

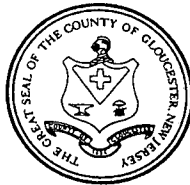
AGREEMENT

BETWEEN

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

AND

**THE COMMUNICATIONS WORKERS
OF AMERICA, AFL-CIO**



Local 1085

**Blue & White Collar, Supervisory, Row Office,
and Mosquito Control Units**

January 1, 2004 – December 31, 2006

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PREAMBLE

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

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

ARTICLE 1 RECOGNITION

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

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

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

(a) Written notice shall be provided to the union at least 10 days before any participant begins work.

(b) The union shall be apprised of the nature of the work to be assigned.

(c) No such assignment shall be made or continued if the positions of employees who ordinarily perform such work have been reduced in number within the past 12 months or if any such positions remain unfilled for longer than three months.

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

ARTICLE 2

RESPONSIBLE UNION-EMPLOYER RELATIONSHIP

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

ARTICLE 3

NON-DISCRIMINATION

3.1. **Discrimination Prohibited.** In accordance with and to the extent of statute, no employee will be discriminated against on the basis of race, creed, color, national origin, sex, marital status, age, religious opinions or affiliation, handicaps, sexual or affectional orientation, or legal participation or non-participation in Union activities.

ARTICLE 4

DEDUCTION OF UNION DUES AND REPRESENTATION FEES

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

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

4.3. **Deduction of Representation Fees.** For all employees in the bargaining unit(s) who do not pay dues in accordance with Section 4.1 above, the Employer shall instead deduct a representation fee equal to a percentage of the appropriate dues as certified by the Union, pursuant to Chapter 477, Laws of 1979.

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

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

ARTICLE 5 HOURS OF WORK

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

5.2. Part-Time Employees.

(a) Part-time employees will be assigned to work a portion of the full-time workweek established for their job classification and department. In the case of regular part-time employees, work schedules will be fixed. Part-time employees who are employed on a per diem basis will have variable schedules, except that they may be guaranteed a minimum number of hours per week by the Employer. Those who are assigned work schedules which are intended to average at least 20 paid hours per week or who have actually averaged at least 20 paid hours per week over a period of 26 weeks will not be involuntarily reduced below this threshold.

(b) Investigators in the County Medical Examiner's Office shall work an average of 20 hours per week over the course of the work year. Each investigator shall be on 24-hour stand-by duty for one full week in rotation out of every three weeks, and shall be responsible for investigations or other duties which may be assigned during his or her duty week.

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

5.4. Compressed Workweeks Established. A four-day compressed workweek for clerical employees in the Sheriff's Office will be continued. Employees in the County Superintendent of Schools Office shall also be permitted to work a four-day compressed workweek from mid-June to Labor Day. The Employer shall permit employees in other departments to work compressed workweeks where mutually agreeable.

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

(a) Schedule options shall be developed jointly by the Union and the Employer. Employees will be permitted to choose one of the approved schedule options, subject to the Employer's operational needs. Employees who wish to continue their regular five-day workweek shall not be affected.

(b) Each department will be responsible for coordinating schedules to accommodate employee preferences as much as possible. In the event of a conflict between employees, seniority will prevail. It is understood that employees participating in a compressed workweek will be responsible for helping to cover the work of fellow participants.

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

(d) Employees who choose a compressed workweek may revert to the regular five-day schedule upon giving notice to the department head, in which case the change will become effective as of the

beginning of the next pay period. Employees may also request a change from one compressed schedule option to another. Such requests will be accommodated as much as possible provided they do not conflict with other employees' schedules or with the Employer's operational needs.

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

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

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

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

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

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

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

5.7. Golf Course Closings. In cases where the Pitman Golf Course is closed for a full day or longer, employees of the Golf Course may be furloughed during such closings. In lieu of furlough, employees shall be permitted to utilize any vacation, administrative leave, or compensatory time off which is otherwise available.

ARTICLE 6 SALARIES AND WAGES

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

(a) Effective January 1, 2004, each employee's salary shall be adjusted to the appropriate scale and step of Salary Schedule A (Appendix I), representing an increase of 3.25% over the employee's previous salary. Retroactive adjustments shall be made for all current employees and for all employees who have retired between January 1, 2004 and the signing of this Agreement. Such retroactive payment shall be made by separate paychecks, to be issued as soon as possible upon execution of this Agreement.

(b) Effective January 1, 2005, each employee's salary shall be adjusted to the respective scale and step of Schedule B, representing an increase of 3.25% over Schedule A.

(c) Effective January 1, 2006, each employee's salary shall be adjusted to the respective scale and step of Schedule C, representing an increase of 3.5% over Schedule B.

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

6.2. Salary Ranges and Increments. Each job classification shall be assigned a salary scale as shown in Appendix II or as otherwise agreed by the parties. The starting salary for each job classification shall be step 1 of the appropriate scale. Incremental or step increases shall be granted annually to all employees on steps 1 through 9 as of their established increment dates. Increment dates shall be established as follows:

(a) The increment date for each new employee shall be the first day of the calendar quarter following the employee's anniversary of hire.

(b) The increment date for any employee who receives a salary increase of more than 8% because of promotion to a higher title shall become the first day of the calendar quarter following the employee's anniversary of promotion.

6.3. Longevity Payments. As of July 1 of each year, every employee whose salary has been at step 10 or above for one year or more shall be entitled to a lump-sum longevity payment as follows:

(a) For employees with less than 15 years' service, the longevity payment shall be equal to 3% of step 1 on the appropriate scale, as shown in Column A of the salary schedules in Appendix I.

(b) For employees with at least 15 years' service, the longevity payment shall be equal to 4% of step 1, as shown in Column B.

(c) Employees with at least 20 years' service will receive a longevity payment equal to 5% of step 1, as shown in Column C.

Longevity payments will be issued no later than July 15 of each year.

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

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

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

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

(c) If the employee was at step 10 and would otherwise have been due a longevity payment within the next 12 months, he or she will be given one additional step on the new scale. In such case the employee will receive a longevity payment as previously scheduled only if the promotion does not exceed one scale.

(d) In addition to the above, if the promotion involves a change in the number of full-time working hours, the employee will receive a one-step increase if changing from 32.5 to 35 hours or from 35 to 40 hours. If the change is from 32.5 to 40 hours, the increase will be two steps. If there is a reduction in the number of working hours, there will be a corresponding decrease in the employee's step.

(e) In no case shall an employee be placed above the maximum step or below the minimum step.

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

6.7. Investigators (County Medical Examiner). Investigators in the County Medical Examiner's Office will receive a part-time salary based on an average of 20 hours per week. If required to work additional duty days over and above the regular schedule, an investigator will receive additional pay equal to 1/121 of his or her base salary for each day in excess of the regular schedule. In addition, if an investigator is required to attend an autopsy for more than three hours per occasion, he or she will be paid at the appropriate hourly rate for each additional hour or fraction of a hour.

ARTICLE 7
CALL-IN AND STAND-BY PAY

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

7.2. **Minimum Call-In Pay.** Any employee who is called to work prior to his or her next scheduled work period shall be paid for not less than two (2) hours of work, unless the call-in immediately precedes the employee's normal workday. In those cases where the call-in is not contiguous to the regular shift, the employee shall be compensated for mileage to and from home only for the most direct round-trip route. Employees who are contacted while off-duty and perform work over the telephone only, without coming to the work site, shall be paid for not less than one-half hour of work for each call; provided, however, that a continuation of a previous call shall not count as an additional call.

7.3. **Beeper Pay.** If an employee is expressly required in writing to carry a beeper while off duty, he/she will be paid a stipend of twenty-five dollars (\$25.00) per month.

ARTICLE 8
SHIFT DIFFERENTIAL

8.1. **Hourly Rate.** An hourly shift differential shall be paid for any work performed on a shift which commences after 12:00 noon for employees of the Shady Lane Home, Juvenile Detention Center, Parks & Recreation Department, Regional Communications Center, and Sheriff's Department, as well as Boiler Operators in the Buildings & Grounds Department. The amount of the shift differential shall be 80¢ per hour during 2004, 85¢ per hour during 2005, and 90¢ per hour thereafter.

ARTICLE 9
OUT-OF-TITLE COMPENSATION

9.1. **Pay for Out-of-Title Work.** Any employee in the bargaining unit who is expressly assigned in writing to work in a higher job classification shall be paid for such time as if temporarily promoted in accordance with Section 6.5, commencing with the second consecutive day or the 11th aggregate work day in a calendar year. Employees of the Juvenile Detention Center shall receive the higher pay beginning with the first day of out-of-title work. It is understood that no such assignment shall be made except in writing.

ARTICLE 10
OVERTIME COMPENSATION

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

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

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

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

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

10.3. Overtime Meal Payments. Employees who are required to work overtime past 7:30 PM shall be entitled to dinner at the Employer's expense, provided the employee has been on duty (whether regular or overtime) for at least four (4) hours. The Employer shall also arrange for meals at intervals of no less than four (4) hours for employees on overtime duty, or as nearly thereto as possible. Meal allowances shall be as follows, unless a meal is provided by the Employer: \$6.50 for breakfast, \$7.50 for lunch, and \$12.00 for dinner.

10.4. Distribution of Overtime. Overtime work shall be offered as equitably as possible to employees in the appropriate job functions, utilizing a rotating overtime list whenever practicable. No employee shall be required to work overtime if other qualified employees in the appropriate job functions are available and willing to work. It is understood that the qualifications for performing the work are to be determined solely by the Employer, and where necessary all employees may be required to work a reasonable amount of overtime. Overtime records shall be made available to the Union upon reasonable request.

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

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

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

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

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

ARTICLE 11 TRAVEL EXPENSES

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

9/1/05 \$.48.5 cents per
mile

11.2. Meal Expenses. In the event any employee is required to travel outside Gloucester County in the course of employment, he/she will be reimbursed for necessary meal expenses at a maximum rate of \$10 for breakfast, \$15 for lunch, and \$25 for dinner. Nothing herein shall preclude management from allowing a higher rate or including an in-county meal allowance at its sole discretion because of unusual circumstances.

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

ARTICLE 12 UNIFORM ALLOWANCES AND TOOLS

12.1. Clothing Payments and Uniforms. Clothing payments, as well as uniforms and specialized items of clothing, will be provided to employees as specified in Appendix III. Payments will be made prior to the second payday of the month shown. Employees will be responsible for the purchase and maintenance of their own work clothes, except where uniforms or laundry service are to be provided by the employer.

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

12.3. Safety Shoes. Where specified in Appendix III, employees will be entitled to reimbursement on an annual basis for the purchase of safety shoes to be used on the job, provided the shoes conform to applicable OSHA standards. Employees shall be required to present proof of purchase in order to receive reimbursement. The amount of reimbursement shall not exceed \$100 per employee annually, except where the nature of the work requires specialized footwear (such as electrically insulated work shoes).

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

12.5. Reimbursement for Tools. For all craft employees who are required to furnish their own tools on the job, the County will replace or pay the actual value of any tools which may be broken, stolen, or destroyed as a result of use on the job, up to a maximum of \$1,500 (\$25,000 for automobile or golf course mechanics) less a deductible of \$100 per year. The County will not be responsible for replacing tools which are mislaid by employees. Employees may be required to furnish an inventory of all personally owned tools which are kept on County premises, to be verified by the appropriate supervisor or department head.

12.6. Safety Equipment. The County will provide employees with appropriate safety equipment where necessary. Failure of employees to use safety equipment provided will result in the employee being subject to discipline.

ARTICLE 13

EDUCATION AND TRAINING

13.1. Tuition and Fees. The Employer will reimburse employees for tuition and regular registration fees upon satisfactory completion of courses or seminars leading to advancement or improvement of skills in the employee's field or to maintain required licensure or certification, as determined by the Employer. The maximum reimbursement for each employee shall be \$800 per year in 2004, \$850 in 2005, and \$900 thereafter.

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

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

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

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

ARTICLE 14

HEALTH BENEFITS

14.1. Health Insurance. The Employer shall continue the following insurance for each eligible employee and his or her dependents:

(a) *Medical.* Employees may choose either of the current Patriot V or Patriot X point-of-service plans. It is understood that co-payments for the Patriot X plan shall be as set forth by Aetna U.S. Healthcare in the Patriot X/QPOS H&S 80 Plan.

(b) *Vision care.* It is understood that this shall remain a separate policy providing coverage in addition to the vision care coverage provided under the Employer's medical plans. Allowances for the following items shall be as indicated: examination, \$30; frames, \$20; single vision lenses, \$30; bifocal lenses, \$40; trifocal lenses, \$50; lenticular lenses, \$100; contact lenses, \$200.

(c) *Prescription.* The employee co-pay will be \$5.00 for each generic prescription, \$10.00 for each name-brand prescription and, effective January 1, 2005, \$20.00 for "third-tier," non-preferred drugs. Syringes and contraceptives will be covered by the plan. Generic substitution will be mandatory whenever available, unless the physician specifies a brand-name only.

For purposes of this section, eligible employees are understood to be all full-time employees and all part-time employees who are regularly scheduled to work an average of at least twenty (20) hours per week.

14.2. Premium Payments. Premium charges for health insurance will be subject to the following conditions:

(a) In the case of a self-funded plan, premiums will reflect the anticipated cost to the Employer of providing the insurance, using actuarial estimates or experience factors.

(b) Employees on active pay status will be required to contribute toward the cost of medical insurance to the extent that the monthly premium for their selected coverage exceeds the applicable premium for the indemnity plan or the U.S. Healthcare HMO plan, whichever is higher.

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

14.4. Dental Insurance. The Employer shall continue to provide dental insurance for employees in accordance with the current indemnity plan. Effective January 1, 2005, the same coverage shall be offered for dependants of employees. Employees who elect dependent coverage during 2005 shall contribute \$15 per month for two-party coverage and \$35 per month for three-party (family) coverage, by means of payroll deductions. Beginning in 2006, the employee contribution shall be \$17.50 per month for two-party coverage and \$37.50 for three-party coverage. All deductions for employee contributions shall be made on a pre-tax basis in accordance with a cafeteria plan authorized under Section 125 of the Internal Revenue Code. No employee contribution shall be required for one-party coverage. There shall be no deductible for any of the services provided under the plan. As an alternative to the indemnity plan, the Employer shall continue to offer coverage through a dental plan organization, in accordance with the existing terms. Employees who elect to enroll in the dental plan organization may also enroll their dependents. However, in no case shall the Employer be required to pay a higher monthly premium for any such employee than it would have paid for the corresponding coverage under the indemnity plan. Any premium costs incurred by an employee in excess of the indemnity plan rates will be paid by the employee through payroll deductions on a pre-tax basis, as authorized by Section 125 of the Internal Revenue Code. Open enrollment periods for the dental plans shall be in July of each year, for coverage beginning September 1.

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

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

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

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

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

14.8. Waiver of Benefits. In January of each year, employees who are enrolled in the medical or prescription plans pursuant to Section 14.1 may elect to waive either or both coverages, subject to the following provisions:

(a) Employees will be permitted to waive employer-provided medical coverage only upon furnishing proof of other medical coverage through a spouse's employer or other source. The terms of such other coverage should be the same or better than the coverage offered by the Employer.

(b) Employees who waive medical or prescription coverage shall receive a monthly payment in lieu of insurance, depending upon the type of coverage for which they are otherwise eligible, as set forth below:

Employee-only medical: \$100 per month
Parent/child medical: \$150 per month
Husband/wife medical: \$175 per month
Family medical: \$250 per month
Employee-only prescription: \$25 per month
Family prescription: \$50 per month

(c) Waivers of coverage shall remain in effect unless the employee elects to re-enroll during a subsequent open enrollment period or unless the employee loses his or her alternative coverage (as, for example, by termination of a spouse's employment). An employee who re-enrolls because of a loss of alternative coverage shall resume coverage under the Employer's plan within sixty (60) days after giving notice or as soon thereafter as is permitted under the insurance then in effect.

(d) Waivers of coverage will take effect April 1 following the employee's election. Payments will commence by the end of April and will continue thereafter on a regular basis each month while the waiver of coverage remains in effect.

(e) In case of a change in dependent status, employees who have waived their health benefits will have their monthly payments adjusted to reflect the appropriate category as set forth in subsection (b) above, beginning with the month following the change in status.

(f) Employees who have waived coverage but plan to apply for post-retirement medical or prescription coverage pursuant to Section 14.6 must be re-enrolled in the respective plans prior to retirement.

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

ARTICLE 15 CREDIT UNION CHECKOFF

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

ARTICLE 16 VACATION

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

(a) During the first calendar month of employment, employees who are hired prior to the 16th day of the month will earn one (1) working day of vacation; all others hired prior to the 24th day of the month will earn one-half (½) working day of vacation. During the remainder of the first calendar year, each employee will earn one (1) additional working day of vacation for each additional full month of employment.

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

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

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

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

16.2. Hourly Use and Pro-ration for Part-Time Employees. Vacation leave may be used in hourly increments. Annual allowances for part-time employees will be pro-rated.

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

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

16.5. Scheduling of Vacation. The Employer shall provide a window period from January 1 through February 15, during which employees may (but shall not be required to) submit requests for vacation leave during the balance of the year. If, at the end of the window period, there is a conflict regarding the choice of available vacation days, employees who have submitted their requests during the window period shall be given preference according to seniority; provided, however, that in case of a tie in seniority, preference will be given to those requests which are submitted first. In case of a scheduling conflict which arises outside the window period, preference will be given to those requests which are submitted first; provided, however, that if two or more requests are submitted simultaneously, seniority shall prevail. If two or more requests are submitted simultaneously and there is a tie in seniority, preference will be determined according to employee ID number. If an employee believes he or she has been unfairly disadvantaged by exercise of the foregoing preferences, the matter will be referred for final resolution by a joint union-management committee established by the parties. It is understood in all cases that the scheduling of vacations must be approved by management and that approval shall be subject to legitimate operational needs.

ARTICLE 17 HOLIDAYS

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

New Year's Day
King's Birthday

Lincoln's Birthday
Washington's Birthday

Good Friday
Memorial Day

Independence Day
Labor Day
Election Day

Veterans' Day
Thanksgiving Day
Day after Thanksgiving

Christmas Day
Personal Holiday

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

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

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

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

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

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

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

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

ARTICLE 18 SICK LEAVE

18.1. Sick Leave Accrual. All full-time employees shall be entitled to paid sick leave as follows:

(a) During the first calendar month of employment, employees who are hired prior to the 16th day of the month will earn one (1) sick day; all others hired prior to the 24th day of the month will earn one-half (½) sick day.

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

(c) Thereafter, each employee will be credited with 15 sick days at the beginning of each calendar year in anticipation of continued employment, to be earned at the rate of one and one-quarter (1¼) days

per month. Unused sick leave shall accumulate to the employee's credit from year to year. If an employee resigns or otherwise separates from employment, he or she will be liable for any paid sick leave which has been used in excess of the pro-rata entitlement for the year.

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

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

18.3. Reporting of Absence on Sick Leave.

(a) If an employee is absent for reasons that entitle the employee to sick leave, the appropriate supervisor shall be notified promptly as of the employee's usual reporting time, except that Boiler Operators and employees at the Juvenile Detention Center and Communications Center must give notice one hour prior to the usual starting time. Employees at the Shady Lane Home will be required to give two hours' notice. Failure to give the required notice shall be excused only for good cause.

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

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

18.4. Verification of Sick Leave.

(a) Should medical evidence be required under the circumstances to verify illness for purposes of granting sick leave, the employee shall be given timely notice on a case-by-case basis. Such evidence shall include a statement certifying that the employee is fit to return to his or her job. Although failure to produce medical verification shall not be considered a disciplinary offense *per se*, it is understood that such failure may result in denial of sick leave. Abuse of sick leave shall be cause for disciplinary action.

(b) The Employer may require an employee who has been absent because of personal illness, before returning to duty, to be examined at its expense by a physician chosen by the employee from a panel of physicians designated by the Employer. Such examination shall establish whether the employee is capable of performing his or her normal duties and that his or her return will not jeopardize the health of the employee or other employees.

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

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

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

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

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

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

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

18.7. Buyback of Sick Leave. Any eligible employee with a sick leave balance in excess of 250 hours at the end of a calendar year may elect to cash out one-half of the excess, not to exceed 40 hours. This option must be exercised during the month of January in the succeeding year. Eligible employees shall be those who are employed in a job function that normally has weekend hours. If the employee and others performing the same function have a regular Monday-Friday workweek, the employee will not be deemed eligible.

ARTICLE 19 MISCELLANEOUS PAID LEAVE

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

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

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

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

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

19.4. Disability Leave.

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

- (1) Two (2) weeks at 100% of base pay;
- (2) Twenty-four (24) weeks at 85% of base pay.

Employees shall not be required to use their regular sick leave in such cases, provided the insurance carrier has determined that the disability is job-related. In the event the employee receives periodic

Workers' Compensation benefits, disability leave payments will be offset or reduced correspondingly to prevent duplication. After twenty-six (26) weeks of paid disability leave, employees who are so entitled will receive state-mandated Workers' Compensation benefits only.

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

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

19.5. Bereavement Leave.

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

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

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

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

ARTICLE 20 UNPAID LEAVES OF ABSENCE

20.1. Requests for Leave. Upon request, an employee may be granted a leave of absence without pay for up to six months where necessary for medical reasons, maternity or paternity, or for other reasons satisfactory to the Employer. Such leave may be extended for an additional six months where circumstances warrant. Upon returning from an approved leave, an employee shall be restored to an equivalent position.

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

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

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

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

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

ARTICLE 21 UNION LEAVE

21.1. Leave for Union Activities. The Employer agrees to allow a total of 250 days aggregate unpaid leave annually for all employees of the County Freeholder Board and Row Officers who are represented by the Union to participate in Union activities. Such days may be utilized in one-half day increments. If, however, the Local President is a member of the bargaining unit(s) covered by this Agreement, the Employer agrees to allow seventy-five (75) unpaid days, to be used either for training activities or by the Local President at his or her discretion. Requests for Union leave shall be applied for by the Local President. All requests for Union leave must be submitted at least two (2) working days in advance to the appropriate department head. Waiver of the notice requirement may be granted.

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

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

ARTICLE 22 GRIEVANCE PROCEDURE

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

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

22.3. General Provisions.

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

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

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

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

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

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

22.4. Steps.

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

Step 2. If not resolved at the previous level, the grievance may be submitted within fourteen (14) calendar days after receipt of management's response to the Personnel Director, who shall render a decision in writing within fourteen (14) calendar days thereafter. If requested, an informal conference will be provided prior to the decision of the Personnel Director or his designee.

Step 3. If the Union is not satisfied with the decision of the Personnel Director, the matter may be appealed to the Board of Freeholders within fourteen (14) calendar days after receipt by filing the grievance with the Freeholder Director. The Freeholder Director shall consider the matter and render a written decision on behalf of the Board within twenty-one (21) calendar days. If a hearing is requested at this Step, the Freeholder Director may designate himself or the County Administrator, County Counsel, or other designee to conduct the hearing, which shall be held prior to the Freeholder Director's decision. If the Union objects to the Director's decision, it may request the full Board to review the decision by filing notice to the Clerk of the Board within fourteen (14) calendar days after receipt. The Board may then consider the matter as a body, but shall not be required to do so unless so moved by one or more members of the Board. If no action is taken by the Board to reject or modify the Director's decision within twenty-one (21) calendar days, the decision shall stand.

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

otherwise by the parties, the arbitrator shall be selected pursuant to the procedures of the Public Employment Relations Commission.

(a) Arbitration shall be limited to grievances based upon the interpretation, application, or violation of an express provision of this Agreement. A disciplinary grievance involving discharge or suspension, fine or demotion equivalent to three (3) days or more may be submitted to binding arbitration except where preempted by a statutory right of appeal to the New Jersey Merit System Board. If the grievance involves suspension of less than three days, it may be submitted to advisory arbitration or may be pursued in such other legal forum as may be available.

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

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

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

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

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

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

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

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

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

ARTICLE 23 DISCIPLINARY ACTIONS

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

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

23.3. Union Representation at Hearings. An employee is entitled to have Union-appointed representation at any disciplinary hearing. Employees who are required as witnesses at such hearings,

as well as the union representative, shall suffer no loss of regular straight-time pay, provided every effort is made to keep the loss of working time to a minimum.

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

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

23.6. Limitations on Drug and Alcohol Testing. Employees shall be subject to drug or alcohol testing only as required by law and in accordance with procedures prescribed by state or federal agencies. Whenever an employee is suspended, required to take a leave of absence, or otherwise relieved of regular duties because of a violation of alcohol or drug rules, the Employer shall insure that the employee is referred within five days to an appropriate substance abuse professional for evaluation.

ARTICLE 24 PERSONNEL RECORDS

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

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

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

ARTICLE 25 SENIORITY AND BREAKS IN SERVICE

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

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

ARTICLE 26 JOB OPENINGS

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

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

ARTICLE 27 LAYOFFS

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

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

ARTICLE 28 HEALTH AND SAFETY

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

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

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

28.4. Information to Be Furnished. Records of the Employer concerning chemicals used on the job by employees, and the result of any chemical test upon employees in the possession of the Employer

shall be available for inspection by the Committee. In accordance with law and upon reasonable request and notice to the Employer, the Employer will furnish to the Union health and accident information which may be required by the Union in order to perform its representational duties. Where necessary, the Union will secure appropriate releases from employees involved regarding information affecting them.

28.5. Examinations for Juvenile Detention Employees. Employees at the Juvenile Detention Center who are required to have annual medical examinations pursuant to state regulations will be given annual notices to this effect. Each such employee will be responsible for scheduling the required examination to be done by a licensed physician of his or her choice before the end of the calendar year, except in the case of a new employee who has had a pre-hire examination within the calendar year. Examinations will be done on the employee's own time.

(a) Upon completion of the examination, each employee will produce a statement from the physician certifying that he or she is in good health. If the employee is not found to be in good health, the physician's statement must specify whether the employee is capable of performing his or her duties and must also specify whether the employee has any communicable disease. Where appropriate, an employee who is found not to be in good health will be required to have a re-examination once he or she has recovered.

(b) The Employer will reimburse each employee for the cost of the examination upon production of a receipt showing the amount. In no event will the Employer be obligated to pay more than the designated co-payment for an examination by the employee's regular, in-network physician, as set forth by the employee's medical plan. All documentation concerning the examination will be submitted to the Superintendent of the Detention Center.

(c) In addition, each employee may be required to have an annual Mantoux tuberculin skin test pursuant to state regulations. Such tests will be conducted during the employee's working hours at a time to be arranged by the Employer and at the Employer's expense. If an employee can not have the Mantoux test done because of medical reasons, the Employer may arrange at its own expense for an alternate type of tuberculosis screening.

ARTICLE 29 BULLETIN BOARDS

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

ARTICLE 30 LABOR-MANAGEMENT LIAISON

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

ARTICLE 31

SUPPLEMENTAL COMPENSATION FOR RETIREES

31.1. Payments upon Retirement. Upon retiring on pension, an employee shall be eligible for a one-time supplemental payment based on the number of unused sick days remaining to the employee's credit.

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

- (a) The number of unused sick days will be divided in half;
- (b) The result in (a) will be multiplied by the value of a day's pay for the employee at retirement;
- (c) The resulting figure will constitute the supplemental payment, except that in no case shall such payment exceed \$10,000.

ARTICLE 32

EVALUATIONS

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

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

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

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

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

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

ARTICLE 33

MANAGEMENT RIGHTS

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

- (a) The executive management and administrative control of the County Government and its

properties and facilities and activities of its employees by utilizing personnel, methods, and means of the most appropriate and efficient manner possible as may from time to time be determined by the Employer.

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

(c) The right of management to make, maintain, and amend such reasonable rules and regulations as it may from time to time deem best for the purpose of maintaining order, safety, and/or the effective operation of the County after advance notice thereof to the employees and to require compliance by the employees is recognized.

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

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

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

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

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

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

ARTICLE 34 MAINTENANCE OF OPERATIONS

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

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

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

ARTICLE 35
MILITARY LEAVE

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

ARTICLE 36
INDEMNIFICATION

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

ARTICLE 37
SEVERABILITY

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

ARTICLE 38
FULLY-BARGAINED CLAUSE

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

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

38.3. **Reopener.** Upon ratification of this Agreement, the parties shall open negotiations concerning upgrades for such job titles as either party may propose.

APPENDIX I
SALARY SCHEDULE A
(Effective January 1, 2004)

This schedule represents a 3.25% increase over the previous salary schedule.

Scale	Incr.	Step 1	Step 2	Step 3	Step 4	Step 5 -	Step 6	Step 7	Step 8	Step 9	Step 10	A	B	C
01	674.43	22,481	23,155	23,830	24,504	25,179	25,853	26,528	27,202	27,876	28,551	674	899	1,124
02	701.49	23,383	24,084	24,786	25,487	26,189	26,890	27,592	28,293	28,995	29,696	701	935	1,169
03	729.87	24,329	25,059	25,789	26,519	27,248	27,978	28,708	29,438	30,168	30,898	730	973	1,216
04	759.54	25,318	26,078	26,837	27,597	28,356	29,116	29,875	30,635	31,394	32,154	760	1,013	1,266
05	790.77	26,359	27,150	27,941	28,731	29,522	30,313	31,104	31,894	32,685	33,476	791	1,054	1,318
06	823.59	27,453	28,277	29,100	29,924	30,747	31,571	32,395	33,218	34,042	34,865	824	1,098	1,373
07	858.06	28,602	29,460	30,318	31,176	32,034	32,892	33,750	34,608	35,466	36,325	858	1,144	1,430
08	894.24	29,808	30,702	31,596	32,491	33,385	34,279	35,173	36,068	36,962	37,856	894	1,192	1,490
10	932.22	31,074	32,006	32,938	33,871	34,803	35,735	36,667	37,600	38,532	39,464	932	1,243	1,554
11	971.94	32,398	33,370	34,342	35,314	36,286	37,258	38,230	39,202	40,174	41,145	972	1,296	1,620
12	1,013.85	33,795	34,809	35,823	36,837	37,850	38,864	39,878	40,892	41,906	42,920	1,014	1,352	1,690
13	1,057.71	35,257	36,315	37,372	38,430	39,488	40,546	41,603	42,661	43,719	44,776	1,058	1,410	1,763
14	1,103.85	36,795	37,899	39,003	40,107	41,210	42,314	43,418	44,522	45,626	46,730	1,104	1,472	1,840
15	1,152.42	38,414	39,566	40,719	41,871	43,024	44,176	45,329	46,481	47,633	48,786	1,152	1,537	1,921
16	1,203.24	40,108	41,311	42,514	43,718	44,921	46,124	47,327	48,531	49,734	50,937	1,203	1,604	2,005
17	1,256.76	41,892	43,149	44,406	45,662	46,919	48,176	49,433	50,689	51,946	53,203	1,257	1,676	2,095
18	1,312.80	43,760	45,073	46,386	47,698	49,011	50,324	51,637	52,950	54,262	55,575	1,313	1,750	2,188
19	1,371.57	45,719	47,091	48,462	49,834	51,205	52,577	53,948	55,320	56,692	58,063	1,372	1,829	2,286
20	1,433.49	47,783	49,216	50,650	52,083	53,517	54,950	56,384	57,817	59,251	60,684	1,433	1,911	2,389
21	1,498.32	49,944	51,442	52,941	54,439	55,937	57,436	58,934	60,432	61,931	63,429	1,498	1,998	2,497
22	1,566.54	52,218	53,785	55,351	56,918	58,484	60,051	61,617	63,184	64,750	66,317	1,567	2,089	2,611
23	1,638.12	54,604	56,242	57,880	59,518	61,156	62,795	64,433	66,071	67,709	69,347	1,638	2,184	2,730
24	1,713.12	57,104	58,817	60,530	62,243	63,956	65,670	67,383	69,096	70,809	72,522	1,713	2,284	2,855
25	1,792.29	59,743	61,535	63,328	65,120	66,912	68,704	70,497	72,289	74,081	75,874	1,792	2,390	2,987
26	1,874.97	62,499	64,374	66,249	68,124	69,999	71,874	73,749	75,624	77,499	79,374	1,875	2,500	3,125
27	1,961.82	65,394	67,356	69,318	71,279	73,241	75,203	77,165	79,127	81,089	83,050	1,962	2,616	3,270

SALARY SCHEDULE B
(Effective January 1, 2005)

This schedule represents a 3.25% increase over the previous salary schedule.

Scale	incr.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	A	B	C
01	696.36	23,212	23,908	24,605	25,301	25,997	26,694	27,390	28,087	28,783	29,479	696	928	1,161
02	724.29	24,143	24,867	25,592	26,316	27,040	27,764	28,489	29,213	29,937	30,662	724	966	1,207
03	753.60	25,120	25,874	26,627	27,381	28,134	28,888	29,642	30,395	31,149	31,902	754	1,005	1,256
04	784.23	26,141	26,925	27,709	28,494	29,278	30,062	30,846	31,631	32,415	33,199	784	1,046	1,307
05	816.48	27,216	28,032	28,849	29,665	30,482	31,298	32,115	32,931	33,748	34,564	816	1,089	1,361
06	850.35	28,345	29,195	30,046	30,896	31,746	32,597	33,447	34,297	35,148	35,998	850	1,134	1,417
07	885.96	29,532	30,418	31,304	32,190	33,076	33,962	34,848	35,734	36,620	37,506	886	1,181	1,477
08	923.31	30,777	31,700	32,624	33,547	34,470	35,394	36,317	37,240	38,163	39,087	923	1,231	1,539
10	962.52	32,084	33,047	34,009	34,972	35,934	36,897	37,859	38,822	39,784	40,747	963	1,283	1,604
11	1,003.53	33,451	34,455	35,458	36,462	37,465	38,469	39,472	40,476	41,479	42,483	1,004	1,338	1,673
12	1,046.79	34,893	35,940	36,987	38,033	39,080	40,127	41,174	42,221	43,267	44,314	1,047	1,396	1,745
13	1,092.09	36,403	37,495	38,587	39,679	40,771	41,863	42,956	44,048	45,140	46,232	1,092	1,456	1,820
14	1,139.73	37,991	39,131	40,270	41,410	42,550	43,690	44,829	45,969	47,109	48,249	1,140	1,520	1,900
15	1,189.86	39,662	40,852	42,042	43,232	44,421	45,611	46,801	47,991	49,181	50,371	1,190	1,586	1,983
16	1,242.36	41,412	42,654	43,897	45,139	46,381	47,624	48,866	50,109	51,351	52,593	1,242	1,656	2,071
17	1,297.59	43,253	44,551	45,848	47,146	48,443	49,741	51,039	52,336	53,634	54,931	1,298	1,730	2,163
18	1,355.46	45,182	46,537	47,893	49,248	50,604	51,959	53,315	54,670	56,026	57,381	1,355	1,807	2,259
19	1,416.15	47,205	48,621	50,037	51,453	52,870	54,286	55,702	57,118	58,534	59,950	1,416	1,888	2,360
20	1,480.08	49,336	50,816	52,296	53,776	55,256	56,736	58,216	59,697	61,177	62,657	1,480	1,973	2,467
21	1,547.01	51,567	53,114	54,661	56,208	57,755	59,302	60,849	62,396	63,943	65,490	1,547	2,063	2,578
22	1,617.45	53,915	55,532	57,150	58,767	60,385	62,002	63,620	65,237	66,855	68,472	1,617	2,157	2,696
23	1,691.37	56,379	58,070	59,762	61,453	63,144	64,836	66,527	68,219	69,910	71,601	1,691	2,255	2,819
24	1,768.80	58,960	60,729	62,498	64,266	66,035	67,804	69,573	71,342	73,110	74,879	1,769	2,358	2,948
25	1,850.55	61,685	63,536	65,386	67,237	69,087	70,938	72,788	74,639	76,489	78,340	1,851	2,467	3,084
26	1,935.90	64,530	66,466	68,402	70,338	72,274	74,209	76,145	78,081	80,017	81,953	1,936	2,581	3,227
27	2,025.57	67,519	69,545	71,570	73,596	75,621	77,647	79,672	81,698	83,724	85,749	2,026	2,701	3,376

SALARY SCHEDULE C
(Effective January 1, 2006)

This schedule represents a 3.5% increase over the previous salary schedule.

Scale	Incr.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	A	B	C
01	720.72	24,024	24,745	25,465	26,186	26,907	27,628	28,348	29,069	29,790	30,510	721	961	1,201
02	749.64	24,988	25,738	26,487	27,237	27,987	28,736	29,486	30,235	30,985	31,735	750	1,000	1,249
03	779.97	25,999	26,779	27,559	28,339	29,119	29,899	30,679	31,459	32,239	33,019	780	1,040	1,300
04	811.68	27,056	27,868	28,679	29,491	30,303	31,114	31,926	32,738	33,549	34,361	812	1,082	1,353
05	845.07	28,169	29,014	29,859	30,704	31,549	32,394	33,239	34,084	34,930	35,775	845	1,127	1,408
06	880.11	29,337	30,217	31,097	31,977	32,857	33,738	34,618	35,498	36,378	37,258	880	1,173	1,467
07	916.98	30,566	31,483	32,400	33,317	34,234	35,151	36,068	36,985	37,902	38,819	917	1,223	1,528
08	955.62	31,854	32,810	33,765	34,721	35,676	36,632	37,588	38,543	39,499	40,455	956	1,274	1,593
10	996.21	33,207	34,203	35,199	36,196	37,192	38,188	39,184	40,180	41,177	42,173	996	1,328	1,660
11	1,038.66	34,622	35,661	36,699	37,738	38,777	39,815	40,854	41,893	42,931	43,970	1,039	1,385	1,731
12	1,083.42	36,114	37,197	38,281	39,364	40,448	41,531	42,615	43,698	44,781	45,865	1,083	1,445	1,806
13	1,130.31	37,677	38,807	39,938	41,068	42,198	43,329	44,459	45,589	46,719	47,850	1,130	1,507	1,884
14	1,179.63	39,321	40,501	41,680	42,860	44,040	45,219	46,399	47,578	48,758	49,938	1,180	1,573	1,966
15	1,231.50	41,050	42,282	43,513	44,745	45,976	47,208	48,439	49,671	50,902	52,134	1,232	1,642	2,053
16	1,285.83	42,861	44,147	45,433	46,718	48,004	49,290	50,576	51,862	53,148	54,433	1,286	1,714	2,143
17	1,343.01	44,767	46,110	47,453	48,796	50,139	51,482	52,825	54,168	55,511	56,854	1,343	1,791	2,238
18	1,402.89	46,763	48,166	49,569	50,972	52,375	53,777	55,180	56,583	57,986	59,389	1,403	1,871	2,338
19	1,465.71	48,857	50,323	51,788	53,254	54,720	56,186	57,651	59,117	60,583	62,048	1,466	1,954	2,443
20	1,531.89	51,063	52,595	54,127	55,659	57,191	58,722	60,254	61,786	63,318	64,850	1,532	2,043	2,553
21	1,601.16	53,372	54,973	56,574	58,175	59,777	61,378	62,979	64,580	66,181	67,782	1,601	2,135	2,669
22	1,674.06	55,802	57,476	59,150	60,824	62,498	64,172	65,846	67,520	69,194	70,869	1,674	2,232	2,790
23	1,750.56	58,352	60,103	61,853	63,604	65,354	67,105	68,855	70,606	72,356	74,107	1,751	2,334	2,918
24	1,830.72	61,024	62,855	64,685	66,516	68,347	70,178	72,008	73,839	75,670	77,500	1,831	2,441	3,051
25	1,915.32	63,844	65,759	67,675	69,590	71,505	73,421	75,336	77,251	79,167	81,082	1,915	2,554	3,192
26	2,003.67	66,789	68,793	70,796	72,800	74,804	76,807	78,811	80,815	82,818	84,822	2,004	2,672	3,339
27	2,096.46	69,882	71,978	74,075	76,171	78,268	80,364	82,461	84,557	86,654	88,750	2,096	2,795	3,494

APPENDIX II

TITLES AND SCALES

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

02	32.5	Y	Account Clerk	16	40	N	Assistant Golf Superintendent
03	35	N	Account Clerk	20	32.5	N	Assistant Human Resource Coordinator
03	32.5	Y	Account Clerk Typing	21	35	N	Assistant Human Resource Coordinator
04	35	N	Account Clerk Typing	15	35	N	Assistant Maintenance Supervisor
15	32.5	N	Accountant	17	40	N	Assistant Manager Golf Facilities
16	35	N	Accountant	13	32.5	N	Assistant Manager Mobile Meals Program
11	32.5	N	Accounting Assistant	17	35	N	Assistant Nutrition Program Coordinator WIC Program
12	35	N	Accounting Assistant				
18	32.5	N	Administrative Analyst	15	32.5	N	Assistant Planner
19	35	N	Administrative Analyst	14	32.5	N	Assistant Program Analyst
13	32.5	N	Administrative Clerk	15	35	N	Assistant Program Analyst
14	35	N	Administrative Clerk	13	32.5	N	Assistant Program Coordinator Non-Emergency Transportation
13	32.5	N	Administrative Secretary				
14	35	N	Administrative Secretary	20	35	N	Assistant Public Health Nurse Supervisor
04	32.5	N	Admitting Clerk Typing	18	32.5	N	Assistant Purchasing Agent
05	32.5	N	Advertising and Sales Clerk	13	40	N	Assistant Supervising Bridge Repairer
15	32.5	N	Analyst Grant Applications	15	40	N	Assistant Supervising Mechanic
03	40	N	Animal Attendant	15	35	N	Assistant Supervising Road Inspector
14	40	N	Animal Control Officer	12	40	N	Assistant Supervisor Parks
12	40	N	Animal Health Technician	13	40	N	Assistant Supervisor Roads
12	40	N	Assistant Animal Control Officer	15	35	N	Assistant Supervisor Traffic Signal
12	35	N	Assistant Building Superintendent	10	40	N	Boiler Operator
22	35	N	Assistant Chief Sanitary Inspector	02	32.5	N	Bookkeeping Machine Operator
22	35	N	Assistant Chief Sanitary Inspector Environmental Sanitation	02	32.5	N	Bookkeeping Machine Operator Typing
14	40	N	Assistant Communications Technician	15	35	N	Bridge Construction Inspector/Road Inspector
13	32.5	N	Assistant County Superintendent of Weights and Measures	07	40	N	Bridge Construction Worker
14	35	N	Assistant County Superintendent of Weights and Measures	07	40	N	Bridge Repairer
22	32.5	N	Assistant Director Community Development Program	22	32.5	N	Budget Officer
19	35	N	Assistant Director Office of the Handicapped	23	35	N	Budget Officer
13	32.5	N	Assistant District Recycling Coordinator	02	35	Y	Building Maintenance Worker
18	35	N	Assistant Engineer Highways	04	40	Y	Building Maintenance Worker
				02	35	N	Building Maintenance Worker/Groundskeeper
				04	40	N	Building Maintenance Worker/Groundskeeper
				01	35	Y	Building Service Worker

				23	32.5	Y	CONF ASST TO DIRECTOR OF LAND PRESERVATION
02	40	N	Building Service Worker	11	32.5	N	Confidential Assistant to the Director Aging
04	40	N	Building Service Worker/Groundskeeper	22	32.5	N	Confidential Assistant to the Director Community Resources
15	35	N	Building Superintendent				
14	32.5	N	Buyer	21	32.5	N	Confidential Assistant to the Director County Extension Service
15	35	N	Buyer	17	32.5	N	Confidential Assistant to the Director Data Management
12	35	N	Carpenter	18	40		
04	32.5	N	Cashier	17	32.5	N	CONF ASST DIR. OF EMER RESPONSE Confidential Assistant to the Director Economic Development
05	35	N	Cashier				
05	32.5	N	Cashier Typing	17	35	N	Confidential Assistant to the Director Health
06	35	N	Cashier Typing	17	35	N	CONF ASST TO DIRECTOR OF VETERAN Cook AFFAIRS
06	32.5	N	Chauffer	05	40	N	
06	32.5	N	Chauffer	12	32.5	N	Coordinator Child Placement Review
18	32.5	N	Chemist Water Analysis	17	40	Y	Coordinator Clean Communities Program
14	32.5	N	Chief Clerk	22	35	N	Coordinator Community Health Services
15	35	N	Chief Clerk	21	35	N	COORD EMPLOYMENT + TRAINING PROGRAM Coordinator Juvenile Conference Committees
17	40	N	Chief Inspector Mosquito Extermination	08	32.5	N	COORD OF MAINT SERVICES Coordinator of Public Transportation
17	32.5	N	Chief Probate Clerk	14	32.5	N	
17	32.5	N	Chief Probate Clerk	19	32.5	N	
23	35	N	Chief Sanitary Inspector	20	32.5	N	Coordinator of Special Transportation
23	35	N	Chief Sanitary Inspector	15	40	N	Coordinator of Volunteers
23	35	N	Chief Sanitary Inspector Environmental Sanitation	22	35	N	Coordinator Special Child Health Services
				17	32.5	N	Coordinator Vocational Services
01	32.5	Y	Clerk	22	35	N	County Alcoholism Coordinator/Employee
02	35	N	Clerk				Assistance Counselor
03	32.5	Y	Clerk Driver	18	35		COUNTY EMER MGMT PLANNER
03	32.5	Y	Clerk Stenographer	07	40	Y	County Park Ranger
04	35	N	Clerk Stenographer	20	40		COUNTY EMER MGMT PLANNER
03	32.5	Y	Clerk Stenographer	03	32.5	N	Data Entry Machine Operator
04	35	N	Clerk Stenographer	04	35	N	Data Entry Machine Operator
02	32.5	Y	Clerk Transcriber	21	32.5	N	Data Processing Coordinator
03	35	N	Clerk Transcriber	22	35	N	Data Processing Coordinator
02	32.5	Y	Clerk Typist	17	32.5	N	Data Processing Programmer
03	35	N	Clerk Typist	18	35	N	Data Processing Programmer
03	32.5	N	Clerk Typist/Interpreter Bilingual in Spanish and English	12	35	N	Data Processing Technician
				10	35	N	Dental Assistant
04	35	N	Clerk Typist/Interpreter Bilingual in Spanish and English	13	35	N	Dental Hygienist
				14	32.5	N	Deputy County Superintendent of Weights & Measures
03	35	Y	Clinic Attendant				
04	35	N	Clinic Attendant Typing	15	35	N	Deputy County Superintendent of Weights & Measures
17	35	N	Clinic Nurse				
16	40	N	Communications Technician	16	32.5	N	Deputy Work Release Administrator
05	32.5	N	Community Service Aide Typing	18	32.5	N	Diet Counselor
06	35	N	Community Service Aide Typing	16	40	N	Dietitian
07	32.5	N	Composing Machine Operator	19	32.5	N	Director of Social Rehabilitation Services
07	32.5	N	Computer Operator	16	32.5	N	District Recycling Coordinator
12	35	N	Computer Service Technician	02	32.5	Y	Docket Clerk
16	35	N	Confidential Assistant to the County Treasurer	03	35	Y	Docket Clerk

03	32.5	N	Docket Clerk Typing	15	32.5	N	Geographic Information Systems Specialist
04	35	N	Docket Clerk Typing	18	40	N	Trainee GOLF COURSE SUPT.
07	32.5	N	Drafting Technician	18	40	N	Golf Professional
08	35	N	Drafting Technician	05	40	N	Golf Ranger
21	32.5	N	Education and Training Coordinator	05	40	Y	Golf Ranger (8 months)
12	35	N	Electrician	21	40	Y	Graduate Nurse
13	40	N	Electronics Repairer	16	35	Y	Graduate Nurse Public Health
14	32.5	N	Employment Counselor	02	35	Y	Groundskeeper
15	35	N	Employment Counselor	04	40	Y	Groundskeeper
14	32.5	N	Employment Specialist	13	35	N	Hazardous Materials Responder (Operations)
15	35	N	Employment Specialist	15	35	N	Hazardous Materials Technician 1
07	32.5	N	Employment Test Monitor	16	35	N	Hazardous Materials Technician 2
08	35	N	Employment Test Monitor	19	35	N	Head Clinic Nurse
07	35	Y	Engineering Aide	12	40	N	Head Cook
27	35	N	Environmental Health Coordinator	23	40	N	Head Nurse
15	35	N	Environmental Health Specialist	17	32.5	N	Head Teacher*
17	35	N	Environmental Health Specialist Hazardous Substances	07	35	N	Health Aide
16	32.5	N	Environmental Specialist Educational Programs	08	35	N	Health Aide Bilingual in Spanish and English
17	35	N	Environmental Specialist Educational Programs	21	35	N	Health Educator
10	40		EQUIPMENT OPERATOR	21	35	N	Health Educator Bilingual in Spanish and English
13	40	N	Equipment Operator Mosquito Extermination	07	32.5	N	Health Insurance Benefits Clerk Typing
11	32.5	N	Examiner Education Credentials	08	35	N	Health Insurance Benefits Clerk Typing
08	32.5	N	Execution Clerk	12	40	N	Heavy Equipment Operator
X 32.5		N	Executive Assistant (35 HRS) SCALE 21	15	40	N	Heavy Equipment Operator Mosquito Extermination
16	40	N	Executive Housekeeper	16	40	N	Heavy Equipment Operator Mosquito Extermination/Mechanic
15	32.5	N	Field Representative County Board of Taxation	22	32.5	N	Human Resource Coordinator
16	35	N	Field Representative Disease Control	23	35	N	Human Resource Coordinator
14	35	N	Field Representative Health Education	02	32.5	Y	Index Clerk
10	32.5	N	Field Representative Industrial and Real Estate Development	03	35	Y	Index Clerk
12	35	N	Field Representative Narcotics Education	03	32.5	N	Index Clerk Typing
21	32.5	N	Fiscal Officer	04	35	N	Index Clerk Typing
22	35	N	Fiscal Officer	22	35	N	Industrial Hygienist
23	35	N	Fiscal Officer/Senior Administrative Analyst	16	32.5	N	Industrial Representative
14	40	N	Food Service Manager	08	40	N	Inspector Mosquito Extermination
02	40	Y	Food Service Worker	12	35	N	Inspector Road Openings
12	32.5	N	Four-H Program Assistant	07	40	N	Inspector Trainee Mosquito Extermination
18	40	N	General Supervisor Mosquito Extermination	03	40	Y	Institutional Attendant
18	40	N	General Supervisor Roads	08	32.5	N	Investigator Consumer Protection
18	32.5	N	Geographic Information Systems Specialist 3	10	35	N	Investigator Consumer Protection
				17	32.5	Y	Investigator County Medical Examiner's Office

15	40	N	Investigator Public Works	02	35	N	Parking Attendant
14	32.5	N	Job Developer	20	40	N	Patient Activities Coordinator
15	35	N	Job Developer	03	32.5	N	Payroll Clerk Typing
08	40	Y	Juvenile Detention Officer	04	35	N	Payroll Clerk Typing
14	32.5	N	Laboratory Technician	12	32.5	N	Payroll Supervisor
03	35	Y	Laborer	04	32.5	N	Permit Clerk
05	40	Y	Laborer	11	32.5	N	Photographer
16	35	N	Land Surveyor	07	32.5	Y	Planning Aide
17	32.5	N	Landscape Architect	12	35	N	Plumber
02	40	N	Laundry Worker	14	40	N	Practical Nurse
05	32.5	N	Legal Stenographer	07	32.5	N	Principal Account Clerk
04	32.5	N	Library Assistant	08	35	N	Principal Account Clerk
04	32.5	N	Library Page	10	32.5	N	Principal Account Clerk Stenography
01	32.5	N	Mail Clerk	11	35	N	Principal Account Clerk Stenography
07	35	Y	Maintenance Repairer	08	32.5	N	Principal Account Clerk Typing
07	35	N	Maintenance Repairer Painter	10	35	N	Principal Account Clerk Typing
18	35	N	Maintenance Superintendent	19	32.5	N	Principal Accountant
16	35	N	Maintenance Supervisor	20	35	N	Principal Accountant
13	32.5	N	Management Information Systems Specialist	07	32.5	N	Principal Bookkeeping Machine Operator Typing
16	32.5	N	Management Specialist	10	32.5	N	Principal Cashier Typing
22	32.5	N	Manager Mobile Meals Program	11	35	N	Principal Cashier Typing
12	40	N	Mechanic	06	32.5	N	Principal Clerk
13	40	N	Mechanic Diesel	07	35	N	Principal Clerk
06	40	N	Mechanic's Helper	08	32.5	N	Principal Clerk Stenographer
19	35	N	Medical Social Worker	10	35	N	Principal Clerk Stenographer
19 X	32.5	N	Mental Health Administrator	07	32.5	N	Principal Clerk Transcriber
01	32.5	Y	Messenger	08	35	N	Principal Clerk Transcriber
02	32.5	N	Microfilm Machine Operator	07	32.5	Y	Principal Clerk Typist
10	32.5	N	Microfilm Systems Supervisor	08	35	N	Principal Clerk Typist
05	32.5	Y	Museum Attendant	08	32.5	N	Principal Data Entry Machine Operator
16	32.5	N	Museum Curator	10	35	N	Principal Data Entry Machine Operator
23	35	N	Network Administrator 1	07	32.5	N	Principal Docket Clerk
25	35	N	Network Administrator 2	08	35	N	Principal Docket Clerk
23	35	Y	Nurse Practitioner Obstetrics and Gynecology	08	32.5	N	Principal Docket Clerk Typing
23	35	N	Nurse Practitioner Pediatrics	10	35	N	Principal Docket Clerk Typing
22	35	N	Nutrition Program Coordinator WIC Program	13	35	N	Principal Drafting Technician
08	40	N	Occupational Therapy Aide	23	35	N	Principal Engineer
06	32.5	Y	Omnibus Operator	13	35	N	Principal Engineering Aide
12 X	35	N	Painter	08	32.5	N	Principal Engineering Clerk
15	32.5	N	Paralegal Specialist	07	32.5	N	Principal Index Clerk
14	40	N	Park Naturalist	08	35	N	Principal Index Clerk

08	32.5	N	Principal Index Clerk Typing	16	35	N	Public Information Officer
10	35	N	Principal Index Clerk Typing	13	40	Y	Public Safety Telecommunicator
07	32.5	N	Principal Microfilm Machine Operator	11	40	N	Public Safety Telecommunicator Trainee
08	32.5	N	Principal Payroll Clerk	03	32.5	N	Purchasing Assistant
10	35	N	Principal Payroll Clerk	04	35	N	Purchasing Assistant
21	32.5	N	Principal Planner	04	32.5	N	Purchasing Assistant Typing
21	32.5	N	Principal Planner Data Management	05	35	N	Purchasing Assistant Typing
22	35	N	Principal Planner Data Management	16	40	N	Radio Technician
21	32.5	N	Principal Planner Solid Waste Management	03	32.5	N	Receptionist Typing
21	32.5	N	Principal Planner Transportation	04	35	N	Receptionist Typing
12	32.5	N	Principal Planning Aide	04	32.5	N	Receptionist/Senior Clerk Transcriber
08	32.5	N	Principal Purchasing Assistant Typing	05	35	N	Receptionist/Senior Clerk Transcriber
10X	35	N	Principal Purchasing Assistant Typing	03	32.5	N	Receptionist/Telephone Operator
21	35	N	Principal Sanitary Inspector	04	35	N	Receptionist/Telephone Operator
18	35	N	PRINCIPAL TECHNICIAN MIS	02	32.5	N	Recorder Operator Courts
07	32.5	N	Probate Clerk	11	32.5	N	Recreation Program Coordinator
16	32.5	N	Program Analyst	16	32.5	N	Recreation Program Specialist
17	35	N	Program Analyst	18	32.5	N	Recreation Supervisor
16	32.5	N	Program Development Specialist Aging	18	32.5	N	Recreation Supervisor Handicapped Program
16	32.5	N	Program Development Specialist Community Service	08	40	Y	Recreation Therapy Aide
16	32.5	N	Program Development Specialist Criminal Justice	06	32.5	N	Research Aide
16	32.5	N	Program Development Specialist Human Resources	13	32.5	N	Research Assistant
17	35	N	Program Development Specialist Human Resources	14	35	N	Research Assistant
13	32.5	N	Program Monitor	13	32.5	N	Research Assistant Criminal Information
14	35	N	Program Monitor	14	35	N	Road Inspector
16	35	N	Program Specialist Alcohol Abuse Activities	17	35	N	Sanitary Inspector
19	35	N	Program Specialist Special Child Health Services	13	35	N	Sanitary Inspector Trainee
13	35	N	Project Coordinator Construction	04	32.5	N	Sanitary Landfill Caretaker
13	32.5	Y	Project Coordinator Crime Prevention Program	03	40	N	Seamstress
19	32.5	N	Project Director Nutrition Program for the Elderly	11	32.5	N	Secretarial Assistant Typing
22	35	N	Public Health Epidemiologist	12	35	N	Secretarial Assistant Typing
10	35	N	Public Health Investigator	04	32.5	Y	Senior Account Clerk
15	35	N	Public Health Laboratory Technician	05	35	N	Senior Account Clerk
17	35	Y	Public Health Nurse	05	32.5	Y	Senior Account Clerk Typing
21	35	N	Public Health Nurse Supervisor	06	35	N	Senior Account Clerk Typing
23	35	N	Public Health Nutritionist	05	32.5	N	Senior Account Clerk/Telephone Operator
15	32.5	N	Public Information Officer	06	35	N	Senior Account Clerk/Telephone Operator
				17	32.5	N	Senior Accountant
				18	35	N	Senior Accountant
				20	40	N	Senior Administrative Analyst
				05	40	N	Senior Animal Attendant

12	40	N	Senior Boiler Operator	17	35	N	Senior Employment Specialist
04	32.5	N	Senior Bookkeeping Machine Operator	10	32.5	N	Senior Employment Test Monitor
04	32.5	N	Senior Bookkeeping Machine Operator Typing	11	35	N	Senior Employment Test Monitor
17	35	N	Senior Bridge Construction Inspector/Senior Road Inspector	18	35	N	Senior Engineer
10	40	N	Senior Bridge Construction Worker	20	35	N	Senior Engineer Hydraulic
10	40	N	Senior Bridge Repairer	11	35	N	Senior Engineering Aide
04	35	N	Senior Building Maintenance Worker	19	35	N	Senior Environmental Health Specialist Hazardous Substances
06	40	N	Senior Building Maintenance Worker	11	32.5	N	Senior Execution Clerk
04	35	N	Senior Building Service Worker	18	35	N	Senior Field Representative Disease Control
17	32.5	N	Senior Buyer	18	35	N	Senior Field Representative Health Education
18	35	N	Senior Buyer	06	40	N	Senior Groundskeeper
14	35	N	Senior Carpenter	04	32.5	N	Senior Index Clerk
07	32.5	N	Senior Cashier Typing	05	35	N	Senior Index Clerk
08	35	N	Senior Cashier Typing	05	32.5	N	Senior Index Clerk Typing
02	32.5	N	Senior Citizen Program Aide	06	35	N	Senior Index Clerk Typing
03	32.5	N	Senior Clerk	12	40	N	Senior Inspector Mosquito Extermination
04	35	N	Senior Clerk	14	35	N	Senior Inspector Road Openings
05	32.5	N	Senior Clerk Stenographer	04	40	Y	Senior Institutional Attendant
06	35	N	Senior Clerk Stenographer	12	32.5	N	Senior Investigator Consumer Protection
04	32.5	N	Senior Clerk Transcriber	13	35	N	Senior Investigator Consumer Protection
05	35	N	Senior Clerk Transcriber	17	32.5	Y	Senior Investigator County Medical Examiner's Office
04	32.5	N	Senior Clerk Typist	11	40	Y	Senior Juvenile Detention Officer
05	35	N	Senior Clerk Typist	19	32.5	N	Senior Landscape Architect
17	40	N	Senior Communications Technician	03	40	N	Senior Laundry Worker
8	32.5	N	Senior Community Relations Aide	07	32.5	N	Senior Legal Stenographer
08	32.5	N	Senior Community Service Aide Typing	10	35	N	Senior Maintenance Repairer
10	35	N	Senior Community Service Aide Typing	14	40	N	Senior Mechanic
12	35	N	Senior Computer Service Technician	05	32.5	N	Senior Medical Record Clerk
07	40	N	Senior Cook	20	40	N	Senior Medical Social Worker
10	40	N	Senior County Park Ranger	07	32.5	N	Senior Medical Stenographer
05	32.5	N	Senior Data Entry Machine Operator	04	32.5	N	Senior Microfilm Machine Operator
06	35	N	Senior Data Entry Machine Operator	11	40	N	Senior Occupational Therapy Aide
19	32.5	N	Senior Data Processing Programmer	14	35	N	Senior Painter
20	35	N	Senior Data Processing Programmer	04	32.5	Y	Senior Payroll Clerk
04	32.5	N	Senior Docket Clerk	05	35	N	Senior Payroll Clerk
05	35	N	Senior Docket Clerk	05	32.5	N	Senior Payroll Clerk Typing
05	32.5	N	Senior Docket Clerk Typing	06	35	N	Senior Payroll Clerk Typing
06	35	N	Senior Docket Clerk Typing	06	32.5	N	Senior Permit Clerk
11	32.5	N	Senior Drafting Technician	06	32.5	N	Senior Permit Clerk Typing
11	35	N	Senior Drafting Technician	17	32.5	N	Senior Planner
14	35	N	Senior Electrician				
16	32.5	N	Senior Employment Specialist				

17	32.5	N	Senior Planner Community Development Program	16	32.5	Y	Social Worker Health
17	32.5	N	Senior Planner Transportation	18	35	N	Social Worker Health
10	32.5	N	Senior Planning Aide	15	40	N	Social Worker Institutions
14	35	N	Senior Plumber	15	40	N	Social Worker Juvenile Rehabilitation
16	40	Y	Senior Practical Nurse	15	32.5	N	Specification Writer Purchasing
10	32.5	N	Senior Probate Clerk	01	40	N	Stock Clerk
18	32.5	N	Senior Program Analyst	06	35	N	Storekeeper
19	35	N	Senior Program Analyst	08	40	N	Storekeeper
19	32.5	N	Senior Program Development Specialist Community Service	08	40	N	Storekeeper Automotive
12	35	N	Senior Public Health Investigator	11	32.5	N	SUPT. OF WEIGHTS + MEASURES
19	35	N	Senior Public Health Nurse	11	32.5	N	Supervising Account Clerk
15	40	N	Senior Public Safety Telecommunicator	12	35	N	Supervising Account Clerk
06	32.5	N	Senior Purchasing Assistant Typing	12	32.5	N	Supervising Account Clerk Stenography
07	35	N	Senior Purchasing Assistant Typing	13	35	N	Supervising Account Clerk Stenography
04	32.5	N	Senior Receptionist	12	32.5	N	Supervising Account Clerk Typing
05	35	N	Senior Receptionist	13	35	N	Supervising Account Clerk Typing
05	32.5	N	Senior Receptionist Typing	08	40	N	Supervising Animal Attendant
06	35	N	Senior Receptionist Typing	15	40	N	Supervising Animal Control Officer
05	32.5	N	Senior Receptionist/Telephone Operator	11	32.5	N	Supervising Bookkeeping Machine Operator
06	35	N	Senior Receptionist/Telephone Operator	20	35	N	Supervising Bridge Construction Inspector/Supervising Road Inspector
11	40	N	Senior Recreation Therapy Aide	15	40	N	Supervising Bridge Repairer
16	35	N	Senior Road Inspector	12	32.5	N	Supervising Clerk Stenographer
19	35	N	Senior Sanitary Inspector	13	35	N	Supervising Clerk Stenographer
17	40	N	Senior Social Worker Juvenile Rehabilitation	11	32.5	N	Supervising Clerk Typist
03	40	N	Senior Stock Clerk	12	35	N	Supervising Clerk Typist
08	35	N	Senior Storekeeper	14	40	N	Supervising County Park Ranger
10	40	N	Senior Storekeeper	18	32.5	N	Supervising Employment Specialist
16	35	N	SENIOR TECHNICIAN MIS	19	35	N	Supervising Employment Specialist
05	32.5	N	Senior Telephone Operator	26	35	N	Supervising Engineer
06	35	N	Senior Telephone Operator	26	35	N	Supervising Engineer Bridges
06	32.5	N	Senior Telephone Operator Typing	15	35	N	Supervising Engineering Aide
07	35	N	Senior Telephone Operator Typing	20	35	N	Supervising Field Representative Disease Control
08	35	N	Senior Traffic Maintenance Worker	18	40	N	Supervising Heavy Equipment Operator
14	35	N	Senior Traffic Signal Electrician	18	40	N	Supervising Heavy Equipment Operator Mosquito Extermination
15	40	N	Senior Welder	10	32.5	N	Supervising Index Clerk
05	32.5	N	Senior Word Processing Operator	11	35	N	Supervising Index Clerk
03	32.5	Y	Site Manager Nutrition Program for the Elderly	11	32.5	N	Supervising Index Clerk Typing
17	32.5	N	Social Rehabilitation Therapist Penal Institution	12	35	N	Supervising Index Clerk Typing
13	40	N	Social Service Assistant	07	40	N	Supervising Institutional Attendant
11	32.5	N	Social Service Assistant Typing	13	40	N	Supervising Juvenile Detention Officer

18 40
16 40

TRAINING COORDINATOR
TRAINING TECHNICIAN

12 35 N Supervising Maintenance Repairer
 17 40 N Supervising Mechanic
 23 32.5 N Supervising Planner
 21 35 N Supervising Program Development Specialist
 Community Service
 17 40 N Supervising Public Safety Telecommunicator
 19 35 N Supervising Road Inspector
 12 32.5 N Supervising Telephone Operator
 07 35 N Supervisor Building Service
 07 40 N Supervisor Building Service
 16 32.5 N Supervisor Job Development
 17 35 N Supervisor Job Development
 11 32.5 N Supervisor of Accounts
 12 32.5 N Supervisor of Accounts Typing
 12 35 N Supervisor of Accounts
 13 35 N Supervisor of Accounts Typing
 13 32.5 N Supervisor of Data Entry Machine Operations
 14 35 N Supervisor of Data Entry Machine Operations
 16 32.5 N Supervisor of Data Processing Operations
 17 35 N Supervisor of Data Processing Operations
 12 32.5 N Supervisor of Records
 13 35 N Supervisor of Records
 14 40 N Supervisor Parks
 11 40 N Supervisor Recreation Maintenance
 15 40 N Supervisor Roads
 15 X 35 N Supervisor Traffic Maintenance
 18 X 35 N Supervisor Traffic Signal
 15 32.5 Y Tax Research Examiner and Investigator
 02 32.5 Y Teacher Aide
 15 32.5 N Teacher Juvenile Facilities*
 15 32.5 N Teacher Special Education
 14 35 N **TECHNICIAN MIS**
 03 32.5 Y Telephone Operator
 04 35 N Telephone Operator
 04 32.5 N Telephone Operator Typing
 05 35 N Telephone Operator Typing
 14 40 N Telephone System Installer and Repairer
 15 35 N Traffic Analyst
 26 35 N Traffic Engineer
 10 35 N Traffic Investigator
 06 35 N Traffic Maintenance Worker
 12 35 N Traffic Signal Electrician
 10 35 N Traffic Signal Technician 1

11 32.5 N Trainee Weights and Measures
 07 40 N Tree Climber
 07 40 N Truck Driver
 10 40 N **TRUCK DRIVER, HEAVY**
 04 40 N Ward Clerk
 12 40 N Welder
 03 32.5 N Word Processing Operator
 04 35 N Word Processing Operator
 19 32.5 N Work Release Administrator
 10 40 N Youth Group Worker
 17 32.5 N Youth Opportunity Coordinator
 20 32.5 N Youth Services Counselor

* 11-month position (paid for 12 months, but off during the month of August)

APPENDIX III

CLOTHING PROVISIONS

Dept. or Div.	Employees	Clothing Payments	Uniforms Provided	Safety Shoes
Highway	Blue Collar	\$275 (Jan.) + \$275 (July)	5 safety-orange T-shirts	Y
Engineering	Blue Collar	\$275 (Jan.) + \$275 (July)	5 safety-orange T-shirts	Y
Bldgs. & Grounds	Blue Collar	\$275 (Jan.) + \$275 (July)	None	Y
County Jail	Cooks & Nurses	\$275 (Jan.) + \$275 (July)	None	Y
Golf Course	Blue Collar (excl. Golf Rangers and Mechanics)	\$275 (Jan.) + \$275 (July)	None	Y
	Mechanics	None	6 sets (with replacements) + laundry	Y
	Golf Rangers	None	5 shirts	N
Animal Control	Uniformed	\$150 (Jan.) + \$150 (July) except if laundry is provided	Full set with replacements (May 30)	Y
Parks & Rec.	Uniformed	\$150 (Jan.) + \$150 (July) except if laundry is provided	Full set with replacements (May 30)	Y
Mosquito Control	Blue Collar	None	6 sets (with replacements) + laundry + 5 safety-orange T-shirts	Y
Fleet Mgt.	Blue Collar	None	6 sets (with replacements) + laundry	Y
Emergency Response	Communications (Uniformed)	\$300 (Jan.) + \$300 (July)	None	N
	Hazmat	None	None	Y
ME's Office	Investigators	None	Coveralls & boots (as needed)	N
Health	Nurses & Allied Health Workers	\$225 (July)	None	N

	San. Inspectors, PH Investigators, Field Reps. Disease Control and Env. Health Specialists	None	None	Y
Juvenile Detention	JDO's	\$275 (Jan.) + \$275 (July)	None	N
Transportation Services	Drivers	\$50 annually	None	N