

AGREEMENT BETWEEN

Ocean City, City of
THE CITY OF OCEAN CITY

AND

THE COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

X July 1, 1986 - December 31 1987

INDEX

<u>ARTICLE</u>	<u>PAGE</u>
AGENCY SHOP AND DUES DEDUCTION - XVI.....	24-26
CLOTHING ALLOWANCE - XVII.....	27
COMMENDATION - XXII.....	36
COURT TIME - XXVI.....	41
DISCIPLINE AND EVALUATION PROCEDURES - XXI.....	34-35
DURATION - XXXIV.....	50
EXTRA CONTRACT AGREEMENT - VII.....	10
FAIR LABOR STANDARDS ACT.....	49
GRIEVANCE PROCEDURES - XX.....	30-33
HEALTH AND SAFETY - XXV.....	40
HOLIDAYS - XII.....	16
INJURY LEAVE - XIII.....	17
INSURANCE, HEALTH AND WELFARE - XV.....	22-23
JOB POSTING AND VACANCIES - XXXI.....	46
LEAVES OF ABSENCE - IX.....	11
LEGAL REFERENCE - IV.....	5
LIBRARY EMPLOYEES - XIX.....	29
LONGEVITY - XXIV.....	39
MANAGEMENT RIGHTS - II.....	3
MISCELLANEOUS PERSONNEL PRACTICES - XXIX.....	44
MUTUAL COOPERATION PLEDGE - XXVIII.....	43
PREAMBLE.....	1
RETENTION OF CIVIL RIGHTS - VI.....	8
RULES AND REGULATIONS - III.....	4
SCHOOL CROSSING GUARDS - XXXIII.....	48

INDEX

<u>ARTICLE</u>	<u>PAGE</u>
SCHOOLING - XXVII.....	42
SEVERABILITY AND SAVINGS.....	45
SICK LEAVE/TERMINAL LEAVE - XIV.....	18-21
SUB-CONTRACTING (INDEPENDENT) - VII.....	9
TIME OFF (MISCELLANEOUS) - XVIII.....	28
UNION BULLETIN BOARDS - XXXII.....	47
UNION RECOGNITION - I.....	2
UNION REPRESENTATIVES AND MEMBERS - V.....	6-7
VACATIONS - XI.....	14-15
WAGES/OUT OF TITLE PAY/INCREMENTS - XXIII.....	37-38
WITNESSETH.....	1
WORK WEEK/OVERTIME/ON CALL - X.....	12-13
APPENDIX "A".....	51-54

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
PREAMBLE.....	1
WITNESSETH.....	1
I - UNION RECOGNITION.....	2
II - MANAGEMENT RIGHTS.....	3
III - RULES AND REGULATIONS.....	4
IV - LEGAL REFERENCE.....	5
V - UNION REPRESENTATIVES AND MEMBERS.....	6-7
VI - RETENTION OF CIVIL RIGHTS.....	8
VII - SUB-CONTRACTING (Independent).....	9
VIII - EXTRA CONTRACT AGREEMENT.....	10
IX - LEAVE OF ABSENCE.....	11
X - WORK WEEK AND OVERTIME.....	12-13
XI - VACATIONS.....	14-15
XII - HOLIDAYS.....	16
XIII - INJURY LEAVE.....	17
XIV - SICK LEAVE.....	18-21
XV - INSURANCE, HEALTH & WELFARE.....	22-23
XVI - AGENCY SHOP & DUES DEDUCTION.....	24-26
XVII - CLOTHING ALLOWANCE.....	27
XVIII - TIME OFF.....	28
XIX - LIBRARY EMPLOYEES.....	29
XX - GRIEVANCE PROCEDURE.....	30-33
XXI - DISCIPLINE & EVALUATION PROCEDURES.....	34-35
XXII - COMMENDATION.....	36
XXIII - WAGES.....	37-38

<u>ARTICLE</u>	<u>PAGE</u>
XXIV - LONGEVITY.....	39
XXV - HEALTH & SAFETY.....	40
XXVI - COURT TIME.....	41
XXVII - SCHOOLING.....	42
XXVIII - MUTUAL COOPERATION PLEDGE.....	43
XXIX - MISCELLANEOUS PERSONNEL PRACTICES.....	44
XXX - SEVERABILITY & SAVINGS.....	45
XXXI - JOB POSTING & VACANCIES.....	46
XXXII - UNION BULLETIN BOARDS.....	47
XXXIII - SCHOOL CROSSING GUARDS.....	48
XXXIV - FAIR LABOR STANDARDS ACT.....	49
XXXV - DURATION.....	50
APPENDIX "A".....	51-53

PREAMBLE

THIS AGREEMENT entered into this day of , 1986 by and between the City of Ocean City, in the County of Cape May, a Municipal Corporation of the State of New Jersey, hereinafter called the "City", and the Communications Workers of America, AFL-CIO, hereinafter called the "Union", represents the understanding between the City and the Union on all issues contained herewithin.

WITNESSETH:

WHEREAS, that for the purpose of mutual understanding and in order that a harmonious relationship may exist between the City and the Union and to the end that continuous efficient service will be rendered to and by both parties, for the benefit of both;

NOW, THEREFORE, IT IS AGREED, as follows:

ARTICLE I

UNION RECOGNITION

A. The City hereby recognizes the Union as exclusive and sole representative of all collective negotiations concerning grievances and terms and conditions of employment, for all permanent and provisional full-time personnel and permanent part-time employees of the City as enumerated in Appendix "A", but excluding uniformed employees of the Police and Fire Divisions, Lifeguards, Division Heads, Elected Officials, Managerial and Professional Employees.

B. Unless otherwise indicated, the term "Employee" when used hereinafter in this Agreement, shall refer to all employees represented by the Union in the negotiating unit as above defined, and references to male employees should include female employees.

ARTICLE II
MANAGEMENT RIGHTS

It is recognized that the management of the City, the control of its properties and the maintenance of order and efficiency, is a right and responsibility of the City of Ocean City.

Accordingly, the City 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) To the executive management and administrative control of the municipal government and its properties and facilities and to determine the methods of operation to be offered by its employees and to direct the legitimate business activities of its employees;

2) To determine the standards of selection of employment and to hire all employees and, subject to the provisions of Law and Civil Service Rules and Regulations, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees;

3) To suspend, demote, discharge or take other disciplinary action for just cause according to Law and subject to the limitations of Article XXI.

ARTICLE III

RULES AND REGULATIONS

A. Pursuant to Chapter 123, P.L. of N.J., 1974, the City agrees that it will not establish new work rules or regulations, or modify existing work rules or regulations governing wages, hours, or working conditions except those so negotiated in this Agreement without prior negotiations with the Union. However, if a new work rule needs to be established and it does not govern wages, hours or working conditions and it is not contrary to this Agreement, then the City may establish such a rule.

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

C. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from any employee benefit existing prior to its effective date.

ARTICLE IV

LEGAL REFERENCE

A. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under any other applicable laws and regulations. The rights granted the employee shall be deemed to be in addition to those provided elsewhere.

B. The provisions of this Agreement shall be subject to and subordinate to and shall not annul or modify existing applicable provisions of State and local laws, except as such particular provisions of this contract modify existing local laws.

ARTICLE V

UNION REPRESENTATIVES AND MEMBERS

A. The City agrees to grant time off with pay to union representatives, not to exceed twenty (20) days in the aggregate, per year for the purposes of attending to union business, provided that said representatives provide the Division Head with four (4) working days notice.

B. Upon prior request and authorization of the Division Head, or his designee, authorized representatives of the Union shall be permitted to visit the City offices for the purposes of investigating alleged violations of the Agreement. Such authorization shall not be unreasonably denied. In no event, shall there be any interference with the operation of the City or respective Divisions.

C. The City agrees to permit Union Shop Stewards to take vacation, compensatory or unpaid time off to attend shop steward training programs, provided such training is not scheduled during the summer season. The Union agrees to give the City advance notice of such training programs. It is understood that the use of such time is subject to prior approval of the City Administrator.

D. During negotiations, the Union representatives so authorized by the Union, not to exceed seven (7), shall be excused from their normal duties for such periods of negotiations as may be agreed upon by the parties. Such excused individuals, however, shall be available for duty in the event that an emergency arises.

E. The City and Union agree that all hours spent by employees in attending to Union business and attending negotiations pursuant to this Article are not mandated work by the City and as such are not compensable as hours worked for Fair Labor Standards Act purposes. However, hours spent on contractually permissible paid Union leave time are considered part of the normal workweek under Article X.

ARTICLE VI

RETENTION OF CIVIL RIGHTS

A. Union members shall retain all civil rights and protections of the laws, rules and regulations of the State of New Jersey and of the United States of America.

ARTICLE VII

SUB CONTRACTING (INDEPENDENT)

A. The City shall notify the Union forty-five (45) days in advance of any plans to grant a sub-contract which affects the present levels of employment unless emergency circumstances make such notification impossible.

B. The City agrees to sit and meet with the Union representatives to discuss any decision by the City to contract or subcontract which is based on solely fiscal considerations whenever it becomes apparent that a layoff or job displacement will result from the contract or subcontract.

ARTICLE VIII

EXTRA CONTRACT AGREEMENT

The City agrees not to enter into any other Agreements or Contracts with Bargaining Unit members who are covered hereunder, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement.

ARTICLE IX

LEAVES OF ABSENCE

A. Military Leave shall be granted in accordance with the law.

B. Leaves of absence without pay may be granted by the City for good reason.

C. Leaves of absence shall be granted without pay to an employee to campaign for or serve in a public office.

D. Maternity Leave shall be granted in accordance with the law. Employees shall give written notification to the Division Head at least ninety (90) days (if possible) prior to taking physical disability leave.

E. Leaves of absence shall be requested by employees in writing at least thirty (30) days prior to commencement of said leave.

ARTICLE X

WORK WEEK AND OVERTIME

A. Hours of Work:

The present on-going working hours shall continue for all Blue Collar workers and all Library workers. All White Collar workers shall work a thirty-five (35) hour work week, Monday thru Friday.

B. Overtime:

1. Overtime shall be defined as time worked beyond the full-time employees' regular work week. Overtime shall be compensated, unless otherwise provided, at the rate of time and one-half the employee's regular rate of pay on the following basis:

0 - 15 minutes --- no compensation

16 - 30 minutes --- .5 hours compensation

31 - 60 minutes --- 1.0 hours compensation

Thereafter, all overtime will be administered in .50 hour segments.

2. If the Employer gives the employee at least twenty-four (24) hours notice of overtime work, the Employer will then have the option of paying comp time or pay or a combination thereof. In the event the notice is less than twenty-four (24) hours, form of payment will be the employee's choice.

3. If an employee is requested to work on a holiday, s/he shall be paid for all time worked at the time and one-half (1 1/2) rate as per paragraph two (2) above, in addition to the regular holiday pay. If s/he is called to duty on his/her usual day off, s/he shall be paid for all hours worked and shall be guaranteed a minimum of four (4) hours at time and one-half (1 1/2) his/her regular rate of pay.

4. If an employee is recalled to duty, s/he shall receive a minimum of two (2) hours at time and one-half (1 1/2) of his/her regular rate of pay.

5. All overtime in all Divisions shall be assigned on a fair and equal basis.

6. All employees upon being personally notified of an emergency, shall report to work within thirty (30) minutes provided s/he is able to do so, otherwise, s/he shall report as soon as possible.

C. On-Call:

1. Any employee who is designated to be on-call for a given week, shall be granted one-half (1/2) compensatory day for each week so designated.

2. On-call duty shall be assigned on a fair and equal basis.

3. It is understood that the on-call provision for compensatory time does not apply to Court employees.

D. Court Employees:

1. Court employees who execute Court documents at their residence during off-duty hours shall be paid a flat \$15.00 stipend for each incident.

2. In the event a Court employee is recalled to duty to appear at Court or its offices, he/she shall be paid a flat \$40.00 stipend for such appearance.

These payments are in lieu of all compensatory time or other overtime payments for on-call or recall of these employees.

E. Accumulation of Compensatory Time:

An employee with two hundred forty (240) hours of compensatory time accumulated for hours worked after April 15, 1986 shall be paid for all additional overtime hours worked at the rate of one and one-half (1 1/2) times their regular rate of pay until such time as the employee has less than two hundred forty (240) hours of accumulated compensatory time.

ARTICLE XI

VACATIONS

A. For all employees hired prior to August 30, 1984, annual vacations shall be granted as follows:

1. From the date of hire to the end of the first calendar year - one (1) working day for each month worked.

2. From the beginning of the second calendar year till the end of the fifth calendar year - twelve (12) working days.

3. From the beginning of the sixth calendar year till the end of the tenth calendar year - eighteen (18) working days.

4. From the beginning of the eleventh calendar year till the end of the fifteenth calendar year - twenty-two (22) working days.

5. From the beginning of the sixteenth calendar year till the end of the twentieth calendar year - twenty-seven (27) working days.

6. From the beginning of the twenty-first calendar year till the date of retirement - thirty (30) working days.

B. For all employees hired after August 30, 1984 annual vacations shall be granted as follows:

1. From the date of hire to the end of the first calendar year - one (1) working day for each month worked.

2. From the beginning of the second calendar year till the end of the tenth calendar year - twelve (12) working days.

3. From the beginning of the eleventh calendar year till the end of the fifteenth calendar year - fifteen (15) working days.

4. From the beginning of the sixteenth calendar year till the end of the twentieth calendar year - seventeen (17) working days.

5. From the beginning of the twenty-first calendar year till the end of the twenty-fifth calendar year - twenty (20) working days.

6. From the beginning of the twenty-sixth calendar year till the date of retirement - twenty-five (25) working days.

C. If an employee becomes sufficiently ill so as to require in-patient hospitalization while he or she is on vacation, he or she may charge such period of illness and post hospital recuperation against sick leave at his or her option. Said employee must submit proof of hospitalization and Physician's certificate as to the need for post hospital recuperation.

D. For members of the Bargaining Unit, vacations shall be picked by seniority, within classification, in each individual Division.

E. Vacation leave shall be taken during the calendar year in which vacation leave is earned at such time as permitted or directed by the Division Head unless the Division Head determines and certifies that it cannot be taken because of pressure of work.

F. Any unused vacation resulting from the pressure of work as determined by the Division Head may be carried forward to the next succeeding year only, and will be scheduled by the Division Head to be taken in the next succeeding year.

G. Employees shall be not recalled to work on their vacation except in emergencies.

H. Permanent part-time employees shall receive vacation on a pro rata basis.

ARTICLE XII

HOLIDAYS

The following shall constitute paid holidays under this agreement:

- | | |
|---------------------------|----------------------------|
| 1. New Year's Day | 9. Columbus Day |
| 2. Martin Luther King Day | 10. November Election Day |
| 3. Washington's Birthday | 11. Veteran's Day |
| 4. Lincoln's Birthday | 12. Thanksgiving Day |
| 5. Good Friday | 13. Day After Thanksgiving |
| 6. Memorial Day | 14. Christmas Day |
| 7. Independence Day | |
| 8. Labor Day | |

ARTICLE XIII

INJURY LEAVE

If an employee is incapacitated and unable to work because of a job-related injury, he shall be entitled to injury leave with full pay during the period in which he is unable to perform his duties up to a period of one year as mutually certified by the employee's own doctor and the City's doctor. These wages are to be offset by the amount of workmen's compensation wage payments pursuant to Chapter XV of Title 34 of the Revised Statutes of the State of New Jersey.

ARTICLE XIV

SICK LEAVE/TERMINAL LEAVE

A. Service Credit for Sick Leave

1. All employees shall be entitled to sick leave with pay as presently in effect and as specified hereunder.

B. Amount of Sick Leave

1. During the first year of employment only, employees shall be entitled to and accrue one and one-quarter (1 1/4) calendar sick days per month. Thereafter, sick leave shall be added each year as of January 1 at the rate of fifteen (15) calendar days per year per employee, in anticipation of continued employment for the full year.

2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year, to be used if and when needed for sick leave.

C. Reporting of Absence on Sick Leave

1. Employees shall call in prior to the start of their shift in accordance with Departmental procedures. Extenuating circumstances shall be given fair consideration.

(a) Failure to so notify the Department Head or his designee may be cause for denial of the use of sick leave for that absence and may constitute cause for disciplinary action.

(b) Absence without notice for five (5) consecutive days may constitute a resignation not in good standing.

D. Verification of Sick Leave

1. An employee who has been absent on sick leave for five (5) or more consecutive working days may be required to submit acceptable medical evidence substantiating the illness.

(a) An employee who has been absent on sick leave for periods totaling more than fifteen (15) days in one calendar year consisting of periods of less than five (5) days shall have his or her sick leave record reviewed by the City and thereafter may be required to submit acceptable medical evidence for any additional sick leave in that year. In cases where an illness is of a chronic or recurring nature causing recurring absences of one day or less, only one submission of such proof shall be necessary for a period of six (6) months.

(b) The City may require proof of illness of an employee on sick leave, whenever there appears to be abuse. Abuse of sick leave shall be cause for disciplinary action.

(c) The Union further acknowledges that the City, through its Business Administrator or his designee, may adopt such sick leave verification policies from time to time to control sick leave abuses as it may deem necessary. A copy of said policy shall be given to the Union twenty (20) days prior to its implementation.

2. In case of leave of absence due to exposure to contagious disease, a certification from the Department of Health shall be required.

3. The City may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined at the expense of the City by a physician designated by the City. In the City's

sole discretion the City can make reasonable accommodation of an employee's choice of doctors in matters of unique personal illness. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

E. Terminal Leave upon Retirement

1. If an employee retires without using up all his/her sick leave, s/he shall be compensated for said sick leave at the regular rate of pay in effect at the time of retirement in accordance with the following:

- (a) Employees hired prior August 30, 1984 shall have the amount of unused sick leave which was available to them on December 31, 1983 calculated by multiplying the total number of unused days as of December 31, 1983 times their daily rate of pay in effect on December 31, 1983.
- (b) If the dollar amount calculated in (a) above is greater than \$12,500, then that employee shall have his/her sick leave recalculated based upon the total number of unused sick days available on December 31, 1985 utilizing the rate of pay in effect on December 31, 1985. These employees at time of retirement, shall be permitted to receive a terminal leave payment which shall not exceed the dollar amount as calculated on December 31, 1985. In no event shall any employee receive a terminal leave payment in excess of \$22,500, regardless of the number of sick leave days accumulated.
- (c) In the event that the dollar amount calculated in (a) above is \$12,500 or less, then that employee shall be permitted to receive a terminal leave payment which shall not exceed \$12,500.

- (d) Employees hired subsequent to August 30, 1984 shall be permitted to receive a terminal leave payment which shall not exceed \$6,000.
- (e) Employees, regardless of date of hire, also have the option of remaining on the City payroll for as many days as the dollar amount referenced in the respective paragraph a - d above permits.
- (f) Employees who get sick prior to retirement continue to have the right to utilize sick days in accordance with Civil Service regulations.
- (g) In the event an employee dies without utilizing his/her accumulated sick leave, his/her estate shall be compensated for any unused sick leave per paragraphs a - d above.

E. Prior to going on terminal leave, all employees shall receive accrued benefits, but while on terminal leave such employee shall not be entitled to any additional sick leave, vacation time, or other benefits offered active employees.

ARTICLE XV

INSURANCE, HEALTH AND WELFARE

A. The City shall provide a comprehensive health benefit program including hospitalization, medical treatment, major medical coverage, surgical fees, office visits, and all of the benefits which are currently included in the health benefit program, at the date of this agreement, for the member and his family. The City agrees to undertake a study of its health care benefit plans including the dental plan. The purpose of this study will be to endeavor to enhance coverage being provided by the City while containing the cost of these coverages. The undertaking of this study by the City is not an agreement to change coverages.

B. The City shall continue to provide dental insurance for the individual member and family, at the level of benefit that is in effect at the date of this agreement.

C. The City shall provide a \$10,000.00 life insurance policy on the life of each member. The employee shall designate the beneficiary thereof. Upon separation of service of the member, and at his option and cost, employee may convert said life insurance policy on an individual basis.

D. The City shall provide legal representation for all employees if litigation should develop as a result of actions performed in the course of duty as a City employee.

E. The City shall continue to provide a co-pay Prescription Plan (\$1.00 co-pay) for the individual and his family. Effective January 1, 1987, the

Prescription Co-Payment shall be increased to \$2.00. The City Study referred to above shall include evaluation of a \$1.00 generic brand prescription plan and mail order prescription option.

F. An employee upon retirement and at his own expense, shall be permitted to continue the comprehensive health benefit program, excluding the dental and the prescription coverages.

G. At least sixty (60) days prior to the City's changing the existing insurance carrier of any benefit, they shall notify the Union, in writing, and provide the Union with a full description of the proposed insurance plan.

ARTICLE XVI

DUES DEDUCTIONS

A. The City agrees to deduct from the salaries of its employees subject to this Agreement dues for the Union. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S. 52:14-15.9(e)), as amended. Said monies together with records of any corrections shall be transmitted to the Union Treasurer within fifteen (15) working days from the payroll period ending date of each bi-weekly payroll period.

B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish to the City written notice thirty (30) days prior to the effective date of such change and shall furnish new authorizations from its members showing the authorized deduction for such employee.

C. The Union will provide the necessary "check-off authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the City Treasurer. The Union shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon salary deduction authorization cards submitted by the Union to the City or in reliance upon the official notification on the letterhead of the Union and signed by the President and Secretary of the Union advising of such changed deduction.

D. The Union agrees that there shall be no discrimination, intimidation, restraint, coercion, harassment or pressure by it or its officers, agents or

members against any employee who refuses or fails to execute an authorization card.

E. Any such written authorization may be withdrawn at any time by the filing of notice of such withdrawal with the City Treasurer. The filing of notice of withdrawal shall be effective to halt deductions as of January 1 or July 1 next succeeding the date on which notice of withdrawal is filed, in accordance with N.J.S.A. 52:14-15.9(e) as amended.

F. Any permanent employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days of initial employment within the unit, and any permanent employee previously employed with the unit who does not join within ten (10) days of re-entry into employment with the unit shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. This representation fee shall be paid in an amount not greater than eighty-five (85%) percent of the regular Union membership dues, fees and assessments as certified to the employer by the Union. The Union may revise its certification on the amount of the representation fee at any time to reflect changes in the regular Union membership dues, fees and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement as long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in the provision by a successor agreement between the Union and the employer.

G. The Union agrees to furnish the City with a copy of its "demand and return system" which must be established and maintained by the Union in accordance with the law.

H. The Union shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of any action taken in making deductions and remitting the same to the Union pursuant to this Article.

ARTICLE XVII

CLOTHING ALLOWANCE

A. Beginning in 1987 and thereafter, all Blue Collar employees shall receive a Two Hundred Thirty five Dollar (\$235.00) clothing allowance to be payable by July 1.

B. All uniforms and work clothes damaged in the line of duty shall be replaced by the City, after inspection and certification by the Division Head.

C. All personal items that are damaged, lost or destroyed in the line of duty, which are not covered by insurance, shall be replaced by the City, after inspection and certification by the appropriate Division Head. The City's liability shall not be more than Three Hundred (\$300.00) dollars per incident.

ARTICLE XVIII

TIME OFF

A. Employees shall be granted time off without deduction from pay or time owed for the following incidents.

1. Death in the immediate family, from the date of death to and including the day of the funeral, with a maximum of five (5) days or seven (7) days in the event of travel. Proper notification shall be given to the appropriate Division Head as soon as possible. Proper notification shall mean number of days being used and expected date of return and any applicable travel information.

2. Serious illness (including childbirth) in the immediate family residing with the employee no more than three (3) days.

3. Immediate family shall consist of wife, husband, child, mother, father, brother, sister, stepmother, stepfather, guardian, mother-in-law, father-in-law, grandmother, grandfather, grandchildren, sister-in-law, brother-in-law and spouse's grandparents.

4. Any time off under this article shall not be deducted from any other time or benefits owed to the employee and items 1 and 2 are not to be accumulative.

ARTICLE XIX

LIBRARY EMPLOYEES

A. The full time employees of the Library shall continue to work the same number of hours per week as is the present and past practice. The work year and calendar shall be as directed by the Library Director.

B. The Library employees shall utilize the same grievance procedure as set forth in this Agreement, with exception that Step One shall be the Library Director and Step Two shall be the Library Board.

C. Full time employees shall be granted the same number of holidays during each year as other City employees, all of which are to be designated by the Library Board. Such designation shall be posted by January 2nd of each year.

D. Full time Library employees shall be entitled to the same benefits and protections stated elsewhere within this Agreement, unless otherwise provided for within this Article.

E. Permanent part-time employees who work at least twenty (20) hours per week shall receive the benefits on a pro-rated basis in accordance with amount of time worked except for medical insurances, for which they shall receive 100% coverage. Said employees shall be entitled to the same protections of this Agreement afforded other members represented by the Union.

F. Permanent part-time employees shall work the hours so designated by the Library Director and they shall work the schedule and calendar so designated by the Library Director. However, the Library Director should, in making such schedules take into consideration length of service and employee's request before making any changes in existing schedules. Grievances concerning the implementation of this paragraph shall not be permitted to go to Arbitration.

ARTICLE XX

GRIEVANCE PROCEDURE

A. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise effecting the terms and conditions of employment under this Agreement.

B. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Division.

C. A "grievance" as used herein, means any controversy arising over the interpretation, application, or violation of policies, agreements or administrative decisions affecting the terms and conditions of employment of an employee, group of employees or the Union.

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

1. Step One - Division Head (Library Director)

(a) The aggrieved party may file his grievance in writing to the appropriate Division Head within seventeen (17) calendar days after the occurrence of the event giving rise to the grievance. (Grievance form to be used.

(b) The Division Head (Library Director) shall have ten (10) calendar days to meet with the grievant and to render a written decision to the grievance.

2. Step Two - Administrator or Designee (Library Board)

(a) If the grievant is not satisfied with the decision rendered at Level One, he may advance the grievance to Level Two within five (5) calendar days after receiving the Level One answer, or if no Level One answer has been rendered, within fifteen (15) calendar days from the day the grievance was submitted at Level One.

(b) The Administrator or designee shall have fifteen (15) calendar days to meet with the grievant and to render a written decision to the grievance.

3. Step Three - Binding Arbitration

(a) In the event the grievance has not been satisfactorily resolved at Step 2, the Union and only the Union may submit the matter to arbitration on the following conditions:

1) The request for arbitration shall be filed only by the International Representative of the Union.

2) The request for arbitration must be filed in writing with the Public Employment Relations Commission (PERC) no later than forty-five (45) working days after receipt of the response or expiration of the time to respond at Step 2.

(b) Nothing in this Agreement shall be construed as compelling the Union to submit a grievance to arbitration or to represent an employee before Civil Service. The Union's decision to request the movement of a grievance to arbitration or to terminate the grievance prior to submission to arbitration shall be final.

- (c) For all non-disciplinary grievances, the cost for the service of the arbitrator shall be borne equally by the City and the Union. Any other expenses, including but not limited to the presentation of witness and the preparation of transcripts, shall be paid by the party incurring same.
- (d) For disciplinary grievances, the cost of the first two arbitration hearings, per year, shall be borne equally by the City and the Union. Thereafter, any additional arbitration costs beyond the first two per year shall be paid by the losing party.
- (e) The arbitrator shall be bound by the provisions of this Agreement and the Constitution and Laws of the State of New Jersey, and be restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, subtract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be final and binding.

E. The designated Union representatives shall be permitted as members of the grievance committee to confer with employees and the City on specific grievances in accordance with the grievance procedure set forth herein during work hours of employees, without the loss of pay, provided the conduct of said business shall not diminish the effectiveness of the designated representative's Division or require the recall of off-duty employees, and further provided that permission is granted in advance by the appropriate Division Head or his designee.

F. Any aggrieved party may be represented by the Union's representatives at all stages of the grievance procedure and no reprisals of any kind shall be taken by the City against any party or representative involved in the grievance. A minority organization or outside party may not represent anyone at any stage of the grievance procedure.

G. All employees who have filed a grievance under this Agreement shall continue to work in accordance with the direction of the Division Head or other supervisory personnel until such grievance is properly determined.

ARTICLE XXI

DISCIPLINE AND EVALUATION PROCEDURES

A. Employees shall be evaluated by their supervisors or other designee at least once each contract year which is followed by a written evaluation report and by a conference between the employee and the evaluator for the purpose of identifying strengths and weaknesses.

B. An employee shall be given a copy of the evaluation report prepared by his evaluator at least one (1) day before any conference to discuss it. No such report shall be submitted to the personnel office or placed in the employee's file without prior conference. The employees shall sign the evaluation report and date it when it is presented to him. Said signature shall merely indicate that the employee has received a copy of the report. In the event an employee refuses to affix his signature to the evaluation report, the City shall have the right to note such refusal and place the document in the file and the Union Shop Steward shall be notified in writing.

C. An employee shall have the right to review the contents of his/her personnel file. An employee shall have the right to have a representative of the Union accompany him/her during such review.

D. No material derogatory to an employee's conduct, service, character, or personality shall be placed in his/her personnel file unless the employee has received a copy of it which shall be indicated by the employee's signature on the document in the file folder of the employee. In the event an employee refuses to affix his signature to the document, the City shall have the right to note such refusal and place the document in the file and the Union Shop Steward shall be notified in writing.

E. No employee shall be disciplined or reduced in compensation without just cause and such action shall be subject to the grievance procedure as follows:

1. For permanent employees, discipline of more than five (5) days shall not be subject to binding arbitration but shall be subject to Civil Service procedures. Discipline of five (5) or less days shall be subject to binding arbitration.

2. For provisional employees, discipline and discharge shall not be subject to binding arbitration for the first forty-five (45) days of employment. Thereafter, all discipline shall be subject to binding arbitration.

F. An employee may have a representative of the Union present in any meeting where the matter could adversely affect continued employment, withholding of increment, or disciplinary action.

G. All disciplinary action, including suspension, taken against any employee shall be done in accordance with Civil Service Rules and Regulations. In cases when the Division Head deems the suspension of an employee to be an immediate necessity for the safety of the public or the welfare of the City, he shall submit a report explaining such action to the City Administration. A copy of said report shall be given immediately to the employee.

ARTICLE XXII

COMMENDATION

Up to two (2) days compensatory time off shall be granted to an employee who has received a written commendation from the City Administrator.

ARTICLE XXIII

WAGES

During the term of this Agreement, wages for employees hereunder shall be increased as follows:

A. For the period July 1, 1986 through December 31, 1986, by an aggregate average of two and one-half (2 1/2%) percent which increase shall be paid in the form of a lump sum payment of FIVE HUNDRED (\$500) DOLLARS to each employee on or about November 14, 1986. Such payment shall be made to employees based upon service to the City during this period and therefore such payment shall be pro-rated for new employees hired after July 1, 1986 and for employees on unpaid leaves of absence or for employees who are separated from employment with the City due to retirement or for any other reason.

The Wage Guide in effect on July 1, 1986 shall remain fixed until January 1, 1987 when it shall be increased by said two and one-half (2 1/2%) percent.

B. For the period January 1, 1987 through December 31, 1987, the Wage Guide as adjusted under sub-paragraph A above, shall be increased by five (5%) percent.

OUT OF TITLE WAGES

In the event an employee is officially designated to work out of title, s/he shall be paid at the rate of pay for the higher title in accordance with the following:

A. Employees who have a Civil Service job title which includes the term "senior" or "assistant" must work out-of-title for thirty (30) consecutive days before being eligible for out-of-title pay. If the thirty (30) day threshold is met, pay shall be retroactive to the fifteenth (15) day.

B. Employees whose Civil Service job title does not contain the term "senior" or "assistant" and who work out-of-title a total of fifteen (15) days (which need not to be consecutive) in any prior six (6) month period will be compensated retroactively for the total time worked out-of-title.

WAGE INCREMENTS

A. The present number of increments in each salary range for each job classification shall remain in effect, and all employees shall advance accordingly, provided they have received a satisfactory rating the previous year.

B. All employees hired prior to July 1 in any given year shall be eligible to receive the appropriate increment. All employees hired from July 1st through December 31st, shall not be eligible for increment until the second January 1st they have been in the employ of the City. All other increments shall be payable January 1st of any given year.

ARTICLE XXIV

LONGEVITY

A. Employees shall receive longevity compensation which shall be computed at the rate of two (2%) percent of the employee's base pay for every five (5) years of service with a maximum limit as follows:

1. Employees may receive up to twelve (12%) percent if they have achieved twelve (12%) percent by June 30, 1986.

2. If an employee is not receiving twelve (12%) percent by June 30, 1986, then that employee and all future employees can only receive a maximum of ten (10%) percent longevity.

B. All employees hired from January 1st through June 30th shall receive their longevity retroactive to January 1st of the year hired. All employees hired from July 1st through December 31st shall receive their longevity pay which shall be computed from the January 1st next following the date of their hire.

C. Effective July 1, 1987, employees shall receive longevity compensation which shall be computed at the rate of two (2%) percent of the employee's base pay for every four (4) years of service with a maximum of twelve (12%) percent.

ARTICLE XXV

HEALTH & SAFETY

A. The City agrees to provide a safe and healthful place to work.

B. The City agrees to provide the Union and employee who so requests the chemical names of any substances used in the workplace.

C. There shall be a Health & Safety Committee as follows:

1. Two (2) CWA members on the Committee.

2. The two (2) CWA committee members can visit job sites when employees from that site have submitted safety or health problems, in writing, to the City Administrator in advance.

3. The number of such requests shall be reasonable in manner.

ARTICLE XXVI

COURT TIME

A. If an employee is required to appear in Court on City related business on his day off or time off, he shall be compensated according to Article X, Overtime.

B. If an employee is required to appear in Court on City related business he is expected to be dressed in suitable fashion, and said employee shall suffer no loss in pay during working hours.

ARTICLE XXVII

SCHOOLING

A. The City shall pay for tuition and reasonable related expenses for any employee who attends course work approved by the Division Head.

ARTICLE XXVIII

MUTUAL COOPERATION PLEDGE

A. The Union hereby agrees that during the term of this Agreement, it will not authorize a strike or illegal job action against the City.

B. Nothing contained in this Agreement shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have under the law.

ARTICLE XXIX

MISCELLANEOUS PERSONNEL PRACTICES

A. Each employee shall have access to his personnel file at reasonable times and upon request and prior approval of the Division Head.

B. All employees shall be made aware of any reports or charges made against him. He shall have the right to remain silent until he consults with an attorney or the Union.

C. 1. Employees shall, within thirty (30) days of engaging in outside employment, notify their Division Head in writing of the employment. S/he shall provide in this letter a listing of the position held, the name of the outside employer, and the hours of employment.

2. Employees shall be entitled to engage in outside employment during off duty hours provided that such employment does not conflict with his/her employment responsibilities as an employee of Ocean City.

D. All employees shall be entitled to two (2) fifteen (15) minute coffee breaks for every eight (8) hour shift.

ARTICLE XXX

SEVERABILITY AND SAVINGS

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

ARTICLE XXXI

JOB POSTING AND VACANCIES

- A. All job vacancies shall be posted on the Personnel Department's bulletin boards for a minimum of five (5) working days prior to filling the position.
- B. The Union president shall be provided with a copy of the posting.

ARTICLE XXXII

UNION BULLETIN BOARDS

The City hereby agrees to install in a prominent non-public location in each work area a bulletin board for the exclusive use of the Union. The Union shall supply the bulletin boards.

ARTICLE XXXIII

SCHOOL CROSSING GUARDS

School Crossing Guards shall be entitled to all the provisions of this Contract except as modified below:

A. Effective with the beginning of the 1986 school year, all crossing guards will receive a \$.25 per hour increase in salary.

B. Effective with the beginning of the 1987 school year, all crossing guards shall receive a \$.25 per hour increase over the 1986 salary.

C. The City will provide each school crossing guard with a work uniform as determined and defined by the Ocean City Police Chief.

D. Each school crossing guard shall receive six and one-quarter (6 1/4) sick leave days per school year, which shall be accumulated without maximum limitation from year to year. For purposes of this sub-section, a school year shall consist of two contiguous semesters.

E. The City will contribute to the New Jersey Public Employee Retirement System, those amounts statutorily mandated for each of the crossing guards.

F. The City shall provide to the four (4) regular crossing guards, health benefits as defined in Article XV, Paragraph (A) of the Agreement between the City and the Union for the period of July 1, 1986 through December 31, 1987.

G. School crossing guards shall not be entitled to vacations (Article XI) and holidays (Article XII).

ARTICLE XXXIV

FAIR LABOR STANDARDS ACT

It is acknowledged that commencing on April 15, 1986, the City may be required to comply with the provisions of the Fair Labor Standards Act (FLSA) and the regulations promulgated thereunder as they relate to employees covered by this Agreement. The City reserves the right to take appropriate action to ensure such compliance, including, but not limited to:

1. The exercising of any election or option available to it under the FLSA or regulations;

2. The awarding of compensatory time in lieu of monetary compensation for overtime;

3. Establishing procedures to monitor and control hours worked and overtime;

4. The crediting of any overtime payments made pursuant to this Agreement against any overtime obligation incurred under FLSA;

5. Establishing such rules and regulations as may be necessary to ensure compliance with the provisions of FLSA.

Notwithstanding the provisions of this Article, other articles of this agreement control payment.

ARTICLE XXXV

DURATION

A. This Agreement shall be in full force and effect as of July 1, 1986 and shall remain in effect to and including December 31, 1987, without any reopening date. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred fifty (150), no later than one hundred twenty (120) days prior to the expiration of this Agreement of a desire to change, modify or terminate this Agreement.

B. IN WITNESS WHEREOF, the parties have hereunto set their hands and seals at the City of Ocean City on this 10th day of SEPTEMBER, 1986.

FOR THE UNION:

John [Signature]
Paul D. Russell
Robert Shepard
Jacqueline Dundani
Thomas J. Reese
Valerie M. Crawford
Donna L. Neill
Francesco d. Tedesco

FOR THE CITY:

[Signature]

APPENDIX A

ACCOUNT CLERK

ADMINISTRATIVE SECRETARY

ASSESSING CLERK

ASSESSING CLERK PART-TIME

ASSISTANT CARPENTER FOREMAN

ASSISTANT DOG WARDEN

ASSISTANT LABORER FOREMAN

ASSISTANT PAINTER FOREMAN

ASSISTANT RECREATION MAINTENANCE FOREMAN

ASSISTANT SUPERINTENDENT OF RECREATION

ASSISTANT VIOLATIONS CLERK

ASSISTANT VIOLATIONS CLERK/RECORDER/OPERATOR/TYPING

AUTOMOTIVE MECHANIC

BEACH SUPERINTENDENT/TAX COLLECTION AIDE/TYPING

BOOKKEEPING MACHINE OPERATOR

BUILDING INSPECTOR

BUILDING MAINTENANCE WORKER

BUILDING SERVICE FOREMAN

BUILDING SUB-CODE OFFICIAL

CHIEF EMERGENCY MEDICAL TECHNICIAN

CLERK

CLERK BOOKKEEPER

CLERK BOOKKEEPER/SENIOR CLERK TYPIST

CLERK PART-TIME

CLERK TYPIST

DATA ENTRY MACHINE OPERATOR

DEPUTY MUNICIPAL COURT CLERK

DOCKET CLERK/RECORDER OPERATOR COURTS

• DOG WARDEN
DRAFTSMAN
ELECTRICIAN
EMERGENCY MEDICAL TECHNICIAN
ENGINEERING AIDE
EQUIPMENT OPERATOR
EQUIPMENT OPERATOR SWEEPER
GARAGE ATTENDANT
GROUNDSKEEPER FOREMAN
HEAVY EQUIPMENT OPERATOR
JUNIOR LIBRARY ASSISTANT
JUNIOR LIBRARY ASSISTANT PART-TIME
LABORER
LABORER, HEAVY
MAINTENANCE & CONSTRUCTION CARPENTER FOREMAN
MAINTENANCE & CONSTRUCTION MASON
MAINTENANCE & CONSTRUCTION MASON FOREMAN
MAINTENANCE & CONSTRUCTION PAINTER
MAINTENANCE & CONSTRUCTION PAINTER FOREMAN
MAINTENANCE & CONSTRUCTION PLUMBER FOREMAN
MAINTENANCE & CONSTRUCTION WELDER
MAINTENANCE REPAIRER
MAINTENANCE REPAIRER CARPENTER
MAINTENANCE REPAIRER ELECTRICIAN
MAINTENANCE REPAIRER PAINTER
MAINTENANCE REPAIRER PLUMBER
MASON
MASONS HELPER
MECHANIC

MECHANIC FOREMAN
OMNIBUS OPERATOR CLASS #1
P & F SIGNAL SYSTEM FOREMAN
P & F SIGNAL SYSTEM REPAIRER
PERSONNEL TECHNICIAN
PERSONNEL AIDE TYPING
PHOTOGRAPHER
PLUMBING SUB-CODE OFFICIAL
POLICE IDENTIFICATION CLERK
PRINCIPAL ACCOUNT CLERK
PRINCIPAL BOOKKEEPING MACHINE OPERATOR TYPING
PRINCIPAL CLERK
PRINCIPAL CLERK TYPIST
PRINCIPAL CLERK BOOKKEEPER
PRINCIPAL CLERK STENOGRAPHER
PRINCIPAL LIBRARY ASSISTANT
PURCHASING ASSISTANT TYPING
RADIO TECHNICIAN
RECREATION MAINTENANCE FOREMAN
RECREATION MAINTENANCE SUPERVISOR
RECREATION MAINTENANCE WORKER
RECREATION PARKS & GARDENS FOREMAN
RECREATION SUPERVISOR OF SPORTS
SCHOOL TRAFFIC GUARD
SECRETARIAL ASSISTANT STENOGRAPHER
SENIOR ASSESSING CLERK
SENIOR BOOKKEEPING MACHINE OPERATOR/TYPING
SENIOR BUILDING MAINTENANCE WORKER

• SENIOR ACCOUNT CLERK
SENIOR CLERK TYPIST
SENIOR CLERK STENOGRAPHER
SENIOR ENGINEERING AIDE
SENIOR LIBRARY ASSISTANT
SENIOR MAINTENANCE REPAIRER CARPENTER
SENIOR MAINTENANCE REPAIRER PAINTER
SENIOR MECHANIC
SENIOR MECHANICAL REPAIRER
SENIOR RECREATION MAINTENANCE WORKER
SIGN DESIGN PROCESSOR/LETTERER
SIGN DESIGN PROCESSOR/LETTERER HELPER
SPECIAL DEPUTY
STOREKEEPER/AUTOMOTIVE
STREET FOREMAN
SUPERVISING LIBRARY ASSISTANT
SUPERVISOR MUSIC PIER
TELEPHONE OPERATOR PART-TIME
TRAFFIC MAINTENANCE FOREMAN
TRAFFIC MAINTENANCE WORKER
TRUCK DRIVER
VIOLATIONS CLERK
WELDER

1 9 8 7 S A L A R Y R A N G E S

TITLE	SALARY RANGES	
ACCOUNT CLERK	13943	15419
ADMINISTRATIVE SECRETARY	16896	18608
ASSESSING CLERK	13943	15419
ASSESSING CLERK, P.T.	7790	8653
ASSISTANT CARPENTER FOREMAN	18459	21357
ASSISTANT DOG WARDEN	16814	18354
ASSISTANT LABORER FOREMAN	18459	21357
ASSISTANT PAINTER FOREMAN	18459	21357
ASSISTANT RECREATION MAINT. FOREMAN	17228	19041
ASSISTANT VIOLATIONS CLERK	11408	12485
ASSISTANT SUPT. OF RECREATION	23440	24800
ASSISTANT VIO. CLK/RECORD/OPER./TYPING	11946	13023
AUTOMOTIVE MECHANIC	17228	19041
BEACH SUPT./TAX COLLECTION AIDE/TYPING	16751	19057
BOOKKEEPING MACHINE OPERATOR	13943	15419
BUILDING INSPECTOR	19341	20252
BUILDING MAINTENANCE WORKER	14283	15169
BUILDING SERVICE FOREMAN	19442	22445
BUILDING SUB-CODE OFFICIAL	24328	25350
CHIEF EMERGENCY MEDICAL TECHNICIAN	17369	20448
CLERK	13943	15419
CLERK P.T.	5.85	6.09
CLERK BOOKKEEPER	13943	15419
CLERK BOOKKEEPER/SENIOR CLERK TYPIST	14920	17138
CLERK TYPIST	13943	15419
DATA ENTRY MACHINE OPERATOR	11946	13023
DEPUTY MUNICIPAL COURT CLERK	16395	17857
DOCKET CLERK, RECORDER OPERATOR COURTS	10870	11946
DOG WARDEN	17416	17491
DRAFTSMAN	16144	17758
ELECTRICAL SUB-CODE OFFICIAL	24328	25350
ELECTRICIAN	17228	19041
EMERGENCY MEDICAL TECHNICIAN	17228	19041
ENGINEERING AIDE	16861	18671
EQUIPMENT OPERATOR	16861	18671
EQUIPMENT OPERATOR SWEEPER	16861	18671
GARAGE ATTENDANT	14283	15169
GROUNDKEEPER FOREMAN	23185	24181
HEAVY EQUIPMENT OPERATOR	17228	19041
JUNIOR LIBRARY ASSISTANT	13943	15419
SENIOR LIBRARY ASSISTANT, P.T.	6.51	6.77

23001

25208

7.94 8.39

25208

1 9 8 7 S A L A R Y R A N G E S

TITLE	SALARY RANGES				
LABORER	13798	15492	17190	18884	
LABORER HEAVY	14775	15713	16751	19057	21429
MAINT. & CONSTRUCTION CARPENTER FOREMAN	19442	22445	25449	28452	
MAINTENANCE & CONSTRUCTION MASON	17228	19041	21592	23202	25208
MAINTENANCE & CONSTRUCTION MASON FOREMAN	19381	22445	25449	26822	28452
MAINTENANCE & CONSTRUCTION PAINTER	17228	19041	21592	23202	25208
MAINTENANCE & CONSTRUCTION PAINTER FOREMAN	19381	22445	25449	28452	
MAINTENANCE & CONSTRUCTION PLUMBER FOREMAN	19381	22445	25449	28452	
MAINTENANCE & CONSTRUCTION WELDER	17228	19041	21592	23202	25208
MAINTENANCE REPAIRER	15509	17669	19282	21168	
MAINTENANCE REPAIRER CARPENTER	15509	17669	19282	21168	
MAINTENANCE REPAIRER ELECTRICIAN	15509	17669	19282	21168	
MAINTENANCE REPAIRER PAINTER	15509	17669	19282	21168	
MAINTENANCE REPAIRER	15509	17669	19282	21168	
MAINTENANCE REPAIRER PLUMBER	15509	17669	19282	21168	
MASON	17220	17866	18296	19588	21633
MASON'S HELPER	14775	15713	16751	19057	21429
MECHANIC	15509	17669	19282	21168	
MECHANIC FOREMAN	21656	24720	27784	30850	24103
OMNIBUS OPERATOR, CLASS #1	14775	17885	19411	21176	
P & F SIGNAL SYSTEM FOREMAN	19442	22445	25449	28452	
P & F SIGNAL SYSTEM REPAIRER	17228	19041	21592	23202	25208
PERSONNEL AIDE, TYPING	16896	18608	20072	21536	23001
PERSONNEL TECHNICIAN	18143	20253	22363	24473	
PHOTOGRAPHER	15566	17521	19476	21435	
PLUMBING SUB-CODE OFFICIAL	24328	25350	26885	28452	29965
POLICE IDENTIFICATION CLERK	14920	15859	16852	19202	21575
PRINCIPAL ACCOUNT CLERK	16395	17857	19321	20785	22248
PRINCIPAL BOOKKEEPING MACHINE OPER./TYP.	17147	18609	20073	21536	23001
PRINCIPAL CLERK	16395	17857	19321	20785	22248
PRINCIPAL CLERK BOOKKEEPER	16395	17857	19321	20785	22248
PRINCIPAL CLERK STENOGRAPHER	16395	17857	19321	20785	22248
PRINCIPAL CLERK TYPIST	16395	17857	19321	20785	22248
PRINCIPAL LIBRARY ASSISTANT	16876	18522	20524	22063	23796
PURCHASING ASSISTANT/TYPING	16896	18608	20072	21536	23001

1 9 8 7 S A L A R Y R A N G E S

TITLE	SALARY RANGES							
RADIO TECHNICIAN	23618	24606	25626	28021				
RECREATION MAINTENANCE FOREMAN	19442	22445	25449	28465				
RECREATION MAINTENANCE SUPERVISOR	19442	22445	25449	28465				
RECREATION MAINTENANCE WORKER	15509	17669	19282	21168				
RECREATION PARKS & GARDENS FOREMAN	23185	24181	25228	26328				
RECREATION SUPERVISOR OF SPORTS	19196	20107	21018	22043				
SCHOOL TRAFFIC GUARD	5.50	6.10	6.73	6.85				7.09
SECRETARIAL ASSISTANT/STENOGRAPHER	16896	18608	20072	21536				23001
SENIOR ASSESSING CLERK	14920	17138	19356	21575				
SENIOR BOOKKEEPING MACHINE OPER./TYP.	14919	17138	18378	20018				
SENIOR BUILDING MAINTENANCE WORKER	14407	16115	17824	19535				
SENIOR ACCOUNT CLERK	14920	17138	19356	21575				
SENIOR CLERK STENOGRAPHER	14920	17138	19356	21575				
SENIOR CLERK TYPIST	14920	17138	19356	21575				
SENIOR ENGINEERING AIDE	19442	22445	25449	28452				22248
SENIOR LIBRARY ASSISTANT	16395	17857	19321	20785				24103
SENIOR MAINTENANCE REPAIRER CARPENTER	16861	18671	21031	22298				24103
SENIOR MECHANIC	18459	21357	24254	27151				
SENIOR MECHANICAL REPAIRER	18459	21357	24254	27151				
SENIOR MAINTENANCE REPAIRER PAINTER	16861	18671	21031	22298				24103
SENIOR RECREATION MAINTENANCE WORKER	16861	18671	21031	22298				24103
SIGN DESIGNER/PROCESSOR/LETTERER	17228	19041	21592	23202				25208
SIGN DESIGNER,/PROCESSOR/LETTERER/HELPER	15509	17669	19282	21168				
STOREKEEPER/AUTOMOTIVE	17228	19041	21592	23202				25208
STREET FOREMAN	19442	22445	25449	28452				25353
SUPERVISING LIBRARY ASSISTANT	17373	19186	21737	23257				25353
SUPERVISOR MUSIC PIER	19442	22445	25449	28452				25353
TELEPHONE OPERATOR, P.T.	8470	8811	9165	9531				9922
TRAFFIC MAINTENANCE FOREMAN	19442	22445	25449	28452				19014
TRAFFIC MAINTENANCE WORKER	14283	15169	16073	17438				23051
TRUCK DRIVER	15509	17669	19282	20221				18378
VIOLATIONS CLERK	13943	15419	16896	18378				25208
WELDER	17228	19041	21592	23202				25208