7) days of the decision rendered in Step One. That supervisor shall render a written decision within seven (7) days after receipt of the grievance.

Step Three:

If the grievance is not settled in Step Two, grievant and union representative shall submit a written statement of the grievance and the facts giving rise thereto, to the Director of Public Works within seven (7) days of receipt of the decision within twenty (20) days after receipt of the grievance.

Step Four:

If the grievance is not settled in Step Three, grievant and Union Representative shall, in a manner consistent with Step Three, submit a written statement of the grievance and the facts giving rise thereto to the Township Manager within seven (7) days of receipt of the decision rendered in Step Three. The Manager shall render a decision within twenty (20) days after receipt of the grievance.

The failure of a grievant to take action within the above specified time periods shall constitute an abandonment of the grievance.

- d. The costs for the services of the arbitrator and the arbitration facilities shall be borne equally by the Township and the Association. Any other expenses incurred including but not limited to the presentation of witnesses, shall be paid by the party incurring same.

C. TOWNSHIP GRIEVANCES:

Grievances initiated by the Township shall be filed directly with Local 1044 within ten (10) days after the event giving rise to the grievance has occurred. A meeting shall be held within ten (10) days after the filing of the grievance between the Township Manager, or his designated representative, in an earnest effort to adjust the differences between the parties.

ARTICLE VI
HEALTH AND SAFETY COMMITTEE

The Township shall establish a Health and Safety Committee to be comprised of the Director of Public Works, or his designee, two other representatives of the Township, and three representatives of the bargaining unit. The Director of Public Works shall appoint the Township representatives. Local 1044 shall appoint three individuals to be the bargaining unit representatives; however, membership in Local 1044 shall not be a prerequisite to serve on the Health and Safety Committee.

The committee shall meet at least quarterly (provided they are productive) at a mutually agreeable time and place to discuss issues regarding employee safety. The committee may discuss and review accidents, actual or potential hazards, and job procedures to encourage workplace safety. The Health and Safety Committee could submit proposals at any time to the Director of Public Works. Emergency and/or hazardous situations can be submitted verbally and in writing and will receive immediate attention. The committee may make written recommendations to the Township Manager concerning the issues or problems it has discussed.

ARTICLE VII
PROVISIONS OF INFORMATION

Township agrees to post at the Public Works Operation Center, 601 East Third Street, appropriate Township and Civil Service written rules and regulations pertaining to employment and:

1. Statement of non-discrimination;
2. "Public Works Timesheet" (to be posted weekly).

ARTICLE IX
RIGHTS AND PRIVILEGES OF LOCAL

- A. A duly authorized member of the Local shall be permitted a reasonable amount of time to transact, on the premises, with management, joint Local and Management business, as long as it does not interfere with assigned duties; however, this shall not be construed to mean that any employee will be compensated for time devoted to negotiating the terms of this or any other agreement.

- B. Local 1044 may have the use of a meeting space as designated on a per meeting basis for up to four meetings per year in the Public Works Center, when appropriately scheduled through the proper Township authority. No employee shall be compensated for time spent at a meeting of Local 1044.

- C. A total of two (2) days off with pay shall be provided to each of three (3) union stewards per calendar year to attend stewards training, provided that the steward and Local 1044 provide at least three (3) days notice to the Department Director. The stewards shall submit written evidence of their attendance.

- D. Local 1044 shall install and maintain a bulletin board at the Public Works Center for posting of appropriate notices and/or communications. The Local and Public Works Director shall agree on a suitable location for the bulletin board.

ARTICLE X

HEALTH BENEFITS - (continued)

\$6.00 co-payment for brand name prescriptions and a \$4.00 co-payment for generic prescriptions. The plan shall have standard exclusions, including oral contraceptive drugs.

The co-payment shall increase to \$7.00 for brand name prescriptions and \$5.00 for generic prescriptions on April 1, 1995 and then to \$8.00 for brand name prescriptions and \$6.00 for generic prescription on April 1, 1998.

D. EYE CARE:

Effective January 1, 1996 employees with two (2) years of employment service with the Township shall be eligible for reimbursement of eyecare expenses including examinations, prescription glasses or contact lens, up to a maximum of \$50.00 annually. The Township Manager may promulgate a form and such rules as may be necessary to administer this program. Any unused benefit shall not accrue from year to year.

E. PHYSICAL EXAMINATIONS:

The Township will provide a physical examination for all permanent and provisional full-time employees covered by this Agreement equal to that provided supervisory employees of the Department of Public Works, according to the following schedule:

1. Employees who are, or will attain, fifty (50) years of age or older during and after calendar year 1986, will be entitled to a physical examination during 1986 and each year thereafter. As a qualified employee attains fifty (50) years of age, the employee will be entitled to an annual physical examination in the year the employee attains age fifty (50) regardless of when he was last eligible.

ARTICLE XI
PERSONAL LEAVE DAYS AND BEREAVEMENT LEAVE

A. PERSONAL LEAVE DAYS:

Each full-time permanent or provisional employee having served at least six (6) months full-time service with the Township shall be allowed three (3) personal days for personal business that can be attended to only during employee's regular working hours, provided written request is made two (2) days in advance of such leave to the Public Works Director or his designee. The Director of Public Works may waive the two days advance notice requirement in the case of an employee's personal emergency. Such leave shall be granted subject to the manpower needs of the department and will not be granted contiguous to sick, absence without permission, or disciplinary leave days. A personal leave day shall not carry over into the following calendar year.

The Township will not unreasonably deny an employee's request for use of personal leave time.

B. BEREAVEMENT LEAVE:

1. Each full-time permanent or provisional employee having served at least three (3) months full-time service with the Township shall be allowed up to a maximum of three (3) days leave, with pay, in the event of a death in the employee's immediate family. Immediate family shall be defined as the employee's mother, father, mother-in-law, father-in-law, grandparent, grandparent-in-law, husband, wife, sister, brother or child. An additional fourth day shall be granted, with pay, in the event attendance at the funeral requires travel in excess of two hundred miles in one direction.

ARTICLE XII
HOLIDAYS AND VACATION

I. HOLIDAYS

A. The following holidays shall be recognized:

1. New Years Day January 1
2. Martin Luther King's Birthday . . . 3rd Monday January
3. Washington's Birthday 3rd Monday in February
4. Good Friday Varies
5. Memorial Day Last Monday in May
6. Independence Day July 4th
7. Labor Day 1st Monday in September
8. Columbus Day 2nd Monday in October
9. Veterans Day November 11th/Floating
10. Thanksgiving Day 4th Thursday in November
11. Friday after Thanksgiving . . . 4th Friday in November
12. Christmas Day December 25th

B. Independence Day - When Independence Day falls on a Tuesday, the preceding Monday will be a holiday. When Independence Day falls on a Thursday, the following Friday will be a holiday.

C. Veterans Day - Effective January 1, 1996, Veterans Day is a floating holiday which may be taken anytime during the calendar year. The Department of Public Works will be open and working on Veterans Day itself. Reasonable accommodation, subject to manpower needs, shall be provided those employees desiring to take Veterans Day off on Veterans Day. Each employee shall notify the Director of Public Works a minimum of two (2) days prior to the day he or she selects to take as the holiday. Failure to take the holiday within the calendar year shall constitute loss of the day and be non-compensable.

ARTICLE XII

HOLIDAYS AND VACATION - (continued)

<u>PERIOD OF EMPLOYMENT</u>	<u>EARNED AT THE RATE OF:</u>
During the first year	One day per month
From beginning of 2nd year to end of 8th year	12 days per year
From beginning of 9th year to end of 12th year	15 days per year
From beginning of 13th year to end of 20th year	18 days per year
From beginning of 21st year and thereafter	20 days per year

- B. Accrual of Vacation Leave - Vacation leave shall be earned and accrued from the commencement of employment, including temporary employment, but may not be used until a permanent employee shall have completed his probationary period, or a provisional employee has satisfactorily completed three (3) months of service. A provisional employee, who has completed three (3) months of service, and subsequently without a break in service, is appointed on a permanent probationary basis, may use vacation during his probationary period.

Each permanent, probationary and provisional full-time employee earns vacation while he is in pay status, either for days worked or for absence on vacation or sick leave or absence due to a service-connected disability covered by Workmen's Compensation. When, by reason of new appointment, a termination or leave without pay, an employee serves for only part of a month, his accrual of vacation leave shall be pro-rated on the basis of the number of days he was in pay status.

- C. Accumulation - An employee may not accumulate to his credit more than two (2) years accumulated vacation leave. Any

ARTICLE XIII
WAGES AND COMPENSATION

I. COMPENSATION

The employees within the Public Works Department occupying the positions set forth in each schedule annexed hereto, shall be compensated at the respective annual rate for 1995 as set forth in Schedule A annexed hereto; for 1996 as set forth in Schedule B annexed hereto; for 1997 as set forth in Schedule C annexed hereto, and for 1998 as set forth in Schedule D annexed hereto. The negotiated wage increase for 1995 shall be 4.3%, for 1996 the wage increase shall be 4.2%, for 1997 the wage increase shall be 4.3% and for 1998 the wage increase shall be 4.2 %. Employees within the Public Works Department will receive a retroactive payment, less appropriate deductions, for services rendered from December 23, 1994 to the first pay period reflecting the new salary.

The annual salaries or compensation payable in accordance with Schedules A, B, C, and D of this Agreement, shall be paid in equal weekly installments. Such weekly installments or rates shall be determined by dividing the respective annual salary or compensation by the number of pay days in the year.

The appropriate hourly rate of compensation for each employee shall be determined by dividing the aforesaid annual salary by 52 to obtain a weekly rate. This weekly rate is then divided by the number of hours constituting the basic week's work (work week) of the respective employee.

For all employees, forty (40) hours of work performed within the aforesaid work week shall constitute a basic week's work.

ARTICLE XIV

LONGEVITY

Upon completion of the appropriate number of years of continuous, unbroken, full-time service to the Township by an employee holding the office or position set forth below there shall be added to the weekly compensation of said employee an amount determined by dividing the annual payment shown below ("Longevity Pay") by 52. Said longevity pay shall commence at the start of the first weekly pay period of the same calendar month during which said employee completes said appropriate number of years of continuous, unbroken service to the Township.

<u>DURING THE BELOW</u> <u>YEAR OF FULL-</u> <u>TIME SERVICE</u>	<u>1995-1997</u> <u>AMOUNT</u>	<u>1998</u> <u>AMOUNT</u>
7th thru 10th year	\$ 950	\$1,000
11th thru 15th year	\$1,350	1,400
16th thru 20th year	\$1,750	1,800
21st year and over	\$2,150	2,200

ARTICLE XV

EVALUATIONS - (continued)

the evaluation. An unsatisfactory evaluation received, within the 60-day period prior to the annual evaluation, shall not result in adverse action with regard to step increments that year, but may impact the following year.

- E. Evaluations used for the purpose of granting or withholding increments shall be based on twelve (12) month period of service. If an increment is withheld and the follow-up evaluation reflects satisfactory performance, then the increment shall be paid effective twelve (12) months from the date withheld increment would have been paid.

- F. During the working test period employees will be evaluated after two (2) months and at the end of the working test period.

- G. Excused sick and disability leave shall not have an adverse impact on evaluations.

ARTICLE XVI

UNIFORMS - (continued)

D. Mechanics Tool Allowance:

The annual tool allowance per mechanic and sewer treatment plant maintenance repairer will be \$250.00. Each mechanic will be required to keep a record of their tool purchases with the date, vendor, description of tool, and dollar amount expended. Receipts should be attached to the record when available. A voucher will include a certification for the mechanic to sign, indicating the tools were purchased by him. The mechanics can process these reimbursement requests anytime after \$50.00 has been expended, or quarterly.

ARTICLE XVII

HOURS AND AUTHORIZED BREAKS - (continued)

3. Water Treatment Plant:

The work day will consist of eight (8) hours. Employees at the Kings Highway Water Treatment Plant will work rotating shifts of 7:00 am to 3:00 pm; 3:00 pm to 11:00 pm; 11:00 pm to 7:00 am. Hours per week will vary per shift from 40 to 50 hours. The relief operator, when not working a shift, will work 7:30 am to 4:00 pm. The outside plant operator will work 7:30 am to 4:00 pm. Kings Highway Plant Operators will remain at the plant and be on duty during breaks and lunch, and will be paid during these times.

4. Utilization of Sick Leave:

Sick leave for all employees will be allowed subject to the following proviso. An employee who is about to be absent on sick leave must personally notify the Department Director, or his designee, of his illness within 30 minutes of the beginning of his or her shift, and thereafter daily. Daily notice may be waived by the Department Director when circumstances make this provision impractical.

5. All starting times, quitting times, and lunch periods are subject to modification by Departmental Supervision based on special reasons or emergencies, including, but not limited to: manpower shortage, pending current or anticipated storm conditions, utility breaks or stoppages, traffic hazards, material deliveries or departmental efficiency. Said modifications shall be reported to the Director of Public Works or his designee.

ARTICLE XVII

HOURS AND AUTHORIZED BREAKS - (continued)

D. BREAK (Morning and Afternoon):

All employees are permitted two (2) authorized breaks: one fifteen (15) minute period in the morning, commencing no sooner than 8:45 am, and ending no later than 10:30 am. One five (5) minute period in the afternoon, commencing no sooner than 2:00 pm and ending no later than 3:00 pm. The intent of the short afternoon break is to allow employees to use a restroom, pick up a beverage, or make a necessary personal phone call.

Building Maintenance workers and Water Plant workers not working the standard day shift, shall receive break periods as provided above on a schedule approved by their supervisor.

No breaks are permitted to be taken at an employee's home.

While breaks may be taken at the job site, all off-premise breaks shall be taken at the closest convenient location to an employee's worksite within the Township of Moorestown.

Break times may be modified by Supervisors, on specific case-by-case basis, based on emergencies or special reasons. Said modification shall be reported to the Director of Public Works, or his designee.

E. CLEAN-UP PERIOD:

No more than ten (10) minutes shall be allowed for employee clean-up before quitting time.

F. EXTRAORDINARY SHIFT:

In the event an employee who is covered by this Agreement works sixteen (16) consecutive hours, the employee shall be entitled to eight (8) hours off. If the eight hour rest period overlaps

D. Meal Allowance:

1. An employee who works four (4) hours of overtime beyond the shift's regularly scheduled ending time or is called in on an emergency basis for four (4) hours shall be provided with a meal at no cost to the employee.
2. An employee who is called to work at least three (3) hours prior to the beginning of his shift shall be provided with a meal at no cost to the employee.
3. An employee who qualified for a meal under the above guideline shall be given a meal allowance in the amount of \$6.00 for breakfast and/or lunch and \$8.00 for dinner. No receipt shall be required for reimbursement.
4. If the Township provides a meal, no individual reimbursement will be provided to the employee.

ARTICLE XX

UNION DUES CHECK-OFF, AGENCY SHOP & REPRESENTATION FEE

A. Union Dues Check-Off:

Upon written, acceptable authorization, the Township agrees to deduct union dues from the base weekly wage of employee covered by this Agreement. Local 1044 shall certify the amount of said dues to the Township at least thirty (30) days prior to the first day of the month in which said dues are to be deducted.

Township agrees to remit dues deducted to the Communication Workers of America, c/o Secretary-Treasurer, Communication Workers of America, AFL-CIO, 1925 K Street, N.W., Washington, D.C., 20006 by the fifteenth (15) day of the month following the calendar month in which such dues are deducted, together with a list of employees from whose pay such deductions were made. A copy of the list shall also be mailed to the Office of the President of Local 1044.

Union dues check-off deductions may be stopped in accordance with N.J.S.A. 52:14-15.9e. Township agrees to supply the Local with a copy of any request to halt dues deduction.

If, during the life of this agreement there shall be any change in the rate of membership dues, the Local shall furnish to the Township written notice prior to the effective date of such change, and shall furnish the Township a certified copy of the Resolution indicating the dues changes and the effective date of such changes.

B. Agency Shop:

Township agrees to grant an agency shop to Local 1044 if, and only if, the following conditions are met:

1. Local 1044 shall first obtain the signatures of at least seventy percent (70%) of the employees covered by this Agreement. Employees' signatures shall indicate the voluntary agreement to join Local 1044 and to pay dues to the Local.

ARTICLE XX - (continued)

- D. The Local and National CWA agrees to indemnify, defend and hold the Township harmless against any and all claims, demands, suits or orders of judgement brought or issued against the Township with regard to the dues check-off, agency shop and/or representation fee.

 The Township assumes no liability for administrative oversight, errors or insufficient paycheck funds.

ARTICLE XXII
FULLY BARGAINED PROVISIONS

- A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues, which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- B. This Agreement shall not be modified in whole or in part by the parties, except by an instrument in writing only, executed by both parties.

IN WITNESS WHEREOF the parties have hereunto set their hands and seals at Moorestown, New Jersey this 16th day of March, 1995.

TOWNSHIP OF MOORESTOWN:

By: Walter T. Maahs
Walter T. Maahs, Mayor

By: John T. Terry
John T. Terry,
Township Manager

COMMUNICATION WORKERS OF AMERICA

By: John Lazzaretti
John Lazzaretti, President

By: Steve Jerema
Steve Jerema, Staff Rep.

NEGOTIATION COMMITTEE MEMBERS

By: Kurt E. Dunbar

By: Ronald B. Lynch

By: Robert B. Cunningham

By: W. Paul Fitzgerald

By: _____

Attest: Margie P. Murphy
Margie P. Murphy,
Township Clerk

SCHEDULE A

(4.3%)

1995 SALARIES

POSITION	INCRE- MENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Building Maintenance Worker	995	22,130	23,125	24,120	25,115	26,110	27,105	28,100
Chemist/Water/Analysis/ STP Operator	1,486	32,673	34,159	35,645	37,131	38,617	40,103	41,589
Equipment Operator	1,225	26,900	28,125	29,350	30,575	31,800	33,025	34,250
Heavy Equipment Operator	1,291	28,216	29,507	30,798	32,089	33,380	34,671	35,962
Laboratory Technician/ STP Operator	1,291	28,216	29,507	30,798	32,089	33,380	34,671	35,962
Laborer	1,051	23,255	24,306	25,357	26,408	27,459	28,510	29,561
Laborer, Heavy	1,108	24,377	25,485	26,593	27,701	28,809	29,917	31,025
Laborer, Light	961	21,394	22,355	23,316	24,277	25,238	26,199	27,160
Maintenance Repairer	1,225	26,900	28,125	29,350	30,575	31,800	33,025	34,250
Mechanic	1,350	29,631	30,981	32,331	33,681	35,031	36,381	37,731
Mechanic's Helper	1,051	23,255	24,306	25,357	26,408	27,459	28,510	29,561
Public Works Inspector	1,486	32,673	34,159	35,645	37,131	38,617	40,103	41,589
Pump Station Operator- Sewage	1,291	28,216	29,507	30,798	32,089	33,380	34,671	35,962
Recreation & Park Maintenance Worker	1,051	23,255	24,306	25,357	26,408	27,459	28,510	29,561
Sanitation Driver	1,225	26,900	28,125	29,350	30,575	31,800	33,025	34,250
Sanitation Inspector	1,291	28,216	29,507	30,798	32,089	33,380	34,671	35,962
Senior Tree Climber	1,291	28,216	29,507	30,798	32,089	33,380	34,671	35,962
Senior Mechanic	1,449	31,727	33,176	34,625	36,074	37,523	38,972	40,421
Sewage Plant Operator	1,291	28,216	29,507	30,798	32,089	33,380	34,671	35,962
Tree Climber	1,225	26,900	28,125	29,350	30,575	31,800	33,025	34,250
Truck Driver	1,165	25,618	26,783	27,948	29,113	30,278	31,443	32,608
Water Meter Reader/ Water Repairer	1,225	26,900	28,125	29,350	30,575	31,800	33,025	34,250
Water Meter Repairer	1,225	26,900	28,125	29,350	30,575	31,800	33,025	34,250
Water Repairer	1,225	26,900	28,125	29,350	30,575	31,800	33,025	34,250
Sewer/Water Repairer	1,225	26,900	28,125	29,350	30,575	31,800	33,025	34,250
Water Treatment Plant Operator	1,291	28,771	30,062	31,353	32,644	33,935	35,226	36,517

SCHEDULE B

(4.2%)

1996 SALARIES

POSITION	INCRE- MENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Building Maintenance Worker	1,037	23,059	24,096	25,133	26,170	27,207	28,244	29,281
Chemist/Water/Analysis/ STP Operator	1,549	34,045	35,594	37,143	38,692	40,241	41,790	43,339
Equipment Operator	1,277	28,030	29,307	30,584	31,861	33,138	34,415	35,692
Heavy Equipment Operator	1,345	29,401	30,746	32,091	33,436	34,781	36,126	37,471
Laboratory Technician/ STP Operator	1,345	29,401	30,746	32,091	33,436	34,781	36,126	37,471
Laborer	1,095	24,232	25,327	26,422	27,517	28,612	29,707	30,802
Laborer, Heavy	1,155	25,401	26,556	27,711	28,866	30,021	31,176	32,331
Laborer, Light	1,001	22,293	23,294	24,295	25,296	26,297	27,298	28,299
Maintenance Repairer	1,277	28,030	29,307	30,584	31,861	33,138	34,415	35,692
Mechanic	1,407	30,876	32,283	33,690	35,097	36,504	37,911	39,318
Mechanic's Helper	1,095	24,232	25,327	26,422	27,517	28,612	29,707	30,802
Public Works Inspector	1,549	34,045	35,594	37,143	38,692	40,241	41,790	43,339
Pump Station Operator- Sewage	1,345	29,401	30,746	32,091	33,436	34,781	36,126	37,471
Recreation & Park Maintenance Worker	1,095	24,232	25,327	26,422	27,517	28,612	29,707	30,802
Sanitation Driver	1,277	28,030	29,307	30,584	31,861	33,138	34,415	35,692
Sanitation Inspector	1,345	29,401	30,746	32,091	33,436	34,781	36,126	37,471
Senior Tree Climber	1,345	29,401	30,746	32,091	33,436	34,781	36,126	37,471
Senior Mechanic	1,510	33,060	34,570	36,080	37,590	39,100	40,610	42,120
Sewage Plant Operator	1,345	29,401	30,746	32,091	33,436	34,781	36,126	37,471
Tree Climber	1,277	28,030	29,307	30,584	31,861	33,138	34,415	35,692
Truck Driver	1,213	26,694	27,907	29,120	30,333	31,546	32,759	33,972
Water Meter Reader/ Water Repairer	1,277	28,030	29,307	30,584	31,861	33,138	34,415	35,692
Water Meter Repairer	1,277	28,030	29,307	30,584	31,861	33,138	34,415	35,692
Water Repairer	1,277	28,030	29,307	30,584	31,861	33,138	34,415	35,692
Sewer/Water Repairer	1,277	28,030	29,307	30,584	31,861	33,138	34,415	35,692
Water Treatment Plant Operator	1,345	29,979	31,324	32,669	34,014	35,359	36,704	38,049

SCHEDULE C

(4.3%)

1997 SALARIES

POSITION	INCRE- MENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Building Maintenance Worker	1,082	24,051	25,133	26,215	27,297	28,379	29,461	30,543
Chemist/Water/Analysis/ STP Operator	1,616	35,509	37,125	38,741	40,357	41,973	43,589	45,205
Equipment Operator	1,332	29,235	30,567	31,899	33,231	34,563	35,895	37,227
Heavy Equipment Operator	1,403	30,665	32,068	33,471	34,874	36,277	37,680	39,083
Laboratory Technician/ STP Operator	1,403	30,665	32,068	33,471	34,874	36,277	37,680	39,083
Laborer	1,142	25,274	26,416	27,558	28,700	29,842	30,984	32,126
Laborer, Heavy	1,205	26,493	27,698	28,903	30,108	31,313	32,518	33,723
Laborer, Light	1,044	23,252	24,296	25,340	26,384	27,428	28,472	29,516
Maintenance Repairer	1,332	29,235	30,567	31,899	33,231	34,563	35,895	37,227
Mechanic	1,468	32,204	33,672	35,140	36,608	38,076	39,544	41,012
Mechanic's Helper	1,142	25,274	26,416	27,558	28,700	29,842	30,984	32,126
Public Works Inspector	1,616	35,509	37,125	38,741	40,357	41,973	43,589	45,205
Pump Station Operator- Sewage	1,403	30,665	32,068	33,471	34,874	36,277	37,680	39,083
Recreation & Park Maintenance Worker	1,142	25,274	26,416	27,558	28,700	29,842	30,984	32,126
Sanitation Driver	1,332	29,235	30,567	31,899	33,231	34,563	35,895	37,227
Sanitation Inspector	1,403	30,665	32,068	33,471	34,874	36,277	37,680	39,083
Senior Tree Climber	1,403	30,665	32,068	33,471	34,874	36,277	37,680	39,083
Senior Mechanic	1,575	34,482	36,057	37,632	39,207	40,782	42,357	43,932
Sewage Plant Operator	1,403	30,665	32,068	33,471	34,874	36,277	37,680	39,083
Tree Climber	1,332	29,235	30,567	31,899	33,231	34,563	35,895	37,227
Truck Driver	1,265	27,842	29,107	30,372	31,637	32,902	34,167	35,433
Water Meter Reader/ Water Repairer	1,332	29,235	30,567	31,899	33,231	34,563	35,895	37,227
Water Meter Repairer	1,332	29,235	30,567	31,899	33,231	34,563	35,895	37,227
Water Repairer	1,332	29,235	30,567	31,899	33,231	34,563	35,895	37,227
Sewer/Water Repairer	1,332	29,235	30,567	31,899	33,231	34,563	35,895	37,227
Water Treatment Plant Operator	1,403	31,268	32,671	34,074	35,477	36,880	38,283	39,686

SCHEDULE D

(4.2%)

1998 SALARIES

POSITION	INCRE- MENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Building Maintenance Worker	1,128	25,061	26,189	27,317	28,445	29,573	30,701	31,829
Chemist/Water/Analysis/ STP Operator	1,684	37,000	38,684	40,368	42,052	43,736	45,420	47,104
Equipment Operator	1,388	30,463	31,851	33,239	34,627	36,015	37,403	38,791
Heavy Equipment Operator	1,462	31,953	33,415	34,877	36,339	37,801	39,263	40,725
Laboratory Technician/ STP Operator	1,462	31,953	33,415	34,877	36,339	37,801	39,263	40,725
Laborer	1,190	26,336	27,526	28,716	29,906	31,096	32,286	33,476
Laborer, Heavy	1,256	27,606	28,862	30,118	31,374	32,630	33,886	35,142
Laborer, Light	1,088	24,229	25,317	26,405	27,493	28,581	29,669	30,757
Maintenance Repairer	1,388	30,463	31,851	33,239	34,627	36,015	37,403	38,791
Mechanic	1,530	33,557	35,087	36,617	38,147	39,677	41,207	42,737
Mechanic's Helper	1,190	26,336	27,526	28,716	29,906	31,096	32,286	33,476
Public Works Inspector	1,684	37,000	38,684	40,368	42,052	43,736	45,420	47,104
Pump Station Operator- Sewage	1,462	31,953	33,415	34,877	36,339	37,801	39,263	40,725
Recreation & Park Maintenance Worker	1,190	26,336	27,526	28,716	29,906	31,096	32,286	33,476
Sanitation Driver	1,388	30,463	31,851	33,239	34,627	36,015	37,403	38,791
Sanitation Inspector	1,462	31,953	33,415	34,877	36,339	37,801	39,263	40,725
Senior Tree Climber	1,462	31,953	33,415	34,877	36,339	37,801	39,263	40,725
Senior Mechanic	1,641	35,930	37,571	39,212	40,853	42,494	44,135	45,776
Sewage Plant Operator	1,462	31,953	33,415	34,877	36,339	37,801	39,263	40,725
Tree Climber	1,388	30,463	31,851	33,239	34,627	36,015	37,403	38,791
Truck Driver	1,318	29,011	30,329	31,647	32,965	34,283	35,601	36,919
Water Meter Reader/ Water Repairer	1,388	30,463	31,851	33,239	34,627	36,015	37,403	38,791
Water Meter Repairer	1,388	30,463	31,851	33,239	34,627	36,015	37,403	38,791
Water Repairer	1,388	30,463	31,851	33,239	34,627	36,015	37,403	38,791
Sewer/Water Repairer	1,388	30,463	31,851	33,239	34,627	36,015	37,403	38,791
Water Treatment Plant Operator	1,462	32,581	34,043	35,505	36,967	38,429	39,891	41,353