

1996-1997

CITY OF SALEM
SALEM, NEW JERSEY

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

THE COMMON COUNCIL OF THE CITY OF SALEM

AND

CITY OF SALEM BLUE COLLAR WORKERS ASSOCIATION

TWO YEAR CONTRACT

JANUARY 1, 1996 THROUGH DECEMBER 31, 1997

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**AGREEMENT BETWEEN
THE COMMON COUNCIL OF THE CITY OF SALEM
AND
CITY OF SALEM BLUE COLLAR WORKERS ASSOCIATION**

THIS AGREEMENT entered into the _____ day of _____, 1996, by the Common Council of the City of Salem, hereinafter referred to as the "EMPLOYER", and the City of Salem Blue Collar Workers Association, hereinafter referred to as the "REPRESENTATIVE", has as its purpose the promotion of harmonious relations between the Employer and Representative; and the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment. The use of the word "he" throughout the Contract applies to both male and female employees and is being used as a matter of convenience.

ARTICLE I

RECOGNITION

The Employer recognizes the City of Salem Blue Collar Workers Association (Representative) as the sole bargaining agent for the purpose of establishing salaries, wages, hours and the other conditions of employment for all employees who are members of the Blue Collar Workers Association of the City of Salem.

ARTICLE II

TERM OF AGREEMENT

This Agreement shall be in effect upon execution by the parties hereto and is intended to be a two (2) year agreement, from January 1, 1996 to December 31, 1997. The parties shall commence negotiations for a new agreement no later than October 15, 1997, and shall make a good faith effort to schedule and attend reasonably frequent meetings for the purpose of reaching a successor collective bargaining agreement.

ARTICLE III

EQUAL TREATMENT

The parties hereto agree to refrain from discrimination or favoritism for reasons of sex, nationality, race, age, sexual preference, religion, marital status, mental or physical disabilities, political affiliation, political or representative membership or representative activities, and political status.

ARTICLE IV

WORK RULES AND WORKING CONDITIONS

Reasonable work rules shall be established and shall be equitably applied and enforced. The Employer agrees to obey Federal and State laws pertaining to the maintenance of safe working conditions. Those items which are subject to negotiations will be referred to the collective bargaining process.

ARTICLE V

SALARY

A. INCREASE

All unit members shall receive a three point five (3.5%) percent pay increase over the 1995 base salary, retroactive and effective as of January 1, 1996.

Effective January 1, 1997 each unit member shall receive a three point five (3.5%) percent increase on their salary in effect on December 31, 1996.

The salary scale, effective January 1, 1996 is attached as Schedule 1.

The salary scale, effective January 1, 1997 is attached as Schedule 2.

B. OVERTIME

All members of the bargaining unit shall be paid at a rate of one and one-half their usual hourly rate for hours worked in excess of eight hours per day or forty hours per week. Overtime schedules are to be posted in order to give each employee an equal opportunity to request overtime.

C. LONGEVITY

A longevity payment over and above the member's base salary according to the following schedule:

- commencing four (4) years of employment through nine (9) years equals three and one half (3 1/2%) percent of base pay per year;

- commencing ten (10) years of employment through fourteen (14) years equals four (4%) percent of base pay per year;

- commencing fifteen (15) years through nineteen (19) years equals four and one half (4 1/2%) percent of base pay per year;

- commencing twenty (20) years through twenty-four (24) years equals five and one half (5 1/2%) percent of base pay per year.

- commencing twenty-five (25) or more years of employment equals six (6%) percent of base pay per year.

The above designated payments are to be issued in a lump sum on the first scheduled payday in November.

D. OFF-DUTY PAYMENTS

Members of the unit shall receive their base hourly rate as compensation when called or recalled to duty from an off-duty status, and shall receive a minimum of three hours compensation for each time called.

Hold-overs and scheduled overtime shall not be construed as a call in.

Members affected by call in will be compensated for the time actually worked at the overtime rate. Any balance remaining of the three hour minimum shall be paid at straight time.

E. EMPLOYEES ON PROGRESSION RATE SCHEDULE

All employees shall be on the progression rate schedule for the position held.

ARTICLE VI

SHIFT DIFFERENTIAL

An amount shall be added to the hourly rate of unit members' salary accord to the following schedule effective for the life of this contract:

SHIFT NO. 1	(11:00 PM TO 7:00 AM)	\$0.50 per hour
SHIFT NO. 2	(7:00 AM TO 3:00 PM)	\$0.00 per hour
SHIFT NO. 3	(3:00 PM TO 11:00 PM)	\$0.45 per hour

ARTICLE VII

HOLIDAYS

A. The following holidays shall be recognized with straight time pay if a member is not scheduled for work, and double time if the member is scheduled for work:

WASHINGTON'S BIRTHDAY	LABOR DAY
GOOD FRIDAY	COLUMBUS DAY
MEMORIAL DAY	VETERAN'S DAY
MARTIN LUTHER KING DAY	GENERAL ELECTION DAY
DAY AFTER THANKSGIVING	

B. The following four (4) recognized paid holidays shall be designated as major holidays and members shall be compensated at two and one half times their regular base pay for hours actually worked:

NEW YEARS' DAY (Jan. 1st) THANKSGIVING DAY
INDEPENDENCE DAY (July 4th) CHRISTMAS DAY (Dec. 25th)

Never is this to be interpreted as triple time and one half under any circumstances.

ARTICLE VIII

SICK LEAVE AND INJURY LEAVE

A. SERVICE CREDIT FOR LEAVE

(1) All permanent employees or full-time provisional employees shall be entitled to sick leave with full pay based on their aggregate years of service.

(2) Sick leave may be utilized by employees when they are unable to perform their work because of injury, illness, or disability from any cause.

(3) If any employee is incapacitated and unable to work because of injury, he shall be entitled to injury leave with full pay during the period which he is unable to perform his duties, as certified by the member's own physician subject to verification by a physician chosen by the City. Such payments shall be reduced by the amount of any worker's compensation award under Chapter 15 of Title 34 of the revised Statutes made for temporary disability because of the same injury or illness requiring such leave.

B. AMOUNT OF LEAVE

(1) The minimum sick leave with pay shall accrue to any full-time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter.

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

(3) In charging an employee with sick leave, the smallest unit to be considered is a one-half work day.

C. REPORTING ABSENCE ON SICK LEAVE

(1) If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified as soon as possible prior to the employee's starting time.

(a) Failure to notify the supervisor may be cause for denial of the sick leave for that absence and constitute cause for disciplinary action.

D. VERIFICATION OF SICK LEAVE

(1) An employee who shall be absent on sick leave for five (5) consecutive working days shall be required to submit acceptable medical evidence substantiating the illness. The City may require proof of illness of an employee on sick leave. Abuse of sick leave shall be cause for disciplinary action.

(2) In case of absence due to exposure to contagious disease, a certificate of clearance from the Department of Health shall be required.

(3) The City may require that an employee who has been absent because of personal illness, as a condition for his return to duty, be examined at the expense of the City. Such examination shall establish whether the employee is capable of performing his normal duties and further establish that his return will not jeopardize the health of other employees.

(4) If an employee is absent from work for reasons that entitle him to sick leave, the Department head or his designated representative shall be notified as early as possible, but no later than one (1) hour prior to the start of the scheduled work shift, utilizing an answering machine specifying the time called. An employee who is absent for five (5) consecutive days or more and who does not notify the Department Head or some other reasonable representative of the Employer on any of the first five (5) days may be subject to dismissal barring extenuating circumstances.

(5) Habitual absenteeism or tardiness may be cause for progressive discipline (up to and including discharge).

(6) Any employee who calls in sick and engages in outside employment during his working hours shall be subject to disciplinary action.

E. UNUSED SICK LEAVE

Upon retirement, a unit member shall receive his current daily salary times one-half the number of unused sick days he has accumulated, not to exceed Seven Thousand (\$7,000) Dollars.

ARTICLE XIV

VACATION

Annual vacation leave with pay shall be earned at the following rates:

- one to five years service//thirteen working days;
- six to ten years service//sixteen working days;
- eleven to fifteen years service//nineteen working days;

- sixteen to twenty years service//twenty-two working days;
- twenty-one or more years service//twenty-six working days.

ARTICLE X

BEREAVEMENT LEAVE

In case of death in the immediate family, a member shall be granted leave with pay at his regular rate of pay for four (4) scheduled working days starting on the date of death or on the day following the death, exclusive of any scheduled day off. Upon return to work, the unit member shall submit a slip from the Funeral Director to the unit member's supervisor.

Immediate family shall be defined as the member's husband, wife, child, step-child, foster-child, mother, father, step-mother, step-father, mother-in-law, father-in-law, brother, sister, step-brother, step-sister, grandmother or grandfather. All of the above relationships are construed as being based on current marital status existing when the death occurs.

ARTICLE XI

PERSONAL LEAVE

Each employee shall be entitled to be absent from employment two (2) days per year with pay to conduct his personal business provided that two (2) days prior notice is given, unless said notice is waived by his supervisor for good cause shown or where not detrimental to the work of the department or where a bona fide emergency is demonstrated to be the basis for the request.

ARTICLE XII

HEALTH AND WELFARE INSURANCE AND PHYSICAL EXAMINATION

A. The City shall pay the premium for full coverage for health insurance for bargaining unit members and their families. At the time of signing the City is a participant in the New Jersey State Health Benefits Plan and it is understood that the policies and regulations (present and future) of said plan cannot be altered by the City.

B. The City shall provide the dental plan as negotiated with the Representative. Said dental plan is administered by Connecticut General and is more fully described in documents in the City's possession.

C. Health Coverage for retired employees will be provided according to the policies and regulations (present and future) of the New Jersey Health Benefits Plan.

D. The employee may at his option have an annual physical

examination, performed by a medical doctor and provided at the City's expense. X-rays shall be included and where the expense of the X-ray is not covered by the employee's medical insurance, the City will pay this expense.

E. The City shall reimburse unit members only, not more than once every two years, the cost of an eye exam and purchase of eye glasses, not to exceed Two Hundred Fifty (\$250) Dollars total to be paid upon submission of a voucher.

F. The City shall provide the State Health Prescription Drug Plan with a \$5 co-pay for brand name drugs and \$1 co-pay for generic drugs for current employees only. (not retirees).

G. The City will remain enrolled in the New Jersey State Disability Insurance Program for the life of the contract.

ARTICLE XIII

SAFETY AND WORK EQUIPMENT

The City of Salem shall supply to each member of the unit the following safety equipment and work clothing;

By April 1st of each year:

- Safety glasses, where appropriate to the job, including the cost of eye examination and prescription safety glasses for those employees who wear prescription glasses.
- One pair of safety shoes to be bought at J.C. Penney Co., Inc., Salem, N.J.
- Safety equipment ruined during the performance of job duties will be replaced as needed by the member's department.
- One issue of work clothes consisting of either five (5) light-weight summer shirts and pants, or five (5) light summer shirts and work jean pants, either option at the discretion of the employee. In addition, work clothes shall include one issue of rain gear and boots.

By October 1st of each year:

- One pair of either insulated coveralls, or Car-Hart bib overalls, or pants with Car-Hart jacket or clothing suitable for the job, such as hooded sweatshirt, etc., not exceeding the cost of insulated coveralls or Car-Hart clothing. Each employee has the option to choose the type of work clothing suitable to him or her;
- One issue of work clothes consisting of five (5) winter shirts and pants;
- One pair insulated boots, to be replaced as needed, the replacement item to be turned in to the appropriate superintendent. These boots are to be purchased through J.C.Penney Co., Inc., Salem, New Jersey with a limit of \$150.00 per pair. Commencing October 1, 1996, the City will provide one (1) pair of insulated boots to each

bargaining unit member and will provide a new pair of insulated boots every other year thereafter.

Dispatchers at the Police Department shall be limited to two summer shirts and two winter shirts annually. Trousers and other uniform items shall be replaced as necessary. One pair of shoes shall be paid for annually by the City with a limit of \$78.00 upon presentation of a voucher.

ARTICLE XIV

EDUCATION AND OTHER BENEFITS

The City of Salem shall provide reimbursement of up to Five Hundred (\$500) Dollars for successfully completed job-related education credits approved in advance by the Department Head.

ARTICLE XV

GRIEVANCE PROCEDURE

A grievance is defined as any violation of this Agreement only.

When an employee has a grievance, he should discuss his problem with his immediate supervisor. If he does not receive any satisfactory answer thereto, he should pursue the following procedure with the assurance from the administration that no prejudicial action will result:

Step 1. The employee shall present in writing the text of the grievance to his immediate agent for the Blue Collar Workers Association and Department Head;

Step 2. If no mutually satisfactory solution is developed to a written problem within seven (7) calendar days after Step 1, the employee with his agent may make arrangements to meet with the City Administrator. If the City Administrator position is vacant, the employee will go to the next step.

Step 3. If no mutually satisfactory solution is developed to a written problem within ten (10) working days after Step 2, the employee with his agent may make arrangements to meet with the appropriate Common Council committee. Copies of the written grievance shall be provided to all participants.

Step 4. If the grievance has not been settled within ten (10) working days after Step 3, the employee with the agent (B.C.W.A.) will then arrange a hearing with the Civil Service commission. This step can only be taken on those grievances which are appealable to the Civil Service Commission under the provisions of New Jersey Statutes Title XI and the Civil Service Rules.

ARTICLE XVI

NOTICE OF CHANGE OF SCHEDULE

At least seven days (168 hours) posted notice of change of work schedule will be given except in cases of emergency. Where such notice is not posted, employee will be given eight (8) hours of pay in addition to that otherwise entitled, except where notice is not possible because of emergency.

ARTICLE XVII

PERSONNEL FILES

The personnel file of individual employees shall be confidential and the file contents will not be revealed to other employees without his consent, except for the supervisor of an employee or those whose duties require such knowledge. Each employee shall have the right to inspect his file, upon request and at a reasonable hour, accompanied if he wishes, by an officer of the City Blue Collar Workers Association.

ARTICLE XVIII

LEAVE OF ABSENCE

The Common Council may grant leave of absence without pay to a permanent employee. Leave of absence shall be for a period of six (6) months, which the Common Council may extend for one additional six month period. Request for leave of absence shall be submitted in writing setting forth the reasons for the request, the date of leave requested and expected return.

ARTICLE XIX

DRUG TESTING

It is recognized that the City has a responsibility to the public and to its employees to maintain a substance-abuse free environment. In order to facilitate this responsibility, it is agreed that unit members will submit to substance testing when:

- (a) an on-duty accident or injury occurs;
- (b) when "reasonable suspicion" exists.

It is understood and agreed that these tests must be conducted in accordance with acceptable medical standards and must be conducted in the least intrusive manner appropriate to the situation on a case by case basis. It is also understood and agreed that any such tests must be in accordance with acceptable scientific methods and safeguarded to insure the employee's confidentiality and the integrity of the test. This in no way limits the employee having such a test at his own expense to confirm or contest the results of any such test done by the City.

ARTICLE XX

The Employer and the Representative agree that this Agreement is the complete agreement between them and that no other understandings or agreements shall be binding on the Employer or the Representative during the term of this Agreement unless agreed to in writing between the Employer and the Representative subsequent to the date of the execution of this Agreement.

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

It is the intent of the parties that the provisions of this Agreement, except where noted in this Agreement, shall supersede all prior agreements and understandings, written, expressed or implied, between the parties; shall govern their entire relationship; and shall be the sole source of all rights or claims which may be asserted. The parties for the life of this Agreement hereby waive any right to request to negotiate or bargain with respect to any matters contained in this Agreement. It is mutually understood that this clause is a clear waiver as to any right or claim not expressed in this Agreement.

This Agreement is separate and distinct from and independent of all other agreements entered into between the Representative and other Employer organizations, irrespective of any similarity between this Agreement and any such other agreements. No act or thing done by the parties to such other agreements, or notices given under the provisions thereof, shall change or modify this Agreement or in any manner affect the contractual relationship of the parties hereto.

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

ARTICLE XXI

BINDING OBLIGATION, SEVERABILITY AND SAVINGS

The terms and conditions of this agreement shall supersede and replace any inconsistent previously adopted policy, rule or regulation and said terms and conditions of this agreement shall constitute a binding obligation of the parties for the duration of this agreement.

If any provision of this agreement or any application of this agreement to any unit member or employee is held to be contrary to

law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 8th day of April, 1996.

ATTEST:

Barbara A. Wright
BARBARA A. WRIGHT, City Clerk

CITY OF SALEM

Earl R. Gage
EARL R. GAGE, Mayor

WITNESS:

Gene Cagle

CITY OF SALEM B.C.W.A.

Gene Cagle
GENE CAGLE, President

**1996 SALARY SCALE
JANUARY 1 TO DECEMBER 31, 1996**

STREET DEPT.	0-6	7-12	13-18	19-24	25-30
Foreman	35,928	36,216	36,503	36,791	37,081
Sr. Mechanic	35,576	35,865	36,156	36,445	36,734
Mechanic	30,659	31,397	32,133	32,870	33,605
Equip. Oper.	27,561	28,023	28,487	28,949	29,412
Motor Broom Dr.	20,938	21,814	22,690	23,446	24,445
Truck Driver	20,938	21,814	22,690	23,446	24,445
Mechanic Help.	21,998	23,114	24,231	25,296	26,463
Laborer	20,277	20,992	21,706	22,423	23,137
Clerk/Typist	13,574	14,499	15,424	16,463	17,273
Sr. Clerk Typ.	15,007	15,905	16,802	17,811	18,598

WATER/SEWER DEPT.					
Ass't W/S Supt.	37,942	38,759	39,571	40,386	41,200
Foreman	35,928	36,216	36,503	36,791	37,081
Sr. W/S Rep.	33,429	33,790	34,153	34,502	34,854
W/S Repairer	29,039	29,523	30,008	30,492	30,977
Ass't W/S Rep.	24,413	25,075	25,735	26,394	27,056
Sr. W/S Plt.Op.	33,429	33,790	34,153	34,502	34,854
W/S Plt. Oper.	29,039	29,523	30,008	30,492	30,977
Ass't W/S Oper.	24,413	25,075	25,735	26,394	27,056
Meter Read&Rep.	24,413	25,075	25,735	26,394	27,056
Laborer	20,277	20,992	21,706	22,423	23,137
Lab. Tech./	25,584	26,419	27,256	28,091	28,926
Princ. Clk/Typ.					

ADMINISTRATION					
Prin. Acct.Clk.	25,584	26,419	27,256	28,091	28,926
Sr. Bk.Macn Op.	25,584	26,419	27,256	28,091	28,926
Prin.Acc't Clk	16,442	17,366	18,289	19,216	20,138
ClkTyp./ClkSten	13,574	14,499	15,424	16,463	17,273
Omnibus Oper.	10,936	11,576	12,208	12,839	13,468
Housing Inspec.	23,283	23,894	24,508	25,118	25,732
Sr. Dispatcher					
Dispatchers	22,206	22,996	23,785	24,575	25,366

	SCHEDULE		
STREETS DEPT CONTINUED	31-36	37-42	43-48
Foreman	37,367	37,656	37,942
Sr. Mechanic	37,025	37,317	37,607
Mechanic	34,344	35,081	35,816
Equip. Operator	29,874	30,338	30,800
Motor Broom Driver	25,322	26,200	27,078
Truck Driver	25,322	26,200	27,078
Mechanic Helper	27,579	28,693	29,810
Laborer	23,852	24,568	25,282
Clerk/Typist	18,197	19,122	
Sr. Clerk	19,495	20,737	

WATER/SEWER DEPARTMENT

Ass't W/S Supt	42,012	42,826	43,639
Foreman	37,367	37,656	37,942
Sr. W/S Repairer	35,216	35,557	35,899
W/S Repairer	31,461	31,946	32,430
Ass't W/S Repairer	27,713	28,378	29,038
Sr. W/S Plt Operator	35,216	35,557	35,899
W/S Plt Operator	31,461	31,946	32,430
Ass't W/S Plt. Op.	27,713	28,378	29,038
Meter Reader/Repairer	27,713	28,378	29,038
Laborer	23,852	24,568	25,282
Lab. Tech. Water/ Prin. Clk/Typist	29,762	30,599	

ADMINISTRATION

Prin. Acct. Clerk	29,762	30,599	
Sr. Bk. Mach. Oper.	29,762	30,599	
Prin. Acc't Clk Typ.	21,062	21,987	
Clk Typ./Clk. Sten.	18,197	19,122	
Omnibus Operator	14,100	14,729	
Housing Inspector	26,343	26,955	
Sr. Dispatcher			29,546
Dispatchers	26,200	26,945	27,737

SCHEDULE**1997 SALARY SCHEDULE
JANUARY 1, TO DECEMBER 31, 1997**

STREET DEPT.	0-6	7-12	13-18	19-24	25-30
Foreman	37,185	37,483	37,781	38,079	38,379
Sr.Mechanic	36,821	37,120	37,421	37,721	38,020
Mechanic	31,732	32,496	33,257	34,020	34,782
Equip. Op.	28,526	29,003	29,484	29,962	30,441
Motor Broom D.	21,671	22,577	23,484	24,266	25,300
Truck Driver	21,671	22,577	23,484	24,266	25,300
Mechanic Help.	22,768	23,923	25,080	26,182	27,389
Laborer	20,986	21,727	22,466	23,208	23,947
Clk/Typist	14,049	15,007	15,963	17,039	17,878
Sr. Clk/Typist	15,532	16,462	17,390	18,434	19,249
WATER/SEWER DEPT.					
Ass't W/S Supt.	39,270	40,115	40,956	41,799	42,642
Foreman	37,185	37,483	37,781	38,079	38,379
Sr.W/S Rep.	34,599	34,972	35,348	35,709	36,074
W/S Repairer	30,055	30,557	31,058	31,559	32,061
Ass't W/S Rep.	25,267	25,953	26,636	27,317	28,003
Sr. W/S Plt Op.	34,599	34,972	35,348	35,709	36,074
W/S Plt. Oper.	30,055	30,557	31,058	31,559	32,061
Ass't W/S Plt.	25,267	25,953	26,636	27,317	28,003
Meter Read/Rep	25,267	25,953	26,636	27,317	28,003
Laborer	20,986	21,727	22,466	23,208	23,947
Lab.Tech Water/	26,480	27,344	28,210	29,074	29,939
Prin/Clk Typ.					

ADMINISTRATION

Prin.Acct.Clk	26,480	27,344	28,210	29,074	29,939
Sr.Bk. Mach Op	26,480	27,344	28,210	29,074	29,939
Prin.Acc'tClk	17,017	17,974	18,930	19,888	20,843
Clk.Typ/Sten.	14,049	15,007	15,963	17,039	17,878
Omnibus Op.	11,319	11,982	12,635	13,289	13,940
Housing Insp.	24,098	24,730	25,366	25,998	26,633
Sr. Dispatcher					
Dispatchers	22,983	23,800	24,618	25,435	26,254

SCHEDULE**STREET DEPT CONTINUED**

	31-36	37-42	43-48
Foreman	38,674	38,974	39,270
Sr. Mechanic	38,321	38,623	38,923
Mechanic	35,546	36,309	37,070
Equipment Operator	30,920	31,400	31,878
Motor Broom Driver	26,209	27,117	28,025
Truck Driver	26,209	27,117	28,025
Mechanic Helper	28,544	29,698	30,853
Laborer	24,686	25,428	26,167
Clerk/Typist	18,834	19,791	
Sr. Clk/Typist	20,737	21,463	

WATER/SEWER DEPARTMENT

Ass't W/S Supt.	43,482	44,325	45,166
Foreman	38,674	38,974	39,270
Sr. W/S Repairer	36,448	36,802	37,155
W/S Repairer	32,562	33,064	33,565
Ass't W/S Repairer	28,683	29,371	30,054
Sr. W/S Plant Operator	36,448	36,802	37,155
W/S Plant Operator	32,562	33,064	33,565
Ass't W/S Plant Oper.	28,683	29,371	30,054
Meter Reader/Repairer	28,683	29,371	30,054
Laborer	24,686	25,428	26,167
Lab. Tech. Water Ana./	30,804	31,670	
Prin/Clk. Typist			

ADMINISTRATION

Prin. Acct. Clk.	30,804	31,670	
Sr. Bk. Macn. Oper.	30,804	31,670	
Prin. Acc't Clk Typ.	21,799	22,756	
Clk.Typ/Clk. Sten.	18,834	19,791	
Omnibus Operator	14,593	15,245	
Housing Inspector	27,265	27,898	
Sr. Dispatcher			30,580
Dispatchers	27,117	27,888	28,708