

**AGREEMENT BETWEEN THE
COUNTY OF UNION
and
UNION COUNCIL NO. 8
NEW JERSEY CIVIL SERVICE ASSOCIATION**

EFFECTIVE: JANUARY 1, 2012 THROUGH DECEMBER 31, 2014

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AGREEMENT

This Agreement made this 19th day of December, 2013 between THE COUNTY OF UNION, hereinafter called "Employer" and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION, IFPTE, AFL-CIO, hereinafter called the "Association."

Whereas, the parties have carried on collective negotiations for the purpose of developing a contract covering wages, hours of work and other conditions of employment; and,

Whereas, the parties, pursuant thereto, have reached an agreement on the matters hereinafter set forth,

Now, therefore, in consideration of the mutual covenants, obligations and conditions herein contained, the parties hereto agree to and with each other as follows:

ARTICLE 1

RECOGNITION

The Employer hereby recognizes the Association as the exclusive representative for the employees set forth in Unit I of the Public Employment Relations Commission's Certification dated March 13, 1970 and the employees set forth in Unit II of the Public Employment Relations Commission's Certification dated July 2, 1970 and the employees in classifications supplementing Units I and II pursuant to Consent Recognition Agreement dated November 5, 1992, as those units were defined and set forth in the Certification issued by the Public Employment Relations Commission on April 27, 1995 under Docket No. RO-95-168 to include all regularly employed non-supervisory blue collar and white collar employees employed by the County of Union including those in the following departments: Engineering and Public Works, Runnells Specialized Hospital, Law, Administrative Services, Human Services, Finance, Public Safety, County Clerk, Sheriff, Prosecutor, Surrogate, County Superintendent of Schools, Tax

Board and Extension Services, and Parks & Community Renewal, but excluding employees represented in other negotiations units, police, confidential employees, managerial executives, craft employees, professionals, supervisors within the meaning of the Act, and all non-contractual employees.

ARTICLE 2

MANAGEMENT RIGHTS

Section 1.

The Association recognizes that there are certain functions, responsibilities and management rights exclusively reserved to the Employer. All of the rights, powers, prerogatives and authority possessed by the Employer prior to the signing of this Agreement are retained exclusively by the Employer subject only to such limitations as are specifically provided in this Agreement.

Section 2.

Whenever the term “Employer”, “Department Head” or “Supervisor” shall be used throughout this Agreement, it shall mean and include the County Board of Freeholders and/or the County Manager and/or their designees as specifically may be provided in N.J.S.A. 40:41A-45 et seq. or the Administrative Code of the County of Union. The term “County” is interchangeable with the term “Employer.”

Section 3.

Except as modified, altered or amended by the within Agreement, the County of Union, the Board of Freeholders, the County Manager or other designees shall not be limited in the exercise of their statutory management functions. The County Board of Freeholders, the County Manager or other designees hereby retain and reserve unto themselves, without limitation, all

powers, right, authority, duties and responsibilities conferred and vested in any of them by the laws of the State of New Jersey, the Constitution of the State of New Jersey and the Constitution of the United States of America including but without limitation the following rights, privileges and functions:

- A. The executive management and administrative control of the County of Union, a body politic, and its properties and facilities and the activities of its employees related to their employment.
- B. The right to hire all employees and subject to existing civil service rules and regulations to determine their qualifications and the conditions for their continued employment or their dismissal, or demotion, and to promote and transfer all such employees.
- C. The right to determine schedules of work and the duties, responsibilities and assignments of all employees with respect thereto. This right shall not be used as a form of discipline directed against any employee.

Section 4.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board of Freeholders, the County Manager or other designees, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection therewith shall be limited only by the extent such specific and expressed terms of this Agreement are in conformance with the laws of the State of New Jersey, the Constitution of the State of New Jersey, and the Constitution and laws of the United States.

Section 5.

Nothing contained herein shall be considered to deny or restrict the Board of Freeholders,

the County Manager or other designees, of their rights, responsibilities and authority under Title 40 and 40A, or any other state laws or regulations as they pertain to County Manager form of government.

ARTICLE 3

PAYROLL DEDUCTIONS OR ASSOCIATION DUES

Section 1.

The Employer agrees to deduct from the salaries of employees, dues for the Association when authorized in writing to do so by each employee.

An authorization for deduction of Association membership dues shall be terminated automatically when an employee is removed from the payroll of the County. Where an employee takes a leave of absence without pay for one month or more during any payroll deduction period, there shall be no obligation on the part of the County to collect funds from his salary during such absence. Upon his return to employment at the termination of his leave, the County shall continue to deduct dues from his salary in accordance with the payroll deduction program agreed upon by the parties.

Section 2.

The amount of monthly Association membership dues will be certified by the President of the Association in writing to the Employer, and the amount so certified will be uniform for all members of the Association.

Section 3.

The form permitting the deduction of dues shall provide notice to such employee that he may withdraw from the Association on January 1 and July 1 of each year provided, however, that said employee gives notice of withdrawal to the County of Union thirty (30) days in advance of

his desire to withdraw, in which event a representation fee in lieu of dues will be payable as set forth in Section 4.

Section 4.

- A. During the term of this contract, the County will continue to abide by the January 1, 1984 Agreement that if an employee covered under this contract does not become a member of the Association, the Association shall furnish the name of such person to the County requesting that the employee, through payroll deduction, pay a representation fee in lieu of dues for services rendered by the Association.
- B. The representation fee, in lieu of dues, shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to, or benefit only its members, but in no event shall such fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.
- C. Any public employee who pays a representation fee in lieu of dues shall have the right to demand and receive from the majority representative, under proceedings established and maintained by the Association, which shall be in accordance with appropriate statutory provisions and Court Decisions, a return of any part of that fee paid by him which represents the employee's additional pro rata share of expenditures by the majority representative that is either in aid of activities or causes of a partisan, political or ideological nature only incidentally related to the terms and conditions of employment or applied toward the cost of any other

benefits available only to members of the majority representative. The pro rata share subject to refund shall not reflect, however, the cost of support of lobbying activities designed to foster policy goals in collective negotiations and contract administration or to secure for the employees represented advantages in wages, hours and other conditions of employment in addition to those secured through collective negotiations with the public employer.

- D. The mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.
- E. The Association will continue to notify the County Manager, in writing, of the current annual dues and/or the amount of the representation fee and will from time to time thereafter give to the County at least a sixty (60) day notice, in advance, of any changes in the annual membership or representation fee schedule so that the same can be accommodated by the County within a sufficient time after it receives the notice.
- F. The Association shall indemnify, defend and save the County of Union harmless against any and all claims, demands, suits, or other forms of liability, that shall arise out of or by reason of the action taken or not taken by the County of Union in reliance upon the representation fee information furnished by the Association or its representatives.

ARTICLE 4
ASSOCIATION BUSINESS

Section 1.

The Association shall advise the Employer in writing of the name of its representatives, the place of employment from which they are designated and the terms for which they are to serve in a representative capacity.

Section 2.

Before any representative may leave his area or place of employment, he shall be required to obtain approval in advance from his Department Head or a Department Head's designated representative.

The Association shall neither solicit members, nor conduct any business on the Employer's property during Employer-assigned working schedules of either the representative of the Association or the employee involved, except for the following:

- A. Collective negotiations.
- B. Time spent conferring with management or employees on specific grievances as specified in the Grievance Procedure, provided that there shall be no unreasonable interference with work assignments, and in the event of a conflict, the work assignments shall have priority.

Section 3.

When an authorized representative is excused from his assigned duties, he shall:

- A. Notify the supervisor of any Employer facility visited on arrival.
- B. Notify his supervisor or designated representative upon return to the job.
- C. Record his time out and time in with his supervisor upon leaving and returning to

his job.

Section 4.

The Vice-President may be granted up to one (1) day per week paid release time to attend to union business with prior notification to his/her Department Head or designee. Such notification shall include both departure and returning time as applicable.

Section 5.

The President of Council 8 shall be permitted to have two (2) days per week solely to attend to union business which shall not be subject to any restrictions. The President shall notify the County as to which days he will need to attend to union business under this Section. This benefit shall be in addition to any union leave granted in any other Article or Section.

ARTICLE 5

WORK SCHEDULES

Section 1.

The Employer shall have the right, for the efficient operation of its facilities, to make changes in the commencement and termination of the daily work schedules and to vary from the daily or weekly work schedules provided, however, upon making permanent changes the Employer shall give to the Association seven (7) calendar days' notice where practicable, and further provided that permanent changes in work schedules shall comply with existing Civil Service Commission Rules.

Section 2.

Unless previously established prior to the terms of this Agreement, the normal work week shall consist of not less than thirty-five (35) hours of work per week. The Employer shall have the right to schedule the hours of work on a departmental basis as it deems appropriate to insure

maximum efficiency and productivity of its operations, provided that normal starting times shall not be scheduled earlier than 8:00 a.m., and normal quitting times shall not be scheduled later than 5:00 p.m. and that hours worked are consecutive inclusive of an unpaid lunch period. If management determines that flexible hours shall be established in a department, employee preference concerning available work schedules will be accommodated whenever possible consistent with the efficient and productive operations of the department. Conflicts in choice of work schedules which may occur shall be governed by departmental seniority, provided that maximum efficiency and productivity of the department is maintained.

Section 3.

Individual departments may continue those policies or practices which have been established and made applicable to the manner in which shift and post assignments have been made. In the absence of a policy or procedure concerning shift and post assignments, or if a department seeks to change the manner in which it makes shift and post assignments, such shift and post assignments shall be made in accordance with departmental seniority principles, where all other qualifications are equal.

Departments with Union members engaging in shift bidding or overtime bidding should post seniority lists for these purposes.

In the Department of Engineering, Public Works and Facilities, employees shall be entitled to two (2) ten minute breaks – one in the morning and one in the afternoon. Each division director shall establish when those breaks shall occur.

Section 4.

Where individual departments have already established a policy or practice, prior to January 1, 2005, related to a payroll grace period for employees who report to work late, such

policies shall remain in effect. In the absence of a departmental policy, employees who report late for work shall be granted a seven-minute grace period for payroll purposes only, not discipline. If an employee reports to work during this grace period, the employee shall not be docked pay.

Section 5.

The work schedule for the classification of Institutional Attendant/Certified Nursing Assistant shall continue to be extended fifteen (15) minutes at the end of the work shift and the assigned lunch period for each specific shift shall be increased from thirty (30) minutes to forty-five (45) minutes. Effective upon the execution of this Agreement, the following shift hours shall be implemented:

6:45 a.m. to 3:00 p.m. or 7:00 a.m. to 3:15 p.m.

2:45 p.m. to 11:00 p.m. or 3:00 p.m. to 11:15 p.m.

10:45 p.m. to 7:00 a.m. or 11:00 p.m. to 7:15 a.m.

Each Institutional Attendant/Certified Nursing Assistant shall select either the beginning or end of shift overlap. The selection will be in effect for a minimum of six (6) four-week schedules. Thereafter, the Institutional Attendant/Certified Nursing Assistant may select a change in starting time; again, such selection shall be in effect for a minimum of six (6) four-week schedules. In the event that all Institutional Attendants/Certified Nursing Assistants on a shift assigned to one 'unit' select the same start time, a unit reassignment shall be made by the Director of Nursing, based upon seniority, if there is a conflict, in order to insure resident safety and a complete report for the off-going shift to the on-coming shift.

ARTICLE 6

JOB POSTINGS

The County agrees to post any new job offerings concerning unit employees at least ten (10) days in advance of appointment. Such posting will not apply to extraordinary or emergency circumstances.

ARTICLE 7

LAYOFFS

Section 1.

The County desires to maintain employment as near to a constant level as possible, and in that regard it shall use its best efforts not to lay off any employees covered hereunder during the term of this Agreement. Both parties recognize, however, that the needs of the County and its efficient operation may necessitate reassignment of personnel or the addition to or decrease in the work force.

Section 2.

The parties agree that all hirings, layoffs, separations, promotions, demotions and disciplinary actions shall be in accordance with the Civil Service Commission Rules for the State of New Jersey, as applicable to the County Manager form of government.

Section 3.

The parties agree that the County has the right to assign individuals to fill positions not in their payroll classification for emergency periods. The County will attempt to eliminate emergency situations promptly. In no event shall a payroll classification be filled during an emergency situation in excess of thirty (30) days. The County Manager agrees to comply with Civil Service Commission Rules if the emergency condition is to extend beyond thirty (30) days

subject to the availability of funds. If the emergency condition is to extend beyond thirty (30) days, the County Manager agrees that the individuals who are assigned to a higher classification who continue to perform work in that classification will be compensated within the salary scale of the higher classification subject to the availability of funds, or returned to the performance of duties appropriately assigned to the lesser classification; all of the above shall be in conformance with Civil Service Commission Rules.

ARTICLE 8

DISCIPLINE

All discipline shall be for "Just Cause." Effective upon execution of this Agreement, records of minor and major discipline will remain on file but will not be used for purposes of further discipline after three (3) years of a clean record on the same or similar issues.

ARTICLE 9

NO STRIKE OR LOCKOUTS

Section 1.

There shall be no lockouts, strikes, work stoppages, or slowdowns of any kind during the life of this Agreement. No officer or representative of the Association shall authorize, institute or condone any such activity. No employee shall participate in any such activity. The County shall have the right to take disciplinary action, including discharge, against any employee participating in a violation of the provisions of this Article.

Section 2.

The Association will not schedule any membership meeting or demonstration which may have the same effect as a strike or work stoppage. In the event that the Association's members participate in such activities, in violation of this provision, the Association shall notify those

members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties.

ARTICLE 10

GRIEVANCE PROCEDURE

Section 1.

A grievance is hereby defined as any dispute between the parties concerning the application or interpretation of this Agreement with respect to wages, hours of work or other conditions of employment.

Section 2.

The purpose of this Article is to provide for the expeditious and mutually satisfactory settlement of grievances, and to that end, the procedures to be used shall be as follows:

Step 1. An employee with a grievance shall first discuss it with his immediate supervisor either directly or through the Association's designated representative who shall be an employee of the County for the purpose of resolving the matter informally. A grievance must be presented under the grievance procedure described herein within five (5) working days of the occurrence of the condition giving rise to the grievance. It is understood and agreed that time off the job, be it with or without pay, shall not be counted as "working days" under Step 1 of the Grievance Procedure.

Step 2. If the aggrieved party is not satisfied with the disposition of the grievance at Step 1, or if no decision has been rendered within five (5) working days after the presentation of that grievance at Step 1, the aggrieved party may file a grievance in writing with his department head or his department head's designee. A hearing on the grievance shall be held between the department head or his department head's designee and the aggrieved party and the

Association's designated representative. The department head or the department head's designee will render a final decision in writing within five (5) working days.

In those departments or agencies where the department head functions as the immediate supervisor, the grievance shall be presented at the Step 2 level.

Step 3. If the aggrieved party is not satisfied with the disposition of the grievance at Step 2, or if no decision has been rendered within five (5) working days after presentation of that grievance at Step 2, the aggrieved party may file the grievance and all supporting papers with the County Manager for review. The aggrieved member shall have his or her grievance presented by a designated representative of the Association, and the Association shall have the right to have the grievance presented by the Association's legal representative. If the County Manager and/or designee conducts any hearing, the Association shall be obligated to participate even if the grievant has selected his own attorney.

Step 4. Arbitration In the event a grievance has not been resolved to the satisfaction of the Association at Step 3 and/or within thirty (30) days from the date of the submission of the Step 3 grievance, it may request final and binding arbitration of the grievance. The Association shall make this request by mailing a written notice for arbitration to the New Jersey Public Employment Relations Commission ("PERC"), P.O. Box 429, 495 W. State Street, Trenton, New Jersey 08625-0429. A copy of the notice for arbitration shall also be mailed to the Employer designee, the County Manager and the Director of Personnel. The written notice to PERC shall request that agency to submit duplicate panels of arbitrators to each of the respective parties to this Agreement so that they may exercise their right of selection and file same directly with PERC pursuant to its rules.

The decision of the arbitrator shall be final and binding upon the parties and shall be in

writing setting forth findings of fact, reasons and conclusions on the issue(s) submitted.

No one arbitrator shall have more than one grievance submitted to him, and under consideration by him, at any one time unless the issue is the same or similar. A grievance shall be considered under consideration by an arbitrator until he has rendered his written decision.

In the event of the submission of any matter for arbitration as herein provided, the arbitrator shall have no right or power to alter or modify the terms of this Agreement or to impose upon the parties any obligation or liability not expressly assumed by the parties under the provisions of this Agreement; nor may the arbitrator deprive the parties of any right reserved, expressed or implied, by them for their benefit hereunder.

The cost of the arbitrator shall be paid equally by the parties. Each party shall be responsible for its own cost incurred in arbitration.

ARTICLE 11

LONGEVITY

Section 1.

All employees covered by this Agreement and employed by the County prior to January 1, 1973, shall be entitled to and paid longevity payments and adjustments in accordance with the longevity program adopted by Freeholder Resolution No. 163 in the year 1967 and Amendments and Supplements thereto.

Said longevity payments shall be calculated and paid in accordance with the practices as they existed prior to the effective day of this Agreement.

Section 2.

Any employee who was hired by the County subsequent to January 1, 1973 shall not be entitled to the provisions or benefits of the existing longevity program set forth in this Article.

ARTICLE 12

SENIORITY

SR. JUVENILE DETENTION OFFICERS

Section 1.

For the purposes of this Article, seniority shall be defined as the length of the employee's uninterrupted service in the classification of Sr. Juvenile Detention Officer in the Union County Juvenile Detention Center, including sick leave, military leave and other leaves of absence which do not exceed one year.

Section 2.

The Employer agrees to provide Council 8 with an accurate up to date Sr. Juvenile Detention Officers seniority list and personnel roster containing the names, addresses, telephone numbers, date of hire, date of certification, date of promotion and date made permanent. The Employer shall provide the above list with all updates at least once per year unless an up to date version is made sooner.

Section 3.

Seniority shall be the basis upon which employees shall select vacation schedules, shifts, posts, days off and overtime except in circumstances where the granting of such vacation, shifts or overtime will interfere with the efficient operation of the Union County Juvenile Detention Center.

Section 4. Ties in Sr. JDO Appointment Dates

If a question arises concerning the relative seniority of two or more employees who were hired on the same date, the following shall apply for purposes of breaking ties. The employee with the most seniority in the Union County Department of Human Services will have greater

seniority. If the dates of seniority within Department of Human Services are the same, length of continuous employment with Union County will be used. Thereafter, any further ties will be broken by use of a lottery.

A. Application of Schedule:

1. Shifts, days off, posts and vacation will be picked by seniority.
2. The Detention Center Administration will offer operational jobs to all Sr. Juvenile Detention Officers starting from the top of the seniority list and going down to the bottom of the list.
3. All picks will be scheduled on a yearly basis, starting the second full week in November. The new schedule will take effect the second week in January.
4. The Administration will distribute a notice that informs all Sr. Juvenile Detention Officers when the picks will start. The notice will explain where, when and at what time the Sr. Juvenile Detention Officers will call in. The notice will be attached to all Sr. Juvenile Detention Officers' payroll checks. When the Sr. Juvenile Detention Officer signs for his/her check, he/she will also sign for the notice about the picks. The notice will come out no later than ten (10) days from the date that the selections are scheduled to begin.
5. All Sr. Juvenile Detention Officers will be given a reasonable amount of time, not to exceed ten (10) minutes, to pick their shift, their days off, their job and their vacations. The schedule will be posted so that all Sr. Juvenile Detention Offices can see what selections have been made prior

to their selections. The Administration shall call each Sr. Juvenile Detention Officer filling an operational post in order of seniority. The Council 8 President, or his/her designee, will monitor the calling and administration of the picks.

B. Shift Picks, Days Off and Jobs: It is agreed that those positions subject to the picks will be offered in the following manner.

1. Operational Positions:

- a) Every Sr. Juvenile Detention Officer will pick a shift, a set of days off and a job (i.e., areas of responsibility) that is available to him/her by seniority.
- b) By seniority, Sr. Juvenile Detention Officers will pick one job as a five (5) day block, in conjunction with his/her days off.

C. Rebidding Procedure:

1. When an opening occurs in a job which the Administration intends to fill, the next Sr. Juvenile Detention Officer in seniority will be offered the opening. If he/she accepts, then his/her job will be offered, and the procedure will continue down the seniority list.

D. Vacations:

1. Vacations will be picked based on seniority, with a minimum pick of ten vacation days consisting of a least one block of five vacation days first. Upon completion of five day block(s), single vacation days will then be offered on a seniority basis. A minimum of ten days, e.g., one block and five single days or two blocks, must be picked.

2. The maximum number of Sr. Juvenile Detention Officers permitted to be on vacation will be one person per shift at a time.

E. **Performance Review Period:**

1. There shall be a ninety (90) day evaluation period of a Sr. Juvenile Detention Officer's performance in a selected or "picked" area of responsibility. During this period, a Sr. Juvenile Detention Officer will be given additional training, counseling, etc., in an attempt to improve his/her performance. This is to be corrective in nature. After the ninety (90) day evaluation period, the Sr. Juvenile Detention Officer will be expected to maintain the same level of performance. If all attempts at corrective action fail to produce satisfactory performance, the Sr. Juvenile Detention Officer will be removed from that job, and rebidding procedures will be followed.
2. The parties agree to allow the use of one shift breaker, i.e., when the Sr. Juvenile Detention Officer works two days on one shift and three days on another. Any additional use of shift breakers shall be negotiated annually by the parties.

ARTICLE 13

VACATIONS

Section 1. Vacation Eligibility:

- A. During the first calendar year of employment, employees shall earn one (1) vacation day for each month of service during the calendar year following the date of employment.

- B. Employees with one to eight years of service shall be entitled to thirteen (13) working days vacation each year.
- C. Employees with eight completed years to ten years of service will be entitled to fourteen (14) working days vacation each year.
- D. Employees with ten completed years to fifteen years of service will be entitled to seventeen (17) working days vacation each year.
- E. Employees with fifteen completed years to twenty years of service will be entitled to nineteen (19) working days vacation each year.
- F. Employees with twenty completed years to twenty-five years of service will be entitled to twenty-two (22) working days vacation each year.
- G. Employees with twenty-five to thirty or more completed years of service will be entitled to the following number of working days vacation each year:

twenty-five years	-	twenty-seven (27) days
twenty-six years	-	twenty-eight (28) days
twenty-seven years	-	twenty-nine (29) days
twenty-eight years	-	thirty (30) days
twenty-nine years	-	thirty-one (31) days
thirty or more years	-	thirty-two (32) days

Section 2.

Part-time employees shall receive vacation credit allowance on a pro-rated basis in accordance with Section 1 above.

Section 3.

The County shall have the exclusive right to determine when an employee's vacation

shall be scheduled, except as otherwise provided in this Agreement. The County agrees to give reasonable consideration to an employee's wishes in this regard. Where conflicts in choice of dates occur, preference will be governed by Departmental seniority insofar as effective staffing requirements permit.

Section 4.

An employee who has resigned or who has otherwise separated from employment shall be entitled to the vacation allowance for the current year pro-rated upon the number of months worked in a calendar year in which the separation becomes effective, in addition to any unused vacation due for the previous year.

Section 5.

An employee who is retiring on a pension based on length of service shall be entitled to the full vacation for the calendar year in which he retires.

Section 6.

Whenever an employee dies having to his credit any annual vacation leave, there shall be calculated and paid to his estate, a sum of money equal to the compensation figured on his salary rate at the time of his death.

Section 7.

If a paid holiday occurs during the vacation or sick leave, it is not counted as a day of vacation or sick leave.

Section 8.

Employees serving on a leave of absence without pay do not accrue vacation benefits.

Section 9.

If an employee leaves the County's employ for any reason, except as set forth in Section

5 of this Article, before the end of the calendar year after having taken a vacation allowance for the year, he will be charged with the unearned part of his vacation. This charge will be deducted from his final pay check.

Section 10.

Vacations must be taken during the current calendar year unless the supervisor determines that it cannot be taken because of pressure of work, in which case, unused vacations may be carried into the next succeeding year only.

Section 11.

Employees working in departments which operate multiple shifts per day on a seven (7) day per week basis shall be eligible for a vacation bonus for perfect attendance (no absenteeism or lateness) in the amount of one (1) day per quarter for a total of four (4) days per calendar year with one (1) additional day added for perfect attendance for the entire year. This program shall be on a calendar year basis.

Section 12.

Individual departments may continue any policies or practices, established prior to January 1, 2005, which have been adopted concerning the manner of distributing vacations to employees. In the absence of a departmental vacation policy, or in such case where a department seeks to change the manner in which employees select vacations, such vacations shall be granted on a departmental seniority basis. If a seniority basis is utilized, a procedure for picking or bidding for vacations shall be established.

In the Department of Engineering, Public Works and Facilities, employees may use up to three (3) individual vacation days on twenty-four (24) hour notice. These "emergency" vacation days may not be used from October through December or during emergent circumstances.

Section 13.

Employees may purchase additional vacation time according to the following schedule:

The value of:

Three (3) days pay for five (5) days vacation

Six (6) days pay for ten (10) days vacation

Nine (9) days pay for fifteen (15) days vacation

To be eligible, employees must have at least one full year in a permanent status. All of the prior years and current years regular vacation time must be utilized prior to the use of purchased vacation time.

Additional vacation purchase and scheduling is subject to the approval of the Department/Division Head based on a unit's staffing needs.

In order to purchase days, employees must indicate the number of days they wish to purchase for the upcoming year by December 31 of the preceding year. Purchased time must be used by December 31 of the calendar-year for which it was purchased.

ARTICLE 14

SICK LEAVE

Section 1.

Sick leave may be used by employees who are unable to work because of: (1) personal illness or injury; (2) exposure to contagious disease; (3) care, for a reasonable period of time, of a seriously ill member of the employee's immediate family (defined herein as spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law and any other relatives residing in the employee's household); (4) death in the employee's immediate family. Up to five (5) days may be permitted

when such absence is caused by the death and attendance at the funeral of a spouse or a child and up to three days will be permitted during the absence from duty of employees when such absence is caused by the death and attendance at the funeral of any other member of the employee's immediate family as defined herein. Sick leave may also be used by a handicapped employee for absences related to the acquisition or use of an aid for the handicapped when the aid is necessary to function on the job. In such cases, reasonable proof may be required by the County.

Section 2.

If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly. Failure to notify the supervisor may be cause for disciplinary action. Absence without notice for five (5) consecutive days shall constitute a resignation.

Section 3.

Sick leave is earned in the following manner:

- A. New employees shall only receive one (1) working day for the initial month of employment if they begin on the first through eighth day of the calendar month, and one-half working day if they begin on the ninth through the twenty-third day of the month.
- B. After the initial month of employment and up to the end of the first calendar year, employees shall be credited with one working day for each month of service. Thereafter, at the beginning of each calendar year in anticipation of continued employment, employees shall be credited with fifteen working days.
- C. Part-time employees shall be entitled to a proportionate amount of paid sick leave.
- D. Paid sick days shall not accrue during a leave of absence without pay or during a suspension.

- E. Sick leave credits shall not accrue after an employee has resigned or retired although his/her name is being retained on the payroll until exhaustion of vacation or other compensatory leave.
- F. Unused sick leave shall accumulate from year to year without limit.

Section 4.

Any employee who is absent on sick leave for five (5) or more consecutive working days shall be required to submit a physician's certificate as evidence substantiating the illness. The County may require an employee who has been absent because of personal illness, as a condition of his return to work, to be examined by a physician at the expense of the County. In addition, the County in its discretion may require proof of illness of an employee on sick leave whenever such proof is reasonable.

Section 5.

An employee who has been absent on sick leave for a period totaling fifteen (15) days in one calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature causing recurring absences of one day or less in which event only one medical certificate shall be required for every six (6) month period. The medical certificate must specify that the chronic or recurring nature of the illness is likely to cause subsequent absences from employment.

Section 6.

Effective June 1, 2001, the County agrees to introduce a modified program of payment for unused sick leave upon retirement in accordance with the following requirements:

- A. Eligibility for payment under this program requires that an employee must retire

with at least twenty-five (25) years of service solely with the County of Union, and must be at least age fifty-five (55), and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement.

- B. Additional rules and regulations applicable to eligibility for this benefit are attached hereto as Exhibit B and made a part hereof.
- C. Employees who are eligible for this benefit shall be compensated at one-half (1/2) the employee's daily rate of pay for each day of earned and unused sick leave to maximums set forth in Exhibit B.

Section 7.

Sick days may be used on an hourly basis with Department approval. Such approval shall not be unreasonably denied.

ARTICLE 15

PERSONAL BUSINESS AND RELIGIOUS LEAVE

Section 1.

Employees who are employed less than one (1) year are entitled to be granted up to three (3) days off for personal business as hereinafter defined or for religious reasons in accordance with the schedule hereinafter set forth; employees who have been employed for more than one (1) year are entitled to be granted up to three (3) days per year without reference to any schedule. Employees must make application for such personal business or religious leave stating the reason for the requested leave as far in advance as possible. The request by the employee shall be directed to his or her Department Head. The leave may only be taken if the Department Head approves and grants said leave, and if for business reasons the applicant must demonstrate that the business purpose could not be scheduled after working hours. The following schedule shall

only apply to employees with less than one (1) year of employment:

- A. One (1) day after four (4) months of employment.
- B. One (1) additional day after eight (8) months of employment.
- C. The third (3rd) day may be granted between the tenth (10th) and twelfth (12th) month of employment.

Section 2.

No personal leave shall be applied for, approved or granted, immediately before or after any vacation period, holiday period or weekend, except under extraordinary circumstances.

Section 3.

Leave days, as provided herein, must be used in a one (1) year period and shall not be accumulated from year to year.

Section 4.

Employees who are entitled to a personal day benefit shall be entitled to one “peremptory” use of any given personal day per year. This single peremptory Personal Day shall not be denied or subjected to restrictions within Sections 1 or 2, except where granting the Personal Day would result in a significant impact to an operational justification indicated by the County.

ARTICLE 16

DEATH IN FAMILY

Wages up to five (5) days will be paid during the absence from duty of employees when such absence is caused by the death and attendance at funeral of spouse or child, and up to three (3) days will be paid during the absence from duty of employees when such absences are caused by the death and attendance at funeral of mother, father, sister, brother, grandparents,

grandchildren, mother-in-law, father-in-law, or other relative residing at employee's household.

ARTICLE 17

JURY DUTY

Section 1.

An employee summoned for jury duty shall receive his regular pay from the County for such period. Such employee shall report for his regular work while excused from such attendance in court unless it is impossible or unreasonable for him to do so.

Section 2.

Any payment received for jury duty must be returned to the Employer through the employee's department head less allowance for travel and meal expense.

ARTICLE 18

HOLIDAYS

Section 1.

The Employer has designated the following days as holidays for the year 2012:

New Years Day	Sunday, January 1, 2012 (Celebrated Monday, January 2, 2012)
Martin Luther King's Birthday	Monday, January 16, 2012
Lincoln's Birthday	Sunday, February 12, 2012 (Celebrated Monday, February 13, 2012)
Washington's Birthday	Monday, February 20, 2012
Good Friday	Friday, April 6, 2012
Memorial Day	Monday, May 28, 2012
Independence Day	Wednesday, July 4, 2012
Labor Day	Monday, September 3, 2012
Columbus Day	Monday, October 8, 2012
Election Day	Tuesday, November 6, 2012
Veteran's Day	Sunday, November 11, 2012 (Celebrated Monday, November 12, 2012)
Thanksgiving Day	Thursday, November 22, 2012
Day After Thanksgiving Day	Friday, November 23, 2012
Christmas Day	Tuesday, December 25, 2012

Section 2.

The Employer has designated the following days as holidays for the year 2013:

New Years Day	Tuesday, January 1, 2013
Martin Luther King's Birthday	Monday, January 21, 2013
Lincoln's Birthday	Tuesday, February 12, 2013
Washington's Birthday	Monday, February 18, 2013
Good Friday	Friday, March 29, 2013
Memorial Day	Monday, May 27, 2013
Independence Day	Thursday, July 4, 2013
Labor Day	Monday, September 2, 2013
Columbus Day	Monday, October 14, 2013
Election Day	Tuesday, November 5, 2013
Veteran's Day	Monday, November 11, 2013
Thanksgiving Day	Thursday, November 28, 2013
Day After Thanksgiving Day	Friday, November 29, 2013
Christmas Day	Wednesday, December 25, 2013

Section 3.

The Employer has designated the following days as holidays for the year 2014:

New Years Day	Wednesday, January 1, 2014
Martin Luther King's Birthday	Monday, January 20, 2014
Lincoln's Birthday	Wednesday, February 12, 2014
Washington's Birthday	Monday, February 17, 2014
Good Friday	Friday, April 18, 2014
Memorial Day	Monday, May 26, 2014
Independence Day	Friday, July 4, 2014
Labor Day	Monday, September 1, 2014
Columbus Day	Monday, October 18, 2014
Election Day	Tuesday, November 4, 2014
Veteran's Day	Tuesday, November 11, 2014
Thanksgiving Day	Thursday, November 27, 2014
Day After Thanksgiving Day	Thursday, November 28, 2014
Christmas Day	Thursday, December 25, 2014

Section 4.

Employees who are required to work on a regularly scheduled holiday shall be paid for the holiday plus payment at straight time their regular rate of pay for all hours actually worked

on the holiday, subject to the overtime provision set forth in this Agreement.

Section 5.

Employees assigned to departments which work a continuous operation of twenty-four (24) hours per day, seven (7) days per week, and who have previously been granted compensatory time for holidays which fall on a non-working day, shall now receive payment or compensatory time in lieu thereof, at the employee's discretion for such holiday not worked; such election shall be made within two weeks from the date of the holiday.

Compensatory time under this provision of the contract must be taken within the calendar year in which such holiday occurs.

Section 6.

Employees who are absent without pay on the day before or the day after a holiday must present proof of illness or other justifiable explanation of absence for approval by the Employer to be eligible for Holiday pay.

Section 7.

Effective January 1, 2011, the value of 14 Holidays calculated at straight time will be added to the base pay of a Public Safety Telecommunication Trainee, Telecommunicator and the Sr Telecommunicator. County recognized Holidays shall be a regular workday for employees in these titles

ARTICLE 19

SALARIES

Section 1.

Except for adjustments to salary ranges as herein provided, there shall be general wage increases applicable to all classifications covered by this agreement as follows:

- Effective January 1, 2012: 0% across the board.
- Effective January 1, 2013: All employees in guide shall receive their increments. There will be an across the board increase of 1.4%.
- Effective January 1, 2014: All annual increments shall be frozen for 2014 only.
- Effective April 1, 2014: There will be an across the board increase of 2%.

The number of step increments shall not be increased from their present amount for the duration of the Agreement.

Effective June 1, 2001, take charge pay for LPNs and Sr. LPNs shall remain equal to RN Charge Pay for the duration of this Agreement.

Effective January 1, 2009, renewal fees for all licenses required of employees in the performance of their duties will be paid by the County for the duration of this Agreement.

Mechanics with a Commercial Drivers License (“CDL”) who are not currently placed in the proper range shall be adjusted effective the date of the receipt of the license. Employees working in titles that require CDLs must obtain and maintain a CDL as a condition of employment. The County shall pay the cost for obtaining such license. The classifications of Laborer, Sign Maker 2 and Traffic Maintenance Worker shall have the maximum increased by \$1200.00 for CDL license.

Mechanics assigned to work as Diesel Mechanics shall receive an annual \$798.00 stipend added to base pay for the time assigned effective January 1, 2001.

The stipend added to base pay for a CPA license shall be \$650.00.

Effective January 1, 2001, Senior Security Guards shall receive a \$500.00 stipend added to base pay for completion of the fire training course. All training for Security Guards shall be provided at County expense. When training is conducted during off-duty hours, employees shall

be compensated at time and one-half. Effective January 1, 2001, Senior Security Guards with EMT certification shall receive a \$500.00 stipend added to base pay. Senior Security Guards shall receive a \$1500.00 stipend added to base pay for beeper pay. The Senior Security Guards will not call for overtime. If beeper duty is split between more than one employee, the stipend added to base pay shall be pro-rated, (e.g. 2 employees = \$750.00 each).

Effective January 1, 2009, a Nursing Services Clerk Stipend added to base pay of \$250.00 for Certification from the National Association of Health Unit Coordinators shall be provided. Recertification must be met every three (3) years for retention of Stipend.

Effective January 1, 2013, any employee holding a hazmat endorsement shall be entitled to a \$500 stipend added to base pay.

Effective January 1, 2013, any employee holding an electrician journeyman title shall be eligible for a \$300 stipend added to base pay.

The County agrees to continue the practice of reimbursement for license renewal and permitting up to 10 hours of paid time off for testing.

The principal is preserved herein that: (1) bargaining unit employees who retire during the year in which the contract is settled and ratified; (2) those employees who are on the active payroll at the time the contract is settled; and (3) employees who are on leaves of absence without pay who subsequently return to active service with the County are entitled to the retroactive pay and benefits negotiated for that contract, exclusive of the period of leave without pay.

Section 2.

The salary rates and ranges for classifications covered hereunder for the term of this Agreement shall be as set forth on Exhibit E. Salary increases where applicable shall be pro-

rated on an hourly basis for part-time employees as set forth in Exhibit E.

Section 3.

During the term of this Agreement adjustments in rates of pay shall be as follows:

- A. Employees hired or who have been promoted and have less than one (1) year of service in the position shall receive their salary increment effective the date of the beginning pay period of the month in which the employee has completed one (1) year of service in the title hired for or promoted into.
- B. Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between January 1, and June 30th shall receive their salary increment as of January 1.
- C. Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between July 1 and December 31st shall receive their salary increment as of July 1 except as provided in Section 1.

These provisions shall not be applicable to employees hired on or after September 1, 1995 in the classifications at Runnells Specialized Hospital specified in Section 1 of this Article. Instead, such employees shall receive rate of pay adjustments as provided in Section 1.

- D. Step progression is based on merit consideration, subject to past practice and to the provisions of the performance evaluation system as herein set forth.
- E. No employee shall be paid less than the starting rate or more than a maximum rate for his or her classification.

Section 4. Performance Evaluation

The present practice shall continue as to the employee evaluation system. The exceptional performance bonus is eliminated.

Section 5.

Promotional salary increases shall consist of a minimum of the highest increment of either the new or old title.

Section 6.

Effective July 1, 1999, employees shall be paid on a bi-weekly basis.

Effective Friday, January 1, 2010, a rotating bi-weekly pay day schedule shall be implemented whereby the pay day will be changed in each successive year as follows:

2010: Friday
2011: Monday
2012: Tuesday
2013: Wednesday
2014: Thursday

This cycle will continue every five years.

When the pay day occurs on a holiday, pay checks or direct deposits will be issued on the day prior to the holiday.

In the event the County determines to change the pay schedule to a bi-monthly schedule, Council 8 agrees that it will accept the change without dispute.

Effective January 1, 2014, direct deposit will be mandatory.

ARTICLE 20

OVERTIME

Section 1.

The employer agrees that overtime consisting of time and one-half (1½) of straight time pay shall be paid to all employees covered by this Agreement for time worked in excess of forty (40) hours of work per week. The computation of overtime shall include base pay, longevity and shift differential, where applicable.

Section 2.

The Employer further agrees that overtime consisting of straight time shall be paid to all employees covered by this Agreement whose basic work week is less than forty (40) hours of work per week for time actually worked in excess of their basic work week to forty (40) hours of work per week.

Section 3.

Paid time off for vacation, holidays, personal days, bereavement days and sick days shall be counted as standard time worked to determine the total number of hours worked per week for purposes of computing overtime under this Article.

Section 4.

Employees shall not be paid overtime unless such overtime is authorized by his or her supervisor.

Section 5.

Overtime shall be equally distributed among employees in their respective departments as is reasonably practical among those capable of performing the work to be done.

Section 6.

There shall be no pyramiding of premium time.

Section 7.

If an employee at Runnells Specialized Hospital is called in to work overtime, the employee shall receive at least four (4) hours pay.

Section 8.

Compensatory time for employees may be instituted at the discretion of individual departments. If compensatory time is offered, such a policy will be consistent with the policy now applicable to white collar workers within the Prosecutor's office, attached hereto as Exhibit D. Once a compensatory time benefit is extended to employees, it shall not be discontinued unless negotiated by the parties.

Section 9.

If mandatory overtime is offered to security guards and all available security guards are provided with a right of first refusal, then Sheriff's Officers may be used to fill any overtime post left open.

Section 10.

Overtime will be equally distributed amongst employees within the Department of Engineering and Public Works. All Division and Bureau employees will be included on an overtime master list to be posted within each Division or Bureau. The only exception to following the list is if the work to be done requires a special skill or if an emergency exists.

Section 11.

Juvenile Detention Center: The parties agree that the calling of mandatory overtime shall be done in reverse seniority basis and shall not start anew each month but will continually rotate

through the list.

ARTICLE 21

SHIFT DIFFERENTIAL

Section 1.

The Employer agrees to continue to pay shift premiums in the amounts and in accordance with the present practice.

The shift differential for LPNs and Senior LPNs employed at the Runnells Specialized Hospital is set forth in Exhibits A and E annexed hereto.

Section 2.

It is understood and agreed by and between the parties that only those employees actually working the second and third shifts shall receive the shift premiums hereinabove set forth.

Section 3.

Effective January 1, 2008, civilian posts working at the Jail shall receive a shift differential of \$.54 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.56 per hour.

Effective January 1, 2009, civilian posts working at the Jail shall receive a shift differential of \$.55 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.58 per hour.

Effective January 1, 2010, civilian posts working at the Jail shall receive a shift differential of \$.55 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.58 per hour.

Effective January 1, 2011, civilian posts working at the Jail shall receive a shift differential of \$.57 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a

weekend differential of \$.59 per hour.

Section 4.

Effective June 1, 2008, Laundry, Dietary, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.56 per hour.

Effective January 1, 2009, Laundry, Dietary, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.58 per hour.

Effective January 1, 2010, Laundry, Dietary, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.58 per hour.

Effective January 1, 2011, Laundry, Dietary, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.59 per hour.

Section 5.

During the term of this Agreement, the County shall continue its policy that those employees in the Division of Information Systems who work night shifts, shall receive a Ten Dollar (\$10.00) shift differential per week for working a full week's scheduled night shift.

Section 6.

Nursing Service Clerks will receive the same shift differential as Building Maintenance Workers at Runnells Specialized Hospital.

ARTICLE 22

CALL IN PAY

Section 1.

An employee who is called in to do work in emergencies outside of his or her regular hours shall be guaranteed a minimum of four (4) hours' pay at said employee's prevailing rate of pay under the terms of this Agreement. The prevailing rate of pay shall be in accordance with

the terms set forth in the Overtime Article of this Agreement. It is understood and agreed, however, that only time actually worked will be counted as hours worked per week for purposes of computing overtime.

Section 2.

Employees who receive standby payment will continue to receive the sum of Three Dollars (\$3.00) per hour.

Section 3.

Call-In pay for snow emergencies shall begin from the time of call as long as employees arrive for work within one (1) hour of the call.

In such cases where an employee utilizes sick leave for rest following a snow emergency, use of such sick leave shall not be held against or used against an employee for purposes of determining sick leave abuse or for any other disciplinary reasons.

ARTICLE 23

JUVENILE DETENTION OFFICERS ON OVERNIGHT TRIPS

Juvenile Detention Officers escorting residents on overnight trips; shall be compensated as follows:

A. First Overnight:

Actual elapsed hours worked, at straight time starting from the time the JDO punches-in at the Center and ending when he/she arrives at the destination hotel and phones the Center. In addition to the actual hours worked, he/she will receive eight (8) hours at the overtime rate of pay.

B. Second Overnight:

For the second day, the JDO will receive eight (8) hours pay at straight time and eight (8)

hours at the overtime rate of pay.

C. Regular Days Off

When the travel day is on the JDO's regular day off, apply A. above, and add one (1) compensatory day. If a second overnight is required, and the second day is also a regular day off, apply B., above, and add two (2) compensatory days. If the two days are split with one work day and one regular day off, one (1) compensatory day will be added.

ARTICLE 24

RETENTION OF EXISTING BENEFITS

Except as otherwise provided herein, all rights, privileges, and benefits which the employees have heretofore enjoyed and are presently enjoying, shall be maintained and continued by the County during the term of this Agreement. The personnel policies and personnel regulations currently in effect shall continue to be applicable, except as otherwise expressly provided herein.

ARTICLE 25

NON DISCRIMINATION AND EQUAL EMPLOYMENT

Section 1.

There shall be no discrimination, interference, or sanction by the County or any of its agents against the employees represented by the Association because of any membership or activity in the Association. The Association or any of its agents shall not intimidate or coerce employees into membership.

Section 2.

The County and the Association hereby agree to continue their practice of not

discriminating against any employee or applicant for employment because of race, creed, color, national origin, age, sex, ancestry, religion, marital status, or liability for service in the Armed Forces of the United States in compliance with all applicable Federal and State Statutes, rules and regulations.

ARTICLE 26

LEAVE OF ABSENCE

Leave of absence without pay may be granted to permanent employees for good and substantial reasons such as education or maternity in accordance with the personnel policies of Union County. Requests for leave without pay must be submitted in writing by the employee to his or her Department Head.

Employees serving on leave of absence without pay under circumstances that qualify under The Family and Medical Leave Act of 1993 (FMLA) and the New Jersey Family Leave Act (NJFLA) will have such leave considered to be taken under and in accordance with the applicable provisions of the FMLA or the NJFLA with all current amendments. The County's Policy governing Family and Medical Leaves shall be incorporated as if set forth fully herein, attached hereto as Exhibit C.

While temporary employees may be granted a leave of absence without pay as herein provided in accordance with Civil Service Commission Rules and Regulations, the Employer shall not be responsible to hold a job for the said employee.

ARTICLE 27

WORK RELATED INJURY

If an employee is injured or becomes ill, arising out of and during the course of his employment, the following procedures shall be applicable:

Section 1.

- A. The employee shall notify his Department Head and the Personnel Office of the work related injury or illness.
- B. If the County's Workers Compensation insurance carrier does not dispute the causal relationship between the employment and the injury or illness, the employee shall be paid his or her full pay up to the first ninety (90) calendar days following the date of the injury or illness and no charge shall be made to the employee's sick leave accumulation provided the employee turns over to the County any checks received for temporary disability benefits. If the employee receives an injury which has been deliberately inflicted on the employee by any person or persons arising out of the employee's employment, the ninety (90) day calendar period herein above shall be extended up to one hundred eighty (180) calendar days.
- C. After the first ninety (90) calendar days or one hundred eighty (180) calendar days, as the case may be, from the date of the injury or illness, as hereinabove defined, the employee shall have the option to charge his or her sick leave accumulation and receive full pay provided the employee turns over all Workers' Compensation temporary disability checks to the County or the employee shall have the option to retain all such Workers' Compensation checks and not receive

any additional monies from the County. If the latter option is chosen, there shall be no charge to the employee's sick leave accumulation, and the employee shall be considered as on leave of absence without pay.

- D. If the County's Workers' Compensation insurance carrier disputes the causal relationship between the employment and the sickness or injury then, in that event, in order for an employee to receive any pay from the County he shall be obligated to charge his sick leave accumulation.
- E. If any employee is absent from work for seven (7) days or less, arising out of an injury or illness, attributable to employment so that the employee is not entitled to receive temporary disability benefits the employee shall not have any charge made against sick leave accumulation so long as the employee substantially proves that the illness or injury arose out of his or her employment.
- F. The County shall provide transportation for the initial visit to a doctor's office or to a hospital for an employee at work who becomes sick or is injured, where such doctor or hospital visit is necessary and no other means of transportation is available.

Section 2. Modified or Light Duty

The County of Union has established a Modified and Light Duty Program in all departments for an employee who receives on-the-job injuries and who, after a medical examination, is determined to be able to perform these specific types of duties as temporary assignments. In certain instances, these assignments could involve "out-of-title" work for a temporary period not to exceed 260 working days or the equivalent of one year.

Modified or light duty assignments are made at the discretion of the employee's

Department Head or Designated Agent. In all cases, efforts will be made to place an employee in a modified or light duty assignment status within an employee's own Department or Division. Preference will be given to assignments within an employee's classification, followed by assignments in other classifications.

If the employee and/or the employee's Supervisor feel that a modified or light duty assignment cannot be performed due to a medical reason related to the workers' compensation illness or injury, a medical reexamination will be scheduled. The examining physician will have the final decision on the employee's medical ability to perform a modified or light duty assignment. If the employee and/or the employee's supervisor feels that a non-medical circumstance exists which prevents an employee from placement in a modified or light duty assignment, the final decision on the employee's ability to perform the duty will rest with the employee's Department Head and the Risk Management Unit in the Personnel Division.

An employee assigned to a modified or light duty assignment will be considered to be working in a temporary assignment. The workdays and hours will conform to the position assigned in the respective area. Should an employee be assigned to work in another area, it will be the employee's responsibility to provide transportation to that work site. The employee will be compensated at the employee's regular rate while in the modified or light duty assignment and still accrue benefits and seniority accordingly.

Any time off taken while on modified or light duty will be charged accordingly (i.e., vacation, sick, personal business, etc.). If an employee requests a sick day due to the work-related injury while on modified or light duty, he or she must contact his or her supervisor and the treating care facility immediately. The medical facility will reexamine the employee at that time to determine if there is any additional medical problem.

Should the examining physician determine that the current illness is work related, time off will be charged to workers' compensation. If the illness is not work related, the employee will be charged accordingly.

If an employee does not visit the care facility when required and scheduled, the absence will be charged to the employee's sick time and may be the subject of disciplinary action. Follow-up visits and/or other treatment, relative to the work related injury, will be scheduled early morning or late afternoon in order not to interfere with any employee's work schedule. Any time lost due to these appointments will *not* be charged against an employee's time.

ARTICLE 28

MEAL PAY

Section 1.

Employees who heretofore received meal money will continue to receive a meal allowance. Effective January 1, 2009, bargaining unit employees shall be entitled to receive a meal allowance of \$9.50 per meal when employees are held beyond their regular shift for three (3) or more hours, when they are called in on the same day for overtime and work five (5) or more hours, and when they are asked to work overtime on a Saturday or Sunday without advance notice, or on a "non-scheduled basis." Employees will be paid meal money for every five (5) consecutive hours of work.

Meal time for "scheduled" overtime shall also be provided. Scheduled overtime shall mean overtime for which an employee receives at least seven (7) days notice.

Section 2.

Effective January 1, 2006, full-time Juvenile Detention Officers shall receive \$375.00 per year for meal allowance. Juvenile Detention Officers required to work an overtime shift beyond

their normal shift shall receive an additional \$1.35 per shift providing they work more than four (4) hours. This is the only section that is applicable to all Juvenile Detention Officers. Section one (1) of this article does not apply to Juvenile Detention Officers.

Section 3.

Security guards on the second and third shift shall be able to send one Guard out to purchase a meal.

ARTICLE 29

CLOTHING

Section 1.

Retroactive to January 1, 2005, the County shall provide an allowance of One Hundred Dollars (\$100.00) per annum towards the purchase of work shoes to employees who received such an allowance in 1994, except Institutional Attendants/Certified Nursing Assistants, and shall also provide that shoe allowance to Juvenile Detention Center Officers, Senior Juvenile Detention Center Officers and non-clerical staff in the Bureau of Voice and Print Communications.

Effective January 1, 2006, Department of Public Works employees (road paving and tree climbers) and all mechanics shall be reimbursed One Hundred and Fifty Dollars (\$150.00) per annum towards the purchase of oil/slip resistance boots upon proof of such purchase with a receipt reflecting same.

Section 2.

Effective January 1, 2011, the County will no longer provide uniforms to employees currently receiving same in Juvenile Detention, Engineering, Facilities Management, Motor Vehicles, Public Works, and certain Runnells Specialized Hospital employees. These employees

shall receive the following clothing allowance payable in December of each calendar year, with the exception of Motor Vehicles which shall receive this allowance in March, inclusive of shoe allowance and applicable maintenance allowance as follows:

JDO and Sr. JDO	\$1125
RSH (housekeeping, food service, etc)	\$ 400
Engineering, Facilities	\$ 525
Public Works, & Motor Vehicles	\$ 575

These amounts shall be 50% for part-time employees.

Employees currently receiving uniform allowance shall have their allowance adjusted as follows for 2011:

Security Guards	\$1025
CNA/LPN – FT	\$ 440
LPN – PT	\$ 280
CNA - PT	\$ 190

It shall be the responsibility of each individual employee to report for work in the proper uniform attire as required by their respective Department Head. Failure to do so may subject the employee to the disciplinary process.

The County shall continue to provide required County logo patches, silk screening, and/or embroidery.

Section 3.

The County shall provide each Juvenile Detention Officer and Senior Juvenile Detention Officer with One Hundred Dollars (\$100.00) per year to cover the costs associated with the cleaning of uniforms, effective January 1, 1999.

Section 4.

The County shall provide all Security Guards and Maintenance employees with rain gear and boots. The nature and type of rain gear and boots shall be at the sole discretion of the

County.

All employees receiving the aforesaid uniforms and/or jackets are required to wear and to properly maintain such uniforms and/or jackets.

It shall be the responsibility of each individual employee to report for work in the proper uniform attire as required by the Sheriff.

Section 5.

Effective January 1, 2009, the practice of providing two (2) uniforms per year at no cost to Nursing Services Clerks shall continue for the duration of this Agreement.

Employees will be reimbursed for irreparable damage to clothing or glasses which occurs on the job by a person or persons in the care or custody of the employee sustaining the damage. The maximum reimbursement for which the County will be responsible will not exceed Thirty-Five Dollars (\$35.00) for clothing per incident and One Hundred Dollars (\$100.00) for glasses per incident.

Section 6.

The County agrees to pay 50% of the cost of prescription safety glasses, where necessary, one time during the contract term for each employee in Facilities Management, Motor Vehicles, Engineering, Public Works and the Sign Shop.

Section 7.

In order to rectify the parties' failure to include a clothing allowance for communication workers in the 2008-2011 CNA, communication workers shall receive a clothing allowance of \$575.00 retroactive to January 1, 2012. Payment of this uniform allowance shall be in accordance with the County's current practice of providing a clothing allowance to other bargaining unit members.

ARTICLE 30

HEALTH BENEFITS

Section 1.

The County shall modify the drug prescription plan as follows.

	New Co-Pay
Retail Generic (30 day supply)	\$5.00
Retail Preferred Brand (30 day supply)	\$25.00
Retail Non-Preferred (30 day supply)	\$50.00
Mail Order Generic (90 day supply)	\$5.00
Mail Order Preferred Brand (90 day supply)	\$30.00
Mail Order Non-Preferred (90 day supply)	\$60.00

Employees who receive fully paid retirement benefits under the 2008-2011 CNA shall be provided with the Medco Rx or an equivalent plan. The plan shall provide for free mail order prescriptions and 30% co-pay for retail. It is understood that in order to provide the Medco Rx plan, the base Health Plan will be converted from CIGNA ROAP7 to CIGNA ROAP3.

The prescription network known as “Medco” (CCN II Network) will be maintained.

Drug Plan Utilization Modifications:

- Enhanced Concurrent Drug Utilization Review (Refill too soon/stockpiling)
- Preferred Drug Step Therapy (Generic or Preferred Name Brand first) limited to PPI, SSR.I and Intranaseal steroid drugs.
- Clinical Intervention (Statement of medical necessity from MD) limited to Anti-Narcoleptic Agents, Weight Loss and Anti-Neoplastic Agents.

There shall be no flow through of prescription co-payments to the Major Medical portion

of the health insurance coverage.

Effective January 1, 2006:

- (a) Retail pharmacy purchases shall be limited to thirty (30) day increments.
- (b) Dispense As Written (DAW) Procedure: Physicians prescribing name brand drugs, when the generic equivalent is available, must justify the DAW to the pharmacy.
- (c) The County will provide sample forms for mail order prescriptions and will distribute them to unit members by mail.

Section 2.

During the term of this Agreement, the County shall continue to contribute the sum of One Hundred Dollars (\$100.00) per employee per year towards the cost of a Disability Plan that provides a weekly benefit of Three Hundred Dollars (\$300.00) for twenty-six weeks. The County shall pay the difference in cost associated with increasing the weekly disability benefit from Two Hundred Seventy Five Dollars (\$275.00) to Three Hundred Dollars (\$300.00).

Section 3.

The Dental Plan in effect for 1982 (herein the base plan) shall be continued during the term of this Agreement at the expense of the County.

Effective January 1, 2006, the annual cap on the employee only basic dental plan benefit level shall be increased to \$2,000.00.

Effective January 1, 2006, employees covered by this Agreement shall have the option to maintain the existing plan or obtain an improved dental plan, either single or family, that provides coverage on an 80/20 percent basis up to \$2,000.00. Employees shall also have an option to select coverage under the Health Plex Plan. Employees who opt for any of these

coverages shall pay the full cost difference that exceeds the Employer's cost of the base plan.

Section 4.

The Employer reserves the right to change or modify existing carrier or carriers that provide health benefits, disability benefits, dental benefits or drug prescription benefits at any time during the term of this Agreement, provided that the coverage is substantially similar to the coverage then in effect. The Employer will give reasonable notice to the Association of its intention to change any such carrier before implementation and will meet with representatives of the Association before implementation.

Section 5.

The following provisions applicable to health insurance coverage will be maintained during the term of this Agreement:

- (a) For the term of this Agreement, the deductible for any single benefit period shall be reduced to One Hundred Dollars (\$100.00) for each employee and an additional amount of Two Hundred Dollars (\$200.00) for eligible dependents.
- (b) Co-payment by Employees for Major Medical coverage shall be thirty percent (30%) of the first Five Thousand Dollars (\$5000.00) of eligible expenses.

Effective January 1, 2006, Horizon HMO and POS plans shall be eliminated. HealthNet POS shall be maintained for new employees or any employee wishing to participate. Employees hired after January 1, 2006, may participate in Horizon PPO with their cost being the difference between the PPO premium and the Direct Access premium in any given year. Employees hired after January 1, 2006, may participate in Direct Access with their cost being the difference between the HealthNet POS and the Direct Access premium in any given year.

Effective January 1, 2006, Direct Access shall replace Horizon PPO, with the following

co-pays:

- (a) \$10.00 co-pay for in network services – doctor’s office visits only.
- (b) \$10.00 co-pay for all out of network services.

Effective January 1, 2009, Emergency Room co-pay shall be \$25.00 per visit for both Direct Access and PPO.

Effective January 1, 2006, Horizon PPO shall be maintained for employees choosing the plan with their cost being the difference between the PPO premium and the Direct Access premium in any given year.

Pursuant to P.L. 2011, effective June 28, 2011, Chapter 78 established a new health benefit contribution which provides employee health contributions based upon the actual cost of coverage, tiered by base salary.

The County shall modify all health plans as follows.

	Out of Network Benefit
Previous	\$250 Single/\$500 All Others
New	\$500 Single/\$1,000 All Others

	Out of Network Reimbursement Benefit*
Previous	80th Percentile of HIAA
New	150% of CMS (Medicare)

In the event the County negotiates an agreement with any other bargaining unit of County employees, providing any health benefit increase more advantageous to employees, the County agrees to reopen negotiations with Council 8 regarding those health insurance benefits which are

different from those in this Agreement.

Health Benefit Buy-Out Option: Effective January 1, 2006, the health benefit buy-out option shall be \$5,000.00 annually for employees covered by spouse plan (Family and Husband/Wife) who decline additional health coverage. Also, as of June 1, 2007, the Health Benefit Buyout for Single coverage from another source in the amount of \$1,800.00 shall be effective. Health Benefit Buyout options for Family, Husband/Wife, and Single Coverages shall continue to be offered for the duration of this Agreement. The buy-out will be payable in 26 installments over the next year. Employees opting-out shall retain the right to re-enter the County Health Benefit Plan on a monthly basis. Upon re-entering the plan, payments for opting-out shall cease; this benefit shall be discontinued if the County becomes self-insured.

In order to be eligible for the health-benefit opt-out payment, an employee must opt out of both health and prescription coverage.

Section 6.

Effective January 1, 2006, an eye care plan shall be implemented for employees only. The County will pay the full cost of the premium associated with this benefit for employees only. Employees may opt to include dependents in the plan, at the employee's expense, with a two (2) year enrollment duration.

Section 7.

The County agrees to continue a program of subsidization of health insurance costs for retirees who were represented by the Association under the terms of the labor contract with the County at the time of retirement. The conditions and requirements for retirees to receive the benefit of this subsidization program are set forth in Article 31B.

Section 8.

The County agrees to notify the Union President when a recommendation regarding any changes to or maintenance of health care providers is to be made by the Finance Committee to the Board of Chosen Freeholders. Such notice will be provided in sufficient time so the Union can review the recommendation before adoption by the full Freeholder Board.

ARTICLE 31A

HEALTH INSURANCE BENEFITS FOR RETIREES

(Employees hired prior to December 19, 2008)

Effective December 18, 2009, there shall be a health benefit plan for employees, covered by the recognition clause of the collective bargaining agreement, subject to the following terms and conditions.

Section 1. Eligibility

Employees must have been actively employed with the County of Union as of December 18, 2008, and must retire on either a disability pension, or retire having reached the age of 55 years and having 25 years or more of service with the County, or reach the age of 62 years or older with at least 15 years of service with the County. Employees who otherwise qualify for coverage but who retire before age 55, shall be entitled to receive coverage under this plan upon reaching age 55. This benefit will only be provided to those retirees meeting the eligibility requirements who do not have health insurance coverage provided hereunder, and eligible retirees shall cooperate in good faith with the County to verify that they are not eligible to receive such substantially equivalent or better health insurance coverage.

Section 2. Description

This benefit shall consist of coverage under the Horizon Direct Access Health Insurance

Plan. Subject to the vested material rights of employees covered hereunder, the County reserves the right to change or modify the plan at any time so long as the modified plan provides substantially equivalent or better coverage to that in effect for the eligible members of the bargaining unit at the time of their retirement provided such coverage remains generally available in the insurance market at commercially reasonable rates.

Section 3 Future Employees

Employees hired after December 18, 2008, the date of approval by the Board of Chosen Freeholders, shall only be eligible for the health benefit subsidy as set forth in the Collective Bargaining Agreement.

Section 4. Cessation of Subsidy

Upon implementation of retiree health benefits provided in Sections 1 and 2 above the County shall be obliged to pay the full cost of health insurance premiums for qualifying retirees hereunder. Those qualifying retirees shall not be eligible for or receive the subsidy provided in the Collective Bargaining Agreement.

Section 5. Health Benefit Buyout Option

Any retiree eligible to receive benefits or then receiving benefits as described above, with either Family or Husband/Wife coverage in any of the available health benefits plans, may voluntarily opt out of that plan providing their spouse has either Family or Husband/Wife coverage either through the County or through another employer. In return for opting out, the County shall pay to the eligible retiree the sum of \$5,000.00 annually, to be paid in quarterly installments over the next year. The \$5,000.00 sum shall be reduced to \$2,500.00 per annum upon the eligible retiree's reaching Medicare eligibility. The payments will be prorated if less than one year of the benefit is available. Eligible retirees opting out shall retain the right to re-

enter the County's health benefit plan on a monthly basis. Upon re-entering the plan, payments for opting out shall cease. This benefit shall be discontinued if the County becomes self-insured.

ARTICLE 31B

HEALTH INSURANCE BENEFITS FOR RETIREES

(Employees hired on or after December 19, 2008)

Effective December 19, 2008, there shall be a health insurance subsidy plan for employees, covered by the recognition clause of the collective bargaining agreement, subject to the following terms and conditions:

Section 1. Eligibility

Employees must have been actively employed for the County of Union on or after December 19, 2008; and must retire on either a disability pension or after having reached the age of 55 years and having 25 years or more of service with the County, or retire and reach the age of 62 years or older with at least 15 years of service where the retirement has been shown to the satisfaction of the employer to have been necessitated by medical illness or disability of the employee. Employees who otherwise qualify for coverage but who retire before age 55 shall be entitled to receive coverage under this plan upon reaching age 55. This benefit will only be provided to those retirees meeting the eligibility requirements who do not have health insurance coverage from another source, and eligible retiree shall cooperate in good faith with the County to verify that no other source of health insurance is provided for them.

Section 2. Description

This benefit shall be applied to the Health Insurance Plan which is provided to members of the bargaining unit. The County reserves the right to change or modify plans at any time so long as the modified plan provides substantially similar coverage to that in effect for members of

the bargaining unit.

Section 3 Subsidy

Upon implementation of this benefit, the County shall be obliged to subsidize the cost of health insurance premiums for qualifying retirees, as follows:

<u>Category</u>	<u>County's Subsidy</u>
Single, Under 65	\$189.67 per month
Single, Over 65	\$138.39 per month
H/W Under 65 P/C Retiree Family Under 65	\$540.58 per month
H/W Over 65	\$276.77 per month
H/W Retiree Over 65 H/W Spouse Over 65	\$276.77 per month
Family Over 65	\$442.88 per month
Family Retiree Over 65 Family Spouse Over 65	\$477.85 per month
P/C Retiree Over 65	\$338.69 per month

The remaining costs of the County's Hospital Insurance Plan shall be borne by the retiree.

Section 4. Modification

In the event that the amount of the County's contribution is subsequently reduced or even eliminated, the change in practice shall apply to those persons already retired. Similarly, in the event that the Hospital Insurance Plan is changed or modified in any way, the new plan shall apply to the retirees.

ARTICLE 32

DURATION

This Agreement shall be in effect from January 1, 2012 through December 31, 2014.

If either party desires to change this Agreement, it shall notify the other party in writing at least sixty (60) days before the expiration date of this Agreement. If notice is not given as herein required, this Agreement will automatically be renewed for another year.

ARTICLE 33

EDUCATION

During the term of this Agreement, the County shall continue its policy that all journeymen and craftsmen who take a course germane to their employment with the approval of the Department Head shall receive a tuition reimbursement provided they receive a passing grade in the course of approval.

Nothing set forth herein shall affect the existing practice whereby employees, from time to time, are requested by the Employer to take certain courses at the Employer's expense.

Nothing set forth herein shall affect the existing practice of in-service training whereby the Employer, from time to time, provides seminars and workshops. The Employer agrees that insofar as possible it will furnish in-service programs to personnel on each shift rather than have personnel report off-duty for those programs.

Effective January 1, 2001, Institutional Attendants/Certified Nursing Assistants employed at the Runnells Specialized Hospital shall be afforded the same educational benefits as set forth in the LPN Agreement annexed hereto as Exhibit A. CNA re-certification shall be paid directly to the vendor, provided said vendor is willing to follow the County voucher process.

Effective January 1, 2006, an Eight Thousand (\$8,000.00) Dollar educational fund for job

related training shall be established in the Department of Administrative Services.

Effective January 1, 2009, one (1) Certified Nursing Services Clerk per year will be selected by Runnells Specialized Hospital Administration to attend the annual NAHUC Convention, subject to the County EPEC approval process. The County will grant paid leave for attendance and provide reimbursement to the employee for the cost of registration.

ARTICLE 34

LABOR MANAGEMENT COMMITTEE

Section 1.

The County and the Association agree to form a Labor Management Committee for the purpose of discussing mutual concerns. The Committee shall meet four times a year, dates to be mutually agreed upon. The Committee shall consist of six members, three of whom are to be designated by the County Manager and three of whom are to be designated by the President of the Association. The County and the Association shall each submit an agenda of items to be discussed at any such meeting one week in advance to the County Manager and the President of the Association. It is expressly recognized that this Committee shall not have any authority to modify or amend the terms and conditions of the parties' collective negotiations agreement and shall act solely as an advisory body.

Section 2.

Seniority lists of employees covered by this Agreement will be made available to the Association upon reasonable request.

The County will make every effort to provide each employee with a balance of compensatory time, sick time, etc., on a quarterly basis.

If possible, the County agrees to provide a printout demonstrating the difference between

full members and agency shop fee payers.

The County agrees to provide the Union with any memos or official documents affecting the terms and conditions of employment for Union employees at least seven (7) days before implementation.

Section 3.

Effective January 1, 2009, the County agrees to pay the Union One Thousand Seven Hundred Dollars (\$1,700.00) per year to cover mailing expenses in lieu of union notifications via paychecks. The Union shall not use inter-office mail for Union business.

Section 4.

The parties agree to form a non-binding committee to review and make recommendations regarding titles and ranges.

Section 5.

Effective December 19, 2013, the Union agrees to provide the Director of the Juvenile Detention Center with a list of the names of juvenile detention officers designated to represent the union. The Union agrees to immediately provide the Director with an updated list whenever the names change.

ARTICLE 35

MISCELLANEOUS

Section 1.

Upon an employee's completion of fifteen (15) years of service with the County of Union, the Residency requirement shall be waived as to that employee.

Section 2.

The parties agree to adopt and incorporate by reference the current emergency closing policy promulgated by the County in accordance with Exhibit F attached hereto.

Section 3.

Employees working shifts in the jail shall be eligible for the same sick day incentive program as JDOs and RSH employees.

Section 4.

Employees will be granted four (4) hours of paid leave each year for use for cancer screening in accordance with the County Policy on Cancer Screening as set forth in Freeholder Resolution No. 1623A-99 as specified in Exhibit H of this contract.

ARTICLE 36

SAVINGS CLAUSE

In the event that any federal or state legislation, governmental regulation or court decision cause invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect.

ARTICLE 37

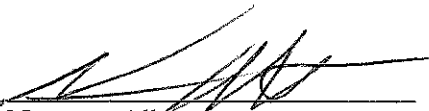
FULLY-BARGAINED AGREEMENT

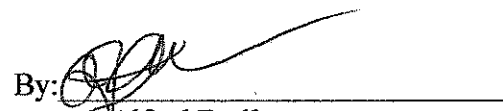
This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargaining issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter,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

IN WITNESS WHEREOF, the parties have caused the same to be executed by its respective officers or agents on this 24TH day of JUNE, 2015.


WITNESSETH:

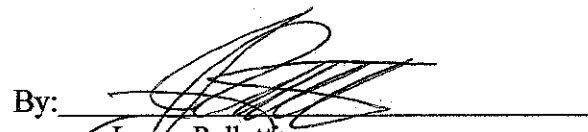
COUNTY OF UNION


Norman Albert
Director, Administrative Services

By: 
Alfred Faella
County Manager

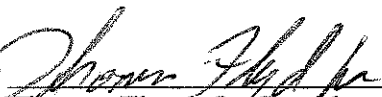
APPROVED AS TO FORM:


Kathryn V. Hatfield, Esq
County Attorney

By: 
James Pelletiere
Clerk of the Board

UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION


Joseph Salemme, Conventus, LLC
Labor Relations Consultant


Thomas Floyd, Jr., President



Michael Bruning

EXHIBIT A

SPECIAL TERMS AND CONDITIONS OF EMPLOYMENT FOR LPNS AND SENIOR LPNS EMPLOYED AT RUNNELLS SPECIALIZED HOSPITAL

Notwithstanding anything to the contrary in the parties' collective negotiations agreement, the parties agree that the following terms and conditions shall be implemented and be applicable to bargaining unit employees employed in the titles of LPN and Senior LPN at the Runnells Specialized Hospital. The terms and conditions of the parties' collective bargaining agreement for the period January 1, 1998 through December 31, 2000 are incorporated herein by reference, unless inconsistent with the terms hereinafter set forth.

WAGES

Effective January 1, 2001, LPNs and Senior LPNs will be paid in accordance with the salary schedule attached hereto as Exhibit E.

Effective January 1, 2009, the County will cover the cost of 2 year license renewal for LPN's.

SENIOR LPN DIFFERENTIAL

The Senior LPN differential shall remain at the current amount of \$1,071.00 for the duration of this Agreement.

CHARGE PAY

Effective June 1, 2001, for the duration of this Agreement, take charge pay for LPNs and Senior LPNs shall be \$11.25 per shift for each shift that they are required by the Employer to perform functions normally assigned to a "Head Nurse". This take charge pay is in addition to the normal pay received by the LPN and Senior LPN.

SHIFT HOURS

Effective May 28, 1989, the Employer may in its sole discretion implement the following shift hours:

7:00 a.m. - 3:15 p.m. -- 3:00 p.m. - 11:15 p.m. -- 11:00 P.M. - 7:15 a.m.

SHIFT DIFFERENTIAL

The Employer shall continue to pay shift differentials as illustrated in exhibit "E".

WEEKEND DIFFERENTIAL

The Employer shall continue to pay a weekend differential in the amount of \$3.23 per hour.

LUNCH PERIOD

Upon the effectuation of the change in shift hours as hereinabove set forth, the lunch period shall be increased from the present 30 minutes to 45 minutes. The lunch period shall be duty-free.

FINDERS FEE

During the term of this Agreement, LPNs and Senior LPNs who refer to the Runnells Specialized Hospital an RN or an LPN for employment shall continue to be entitled to receive upon the hiring and continued employment of such referred RN or LPN for a period of at least six consecutive months the following finders fee:

\$300 for a full-time RN

\$200 for a full-time LPN

To be entitled to the finders fee, the referring LPN or Senior LPN must advise both the potential employee and the nurse recruiter of the referral. The referred employee must set forth the name of the referring LPN or Senior LPN in the written employment application.

UNIFORM ALLOWANCE

Effective January 1, 2009, LPNs and Senior LPNs shall be entitled to a uniform allowance of \$390.00 for Full-Time Employees and \$255.00 for Part-Time Employees. This uniform allowance shall remain at the same rate for 2010, and increase by \$50.00 for 2011 for FT employees and \$25.00 for PT employees.

The uniforms are to be within a dress code established by the Administration of Runnells Specialized Hospital.

The uniform allowance shall be a reimbursement to the employee and shall be paid in a lump sum. No voucher will be needed.

ATTENDANCE BONUS

LPNs, Senior LPNs, as well as CNAs, Institutional Attendants, Dietary, Laundry, Housekeepers and Nursing Services Clerks shall receive one day off with pay per quarter for perfect attendance during that quarter (no absenteeism/call-outs or lateness, with acceptable Time-Card Swiping Routines). An additional day off with pay will be provided to employees with perfect attendance throughout the whole year. Part-time employees shall receive a prorated attendance bonus. This program shall be on a calendar year basis. Instances where an employee calls-out for the day and later requests to change the sick day to another benefit day will not be eligible for an Attendance Bonus. Un-Acceptable Time-Card Swiping Routines shall be defined as any employee who neglects to swipe his/her time card in and/or out 6 times within one quarter; such instances shall be documented during daily payroll procedures. It is the right of RSH management to provide an exception for non-swiping in cases including but not limited to Time clock power failure, new employees who did not receive an ID-badge, Lost ID-badges unable to be replaced due to delays in picture taking unrelated to employee-initiated delays etc.

Employees shall continue to report to the Nursing Office every time they are without their employee ID/Time Card to be “signed in” to facilitate proper documentation for payroll purposes.

FLEX TIME

Effective January 1, 1990, the Employer may develop flexible work schedules within a 37-1/2 hour work week to accommodate the needs of the Employer and individual LPNs and Senior LPNS, provided there is consent of the employee and the Association.

EDUCATION

During the term of this Agreement, the County will continue to cover the cost of tuition, when LPNs, Senior LPNs, CNAs and Institutional Attendants are enrolled in a program leading to an RN license to a maximum of \$2,000.00 per employee per year. The employee must complete one year of service with Runnells Specialized Hospital to become eligible for this benefit. The employee must maintain a passing grade as required by the course of study at the involved school. The school is to be approved by the Administration of Runnells Specialized Hospital from amongst accredited schools. Such approval shall not be arbitrarily denied.

Tuition reimbursement shall be paid upon completion of the semester, and presentation of the original transcript with passing grade and original receipt of payment. Prior to any reimbursement, the employee is to execute a written tuition reimbursement agreement.

Provisions of the agreement will consist of the following:

- (a) After graduation, the employee will provide a written application to request to change job positions.
- (b) Provide a current NJ RN license for verification.
- (c) Attend a scheduled interview for open RN positions available for shift/unit

determined by staffing needs.

- (d) Applicants will be selected based upon interview, demonstrated performance and the availability of open positions.
- (e) Selected applicants will agree to work for Runnells Specialized Hospital year for year on the shift/unit determined by the staffing needs of the department.
- (f) If the employee breaches the agreement, the employee is to repay the County on a proportional basis with interest a prime rate during a mutually agreed timeframe between Finance and the employee.
- (g) Employees who do not pass the NJ State Nursing Boards and do not receive a license following the completion of school will also be required to repay the County.
- (h) Employees must take the NJ State Boards and pass within a 6 month time period following the completion of school or will be required to repay the County.

Once the tuition agreement is signed, reimbursement shall begin with the following semester. Alternative work schedules to accommodate school attendance will be granted on the basis of staffing needs of the department. The employee must request an alternative work schedule in writing, providing documentation to support the request with beginning and ending dates, within a minimum of 30 days prior to the requested start date. The employee will receive a response in writing documenting the decision.

LPN Seminars for Continuing Education Units: The County will provide up to a maximum of \$300.00 per year per full-time LPN's and up to a maximum of \$200.00 per year for part-time LPN's for this purpose.

BANKING OF HOLIDAYS

Effective June 1, 2001, during the term of this Agreement, LPNs and Senior LPNs will continue to have the option of banking holidays in lieu of pay where the holiday is worked. There shall be no annual carry-over except for Christmas which may be carried over to February 1 of the following year.

Effective June 1, 2001, LPNs and Institutional Attendants at Runnells shall be permitted to bank and carry a minimum of three (3) holidays into the next calendar year. In addition, they may take their Holidays up to 30 days in advance of the Holiday. All Holidays shall be paid at straight time.

PER DIEM STAFF

Effective December 19, 2013, the hospital shall be permitted to hire per diem staff including CNA/IA and LPNs, at an hourly rate with no benefits for weekend coverage.

DONATED LEAVE TIME

When an employee is on a leave of absence and using donated leave time for more than three months, the hospital shall have the right to hire a replacement for that employee on a temporary basis.

EXHIBIT B

**COUNTY OF UNION
UNUSED SICK LEAVE PAYMENT REGULATIONS**

1. **EFFECT ON OTHER RETIREMENT BENEFITS:**

The lump sum supplemental compensation provided herein for accumulated sick days shall in no way affect, increase or decrease any pension or retirement benefits to such retired employee under any other statute.

2. **LIMITATIONS:**

- a) no employee who elects a deferred retirement benefit shall be eligible.
- b) an individual may defer his request for lump sum payment but it must be submitted within one year of the effective date of any retirement.

3. **ELIGIBILITY:**

An employee must retire with at least twenty-five (25) years of service solely with the Employer and must be at least age 55, and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement to be eligible for this benefit.

4. **DEATH OF AN EMPLOYEE:**

In the event of an employee's death within one year after the effective date of retirement but before payment of the lump sum is made, the payment of the lump sum shall be made to the employee's estate. It should be noted that retirement is contingent upon the employee surviving 30 days after the effective date of retirement.

5. **DISABILITY RETIREMENT:**

County employees who retire as a result of an accidental or ordinary disability retirement,

and who meet all of their applicable regulations will be considered eligible for lump sum sick leave reimbursement upon retirement for unused sick leave. If such employees receive lump sum payment and subsequently reenter County employment, they will not be eligible to have their unused sick leave reinstated to their records. Employees reentering County Service subsequent to an accidental or ordinary disability retirement will begin earning sick leave in a manner similar to a newly hired employee.

6. RETURN TO SERVICE AFTER RETIREMENT:

Any employee who has or shall retire on age and service and who subsequently re-enters County employment will be considered to have incurred a break in service.

7. LEAVE WITHOUT PAY:

In determining an individual's eligibility, leave without pay shall not be counted towards the requirement of 25 years service with the County; prior service with other governmental entities shall also not be counted toward the requirement of 25 years service with the County.

8. COMPUTATION:

a) Sick leave credit shall be computed from the date of employment; or if a break in service has occurred, only from the date of return to employment following the break in service except that an employee who has or shall incur a break in service as a result of separation due to lay-off shall be credited with sick leave accrued before separation and after return to employment.

b) The amount shall be computed at the rate of 1/2 the employee's daily rate of pay for each day of earned and unused accumulated sick leave at the effective date of retirement based upon the average annual compensation received during the last full year

of the employee's active employment prior to the effective date of retirement. Overtime, shift, differential, stipends or other supplemental pay shall not be included in the computation.

c) Effective June 1, 2001, payment for unused accumulated sick leave shall be according to the following schedule:

100-200 accumulated sick days – 50% of the daily rate, maximum of \$10,000

201-300 accumulated sick days – 60% of the daily rate, maximum of \$12,500

301-400 accumulated sick days – 70% of the daily rate, maximum of \$15,000

over 401 accumulated sick days – 80% of the daily rate, maximum of \$18,000

d) In computing the total amount of unused accumulated sick leave pay due, periods of leave of absence without pay shall be excluded in the computation.

e) The lump sum supplemental compensation payment shall be made within 60 days after the date of retirement, if possible.

f) A retiree must be officially off the County's payroll at the time of payment.

9. GENERAL PROCEDURES:

a) An employee who is about to retire should follow the regular procedures concerning retirement. When the employee receives a copy of the official notice of retirement approval issued by the approved pension board or authority, the employee may file a request with the County Personnel Office requesting the supplemental lump sum payment. Those employees who qualify and retire during calendar year 1986 will receive their supplemental payment no later than September 1, 1987, if elected by the employee. Those employees who qualify and retire during calendar year 1987 and thereafter, will receive their supplemental payment 60 days thereafter retirement, if elected by the

employee.

10. EMPLOYEES NOT IN THE CLASSIFIED SERVICE:

a) The eligibility of an employee will be determined by such class title held at any time during the employee's employment with the County of Union. Eligibility of class title will not be approved unless the following standards and guidelines have been adhered to:

- 1) Sick leave days were earned by all employees within that class title on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and 15 working days per calendar year thereafter.
- 2) Proof of need of sick leave usage was required when sick leave exceeded at least five consecutive days or a total of 10 days within one calendar year.
- 3) Sick leave was not advanced against anticipated sick leave to be earned in the next or future calendar years.
- 4) Sick leave or some other earned leave was charged for all compensable days when the employee was not working.
- 5) All sick leave was reportable and reported accordingly.
- 6) The time-keeping-procedure required certification of the accuracy of the employees pay time.
- 7) Sick leave records for each employee were maintained from the original date of appointment at one or more central points under the jurisdiction of the appointing authority with proper security and verification for use and

accrual.

- 8) All records are available for inspection.
- 9) Where other types of leave with pay or holidays or days off with pay were granted which were in excess of leave provided to classified employees, a detailed explanation of the character and extent of such practices shall be provided.

**EXHIBIT C
POLICY GOVERNING FAMILY AND MEDICAL LEAVES**

THE COUNTY OF UNION

**FAMILY LEAVE AND MEDICAL
LEAVE ACT POLICY**

I. STATEMENT OF PURPOSE: It is the policy of the County of Union to protect and to promote the stability and economic security of families by providing family and medical leaves of absence to eligible employees. The Family and Medical Leave Act of 1993, 29 U.S.C. §2611 et seq., (the “FMLA”) and the New Jersey Family Leave Act, N.J.S.A. 34:1113-1 et seq. (the “FLA”) provide that eligible employees may take an unpaid leave of absence due to certain qualifying events. All requests for a family or medical leave of absence under either the FMLA or the FLA or both are subject to this policy.

II. SCOPE AND EFFECTIVE DATE: This policy applies to all Union County employees who have worked for the County for at least 12 consecutive months and applies to all applications for a family or medical leave of absence made on or after the date of adoption. Employees who have not been employed by the County for at least 12 consecutive months are not eligible for family or medical leave.

III. ELIGIBILITY AND QUALIFYING EVENTS: You must be an eligible employee (employed by the County for at least 12 consecutive months), have worked a sufficient number of hours, and request to take a leave of absence because of one or more of the qualifying events described below. Generally, temporary and provisional employees will not be eligible for family or medical leave because they will not have completed 12 months of employment or will not have worked a sufficient number of hours in the prior 12 month period.

<u>REASON FOR LEAVE</u> (Qualifying Events)	<u>ELIGIBILITY REQUIREMENTS</u>	<u>STATUTE</u>
<p align="center">MEDICAL LEAVE</p> <p>Your own serious health condition that prevents you from performing the essential functions of your job.</p>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1250 hours during the 12 months immediately prior to starting your leave.</p>	<p>Family and Medical Leave Act ("FMLA")</p>
<p>FAMILY LEAVE ¹</p> <ol style="list-style-type: none"> 1. The birth of your child. 2. The placement of a child with you for adoption or foster care. 3. To care for a spouse, parent or dependent child who has a serious health condition that leaves them unable to work or attend school. 	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1250 hours (FMLA) or 1000 hours (FLA) during the 12 months immediately prior to starting your leave.</p>	<p>Family and Medical Leave Act ("FMLA") and Family Leave Act ("FLA")</p>
<p>FAMILY LEAVE ²</p> <p>To care for a parent in-law who has a serious health condition that leaves them unable to work or attend school.</p>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1000 hours during the 12 months immediately prior to starting your leave.</p>	<p>Family Leave Act ("FLA")</p>

¹ Leave taken for the birth, adoption or placement of a child in foster care may only be taken within 12 months of the birth, adoption or placement. Under the FMLA, leave must be completed within the first twelve months, whereas, under the FLA, leave must start within the

first twelve months following birth, adoption or foster care placement.

² Leave to care for a parent in-law is available only under the FLA.

IV. DURATION OF LEAVE: Employees can take up to 12 weeks of either family or medical leave, or a combination of each, in any 12 month period. Under the FMLA, eligible employees with qualifying circumstances can take up to 12 weeks of either family or medical leave or some of each, in any 12 month period. Under the FLA, eligible employees with qualifying circumstances can take up to 12 weeks of family leave in any 24 month period. Family leave will run simultaneously under both laws, so employees can take no more than a maximum of 12 weeks of family leave in any twelve month period. Because the FLA does not include medical leave, use of medical leave under the FMLA will not impact the right to take family leave under the FLA.

The 12 month (FMLA) or 24 month (FLA) period begins as of the first day of leave and continues forward for 12 or 24 months. For example, if an employee took 4 weeks of medical leave starting on June 1, 2000, he/she could take up to an additional 8 weeks of medical leave during the remainder of the 12 months through May 31, 2001.

V. DEFINITION OF “SERIOUS HEALTH CONDITION”: A “serious health condition” is defined as an illness, injury, impairment or physical or mental condition that leaves the individual unable to perform the essential functions of his/her job (or leaves a child unable to attend school) and involves one of the following:

- Hospital Care - inpatient care (e.g., overnight stay) in a hospital or other medical care facility including any period of incapacity or treatment in connection with the inpatient care;
- Absence Plus Treatment - a period of incapacity of more than three consecutive calendar days that involves either treatment two or more times by a health care provider or treatment by a health care provider on at least one occasion which results in a regimen of

continuing treatment, such as physical therapy or a medication regimen;

- Pregnancy- any period of incapacity due to pregnancy or for prenatal care;
- Chronic Conditions Requiring Treatment - a chronic condition which requires periodic visits for treatment by a health care provider that continues over an extended period and may cause episodic periods of incapacity, such as asthma, diabetes, epilepsy or clinical depression;
- Permanent Long-Term Condition Requiring Supervision - a period of incapacity which is permanent or long-term for which treatment may not be effective, such as strokes or terminal cancer; or
- Multiple Treatments (Non-Chronic Conditions) - a period of absence to receive multiple treatments from a health care provider for restorative surgery after an accident or injury, such as chemotherapy for cancer or dialysis for kidney disease.

“Serious health condition” may include treatment for substance abuse but does not include absences due to an employee’s use or abuse of alcohol or other controlled substances.

“Serious health condition” does not include routine physical, eye, or dental examinations.

VI. ADVANCE NOTICE: In all cases, an employee requesting a family or medical leave must complete a Request for Leave of Absence form, which should be submitted to the County Human Resources Department at least 30 days before the date you want to start your leave. If the need for the leave of absence is unforeseeable (such as a medical emergency), you must notify the County Human Resources Department as soon as possible. If you do not complete and submit the required forms or if you fail to give advanced notice, the County may deny your leave request or delay the commencement of the leave. Any employee who takes a leave of absence without authorization may be considered to have voluntarily quit his/her job through job abandonment.

The County will respond in writing to all requests for leave by completing the Response to Request for Leave of Absence form.

VII. HOW LEAVE MAY BE TAKEN: Generally, leave is taken in consecutive days and/or weeks. Under certain circumstances, however, leave may be taken intermittently or on a reduced leave schedule. Intermittent leave is leave taken in separate blocks of time due to a single qualifying event, such as taking off a ½ day every Thursday to receive chemotherapy treatments. A reduced leave schedule is a leave schedule that reduces your usual number of working hours per workweek or per workday, such as changing from a full time to a part-time schedule to care for a child recovering from surgery.

If a leave of absence is requested due to the birth or adoption of a child, intermittent or reduced leave only can be taken with the approval of your Department Head. If a leave is requested due to the serious health condition of the employee or an immediate family member, intermittent or reduced leave will be approved only if a health care provider states that the leave is medically necessary, meaning that the proposed intermittent or reduced leave schedule is the best way to accommodate the particular medical condition. Employees requesting an intermittent or reduced leave of absence for a planned medical treatment must work cooperatively with their supervisor and make efforts to schedule the leave and any corresponding treatment to minimize the disruption to County operations.

VIII. MEDICAL CERTIFICATION: If you are requesting a Leave of Absence due to your own serious health condition or the serious health condition of your spouse, parent, parent-in-law, or child, you must submit a Medical Certification form completed and signed by a health care provider. If you do not submit the Medical Certification Form prior to starting a foreseeable leave (or as soon as possible after starting an unforeseen leave), the County will delay or deny the leave. The County may require periodic recertifications from the health care provider. The County also may require, at its own expense, that you submit to a medical examination by a

health care provider designated by the County concerning the information stated in the Medical Certification.

IX. SUBSTITUTION OF PAID LEAVE: Under the FMLA and the FLA, leaves of absence are unpaid. In order to assist employees and provide a level of financial security, the County will pay accrued, unused sick time to employees absent on a medical leave or a family leave to care for an immediate family member, starting from the first day of absence and continuing until either the employee returns or exhausts his/her sick leave benefits. In addition, employees may choose to be paid for their accrued vacation and personal/religious leave following exhaustion of sick leave benefits (or at the start of leave when sick leave benefits are exhausted or not available, such as family leave for birth or adoption).

Once all time off benefits are exhausted, leave will be unpaid. Employees on medical leave for their own serious health condition, however, may be eligible for temporary disability benefits, if covered, or workers' compensation (depending on the cause of the serious health condition). Temporary disability benefits and workers' compensation are not available to employees absent on family leave.

Employees do not earn/accrue additional sick leave, personal time and vacation time during an unpaid family or medical leave. If, prior to your leave, you used more paid time off than you accrued as of that time, your negative balance will remain until after you return from your leave and again begin accruing time off benefits. The first benefits you accrue upon return from leave will be credited against your negative balance. Once you pay back any excess vacation or sick time, you will resume accruing sick and vacation time benefits. For example, if you used 12 sick days prior to starting a medical leave of absence, but had only 10 days available (including sick days earned that year and accrued from prior years), you will not be paid for any

sick days and will not earn any additional sick days during your medical leave. The first two sick days you earn upon returning from medical leave will be used to pay back the extra two days you took before starting your leave.

Employees will not be paid for holidays occurring during a family or medical leave of absence.

X. CONTINUATION OF BENEFITS: During family or medical leave, the County will continue your group health care benefits at the level and under the conditions that coverage was provided prior to you starting your leave, subject to any benefit changes affecting other employees in similar positions. This means that to the extent you contribute to the cost of your health insurance, you must make arrangements and make timely payment of your share of the premium cost while on leave. If you fail to make timely payments, your health care benefits may be terminated.

Seniority rights will accrue for up to twelve weeks of family leave and/or medical leave, provided you return to work for the County at the scheduled end of the leave. If you do not return, seniority accruals will stop as of your last day of active (paid) employment prior to starting leave.

XI. SPOUSES EMPLOYED BY THE COUNTY: If a husband and wife are both employed by the County in the same department, family leave due to the birth or adoption of a child or to care for a parent with a serious health condition, will be limited to a total of 12 weeks between them. The 12 weeks can be taken entirely by either spouse or split between the two spouses.

XII. RETURN FROM LEAVE: Employees are expected to return to work on their scheduled return to work date. If you need to extend your leave you must submit a written

request to your Supervisor or the County Division of Personnel Management at least 7 calendar days before your scheduled return to work date. Employees should use a Request for Leave of Absence form to request an extension.

If you wish to return to work prior to the expiration of your approved leave, you must give written notice at least 5 working days prior to your planned return, by submitting a Notice of Intention to Return from Leave form to your Supervisor or the County Division of Personnel Management. Before permitting employees to return to work following a medical leave of absence due to their own serious health condition, the County may require that you provide a certificate from your treating health care provider. The certificate must state that you are able to resume working without restrictions or must list any restrictions your health care provider finds relative to your ability to perform the essential functions of the position. If you do not return to work at the expiration of an approved leave, you will be considered to have voluntarily resigned your employment with the County.

XIII. RESTORATION TO POSITION: For most employees, when you return from leave, you will be restored to your prior position. If that position was filled during your leave, you will be assigned to an equivalent job, with equivalent pay, benefits, status, and other terms and conditions of employment. If the position was eliminated during your leave and you would have been laid off had you been working, then you will not be eligible for reinstatement upon completion of your leave of absence.

An additional exception exists for certain “key” employees of the County who may not be guaranteed reinstatement if their absence will cause grievous economic harm to the County. Under the FMLA, you are a “key” employee if you are among the highest paid 10% of County employees. Under the FLA, you are a “key” employee if you are among the highest paid 5% of

County employees. If you are a “key” employee, the County will notify you of that fact at the time you request leave.

XIV. COORDINATION OF FMLA AND FLA LEAVES: If your leave qualifies under both the FMLA and the FLA, the leave will run simultaneously under both laws. Family leave due to the birth or adoption of a child or to care for a parent, child or spouse with a serious medical condition will be limited to 12 weeks because the time off will qualify simultaneously as both FMLA and FLA family leave. Employees should speak to a Human Resources representative to understand how much leave they are eligible to request.

XV. OUTSIDE EMPLOYMENT: Employees are prohibited from accepting new full time employment while absent on an approved family or medical leave of absence. This requirement does not preclude an employee who had a full time job outside of the County prior to starting his/her leave of absence from continuing that employment.

XVI. NON-RETALIATION: No employee will be subject to retaliation or any negative employment action as a result of requesting family or medical leave under this policy or as a result of testifying or reporting any actual violation of this policy or the law.

EXHIBIT D

**SIDE LETTER AGREEMENT
COMPENSATORY TIME/PROSECUTOR'S CLERICAL EMPLOYEES**

By and Between the County of Union (hereinafter the "County") and Union Council No. 8, New Jersey Civil Service Association (hereinafter "Council"), dated this 25th day of November, 2003.

Whereas, the County and Council 8 are parties to a duly executed collective negotiations agreement for the period of January 1, 2001 through December 31, 2004 (hereinafter the "Agreement"); and

Whereas, the parties mutually agreed to enter into negotiations regarding the utilization of compensatory time in lieu of overtime by the clerical employees in the County Prosecutors Office; and

Whereas, the parties did, in fact, enter into such negotiations and in good faith have reached an agreement as described below; and

Whereas, both parties agrees that this Sidebar Agreement will supplement the terms and conditions of employment set forth in the Agreement and that, where inconsistent with the Agreement, this Sidebar Agreement will be controlling; and

Whereas, both parties agree that the terms and conditions of this Sidebar Agreement shall be incorporated into the successor Agreement at such time as the full terms and conditions of the successor Agreement are mutually agreed to by the parties; and

Whereas, the parties agree and acknowledge that this Sidebar Agreement is made without prejudice or precedent to future collective negotiations between the parties;

Now, therefore, in consideration of the mutual promises and covenants contained herein, the

parties agree as follows:

Clerical employees in the County Prosecutor's Office may choose compensatory time in lieu of overtime providing that accumulated compensatory time does not exceed forty (40) hours per year and is approved by the employee's Supervisor. Compensatory time must be utilized within the calendar year in which it is earned, except for compensatory time earned in the last quarter of the calendar year which may be utilized within the first quarter of the next calendar year. In the event that the compensatory time off cannot be scheduled, overtime will be paid.

EXHIBIT E

SALARY SCHEDULES

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
ACCOUNT CLERK (RSH) AFTER 5/1/92	37.5	17	28,468	44,769	959	28,867	45,396	972	29,444	46,304	992
ACCOUNT CLERK (RSH) PRIOR 5/1/92	37.5	15	31,404	45,484	939	31,844	46,121	952	32,480	47,043	971
ACCOUNT CLERK TYPING (RSH)	37.5	15	31,404	45,484	939	31,844	46,121	952	32,480	47,043	971
ACCOUNT CLERK TYPING (RSH) AFTER 5/1/92	37.5	15	28,468	48,593	1,342	28,867	49,273	1,360	29,444	50,259	1,388
ACCOUNT CLERK, AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
ACCOUNT CLERK, AFTER 5/1/92	40.0	16	29,662	47,206	1,097	30,077	47,867	1,112	30,679	48,825	1,134
ACCOUNT CLERK, PRIOR 5/1/92	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
ACCOUNT CLERK, PRIOR 5/1/92	40.0	15	32,599	46,950	957	33,055	47,608	970	33,716	48,560	990
ACCOUNT CLERK, STENO	35.0	16	31,523	46,676	947	31,965	47,329	960	32,604	48,276	979
ACCOUNT CLERK, STENO	40.0	15	33,545	48,078	969	34,015	48,751	982	34,695	49,726	1,002
ACCOUNT CLERK, TYPING AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
ACCOUNT CLERK, TYPING AFTER 5/1/92	40.0	16	29,662	47,206	1,097	30,077	47,867	1,112	30,679	48,825	1,134
ACCOUNT CLERK, TYPING PRIOR 5/1/92	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
ACCOUNT CLERK, TYPING PRIOR 5/1/92	40.0	15	32,599	46,950	957	33,055	47,608	970	33,716	48,560	990
ACCOUNTING ASSISTANT	35.0	16	30,829	45,851	939	31,260	46,493	952	31,885	47,423	971
ADMINISTRATIVE CLERK	35.0	16	36,550	54,458	1,119	37,062	55,220	1,135	37,803	56,325	1,158
ADMITTING CLERK (RSH)	37.5	15	31,594	45,710	941	32,036	46,350	954	32,677	47,277	973
ADMITTING CLERK TYPING (RSH)	37.5	15	31,594	45,710	941	32,036	46,350	954	32,677	47,277	973
ADVERTISING AND SALES CLERK	35.0	16	32,468	47,791	958	32,922	48,460	971	33,581	49,429	991
AGENCY AIDE	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
AGENCY AIDE	40.0	15	32,599	46,950	957	33,055	47,608	970	33,716	48,560	990
ASSISTANT CHIEF CLERK (COUNTY CLERK)	35.0	16	40,193	58,782	1,162	40,756	59,605	1,178	41,571	60,797	1,202
ASSISTANT COMMUNICATIONS TECHNICIAN	35.0	16	39,378	54,871	968	39,929	55,639	982	40,728	56,752	1,001
ASSISTANT HEAD COOK (RSH)	37.5	15	32,495	47,177	979	32,950	47,838	993	33,609	48,795	1,012
ASSISTANT NATURALIZATION CLERK, TYPING	35.0	16	31,710	46,898	949	32,154	47,555	963	32,797	48,506	982
ASSISTANT PAYROLL SUPERVISOR	35.0	16	37,535	52,860	958	38,060	53,600	971	38,822	54,672	991
ASSISTANT STOREKEEPER (est 2004)	37.5	13	36,243	55,214	1,459	36,750	55,987	1,480	37,485	57,107	1,509
ASSISTANT SUPERVISING CARPENTER	40.0	15	45,845	64,747	1,260	46,487	65,653	1,278	47,417	66,967	1,303
ASSISTANT SUPERVISING ELECTRICIAN (established 12/01)	40.0	16	45,168	63,790	1,164	45,800	64,683	1,180	46,716	65,977	1,204
ASSISTANT SUPERVISING MAINTENANCE REPAIR	40.0	14	43,555	60,875	1,237	44,165	61,727	1,254	45,048	62,962	1,280

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
ASSISTANT SUPERVISING MECHANIC	40.0	15	46,070	64,976	1,260	46,715	65,886	1,278	47,649	67,204	1,304
ASSISTANT SUPERVISING PAINTER(ESTABLISHED 12/02)	40.0	15	45,846	64,747	1,260	46,488	65,653	1,278	47,417	66,966	1,303
ASSISTANT SUPERVISOR ACCOUNTS	35.0	15	34,733	52,303	1,171	35,219	53,035	1,188	35,923	54,096	1,211
ASSISTANT SUPERVISOR BRIDGE REP. / MASON	40.0	17	38,269	57,448	1,128	38,805	58,253	1,144	39,581	59,418	1,167
ASSISTANT SUPERVISOR BRIDGE REPAIRER	40.0	16	37,324	56,327	1,188	37,846	57,115	1,204	38,603	58,258	1,228
ASSISTANT SUPERVISOR BUILDING SERVICES	37.5	15	35,304	52,964	1,177	35,798	53,705	1,194	36,514	54,779	1,218
ASSISTANT SUPERVISOR BUILDING SERVICES	40.0	14	36,285	53,371	1,220	36,793	54,118	1,238	37,528	55,200	1,262
ASSISTANT SUPERVISOR ROADS	40.0	16	38,793	57,825	1,189	39,336	58,634	1,206	40,123	59,807	1,230
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	40.0	16	37,324	56,327	1,188	37,846	57,115	1,204	38,603	58,258	1,228
ASSISTANT SUPERVISOR TREES	40.0	17	42,148	61,402	1,133	42,738	62,262	1,148	43,592	63,507	1,171
ASSISTANT TRAFFIC SAFETY COORDINATOR established Dec 2001	40.0	15	30,695	46,309	1,041	31,124	46,957	1,056	31,747	47,897	1,077
BOOKKEEPER	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
BOOKKEEPING MACHINE OPERATOR	35.0	16	31,143	46,225	943	31,579	46,872	956	32,211	47,809	975
BOOKKEEPING MACHINE OPERATOR (RSH)	37.5	15	32,160	46,382	948	32,610	47,031	961	33,263	47,972	981
BOOKKEEPING MACHINE OPERATOR TYPING	35.0	16	31,143	46,225	943	31,579	46,872	956	32,211	47,809	975
BOOKKEEPING MACHINE OPERATOR TYPING (RSH)	37.5	15	32,160	46,382	948	32,610	47,031	961	33,263	47,972	981
BRIDGE CONSTRUCTION INSPECTOR	35.0	14	34,051	50,571	1,180	34,527	51,279	1,197	35,218	52,305	1,220
BRIDGE CONSTRUCTION INSPECTOR	40.0	15	41,672	59,776	1,207	42,255	60,613	1,224	43,101	61,825	1,248
BRIDGE OPERATOR	40.0	15	34,754	51,423	1,111	35,240	52,142	1,127	35,945	53,185	1,149
BRIDGE REPAIRER	40.0	16	35,245	53,911	1,167	35,739	54,665	1,183	36,454	55,759	1,207
BRIDGE REPAIRER-HEAVY EQUIPMENT OPERATOR	40.0	16	37,700	57,267	1,223	38,227	58,069	1,240	38,992	59,230	1,265
BUILDING MAINT WORKER (RSH) AFTER 5/1/92	40.0	16	21,121	41,478	1,272	21,417	42,058	1,290	21,845	42,899	1,316
BUILDING MAINT WORKER (RSH) PRIOR 5/1/92	40.0	15	30,672	44,784	941	31,101	45,411	954	31,723	46,319	973
BUILDING MAINT WORKER ASST FOREMAN (RSH)	37.5	13	32,306	48,355	1,235	32,759	49,032	1,252	33,414	50,012	1,277
BUILDING MAINTENANCE WORKER (SIGN MAKER) PRIOR 1/1/03 estab2003	40.0	14	37,133	54,383	1,232	37,653	55,145	1,249	38,406	56,247	1,274
BUILDING MAINTENANCE WORKER AFTER 5/1/92	40.0	17	31,456	49,345	1,052	31,897	50,036	1,067	32,534	51,036	1,088
BUILDING MAINTENANCE WORKER PRIOR 5/1/92	40.0	15	34,393	49,089	980	34,874	49,776	993	35,572	50,772	1,013
BUILDING SERVICE WORKER (RSH)	40.0	15	30,672	44,784	941	31,101	45,411	954	31,723	46,319	973
BUYER/TYPING (RSH)	37.5	14	34,432	51,116	1,192	34,914	51,832	1,208	35,613	52,869	1,233
CARPENTER	40.0	14	37,324	54,608	1,235	37,846	55,373	1,252	38,603	56,480	1,277

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
CARPENTER (RSH)	37.5	14	34,994	51,796	1,200	35,484	52,521	1,217	36,193	53,572	1,241
CARPENTER/CONSTRUCTION COORDINATOR (established 12/01)	40.0	15	45,168	63,790	1,242	45,800	64,683	1,259	46,716	65,977	1,284
CARPENTER/LOCKSMITH	40.0	14	38,269	55,731	1,247	38,805	56,511	1,265	39,581	57,642	1,290
CARPENTER'S HELPER	40.0	14	34,488	51,238	1,196	34,971	51,955	1,213	35,670	52,994	1,237
CARPENTER'S HELPER (RSH)	37.5	13	31,940	46,622	1,129	32,387	47,274	1,145	33,035	48,220	1,168
CASHIER	35.0	15	33,790	51,165	1,158	34,263	51,881	1,175	34,948	52,919	1,198
CHAUFFEUR	35.0	15	34,311	49,103	986	34,791	49,791	1,000	35,487	50,786	1,020
CHAUFFEUR	40.0	15	35,316	50,444	1,009	35,811	51,150	1,023	36,527	52,173	1,043
CHAUFFEUR (RSH)	37.5	15	33,105	47,508	960	33,569	48,173	974	34,240	49,136	993
CHIEF CLERK (RSH)	37.5	13	36,697	55,846	1,473	37,211	56,628	1,494	37,955	57,761	1,523
CHIEF COURT CLERK	35.0	15	41,207	58,378	1,145	41,784	59,195	1,161	42,620	60,379	1,184
CHIEF PROBATE CLERK	35.0	15	40,704	57,780	1,138	41,273	58,589	1,154	42,099	59,761	1,177
CHILDREN'S SUPERVISOR	40.0	15	33,813	48,398	972	34,286	49,075	986	34,972	50,057	1,006
CLERK (RSH) AFTER 5/1/92	37.5	17	27,819	44,010	952	28,208	44,627	966	28,773	45,519	985
CLERK (RSH) PRIOR 5/1/92	37.5	15	30,757	44,711	930	31,187	45,337	943	31,811	46,244	962
CLERK BOOKKEEPER (RSH)	37.5	15	31,782	45,934	943	32,227	46,577	957	32,872	47,508	976
CLERK STENOGRAPHER (RSH) AFTER 5/1/92	37.5	15	29,223	49,556	1,355	29,633	50,249	1,374	30,225	51,254	1,402
CLERK STENOGRAPHER (RSH) PRIOR 5/1/92	37.5	15	32,160	46,382	948	32,610	47,031	961	33,263	47,972	981
CLERK STENOGRAPHER, AFTER 5/1/92	35.0	18	28,584	46,896	1,017	28,985	47,553	1,032	29,564	48,504	1,052
CLERK STENOGRAPHER, AFTER 5/1/92	40.0	17	30,606	48,334	1,043	31,034	49,010	1,057	31,655	49,990	1,079
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	16	31,523	46,676	947	31,965	47,329	960	32,604	48,276	979
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	15	33,545	48,078	969	34,015	48,751	982	34,695	49,726	1,002
CLERK TRANSCRIBER (RSH) AFTER 5/1/92	37.5	15	29,034	49,313	1,352	29,441	50,003	1,371	30,030	51,003	1,398
CLERK TRANSCRIBER (RSH) PRIOR 5/1/92	37.5	15	31,973	46,161	946	32,421	46,807	959	33,069	47,744	978
CLERK TRANSCRIBER, AFTER 5/1/92	35.0	17	28,206	46,445	1,073	28,601	47,095	1,088	29,173	48,037	1,110
CLERK TRANSCRIBER, AFTER 5/1/92	40.0	16	30,228	47,884	1,103	30,651	48,554	1,119	31,264	49,525	1,141
CLERK TRANSCRIBER, PRIOR 5/1/92	35.0	16	31,143	46,225	943	31,579	46,872	956	32,211	47,809	975
CLERK TRANSCRIBER, PRIOR 5/1/92	40.0	15	33,168	47,628	964	33,632	48,295	977	34,305	49,260	997
CLERK TYPIST (RSH) AFTER 5/1/92	37.5	16	28,468	45,702	1,077	28,867	46,341	1,092	29,444	47,268	1,114
CLERK TYPIST (RSH) PRIOR 5/1/92	37.5	13	31,404	48,611	1,324	31,844	49,292	1,342	32,480	50,278	1,369
CLERK TYPIST / ELECTION CLERK	35.0	16	31,313	46,486	948	31,751	47,137	962	32,386	48,080	981
CLERK TYPIST BI-L., AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
CLERK TYPIST BI-L., AFTER 5/1/92	40.0	14	29,662	47,206	1,253	30,077	47,867	1,271	30,679	48,825	1,296
CLERK TYPIST BI-L., PRIOR 5/1/92	35.0	14	30,576	45,552	1,070	31,004	46,189	1,085	31,624	47,113	1,106

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
CLERK TYPIST BI-L., PRIOR 5/1/92	40.0	14	32,599	46,950	1,025	33,055	47,608	1,039	33,716	48,560	1,060
CLERK TYPIST, AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
CLERK TYPIST, AFTER 5/1/92	40.0	14	29,662	47,206	1,253	30,077	47,867	1,271	30,679	48,825	1,296
CLERK TYPIST, PRIOR 5/1/92	35.0	14	30,576	45,552	1,070	31,004	46,189	1,085	31,624	47,113	1,106
CLERK TYPIST, PRIOR 5/1/92	40.0	13	32,599	46,950	1,104	33,055	47,608	1,119	33,716	48,560	1,142
CLERK, AFTER 5/1/92	35.0	15	27,260	45,320	1,204	27,641	45,955	1,221	28,194	46,874	1,245
CLERK, AFTER 5/1/92	40.0	15	29,284	46,758	1,165	29,694	47,413	1,181	30,288	48,361	1,205
CLERK, PRIOR 05/01/92	35.0	15	30,199	45,100	993	30,622	45,732	1,007	31,234	46,646	1,027
CLERK, PRIOR 05/01/92	40.0	15	32,220	46,502	952	32,672	47,153	965	33,325	48,096	985
COMMUNICATIONS TECHNICIAN	35.0	13	42,199	60,567	1,413	42,789	61,415	1,433	43,645	62,643	1,461
COMMUNITY SERVICE AIDE	35.0	15	29,288	45,846	1,104	29,698	46,487	1,119	30,292	47,417	1,142
COMMUNITY YOUTH WORKER	40.0	15	31,724	46,171	963	32,168	46,818	977	32,812	47,754	996
COMPUTER OPERATOR	35.0	15	34,170	49,816	1,043	34,649	50,514	1,058	35,342	51,524	1,079
COMPUTER OPERATOR	40.0	17	36,189	51,223	884	36,696	51,940	897	37,430	52,979	915
COMPUTER OPERATOR (RSH)	37.5	15	36,292	53,333	1,136	36,800	54,080	1,152	37,536	55,162	1,175
COMPUTER OPERATOR TRAINEE	35.0	15	32,234	47,598	1,024	32,686	48,265	1,039	33,339	49,230	1,059
COMPUTER OPERATOR TRAINEE	40.0	15	34,258	49,000	983	34,738	49,686	997	35,433	50,680	1,016
CONSUMER PROTECTION AIDE STENOGRAPHER (RSH)	37.5	15	28,775	44,392	1,041	29,177	45,013	1,056	29,761	45,914	1,077
COOK	40.0	18	34,486	51,244	931	34,968	51,962	944	35,668	53,001	963
COOK (RSH)	37.5	15	29,967	43,427	897	30,386	44,035	910	30,994	44,916	928
COORDINATOR OF VOLUNTEERS	35.0	16	31,622	48,185	1,035	32,065	48,860	1,050	32,706	49,837	1,071
COURT CLERK, PROBATE	35.0	15	34,170	51,613	1,163	34,649	52,336	1,179	35,342	53,383	1,203
CUSTOMER SERVICE REPRESENTATIVE	35.0	10	33,168	42,841	967	33,632	43,441	981	34,305	44,310	1,000
DATA CONTROL CLERK	35.0	15	29,444	44,202	984	29,856	44,821	998	30,453	45,718	1,018
DATA CONTROL CLERK	40.0	17	31,465	45,607	832	31,906	46,245	843	32,544	47,170	860
DATA CONTROL CLERK (RSH)	37.5	16	32,350	46,610	891	32,803	47,262	904	33,459	48,207	922
DATA CONTROL CLERK, TYPING	35.0	16	29,444	44,202	922	29,856	44,821	935	30,453	45,718	954
DATA CONTROL CLERK, TYPING	40.0	15	31,465	45,607	943	31,906	46,245	956	32,544	47,170	975
DATA ENTRY MACHINE OPERATOR	35.0	16	30,763	45,775	938	31,193	46,416	951	31,817	47,344	970
DATA ENTRY MACHINE OPERATOR	40.0	13	32,786	47,183	1,107	33,246	47,844	1,123	33,910	48,801	1,145
DATA ENTRY MACHINE OPERATOR (RSH)	37.5	16	32,439	46,578	884	32,893	47,230	896	33,551	48,174	914
DATA PROCESSING PROGRAMMER TRAINEE established 2001	35.0	15	33,173	50,430	1,150	33,638	51,136	1,167	34,311	52,159	1,190
DATA PROCESSING PROGRAMMER TRAINEE est 2005	40.0	15	37,912	57,635	1,315	38,443	58,442	1,333	39,212	59,610	1,360
DATA PROCESSING PROGRAMMER/SR. CLERK STENO (PROS)	35.0	15	33,174	50,431	1,150	33,638	51,137	1,167	34,311	52,160	1,190

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
DIETICIAN HELPER established 2001	37.5	15	31,265	46,092	988	31,703	46,737	1,002	32,337	47,672	1,022
DOCKET CLERK	35.0	16	31,710	46,898	949	32,154	47,555	963	32,797	48,506	982
DOCKET CLERK	40.0	15	33,732	48,302	971	34,204	48,979	985	34,888	49,958	1,005
DOCKET CLERK, TYPING	35.0	16	31,710	46,898	949	32,154	47,555	963	32,797	48,506	982
DOCKET CLERK, TYPING	40.0	15	33,732	48,302	971	34,204	48,979	985	34,888	49,958	1,005
DRAFTING TECHNICIAN	35.0	15	34,145	48,649	967	34,623	49,330	980	35,315	50,316	1,000
DRIVER (HUMAN SERVICES-JTPA)	40.0	16	22,144	41,069	1,183	22,454	41,644	1,199	22,903	42,476	1,223
DRUG ABUSE AIDE (RSH)	37.5	15	32,037	46,342	954	32,486	46,991	967	33,135	47,931	986
ELECTRICIAN	40.0	14	39,211	56,862	1,261	39,760	57,658	1,278	40,555	58,812	1,304
ELECTRICIAN (RSH)	37.5	13	33,721	51,968	1,404	34,193	52,696	1,423	34,877	53,750	1,452
ELECTRICIAN/ HEATING & AIR COND MECH (est 2005)	40.0	14	39,211	56,862	1,261	39,760	57,658	1,278	40,556	58,811	1,304
ELECTRICIAN'S HELPER	40.0	14	36,376	53,482	1,222	36,885	54,231	1,239	37,623	55,316	1,264
ELECTRONIC REPAIRER'S HELPER	35.0	12	34,138	55,878	1,812	34,616	56,660	1,837	35,308	57,793	1,874
ENGINEERING AIDE	35.0	15	33,578	47,974	960	34,048	48,646	973	34,729	49,619	993
ENGINEERING AIDE/TRAFFIC	40.0	15	38,374	54,827	1,097	38,912	55,595	1,112	39,690	56,707	1,134
EQUIPMENT OPERATOR	40.0	16	36,568	55,918	1,209	37,080	56,701	1,226	37,821	57,835	1,251
EQUIPMENT OPERATOR/TRACTOR TRAILER	40.0	16	37,440	56,959	1,220	37,964	57,757	1,237	38,723	58,912	1,262
EXECUTION CLERK	35.0	16	32,468	47,791	958	32,922	48,460	971	33,581	49,429	991
FOOD SERVICE WORKER (RSH) AFTER 5/1/92	37.5	17	22,421	39,484	1,004	22,735	40,037	1,018	23,190	40,838	1,038
FOOD SERVICE WORKER (RSH) PRIOR 5/1/92	37.5	15	28,755	41,985	882	29,157	42,573	894	29,741	43,424	912
FOOD SERVICE WORKER/SUPERVISOR (RSH) est. 5/09	37.5	15	29,570	44,186	946	29,984	44,805	988	30,584	45,701	1,008
GLAZIER	40.0	14	37,325	54,608	1,235	37,848	55,373	1,252	38,604	56,480	1,277
GLAZIER'S HELPER	40.0	13	32,978	49,437	1,266	33,440	50,129	1,284	34,108	51,132	1,310
HEAD COOK	40.0	14	38,883	56,465	1,256	39,427	57,256	1,273	40,216	58,401	1,299
HEAD COOK (RSH)	37.5	14	33,250	49,199	1,139	33,716	49,888	1,155	34,390	50,885	1,178
HEALTH BENEFITS INSURANCE CLERK TYPING (RSH)	37.5	14	33,864	50,442	1,184	34,338	51,148	1,201	35,025	52,171	1,225
HEATING & AIR CONDITIONING MECHANIC	40.0	13	36,236	53,324	1,314	36,743	54,070	1,333	37,478	55,151	1,359
HEAVY EQUIPMENT OPERATOR	40.0	14	37,701	57,268	1,398	38,229	58,070	1,417	38,993	59,232	1,446
HEAVY EQUIPMENT OPERATOR MOSQUITO EXTERM.	40.0	14	37,701	55,055	1,240	38,229	55,826	1,257	38,993	56,942	1,282
HEAVY EQUIPMENT OPERATOR/TRACTOR TRAILER	40.0	16	38,574	58,309	1,233	39,114	59,125	1,251	39,896	60,308	1,276
HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	35.0	14	34,051	50,571	1,180	34,527	51,279	1,197	35,218	52,305	1,220
HIGHWAY CONSTRUCTION INSPECTOR	35.0	14	35,092	51,806	1,194	35,584	52,531	1,211	36,295	53,582	1,235
HOSPITAL GUARD (RSH)	37.5	14	33,864	49,223	1,097	34,338	49,912	1,112	35,025	50,910	1,135

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
INDEX CLERK, AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
INDEX CLERK, AFTER 5/1/92	40.0	16	29,662	47,206	1,097	30,077	47,867	1,112	30,679	48,825	1,134
INDEX CLERK, PRIOR 5/1/92	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
INDEX CLERK, PRIOR 5/1/92	40.0	15	32,599	46,950	957	33,055	47,608	970	33,716	48,560	990
INDEX CLERK, TYPING, AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
INDEX CLERK, TYPING, AFTER 5/1/92	40.0	16	29,662	47,206	1,097	30,077	47,867	1,112	30,679	48,825	1,134
INDEX CLERK, TYPING, PRIOR 5/1/92	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
INDEX CLERK, TYPING, PRIOR 5/1/92	40.0	15	32,599	46,950	957	33,055	47,608	970	33,716	48,560	990
INHALATION TECHNICIAN (RSH)	37.5	11	33,624	59,131	2,319	34,095	59,959	2,351	34,777	61,158	2,398
INSPECTOR MOSQUITO EXTERMINATION	35.0	14	35,092	51,806	1,194	35,584	52,531	1,211	36,295	53,582	1,235
INSPECTOR MOSQUITO EXTERMINATION (estab 01/05)	40.0	14	40,105	59,207	1,364	40,667	60,036	1,383	41,480	61,237	1,411
INSPECTOR ROAD OPENINGS	35.0	14	35,092	51,806	1,194	35,584	52,531	1,211	36,295	53,582	1,235
INSTITUTIONAL ATTENDANT (RSH) AFTER 5/1/92	37.5	18	27,351	43,620	904	27,734	44,231	916	28,289	45,116	935
INSTITUTIONAL ATTENDANT (RSH) PRIOR 5/1/92	37.5	15	32,037	46,342	954	32,486	46,991	967	33,135	47,931	986
INVENTORY CONTROL CLERK	35.0	15	35,680	53,414	1,182	36,180	54,161	1,199	36,903	55,245	1,223
INVENTORY CONTROL CLERK	40.0	14	35,266	52,163	1,207	35,760	52,894	1,224	36,475	53,952	1,248
INVESTIGATOR, CONSUMER PROTECTION	37.5	13	23,787	36,684	992	24,120	37,197	1,006	24,603	37,941	1,026
INVESTIGATOR, COUNTY ADJUSTER	35.0	15	33,221	50,490	1,151	33,687	51,197	1,167	34,360	52,221	1,191
INVESTIGATOR, MEDICAL EXAMINER	40.0	13	37,325	56,638	1,486	37,848	57,431	1,506	38,604	58,580	1,537
INVESTIGATOR, MEDICAL EXAMINER, Per Diem	PD	N/A	-	134.93	N/A	-	136.82	N/A	-	139.56	N/A
JURY PANEL CLERK	35.0	15	34,733	52,289	1,170	35,219	53,021	1,187	35,923	54,082	1,211
JUVENILE DETENTION OFFICER	40.0	15	36,094	51,925	1,055	36,600	52,652	1,070	37,332	53,705	1,092
JUVENILE DETENTION OFFICER (part time)	PT	N/A	17.35	24.96	N/A	17.60	25.31	N/A	17.95	25.82	N/A
LABORATORY ASSISTANT (RSH)	37.5	15	32,619	46,627	934	33,076	47,280	947	33,738	48,226	966
LABORATORY TECHNICIAN (RSH)	37.5	14	32,918	48,097	1,084	33,378	48,770	1,099	34,046	49,746	1,121
LABORER (RSH) AFTER 5/1/92	37.5	16	29,411	51,429	1,376	29,823	52,149	1,395	30,420	53,192	1,423
LABORER (RSH) PRIOR 5/1/92	37.5	16	32,350	48,241	993	32,803	48,916	1,007	33,459	49,894	1,027
LABORER, AFTER 5/1/92	40.0	18	32,117	51,762	1,091	32,567	52,487	1,107	33,218	53,537	1,129
LABORER, PRIOR 5/1/92	40.0	16	35,055	51,506	1,028	35,546	52,227	1,043	36,257	53,272	1,063
LAUNDRY WORKER (RSH)	37.5	15	31,493	45,587	940	31,934	46,226	953	32,573	47,150	972
LEGAL STENOGRAPHER	35.0	16	32,468	47,791	958	32,922	48,460	971	33,581	49,429	991
LIBRARY ASSISTANT (RSH)	37.5	15	32,465	46,744	952	32,920	47,399	965	33,578	48,347	985
LINEN ROOM ATTENDANT (RSH)	37.5	16	20,962	40,269	1,207	21,255	40,833	1,224	21,680	41,649	1,248
MAIL CLERK	40.0	15	32,599	46,950	957	33,055	47,608	970	33,716	48,560	990

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
MAIL CLERK (RSH)	37.5	15	31,404	45,484	939	31,844	46,121	952	32,480	47,043	971
MAINTENANCE REPAIRER	40.0	15	34,790	50,373	1,039	35,277	51,078	1,053	35,982	52,100	1,075
MAINTENANCE REPAIRER (RSH)	37.5	14	33,671	49,000	1,095	34,143	49,686	1,110	34,826	50,680	1,132
MAINTENANCE REPAIRER CARPENTER	40.0	14	37,325	54,608	1,235	37,848	55,373	1,252	38,604	56,480	1,277
MAINTENANCE REPAIRER CARPENTER (RSH)	37.5	14	33,671	49,000	1,095	34,143	49,686	1,110	34,826	50,680	1,132
MAINTENANCE REPAIRER ELECTRICIAN (RSH)	37.5	14	33,671	49,000	1,095	34,143	49,686	1,110	34,826	50,680	1,132
MAINTENANCE REPAIRER MASON	40.0	14	37,325	54,608	1,235	37,848	55,373	1,252	38,604	56,480	1,277
MAINTENANCE REPAIRER PAINTER	40.0	14	37,325	54,608	1,235	37,848	55,373	1,252	38,604	56,480	1,277
MAINTENANCE REPAIRER PAINTER (RSH)	37.5	14	33,671	49,000	1,095	34,143	49,686	1,110	34,826	50,680	1,132
MAINTENANCE REPAIRER WELDER	40.0	14	37,325	54,608	1,235	37,848	55,373	1,252	38,604	56,480	1,277
MAP CLERK, TYPING	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
MASON	40.0	14	37,411	54,707	1,235	37,935	55,473	1,253	38,693	56,583	1,278
MASON/PLASTERER	40.0	15	39,242	55,834	1,106	39,792	56,615	1,122	40,587	57,748	1,144
MASON/PLASTERER (RSH)	37.5	14	33,671	49,814	1,153	34,143	50,512	1,169	34,826	51,522	1,193
MEAT CUTTER (RSH)	37.5	14	29,791	44,710	1,066	30,208	45,336	1,081	30,812	46,243	1,102
MECHANIC	40.0	17	37,325	56,658	1,137	37,848	57,451	1,153	38,604	58,600	1,176
MECHANIC (CDL)	40.0	18	39,020	58,677	1,092	39,566	59,499	1,107	40,357	60,689	1,130
MECHANIC (RSH)	37.5	14	33,671	49,000	1,095	34,143	49,686	1,110	34,826	50,680	1,132
MECHANIC/HYDRAULICS MECHANICAL REPAIRER STATIONARY EQUIPMENT (RSH)	40.0	17	37,326	56,657	1,137	37,848	57,450	1,153	38,605	58,599	1,176
MECHANIC'S HELPER	40.0	15	31,460	45,594	942	31,900	46,233	955	32,538	47,157	975
MEDICAL AUDIT ASSISTANT (RSH)	37.5	13	33,105	49,544	1,264	33,569	50,237	1,282	34,240	51,242	1,308
MEDICAL ELECTRONICS REPAIRER	37.5	15	39,349	56,520	1,145	39,900	57,311	1,161	40,698	58,457	1,184
MEDICAL RECORDS CLERK (RSH)	37.5	15	32,918	47,284	958	33,378	47,946	971	34,046	48,905	991
MEDICAL RECORDS CLERK TYPIST (RSH)	37.5	15	32,918	47,284	958	33,378	47,946	971	34,046	48,905	991
MEDICAL STENOGRAPHER (RSH)	37.5	15	32,350	46,610	951	32,803	47,262	964	33,459	48,207	983
MEDICAL TRANSCRIBER	35.0	16	32,278	47,574	956	32,730	48,240	969	33,385	49,205	989
MEDICAL TRANSCRIBER	40.0	15	34,301	48,978	978	34,781	49,664	992	35,477	50,657	1,012
MEDICAL TRANSCRIBER (RSH)	37.5	15	32,160	46,382	948	32,610	47,031	961	33,263	47,972	981
MESSENGER	35.0	16	31,235	46,332	944	31,672	46,981	957	32,305	47,921	976
MESSENGER	40.0	15	33,154	47,615	964	33,618	48,282	978	34,291	49,248	997
MESSENGER (RSH)	37.5	15	31,404	45,484	939	31,844	46,121	952	32,480	47,043	971
MESSENGER/DELIVERY WORK (est Feb 2005)	40.0	15	35,055	51,912	1,124	35,546	52,638	1,139	36,257	53,691	1,162
MICROFILM OPERATOR, TYPING	35.0	16	31,615	46,789	948	32,058	47,444	962	32,699	48,393	981

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
MOTOR BROOM DRIVER	40.0	16	36,568	55,918	1,209	37,080	56,701	1,226	37,821	57,835	1,251
MOTOR VEHICLE OPERATOR 1 (Estab. 4/9/04)	37.5	16	33,936	49,886	997	34,412	50,584	1,011	35,100	51,596	1,031
MOTOR VEHICLE OPERATOR 1 (Estab. 4/9/04)	40.0	15	36,200	53,212	1,134	36,707	53,957	1,150	37,441	55,036	1,173
NATURALIZATION CLERK	35.0	15	32,817	50,007	1,146	33,276	50,707	1,162	33,942	51,722	1,185
NURSING SERVICES CLERK (RSH) HIRED PRIOR 9/1/95	37.5	15	32,984	47,234	950	33,446	47,895	963	34,115	48,853	983
OCCUPATIONAL THERAPY AIDE (RSH)	37.5	15	32,918	47,284	958	33,378	47,946	971	34,046	48,905	991
OCCUPATIONAL THERAPY ASST (RSH)	37.5	14	34,240	50,893	1,189	34,719	51,605	1,206	35,414	52,637	1,230
OFFICE APPLIANCE OPERATOR (PROS) AFTER 5/1/92	35.0	17	27,935	46,126	1,070	28,326	46,772	1,085	28,892	47,707	1,107
OFFICE APPLIANCE OPERATOR (PROS) PRIOR 5/1/92	35.0	16	30,874	45,906	940	31,306	46,549	953	31,932	47,480	972
OFFICE APPLIANCE OPERATOR, AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
OFFICE APPLIANCE OPERATOR, PRIOR 5/1/92	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
OFFSET MACHINE OPERATOR, AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
OFFSET MACHINE OPERATOR, PRIOR 5/1/92	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
OMNIBUS OPERATOR CLASS 1 (RSH)	37.5	14	34,917	51,258	1,167	35,406	51,975	1,184	36,114	53,015	1,207
OMNIBUS OPERATOR/MAINTENANCE REPAIRER (RSH)	37.5	14	34,917	51,258	1,167	35,406	51,975	1,184	36,114	53,015	1,207
OPERATOR AUTOMATED TYPEWRITER	35.0	16	32,278	47,574	956	32,730	48,240	969	33,385	49,205	989
OPERATOR WORD PROCESSING EQUIPMENT	35.0	16	32,278	47,574	956	32,730	48,240	969	33,385	49,205	989
PAINTER	40.0	14	37,325	54,608	1,235	37,848	55,373	1,252	38,604	56,480	1,277
PAINTER (RSH)	37.5	13	34,336	51,285	1,304	34,817	52,003	1,322	35,513	53,043	1,348
PARKING ATTENDANT	40.0	15	33,449	47,966	968	33,917	48,637	981	34,595	49,610	1,001
PASSPORT CLERK	35.0	16	30,199	45,102	931	30,622	45,733	944	31,234	46,648	963
PAYROLL CLERK	35.0	15	31,503	45,503	933	31,944	46,140	946	32,582	47,063	965
PAYROLL CLERK TYPIST (RSH)	37.5	15	32,729	47,057	955	33,187	47,715	969	33,850	48,670	988
PAYROLL SUPERVISOR	35.0	15	38,086	54,306	1,081	38,619	55,066	1,096	39,392	56,168	1,118
PAYROLL SUPERVISOR (RSH)	37.5	14	38,486	55,939	1,247	39,025	56,723	1,264	39,805	57,857	1,289
PERSONNEL ASSISTANT (RSH)	37.5	14	38,270	55,688	1,244	38,806	56,468	1,262	39,582	57,597	1,287
PERSONNEL CLERK TYPING (RSH)	37.5	13	33,105	49,544	1,264	33,569	50,237	1,282	34,240	51,242	1,308
PHARMACIST'S AIDE (RSH)	37.5	14	31,892	47,647	1,125	32,339	48,315	1,141	32,986	49,281	1,164
PHLEBOTOMIST (RSH)	37.5	11	26,628	47,034	1,855	27,001	47,693	1,881	27,541	48,647	1,919
PHYSICAL THERAPY AIDE (RSH)	37.5	15	32,918	47,284	958	33,378	47,946	971	34,046	48,905	991
PHYSICAL THERAPY ASSISTANT (RSH)	37.5	14	34,240	50,893	1,189	34,719	51,605	1,206	35,414	52,637	1,230
PLANNING DRAFTSMAN	35.0	16	31,898	47,127	952	32,345	47,787	965	32,992	48,743	984
PLUMBER/STEAMFITTER (RSH)	37.5	14	35,752	52,690	1,210	36,253	53,428	1,227	36,978	54,497	1,251

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Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
POLICE SIGN TECH.	40.0	18	34,239	50,587	908	34,719	51,295	921	35,413	52,321	939
PRINCIPAL ACCOUNT CLERK	35.0	15	33,221	50,490	1,151	33,687	51,197	1,167	34,360	52,221	1,191
PRINCIPAL ACCOUNT CLERK	40.0	14	35,244	52,134	1,206	35,738	52,864	1,223	36,452	53,922	1,248
PRINCIPAL ACCOUNT CLERK (RSH)	37.5	14	33,864	50,442	1,184	34,338	51,148	1,201	35,025	52,171	1,225
PRINCIPAL ACCOUNT CLERK STENOGRAPHER	35.0	15	33,221	50,490	1,151	33,687	51,197	1,167	34,360	52,221	1,191
PRINCIPAL ACCOUNT CLERK STENOGRAPHER	40.0	14	35,244	52,134	1,206	35,738	52,864	1,223	36,452	53,922	1,248
PRINCIPAL ACCOUNT CLERK STENOGRAPHER (RSH)	37.5	14	33,864	50,442	1,184	34,338	51,148	1,201	35,025	52,171	1,225
PRINCIPAL ACCOUNT CLERK TYPING	35.0	15	33,221	50,490	1,151	33,687	51,197	1,167	34,360	52,221	1,191
PRINCIPAL ACCOUNT CLERK TYPING	40.0	14	35,244	52,134	1,206	35,738	52,864	1,223	36,452	53,922	1,248
PRINCIPAL ACCOUNT CLERK TYPING (RSH)	37.5	14	33,864	50,442	1,184	34,338	51,148	1,201	35,025	52,171	1,225
PRINCIPAL ADMITTING CLERK TYPING (RSH)	37.5	14	33,864	49,255	1,099	34,338	49,945	1,115	35,025	50,944	1,137
PRINCIPAL BOOKKEEPING MACHINE OPERATOR	35.0	15	33,221	50,490	1,151	33,687	51,197	1,167	34,360	52,221	1,191
PRINCIPAL BOOKKEEPING MACHINE OPERATOR	37.5	13	32,729	49,094	1,259	33,187	49,781	1,276	33,850	50,777	1,302
PRINCIPAL BOOKKEEPING MACHINE OPERATOR TYP.	35.0	15	33,221	50,490	1,151	33,687	51,197	1,167	34,360	52,221	1,191
PRINCIPAL BOOKKEEPING MACHINE OPERATOR TYP.	37.5	13	32,729	49,094	1,259	33,187	49,781	1,276	33,850	50,777	1,302
PRINCIPAL BUYER TYPING (RSH)	37.5	15	40,480	58,314	1,189	41,046	59,130	1,206	41,867	60,313	1,230
PRINCIPAL BUYER (RSH)	37.5	15	40,480	58,314	1,189	41,046	59,130	1,206	41,867	60,313	1,230
PRINCIPAL CASHIER	35.0	15	38,322	57,278	1,264	38,859	58,080	1,281	39,636	59,242	1,307
PRINCIPAL CHILDREN'S SUPERVISOR	40.0	14	38,164	55,292	1,223	38,698	56,066	1,241	39,472	57,188	1,265
PRINCIPAL CLERK	35.0	15	32,468	49,595	1,142	32,922	50,289	1,158	33,581	51,295	1,181
PRINCIPAL CLERK	40.0	14	34,874	51,237	1,169	35,362	51,955	1,185	36,070	52,994	1,209
PRINCIPAL CLERK (RSH)	37.5	13	33,105	49,544	1,264	33,569	50,237	1,282	34,240	51,242	1,308
PRINCIPAL CLERK BI-LINGUAL	35.0	15	32,468	49,595	1,142	32,922	50,289	1,158	33,581	51,295	1,181
PRINCIPAL CLERK BI-LINGUAL (RSH)	37.5	13	33,105	49,544	1,264	33,569	50,237	1,282	34,240	51,242	1,308
PRINCIPAL CLERK BOOKKEEPER	35.0	15	33,221	50,490	1,151	33,687	51,197	1,167	34,360	52,221	1,191
PRINCIPAL CLERK BOOKKEEPER	40.0	14	35,244	52,134	1,206	35,738	52,864	1,223	36,452	53,922	1,248
PRINCIPAL CLERK BOOKKEEPER (RSH)	37.5	14	33,864	50,442	1,184	34,338	51,148	1,201	35,025	52,171	1,225
PRINCIPAL CLERK STENOGRAPHER	35.0	15	33,221	50,490	1,151	33,687	51,197	1,167	34,360	52,221	1,191
PRINCIPAL CLERK STENOGRAPHER	40.0	14	35,244	52,134	1,206	35,738	52,864	1,223	36,452	53,922	1,248
PRINCIPAL CLERK STENOGRAPHER (RSH)	37.5	14	33,864	50,442	1,184	34,338	51,148	1,201	35,025	52,171	1,225
PRINCIPAL CLERK TRANSCRIBER	35.0	15	33,035	50,268	1,149	33,497	50,972	1,165	34,167	51,991	1,188
PRINCIPAL CLERK TRANSCRIBER	40.0	14	35,055	51,912	1,204	35,546	52,639	1,221	36,257	53,692	1,245
PRINCIPAL CLERK TRANSCRIBER (RSH)	37.5	14	33,632	50,163	1,181	34,103	50,865	1,197	34,785	51,883	1,221

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
PRINCIPAL CLERK TYPIST	35.0	15	32,468	49,595	1,142	32,922	50,289	1,158	33,581	51,295	1,181
PRINCIPAL CLERK TYPIST	40.0	14	35,390	51,763	1,170	35,886	52,488	1,186	36,603	53,538	1,210
PRINCIPAL CLERK TYPIST (RSH)	37.5	13	33,106	49,544	1,264	33,569	50,237	1,282	34,241	51,242	1,308
PRINCIPAL COURT CLERK, PROBATE	35.0	16	37,616	55,719	1,131	38,143	56,499	1,147	38,906	57,629	1,170
PRINCIPAL DATA CONTROL CLERK	35.0	15	32,468	49,595	1,142	32,922	50,289	1,158	33,581	51,295	1,181
PRINCIPAL DATA CONTROL CLERK	40.0	14	34,874	51,237	1,169	35,362	51,955	1,185	36,070	52,994	1,209
PRINCIPAL DATA ENTRY MACHINE OPERATOR	35.0	15	31,276	48,177	1,127	31,714	48,851	1,142	32,349	49,828	1,165
PRINCIPAL DATA ENTRY MACHINE OPERATOR (RSH)	37.5	14	39,312	56,925	1,258	39,862	57,721	1,276	40,659	58,876	1,301
PRINCIPAL DATA ENTRY MACHINE OPR (ADMIN. SVCS..FIN.)	35.0	15	32,289	49,381	1,139	32,741	50,072	1,155	33,396	51,074	1,179
PRINCIPAL DOCKET CLERK	35.0	15	35,868	53,637	1,185	36,370	54,388	1,201	37,098	55,476	1,225
PRINCIPAL DRAFTING TECHNICIAN	35.0	16	37,000	54,985	1,124	37,518	55,755	1,140	38,269	56,870	1,163
PRINCIPAL ELECTIONS CLERK	35.0	15	32,468	49,595	1,142	32,922	50,289	1,158	33,581	51,295	1,181
PRINCIPAL ENGINEERING AIDE	35.0	14	37,362	54,507	1,225	37,885	55,271	1,242	38,643	56,376	1,267
PRINCIPAL ENGINEERING DRAFTSMAN	35.0	14	36,980	54,055	1,220	37,498	54,812	1,237	38,248	55,908	1,261
PRINCIPAL INDEX CLERK	35.0	15	32,468	49,595	1,142	32,922	50,289	1,158	33,581	51,295	1,181
PRINCIPAL INDEX CLERK	40.0	14	34,486	51,243	1,197	34,968	51,960	1,214	35,668	53,000	1,238
PRINCIPAL INDEX CLERK, TYPING	35.0	15	32,468	49,595	1,142	32,922	50,289	1,158	33,581	51,295	1,181
PRINCIPAL INDEX CLERK, TYPING	40.0	14	34,486	51,243	1,197	34,968	51,960	1,214	35,668	53,000	1,238
PRINCIPAL LEGAL STENOGRAPHER	35.0	15	34,733	52,289	1,170	35,219	53,021	1,187	35,923	54,082	1,211
PRINCIPAL LIBRARY ASSISTANT TYPING (RSH)	37.5	14	37,302	54,538	1,231	37,824	55,301	1,248	38,580	56,407	1,273
PRINCIPAL MEDICAL RECORDS CLERK (RSH)	37.5	14	36,297	53,340	1,217	36,806	54,087	1,234	37,542	55,169	1,259
PRINCIPAL MEDICAL STENOGRAPHER (RSH)	37.5	13	37,753	56,510	1,443	38,281	57,301	1,463	39,047	58,447	1,492
PRINCIPAL MICROFILM MACHINE OPERATOR	35.0	15	33,602	50,944	1,156	34,072	51,657	1,172	34,754	52,690	1,196
PRINCIPAL OFFSET MACHINE OPERATOR	35.0	15	34,733	52,289	1,170	35,219	53,021	1,187	35,923	54,082	1,211
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	15	33,221	50,490	1,151	33,687	51,197	1,167	34,360	52,221	1,191
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER/FORMS DESIGN TECH I (est Jan 2007)	35.0	15	35,485	53,185	1,180	35,982	53,930	1,197	36,701	55,008	1,220
PRINCIPAL PAYROLL CLERK	35.0	9	38,732	50,704	1,330	39,274	51,414	1,349	40,059	52,442	1,376
PRINCIPAL PAYROLL CLERK (RSH)	37.5	14	34,432	51,116	1,192	34,914	51,832	1,208	35,613	52,869	1,233
PRINCIPAL PERSONNEL CLERK (RSH)	37.5	14	33,864	50,442	1,184	34,338	51,148	1,201	35,025	52,171	1,225
PRINCIPAL PURCHASING ASSISTANT	35.0	12	39,351	62,079	1,894	39,902	62,948	1,921	40,700	64,207	1,959

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
PRINCIPAL PURCHASING ASSISTANT (RSH)	37.5	14	40,029	57,778	1,268	40,589	58,587	1,286	41,401	59,759	1,311
PRINCIPAL TERMINAL OPERATOR	35.0	15	32,289	49,381	1,139	32,741	50,072	1,155	33,396	51,074	1,179
PRINTING MACHINE OPERATOR I, AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
PRINTING MACHINE OPERATOR I, PRIOR 5/1/92	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
PRINTING MACHINE OPERATOR II established dec 2001	35.0	16	34,733	52,289	1,097	35,219	53,021	1,113	35,923	54,082	1,135
PROBATE ASSISTANT	35.0	15	34,170	51,613	1,163	34,649	52,336	1,179	35,342	53,383	1,203
PROBATE ASSISTANT, TYPING	35.0	15	34,170	51,613	1,163	34,649	52,336	1,179	35,342	53,383	1,203
PROBATE CLERK	35.0	15	35,868	53,637	1,185	36,370	54,388	1,201	37,098	55,476	1,225
PROBATE CLERK, TYPING	35.0	15	35,868	53,637	1,185	36,370	54,388	1,201	37,098	55,476	1,225
PROGRAM DEVELOPMENT AIDE established 2001	35.0	16	31,615	46,789	948	32,057	47,444	962	32,699	48,393	981
PROGRAM MONITOR	35.0	19	29,288	45,846	871	29,698	46,487	884	30,292	47,417	901
PROGRAM SPEC. II established 2001	35.0	15	33,499	50,661	1,144	33,968	51,371	1,160	34,648	52,398	1,183
PROGRAM SPEC. III	35.0	16	24,590	43,839	1,203	24,934	44,453	1,220	25,433	45,342	1,244
PROPERTY CLERK, TYPING	35.0	15	32,468	49,595	1,142	32,922	50,289	1,158	33,581	51,295	1,181
PROPERTY CLERK/WORD PROCESSING OPERATOR	35.0	15	35,112	52,739	1,175	35,604	53,477	1,192	36,316	54,547	1,215
PUBLIC SAFETY TELECOMM. (est. 12/2003)	40.0	16	33,545	48,077	908	34,015	48,751	921	34,695	49,726	939
PUBLIC SAFETY TELECOMM. TRAINEE	40.0	16	29,662	47,206	1,097	30,077	47,867	1,112	30,678	48,825	1,134
PURCHASING ASSISTANT	35.0	16	32,468	47,791	958	32,922	48,460	971	33,581	49,429	991
PURCHASING ASSISTANT (RSH)	37.5	14	32,092	47,889	1,128	32,541	48,559	1,144	33,192	49,531	1,167
PURCHASING ASSISTANT STENOGRAPHER	35.0	16	32,468	47,791	958	32,922	48,460	971	33,581	49,429	991
PURCHASING ASSISTANT TYPING	35.0	16	32,468	47,791	958	32,922	48,460	971	33,581	49,429	991
PURCHASING ASSISTANT TYPING B-L-L	35.0	16	32,468	47,791	958	32,922	48,460	971	33,581	49,429	991
RECEPTIONIST, AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
RECEPTIONIST, AFTER 5/1/92	40.0	17	30,606	48,334	1,043	31,034	49,010	1,057	31,655	49,990	1,079
RECEPTIONIST, PRIOR 5/1/92	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
RECEPTIONIST, PRIOR 5/1/92	40.0	15	33,545	48,078	969	34,015	48,751	982	34,695	49,726	1,002
RECEPTIONIST, TYPING AFTER 5/1/92	35.0	17	27,638	45,772	1,067	28,025	46,412	1,082	28,585	47,341	1,103
RECEPTIONIST, TYPING AFTER 5/1/92	40.0	17	30,606	48,334	1,043	31,034	49,010	1,057	31,655	49,990	1,079
RECEPTIONIST, TYPING PRIOR 5/1/92	35.0	16	30,576	45,552	936	31,004	46,189	949	31,624	47,113	968
RECEPTIONIST, TYPING PRIOR 5/1/92	40.0	15	33,545	48,078	969	34,015	48,751	982	34,695	49,726	1,002
RECORDS RETRIEVAL OPERATOR	35.0	16	30,721	45,724	938	31,151	46,364	951	31,774	47,291	970
RECREATION AIDE (RSH)	37.5	15	32,918	47,284	958	33,378	47,946	971	34,046	48,905	991
RECREATION THERAPY AIDE (RSH)	37.5	15	32,918	47,284	958	33,378	47,946	971	34,046	48,905	991

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
RECYCLING PROGRAM AIDE	35.0	16	31,710	46,898	949	32,154	47,555	963	32,797	48,506	982
ROAD INSPECTOR	35.0	14	34,051	50,571	1,180	34,527	51,279	1,197	35,218	52,305	1,220
ROAD REPAIRER	40.0	17	35,622	52,449	990	36,121	53,183	1,004	36,843	54,247	1,024
SEAMSTRESS (RSH)	37.5	15	32,059	46,262	947	32,508	46,910	960	33,158	47,848	979
SEC. ASST. STENO. HIRED AFTER 01/01/78	35.0	18	36,787	58,848	1,226	37,302	59,672	1,243	38,048	60,865	1,268
SEC. ASST. STENO. HIRED PRIOR 01/01/78	35.0	18	41,019	63,882	1,270	41,593	64,776	1,288	42,425	66,072	1,314
SECRETARY ASSISTANT TRANSCRIBER	35.0	18	38,231	60,564	1,241	38,766	61,412	1,258	39,541	62,640	1,283
SECRETARY ASSISTANT(RSH) established 2003	37.5	18	37,890	60,613	1,262	38,420	61,462	1,280	39,189	62,691	1,306
SECRETARY ASSISTANT, HIRED AFTER 01/01/73	35.0	18	36,787	58,848	1,226	37,302	59,672	1,243	38,048	60,865	1,268
SECRETARY ASSISTANT, HIRED PRIOR 01/01/73	35.0	19	42,405	65,529	1,217	42,999	66,447	1,234	43,859	67,776	1,259
SECRETARY ASSISTANT, HIRED PRIOR 01/01/78 (OPER SVCS) estab 2001	35.0	19	43,508	66,669	1,219	44,117	67,603	1,236	44,999	68,955	1,261
SECURITY GUARD	40.0	15	33,449	47,966	968	33,917	48,637	981	34,595	49,610	1,001
SENIOR ACCOUNT CLERK	35.0	16	31,615	46,789	948	32,058	47,444	962	32,699	48,393	981
SENIOR ACCOUNT CLERK	40.0	15	33,638	48,191	970	34,109	48,865	984	34,791	49,843	1,003
SENIOR ACCOUNT CLERK (RSH)	37.5	14	33,105	49,021	1,137	33,569	49,707	1,153	34,240	50,701	1,176
SENIOR ACCOUNT CLERK TYPING (RSH)	37.5	14	33,105	49,021	1,137	33,569	49,707	1,153	34,240	50,701	1,176
SENIOR ACCOUNT CLERK, STENOGRAPHER	35.0	16	31,615	46,789	948	32,058	47,444	962	32,699	48,393	981
SENIOR ACCOUNT CLERK, STENOGRAPHER	40.0	15	33,638	48,191	970	34,109	48,865	984	34,791	49,843	1,003
SENIOR ACCOUNT CLERK, TYPING	35.0	16	31,615	46,789	948	32,058	47,444	962	32,699	48,393	981
SENIOR ACCOUNT CLERK, TYPING	40.0	15	33,638	48,191	970	34,109	48,865	984	34,791	49,843	1,003
SENIOR ACCOUNTANT (RSH)	37.5	14	37,831	55,164	1,238	38,360	55,936	1,255	39,127	57,055	1,281
SENIOR ADMITTING CLERK (RSH)	37.5	13	33,105	49,544	1,264	33,569	50,237	1,282	34,240	51,242	1,308
SENIOR ADMITTING CLERK TYPING (RSH)	37.5	13	33,105	49,544	1,264	33,569	50,237	1,282	34,240	51,242	1,308
SENIOR BOOKKEEPING MACHINE OPERATOR	35.0	16	32,468	47,791	958	32,922	48,460	971	33,581	49,429	991
SENIOR BOOKKEEPING MACHINE OPERATOR (RSH)	37.5	15	33,105	47,508	960	33,569	48,173	974	34,240	49,136	993
SENIOR BOOKKEEPING MACHINE OPERATOR TYPING	35.0	16	32,468	47,791	958	32,922	48,460	971	33,581	49,429	991
SENIOR BUILDING MAINTENANCE WORKER	40.0	15	36,677	51,544	991	37,190	52,265	1,005	37,934	53,310	1,025
SENIOR BUILDING MAINTENANCE WORKER (RSH)	40.0	14	33,439	48,870	1,102	33,908	49,554	1,118	34,586	50,545	1,140
SENIOR BUILDING MAINTENANCE WORKER (RSH)	40.0	14	31,628	47,023	1,100	32,071	47,682	1,115	32,712	48,635	1,137
SENIOR BUYER/TYPING (RSH)	37.5	14	36,941	54,105	1,226	37,458	54,862	1,243	38,207	55,959	1,268
SENIOR CARPENTER	37.5	14	37,898	54,902	1,215	38,429	55,671	1,232	39,197	56,784	1,256
SENIOR CARPENTER	40.0	15	40,158	57,976	1,188	40,721	58,787	1,204	41,535	59,963	1,229

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
SENIOR CARPENTER / LOCKSMITH	40.0	15	42,686	60,553	1,191	43,284	61,401	1,208	44,150	62,629	1,232
SENIOR CASHIER	35.0	15	36,056	54,582	1,235	36,561	55,347	1,252	37,292	56,454	1,277
SENIOR CHILDREN'S SUPERVISOR	40.0	15	35,893	51,687	1,053	36,395	52,410	1,068	37,123	53,458	1,089
SENIOR CITIZEN PROGRAM AIDE Part time	PT	N/ A	-	20.18	N/A	-	20.46	N/A	-	20.87	N/A
SENIOR CLERK	35.0	16	32,390	47,586	950	32,843	48,252	963	33,500	49,217	982
SENIOR CLERK	40.0	15	34,519	49,096	972	35,002	49,783	985	35,702	50,779	1,005
SENIOR CLERK (RSH)	37.5	15	32,350	46,609	951	32,803	47,262	964	33,459	48,207	983
SENIOR CLERK BOOKKEEPER (RSH)	37.5	15	33,105	47,508	960	33,569	48,173	974	34,240	49,136	993
SENIOR CLERK STENOGRAPHER	35.0	16	32,468	47,791	958	32,922	48,460	971	33,581	49,429	991
SENIOR CLERK STENOGRAPHER	40.0	14	34,301	51,010	1,193	34,781	51,724	1,210	35,477	52,759	1,234
SENIOR CLERK STENOGRAPHER (RSH)	37.5	15	33,105	47,508	960	33,569	48,173	974	34,240	49,136	993
SENIOR CLERK TRANSCRIBER	35.0	16	33,449	48,767	957	33,917	49,450	971	34,595	50,439	990
SENIOR CLERK TRANSCRIBER	40.0	15	34,417	49,096	979	34,898	49,783	992	35,596	50,779	1,012
SENIOR CLERK TRANSCRIBER (RSH)	37.5	15	37,326	51,779	964	37,848	52,503	977	38,605	53,553	997
SENIOR CLERK TRANSCRIBER BI- LI. (PROS.)	35.0	16	32,278	47,574	956	32,730	48,240	969	33,385	49,205	989
SENIOR CLERK TYPIST	35.0	16	31,711	46,899	949	32,155	47,555	963	32,798	48,506	982
SENIOR CLERK TYPIST	40.0	15	34,743	49,298	970	35,229	49,989	984	35,934	50,988	1,004
SENIOR CLERK TYPIST (RSH)	37.5	15	32,350	46,609	951	32,803	47,262	964	33,459	48,207	983
SENIOR CLERK TYPIST / ADM ASST (SHERIFF)	35.0	16	36,551	54,458	1,119	37,062	55,220	1,135	37,804	56,325	1,158
SENIOR CLERK TYPIST / ELECTION CLERK (County's Clerk Office) 10/2001	35.0	15	33,105	47,508	960	33,569	48,173	974	34,240	49,136	993
SENIOR CLERK TYPIST / OFFICE MANAGER (Parks) established 2001	35.0	16	40,193	58,782	1,162	40,756	59,605	1,178	41,571	60,797	1,202
SENIOR CLERK TYPIST / RESERV. SPEC/ Parks) established Jan/2001	35.0	16	40,193	58,781	1,162	40,756	59,604	1,178	41,571	60,796	1,202
SENIOR COMMUNICATIONS TECHNICIAN	35.0	15	48,756	68,369	1,307	49,439	69,326	1,326	50,428	70,712	1,352
SENIOR COMMUNITY SERVICE AIDE	35.0	14	35,564	51,429	1,133	36,062	52,149	1,149	36,783	53,192	1,172
SENIOR COMPUTER OPERATOR	35.0	16	36,437	54,315	1,117	36,947	55,075	1,133	37,686	56,176	1,156
SENIOR COOK	40.0	14	35,412	51,876	1,176	35,908	52,602	1,192	36,626	53,654	1,216
SENIOR COOK (RSH)	37.5	14	31,694	46,226	1,038	32,138	46,873	1,053	32,780	47,810	1,074
SENIOR COURT CLERK, PROBATE	35.0	16	37,000	54,985	1,124	37,518	55,755	1,140	38,269	56,870	1,163
SENIOR CUSTOMER SERVICE REPRESENTATIVE (est 8/04)	35.0	15	34,826	47,284	831	35,314	47,946	842	36,020	48,905	859
SENIOR DATA CONTROL CLERK	35.0	16	31,427	46,563	946	31,867	47,215	959	32,504	48,159	978
SENIOR DATA ENTRY MACHINE OPERATOR	35.0	16	31,615	46,789	948	32,058	47,444	962	32,699	48,393	981
SENIOR DATA ENTRY MACHINE OPERATOR (RSH)	37.5	15	35,875	51,807	1,062	36,377	52,532	1,077	37,105	53,582	1,098
SENIOR DOCKET CLERK	35.0	15	32,468	49,595	1,142	32,922	50,289	1,158	33,581	51,295	1,181

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
SENIOR DOCKET CLERK	40.0	14	34,486	51,243	1,197	34,968	51,960	1,214	35,668	53,000	1,238
SENIOR DOCKET CLERK, TYPING	35.0	15	32,468	49,595	1,142	32,922	50,289	1,158	33,581	51,295	1,181
SENIOR DOCKET CLERK, TYPING	40.0	14	34,486	51,243	1,197	34,968	51,960	1,214	35,668	53,000	1,238
SENIOR DRAFTING TECHNICIAN	35.0	15	36,228	51,117	993	36,735	51,832	1,007	37,470	52,869	1,027
SENIOR DRIVER	40.0	17	28,038	46,185	1,067	28,431	46,832	1,082	28,999	47,769	1,104
SENIOR ELECTRICIAN	40.0	15	42,049	60,229	1,212	42,638	61,072	1,229	43,490	62,293	1,254
SENIOR ELECTRICIAN (RSH)	37.5	15	39,349	56,520	1,145	39,900	57,311	1,161	40,698	58,457	1,184
SENIOR ENGINEERING AIDE	35.0	15	35,657	50,446	986	36,156	51,153	1,000	36,879	52,176	1,020
SENIOR FOOD SERVICE WORKER (RSH)	37.5	15	30,669	44,085	894	31,098	44,702	907	31,720	45,596	925
SENIOR HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	35.0	14	38,113	55,410	1,236	38,646	56,185	1,253	39,419	57,309	1,278
SENIOR HOSPITAL GUARD (RSH)	37.5	14	34,432	50,709	1,163	34,914	51,419	1,179	35,613	52,447	1,202
SENIOR INDEX CLERK	35.0	16	31,898	47,127	952	32,345	47,787	965	32,992	48,743	984
SENIOR INDEX CLERK	40.0	15	33,921	48,526	974	34,396	49,205	987	35,084	50,189	1,007
SENIOR INDEX CLERK, TYPING	35.0	16	31,898	47,127	952	32,345	47,787	965	32,992	48,743	984
SENIOR INDEX CLERK, TYPING	40.0	15	33,921	48,526	974	34,396	49,205	987	35,084	50,189	1,007
SENIOR INSPECTOR MOSQUITO EXTERMINATION	35.0	14	39,279	56,764	1,249	39,828	57,559	1,266	40,625	58,710	1,292
SENIOR INVESTIGATOR, CONSUMER PROTECTION	37.5	16	30,055	45,025	936	30,476	45,655	949	31,085	46,568	968
SENIOR INVESTIGATOR, COUNTY ADJUSTER	35.0	15	34,295	51,769	1,165	34,776	52,494	1,181	35,471	53,544	1,205
SENIOR INVESTIGATOR, COUNTY MEDICAL EXAMINER	35.0	16	39,929	60,558	1,289	40,488	61,406	1,307	41,298	62,634	1,334
SENIOR JUVENILE DETENTION OFFICER	40.0	14	38,362	55,843	1,249	38,899	56,625	1,266	39,677	57,757	1,291
SENIOR LAUNDRY WORKER (RSH)	37.5	12	33,144	52,176	1,586	33,608	52,907	1,608	34,280	53,965	1,640
SENIOR LEGAL STENOGRAPHER	35.0	15	33,221	50,490	1,151	33,687	51,197	1,167	34,360	52,221	1,191
SENIOR LIBRARY ASSISTANT TYPING (RSH)	37.5	13	32,746	49,081	1,257	33,205	49,768	1,274	33,869	50,763	1,300
SENIOR MAIL CLERK	40.0	15	34,410	49,109	980	34,892	49,797	994	35,590	50,793	1,014
SENIOR MAINTENANCE REPAIRER	40.0	15	40,158	57,976	1,188	40,721	58,787	1,204	41,535	59,963	1,229
SENIOR MAINTENANCE REPAIRER (RSH)	37.5	14	34,994	51,792	1,200	35,484	52,517	1,217	36,193	53,568	1,241
SENIOR MAINTENANCE REPAIRER CARPENTER	35.0	15	38,958	55,957	1,133	39,503	56,740	1,149	40,294	57,875	1,172
SENIOR MAINTENANCE REPAIRER CARPENTER	40.0	15	40,158	57,976	1,188	40,721	58,787	1,204	41,535	59,963	1,229
SENIOR MAINTENANCE REPAIRER CARPENTER (RSH)	37.5	14	34,994	51,792	1,200	35,484	52,517	1,217	36,193	53,568	1,241
SENIOR MAINTENANCE REPAIRER PAINTER (RSH)	37.5	14	34,994	51,792	1,200	35,484	52,517	1,217	36,193	53,568	1,241
SENIOR MASON (established 12/01)	40.0	15	40,159	57,976	1,188	40,721	58,787	1,204	41,535	59,963	1,229
SENIOR MEAT CUTTER (RSH)	37.5	14	31,868	47,549	1,120	32,314	48,215	1,136	32,960	49,179	1,158
SENIOR MECHANIC	40.0	18	39,211	58,913	1,095	39,760	59,738	1,110	40,555	60,933	1,132

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
SENIOR MECHANIC (CDL)	40.0	18	40,905	60,931	1,113	41,478	61,785	1,128	42,308	63,020	1,151
SENIOR MECHANIC (RSH)	37.5	14	34,994	51,792	1,200	35,484	52,517	1,217	36,193	53,568	1,241
SENIOR MEDICAL RECORDS CLERK (RSH)	37.5	13	33,105	49,544	1,264	33,569	50,237	1,282	34,240	51,242	1,308
SENIOR MEDICAL STENOGRAPHER (RSH)	37.5	13	33,105	49,544	1,264	33,569	50,237	1,282	34,240	51,242	1,308
SENIOR MEDICAL TRANSCRIBER	35.0	16	33,930	49,543	976	34,405	50,236	989	35,093	51,241	1,009
SENIOR MESSENGER (est Feb 05)	40.0	16	36,550	54,458	1,119	37,062	55,221	1,135	37,803	56,325	1,158
SENIOR MICROFILM OPERATOR	35.0	16	32,844	48,246	963	33,304	48,921	976	33,970	49,900	996
SENIOR MICROFILM OPERATOR, TYPING	35.0	16	32,844	48,246	963	33,304	48,921	976	33,970	49,900	996
SENIOR OCCUPATIONAL THERAPY AIDE (RSH)	37.5	15	35,081	49,648	971	35,573	50,344	985	36,284	51,350	1,004
SENIOR OFFICE APPLIANCE OPERATOR	35.0	16	32,844	48,246	963	33,304	48,921	976	33,970	49,900	996
SENIOR OFFSET MACHINE OPERATOR	35.0	16	33,058	48,503	965	33,521	49,182	979	34,191	50,165	998
SENIOR OPERATOR AUTOMATED TYPEWRITER	35.0	16	33,035	48,472	965	33,497	49,151	978	34,167	50,134	998
SENIOR PAINTER	40.0	15	40,158	57,976	1,188	40,721	58,787	1,204	41,535	59,963	1,229
SENIOR PAINTER (RSH)	37.5	14	35,853	52,813	1,211	36,355	53,553	1,228	37,082	54,624	1,253
SENIOR PAINTER (RSH)	40.0	14	38,244	56,334	1,292	38,779	57,122	1,310	39,555	58,265	1,336
SENIOR PARKING ATTENDANT	40.0	16	36,000	51,001	938	36,504	51,715	951	37,235	52,749	970
SENIOR PAYROLL CLERK	35.0	13	32,632	48,894	1,251	33,089	49,578	1,268	33,751	50,570	1,294
SENIOR PAYROLL CLERK (RSH)	37.5	14	33,864	50,442	1,184	34,338	51,148	1,201	35,025	52,171	1,225
SENIOR PHARMACIST'S AIDE (RSH)	37.5	15	33,864	48,407	970	34,338	49,085	983	35,025	50,067	1,003
SENIOR PHARMACIST'S AIDE TYPIST (RSH)	37.5	15	33,864	48,407	970	34,338	49,085	983	35,025	50,067	1,003
SENIOR PHYSICAL THERAPY AIDE (RSH)	37.5	15	35,081	49,648	971	35,573	50,344	985	36,284	51,350	1,004
SENIOR PLANNING AIDE	35.0	15	33,812	50,796	1,132	34,285	51,508	1,148	34,971	52,538	1,171
SENIOR PLANNING DRAFTSMAN	35.0	16	33,790	49,372	974	34,263	50,063	988	34,948	51,064	1,007
SENIOR PLUMBER STEAMFITTER (RSH)	37.5	14	36,746	53,870	1,223	37,261	54,624	1,240	38,006	55,717	1,265
SENIOR POLICE RECORDS CLERK	35.0	16	37,616	55,719	1,131	38,143	56,499	1,147	38,906	57,629	1,170
SENIOR PROBATE CLERK	35.0	16	38,216	56,319	1,131	38,751	57,107	1,147	39,526	58,249	1,170
SENIOR PUBLIC SAFETY TELECOMMUNICATOR	40.0	16	35,222	50,481	954	35,715	51,188	967	36,430	52,212	986
SENIOR PURCHASING ASSISTANT	35.0	17	35,233	51,088	933	35,726	51,803	946	36,440	52,839	965
SENIOR PURCHASING ASSISTANT STENOGRAPHER	35.0	17	35,233	51,088	933	35,726	51,803	946	36,440	52,839	965
SENIOR PURCHASING ASSISTANT TYPING	35.0	17	35,233	51,088	933	35,726	51,803	946	36,440	52,839	965
SENIOR RECEPTIONIST TRANSCRIBER	35.0	15	33,812	50,796	1,132	34,285	51,508	1,148	34,971	52,538	1,171
SENIOR RECEPTIONIST TYPING	35.0	15	32,468	49,594	1,142	32,922	50,288	1,158	33,581	51,294	1,181
SENIOR RECORDS RETRIEVAL OPERATOR (Established 2/02) Co. Clerk's	35.0	15	33,638	48,190	970	34,109	48,865	984	34,791	49,842	1,003

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
SENIOR RECREATION THERAPY AIDE (RSH)	37.5	15	33,864	48,407	970	34,338	49,085	983	35,025	50,067	1,003
SENIOR ROAD REPAIRER (est Apr 05)	40.0	15	38,431	55,071	1,109	38,969	55,842	1,125	39,749	56,959	1,147
SENIOR SECURITY GUARD	40.0	15	33,827	48,673	990	34,300	49,354	1,004	34,986	50,341	1,024
SENIOR STOCK CLERK (RSH)	37.5	14	33,295	48,551	1,090	33,761	49,230	1,105	34,436	50,215	1,127
SENIOR STOREKEEPER (RSH)	37.5	15	41,462	59,195	1,182	42,042	60,024	1,199	42,883	61,225	1,223
SENIOR TELEPHONE OPERATOR	35.0	16	33,710	49,002	956	34,182	49,688	969	34,865	50,682	989
SENIOR TELEPHONE OPERATOR (RSH)	37.5	15	37,360	51,779	961	37,883	52,503	975	38,641	53,553	994
SENIOR TELEPHONE OPERATOR RECEPTIONIST (RSH)	37.5	15	37,360	51,779	961	37,883	52,503	975	38,641	53,553	994
SENIOR TRAFFIC ANALYST	35.0	14	35,392	51,715	1,166	35,887	52,439	1,182	36,605	53,487	1,206
SENIOR TRAFFIC ENUMERATOR	40.0	14	35,392	51,715	1,166	35,887	52,439	1,182	36,605	53,488	1,206
SENIOR TRAFFIC MAINTENANCE WORKER	40.0	17	39,496	56,784	1,017	40,049	57,579	1,031	40,850	58,730	1,052
SENIOR TREE CLIMBER	40.0	16	38,953	58,479	1,220	39,499	59,297	1,237	40,289	60,483	1,262
SENIOR WELDER	40.0	14	39,787	58,044	1,304	40,344	58,857	1,322	41,151	60,034	1,349
SENIOR X-RAY TECHNICIAN (RSH)	37.5	14	35,373	52,243	1,205	35,868	52,975	1,222	36,586	54,034	1,246
SEWER EQUIPMENT OPERATOR	40.0	16	35,622	54,795	1,198	36,121	55,562	1,215	36,843	56,673	1,239
SIGN DESIGNER, PROC.&LETTERER	40.0	14	39,758	57,503	1,267	40,315	58,308	1,285	41,121	59,474	1,311
SIGN MAKER (WOOD AND METAL)	40.0	14	37,134	54,383	1,232	37,653	55,145	1,249	38,407	56,247	1,274
SIGN MAKER 2	40.0	15	40,233	59,135	1,260	40,797	59,963	1,278	41,613	61,162	1,303
SIGN MAKER 3	40.0	17	41,067	60,567	1,147	41,642	61,415	1,163	42,475	62,643	1,186
SIGN MAKER 4	40.0	14	45,705	63,685	1,284	46,345	64,576	1,302	47,271	65,868	1,328
SIGN PAINTER	40.0	14	37,134	54,383	1,232	37,653	55,145	1,249	38,407	56,247	1,274
SOCIAL SERVICE ASSISTANT established 2001	35.0	15	32,468	49,594	1,142	32,922	50,289	1,158	33,581	51,295	1,181
STOCK CLERK	35.0	15	31,782	45,934	943	32,227	46,577	957	32,872	47,508	976
STOCK CLERK	40.0	15	34,359	52,427	1,205	34,840	53,161	1,221	35,537	54,224	1,246
STOCK CLERK (RSH)	37.5	15	34,052	49,181	1,009	34,529	49,869	1,023	35,220	50,867	1,043
STOCK CLERK/ASST STOREKEEPER (est 2005)	37.5	13	36,243	55,214	1,459	36,750	55,987	1,480	37,485	57,107	1,509
STOCK HANDLER	35.0	14	30,417	44,215	986	30,843	44,834	999	31,460	45,730	1,019
STOCK HANDLER	40.0	15	35,055	49,875	988	35,546	50,573	1,002	36,257	51,585	1,022
STOCK HANDLER (RSH)	37.5	15	32,037	46,342	954	32,486	46,991	967	33,135	47,931	986
STOCK HANDLER / LABORER (RSH)	37.5	15	34,293	48,942	977	34,773	49,627	990	35,468	50,620	1,010
STOREKEEPER (RSH)	37.5	12	37,077	57,577	1,708	37,596	58,383	1,732	38,348	59,551	1,767
SUPERVISING ACCOUNT CLERK	35.0	15	34,733	52,289	1,170	35,219	53,021	1,187	35,923	54,082	1,211
SUPERVISING ACCOUNT CLERK	40.0	14	37,078	54,001	1,209	37,597	54,757	1,226	38,349	55,852	1,250
SUPERVISING ACCOUNT CLERK (RSH)	37.5	15	36,200	53,212	1,134	36,707	53,957	1,150	37,441	55,036	1,173

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
SUPERVISING CLERK	40.0	14	36,753	53,937	1,227	37,268	54,693	1,245	38,013	55,786	1,270
SUPERVISING CLERK (COUNTY CLERK)	35.0	15	34,733	52,289	1,170	35,219	53,021	1,187	35,923	54,082	1,211
SUPERVISING CLERK (RSH)	37.5	14	34,282	50,944	1,190	34,761	51,657	1,207	35,457	52,690	1,231
SUPERVISING CLERK STENO	35.0	15	35,485	53,185	1,180	35,982	53,929	1,196	36,702	55,008	1,220
SUPERVISING CLERK TRANSCRIBER	35.0	15	35,166	52,737	1,171	35,659	53,476	1,188	36,372	54,545	1,212
SUPERVISING CLERK TYPIST	35.0	15	34,733	52,289	1,170	35,219	53,021	1,187	35,923	54,082	1,211
SUPERVISING DOCKET CLERK (SURROGATE)	35.0	16	37,378	55,435	1,129	37,902	56,211	1,144	38,660	57,335	1,167
SUPERVISING DRAFTING TECHNICIAN	35.0	14	39,255	56,444	1,228	39,805	57,234	1,245	40,601	58,379	1,270
SUPERVISING ENGINEERING AIDE(established 12/02)	35.0	15	41,629	58,848	1,148	42,212	59,672	1,164	43,056	60,865	1,187
SUPERVISING MEDICAL TRANSCRIBER	35.0	15	34,733	52,289	1,170	35,219	53,021	1,187	35,923	54,082	1,211
SUPERVISING OMNIBUS OPERATOR (RSH)	37.5	13	37,077	55,697	1,432	37,596	56,477	1,452	38,348	57,606	1,481
SUPERVISING PROPERTY CLERK	35.0	15	34,091	52,075	1,199	34,568	52,804	1,216	35,260	53,860	1,240
SUPERVISING RECEPTIONIST	35.0	16	38,710	57,028	1,145	39,252	57,827	1,161	40,037	58,983	1,184
SUPERVISING TELEPHONE OPERATOR	35.0	16	38,710	57,028	1,145	39,252	57,827	1,161	40,037	58,983	1,184
SUPERVISING TELEPHONE OPERATOR (RSH)	37.5	13	38,539	57,439	1,454	39,079	58,244	1,474	39,860	59,408	1,504
SUPERVISOR HEALTH INSURANCE BENEFITS CLERK (RSH)	37.5	14	40,099	57,860	1,269	40,661	58,670	1,286	41,474	59,843	1,312
SUPERVISOR OF ACCOUNTS	35.0	15	35,680	53,414	1,182	36,180	54,161	1,199	36,903	55,245	1,223
SUPERVISOR OF ACCOUNTS (OFFICE MGR) (est 2004)	35.0	16	41,032	61,426	1,275	41,606	62,286	1,292	42,438	63,532	1,318
SUPERVISOR OF ACCOUNTS PAYABLE (ENG.)	35.0	14	37,553	54,422	1,205	38,079	55,184	1,222	38,841	56,287	1,246
SUPERVISOR OF ACCOUNTS PAYABLE (SURROGATE) (est 2006)	35.0	16	41,032	61,426	1,275	41,606	62,286	1,292	42,438	63,532	1,318
SUPERVISOR OF AUTOMATED TYPING OPERATIONS	35.0	15	41,629	58,848	1,148	42,211	59,672	1,164	43,056	60,865	1,187
SUPERVISOR OF CENTRAL MAIL ROOM	40.0	16	36,866	54,978	1,132	37,382	55,748	1,148	38,129	56,863	1,171
SUPERVISOR OF DATA ENTRY MACHINE OPERATIONS	35.0	15	31,898	48,916	1,135	32,345	49,601	1,150	32,992	50,593	1,173
SUPERVISOR OF DATA ENTRY MACHINE OPERATIONS (PROS)	35.0	15	41,629	58,848	1,148	42,211	59,672	1,164	43,056	60,865	1,187
SUPERVISOR OF DATA ENTRY MACHINE OPERATIONS (RSH)	37.5	15	41,674	59,337	1,178	42,258	60,168	1,194	43,103	61,371	1,218
SUPERVISOR OF ELECTRONICS REPAIR	37.5	18	40,906	60,931	1,113	41,478	61,784	1,128	42,308	63,020	1,151
TECHNICAL MANAGEMENT INFORMATION SYSTEMS	35.0	16	37,000	54,985	1,124	37,518	55,755	1,140	38,269	56,870	1,163
TELEPHONE OPERATOR (RSH) AFTER 5/1/92	37.5	15	29,034	49,313	1,352	29,441	50,003	1,371	30,030	51,003	1,398
TELEPHONE OPERATOR (RSH) PRIOR 5/1/92	37.5	15	31,973	46,161	946	32,421	46,807	959	33,069	47,744	978
TELEPHONE OPERATOR, ACCOUNT CLERK (RSH) AFTER 5/1/92	37.5	15	29,034	49,313	1,352	29,441	50,003	1,371	30,030	51,003	1,398

Title	Hrs	Steps	1/1/2012 0%			1/1/2013 1.4%			4/1/2014 2.0% (NO INCREMENTS)		
			Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt
TELEPHONE OPERATOR, ACCOUNT CLERK (RSH) PRIOR 5/1/92	37.5	15	31,973	46,161	946	32,421	46,807	959	33,069	47,744	978
TELEPHONE OPERATOR, AFTER 5/1/92	35.0	18	28,395	46,668	1,015	28,793	47,322	1,029	29,369	48,268	1,050
TELEPHONE OPERATOR, PRIOR 5/1/92	35.0	16	31,334	46,444	944	31,773	47,095	958	32,409	48,036	977
TELEPHONE OPERATOR, RECEPTIONIST AFTER 5/1/92	35.0	18	28,395	46,668	1,015	28,793	47,322	1,029	29,369	48,268	1,050
TELEPHONE OPERATOR, RECEPTIONIST PRIOR 5/1/92	35.0	16	31,334	46,444	944	31,773	47,095	958	32,409	48,036	977
TELEPHONE OPERATOR, TYPING AFTER 5/1/92	35.0	18	28,395	46,668	1,015	28,793	47,322	1,029	29,369	48,268	1,050
TELEPHONE OPERATOR, TYPING PRIOR 5/1/92	35.0	16	31,334	46,444	944	31,773	47,095	958	32,409	48,036	977
TELEPHONE OPERATOR, TYPIST (RSH) AFTER 5/1/92	37.5	15	29,034	49,313	1,352	29,441	50,003	1,371	30,030	51,003	1,398
TELEPHONE OPERATOR, TYPIST (RSH) PRIOR 5/1/92	37.5	15	31,973	46,161	946	32,421	46,807	959	33,069	47,744	978
TELEPHONE SYSTEM INSTALLER REPAIRER	35.0	15	34,456	48,008	904	34,938	48,680	916	35,637	49,654	934
TELEPHONE SYSTEM INSTALLER REPAIRER	40.0	15	39,377	54,871	1,033	39,929	55,639	1,047	40,727	56,752	1,068
TRAFFIC ANALYST	40.0	15	33,864	50,442	1,105	34,338	51,148	1,121	35,025	52,171	1,143
TRAFFIC ENUMERATOR	40.0	15	33,864	50,442	1,105	34,338	51,148	1,121	35,025	52,171	1,143
TRAFFIC MAINTENANCE WORKER	40.0	18	35,622	54,080	1,025	36,121	54,837	1,040	36,843	55,934	1,061
TREE CLIMBER	40.0	16	36,376	55,694	1,207	36,885	56,474	1,224	37,623	57,603	1,249
TREE SURGEON	40.0	16	37,325	56,819	1,218	37,848	57,614	1,235	38,604	58,766	1,260
TRUCK DRIVER	40.0	17	35,811	53,108	1,017	36,313	53,851	1,032	37,039	54,928	1,052
TRUCK DRIVER (RSH)	37.5	15	33,105	47,508	960	33,569	48,173	974	34,240	49,136	993
WARD CLERK (RSH) HIRED PRIOR 9/1/95	37.5	15	32,160	46,382	948	32,610	47,031	961	33,263	47,972	981
WARD CLERK TYPING (RSH)	37.5	15	32,160	46,382	948	32,610	47,031	961	33,263	47,972	981
WELDER	40.0	14	37,892	55,280	1,242	38,423	56,054	1,259	39,191	57,175	1,285
X-RAY TECHNICIAN (RSH)	37.5	14	34,808	51,563	1,197	35,295	52,285	1,214	36,001	53,331	1,238
YOUTH WORKER	40.0	15	36,095	51,913	1,055	36,600	52,640	1,069	37,332	53,693	1,091

LPN STEPS

YEARS EXPERIENCE	MONTHS EXPERIENCE	1/1/2012	1/1/2013	4/1/2014
1 (NEW 01/01/98)	1-23	38,353	38,890	39,668
2 (NEW 01/01/98)	24-35	40,456	41,022	41,843
3 (NEW 01/01/98)	36-47	42,492	43,087	43,949
3A BEFORE 1998	36-47	44,660	45,285	46,191
4-07	48-95	46,563	47,215	48,159
8-11	96-143	48,563	49,243	50,228
12-14	144-179	50,356	51,061	52,082
15-19	180-239	52,256	52,988	54,047
20-24	240-299	53,182	53,927	55,005
25-26	300-323	54,151	54,909	56,007
27-29	324-359	55,390	56,165	57,289
30 +	360+	59,188	60,017	61,217
SENIOR LPN DIFF.		1,071	1,071	1,071
3A BEFORE 1998	36-47	45,731	46,356	47,262
4-07	48-95	47,634	48,286	49,230
8-11	96-143	49,634	50,314	51,299
12-14	144-179	51,427	52,132	53,153
15-19	180-239	53,327	54,059	55,118
20-24	240-299	54,253	54,998	56,076
25-26	300-323	55,222	55,980	57,078
27-29	324-359	56,461	57,236	58,360
30 +	360+	60,259	61,088	62,288

EXHIBIT F

EMERGENCY CLOSING POLICY

UNION COUNTY BOARD OF CHOSEN FREEHOLDERS RESOLUTION NO. 391-01

4/11/2001

WHEREAS, on occasion it has been determined by the County Manager that County Offices should be closed due to a snow emergency, with the exception of 24 day per week facilities or operations, and those divisions directly involved in snow removal operations; and

WHEREAS, the Union County Board of Chosen Freeholders adopted official Policies in 1984 and 1993 and 2000 pertaining to snow emergency closing as they affect overtime, sick time, vacation time and other personnel matters; and

WHEREAS, the Union County Board of Chosen Freeholders now desires to rescind those policies and adopt a new policy that shall pertain to the closing of all County of Union offices due to an emergency, not limited to snow, effective January 1, 2001.

NOW, THEREFORE, BE IT RESOLVED by the Union County Board of Chosen Freeholders that the policy for a declared emergency day as it effects overtime, sick time, vacation time and compensation shall be as follows:

24 HOUR FACILITIES:

- Employees who report and work between the hours of 12:00 a.m. and 11:59 p.m. shall receive one additional day's pay, or part thereof based upon actual hours worked, at straight time.
- Employees who call in but do not report for work due to the emergency shall have no change or charge to sick time or personal time.
- Employees who are on an approved leave of absence prior to the declared emergency day shall not receive any credit for additional time off.

- Employees who call in sick on the emergency day shall not receive any credit for additional time off.
- Employees who have a scheduled day off shall not receive any credit for additional time off.

RECORD OF VOTE															
FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Sec	NP	FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Sec	NP
ESTRADA	X				X			STENDER							
HOLMES							X	SULLIVAN	X						
RUOTOLO	X					X		MINGO VICE- CHAIRMAN							X
SCANLON	X														
SCUTARI	X				X			MIRABELLA CHAIRMAN	X						
APPROVED AS TO FORM				I hereby certify the above to be a true copy of a resolution adopted by the Board of chosen Freeholders of the County of Union on the date above mentioned.											
COUNTY ATTORNEY															

NON-24 — HOUR FACILITIES REQUIRED TO WORK DUE TO THE EMERGENCY DAY

- Employees who report and work between the hours of 12:00 a.m. and 11:59 p.m. shall receive one additional day pay, or part thereof based upon actual hours worked, at straight time.
- Employees who do not report to work due to the emergency shall have no change to sick time or personal time.
- Employees who are on an approved leave of absence prior to the declared emergency day shall not receive any credit for additional time off.
- Employees who call in sick on the emergency day shall not receive any credit for additional time off.
- Employees who have a scheduled day off shall not receive any credit for additional time off.

NON 24 HOUR FACILITIES

- Employees who report and are required to work shall receive compensatory time for time

actually worked.

- Employees who report to work and are subsequently sent home should not receive any credit for additional time off.
- Employees who do not report to work due to the emergency shall have no charge to sick time or personal time.
- Employees who are on an approved leave of absence prior to the declared emergency day shall not receive any credit for additional time off.
- Employees who call in sick on the emergency day shall not receive any credit for additional time off.
- Employees who have a scheduled day off shall not receive any credit for additional time off.

BE IT FURTHER RESOLVED that Union County Board of Chosen Freeholders recognizes the importance of maintaining all County operations during severe snow, and other emergency conditions to the greatest extent possible.

BE IT FURTHER RESOLVED that the County Manager shall only be authorized to declare a snow or other emergency closing in the future if the Governor declares a State of Emergency affecting the County of Union.

EXHIBIT G

JDO ACADEMY CLOTHING ALLOWANCE

Required Equipment for COTA [Sea Girt]

2 pair Trousers [Uniform of the Day]: Dickies Traditional	\$45.00
Work Pants Lot #874H	
Black Plain Toed Shoes	Annual Reimbursement
Athletic Shoes	\$75.00
Sufficient Underwear and handkerchiefs For 5 nights	Personal Items
Dress Socks [black]	Personal Items
Athletic Socks [white]	Personal Items
Cotton Sweat Suit [Stenciling Required]	\$35.00
Crew Neck Tee Shirts [Stenciling Required]	\$30.00
Mouth Piece	\$10.00
Gym Shorts [stenciling required]	\$30.00
Athletic Supporter [Male]	Personal Items
Athletic Bra [Female]	Personal Items
Black Leather Belt, silver buckle	\$25.00
White Sheets [2]	Personal Items
Blankets [white]	Personal Items
Pillow	Personal Item
Pillow Cases	Personal Items
Towels [bath and hand]	Personal Items
Laundry bag	\$10.00
Pajamas	Personal Items
Shoe Polish & Brush	\$10.00
Flashlights, Hangars, Water Bottle, Shower Slippers	\$25.00
Personal Hygiene Items	Personal Items
Est Total Out of Pocket:	\$300.00 - \$350.00

12/9/99

EXHIBIT H

WHEREAS, the Board of Chosen Freeholders of the County of Union desires to establish a Cancer Screening Policy for the County's employees effective January 1, 2000, and

WHEREAS, pursuant to this Policy, employees will be granted four (4) hours of paid leave each year for use for cancer screening, and

WHEREAS, the four (4) hours of paid leave will not be counted toward the employee's sick, personal or vacation time; and

WHEREAS, in order to be paid for such leave, an employee must submit a medical certification verifying that the employee was absent from work for the purpose of cancer screening. The medical certification must be signed by the physician or other qualified medical personnel performing the cancer screening. Failure to submit such a certification may result in forfeiture of time; and

WHEREAS, employees will be given one (1) four (4) hour block of time annually to be used for cancer screening. Employees may not break this block of time into smaller hourly increments; and

WHEREAS, employees will be responsible for the cost, if any, of the cancer screening; and

WHEREAS, the County seeks to offer this benefit to its exclusionary and represented employees:

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby adopts this policy for exclusionary employees and authorizes and directs the Director of Administrative Services to engage in collective negotiations with the various exclusive bargaining representatives for the purpose of providing such units with the benefits associated with the County's Cancer Screening Policy.

NO SUFFICIENCY OF FUNDS REQUIRED

11/30/99 12/9/99

RECORD OF VOTE															
FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Sec	NP	FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Sec.	NP
GONCALVES	X							SCANLON	X				X		
HOLMES	X							STENDER							X
MINGO	X							SULLIVAN VICE-CHAIRMAN	X				X		
MIRABELLA	X						X	SCUTARI CHAIRMAN	X						
FUOTOLO	X														

APPROVED AS TO FORM

C. J. COUNTY ATTORNEY

I hereby certify the above to be a true copy of a resolution adopted by the Board of Chosen Freeholders of the County of Union on the date above mentioned.

[Signature]

EXHIBIT I
AGREEMENT

THIS AGREEMENT made this ____ day of _____, 2008, by and between the **County of Union** (herein the “**County**”) and _____, (herein the “**Employee**”), with the approval and consent of **Union Council No. 8** (hereinafter “**Co8**”)

Insert Name of Individual Employee

WHEREAS, the County and Co8 are parties to a collective bargaining agreement (“CBA”) covering the period January 1, 2008 through December 31, 2011; and

WHEREAS, the Employee is a member of the Co8 bargaining unit covered by the CBA; and

WHEREAS, in order to obtain the agreement to enter into the CBA, the Co8 agreed to a zero percent increase to base pay for calendar years 2008 and 2010 and other agreements as more particularly set forth in the Memorandum of Agreement dated December 18, 2008, attached hereto as Appendix A (herein the “Memorandum”); and

WHEREAS, the Co8 and Employee only agreed to said zero percent increases based upon the assurances from the County and the Co8 that the retiree health insurance benefits set forth in the Memorandum were fully vested and would not be subsequently eliminated, modified or otherwise limited, except in accordance with the terms of said Memorandum; and

WHEREAS, all parties hereto acknowledge that the Employee has relied to his or her detriment upon the aforesaid assurances and that the elimination, modification or other limitation upon the bargained-for retiree health insurance benefits, except in accordance with the terms and conditions of the Memorandum, would constitute immediate, irreparable and substantial harm to the Employee and his/her dependents; and

WHEREAS, the County and Co8 agree that the development of the guarantees set forth in this Agreement were bargained for in good faith within the meaning of the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1 *et seq.* (herein the “Act”);

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

WITNESSETH:

1. The County and the Co8 agree that the retiree health insurance benefits set forth in the Memorandum will not be changed except in accordance with the terms and conditions of the Memorandum.

2. The County and Co8 agree that the retiree health insurance benefits set forth in the Memorandum may only be changed as to the Employee and his/her eligible dependents with the written consent of the Employee.

3. The County and Co8 agree that any future collective bargaining agreement, sidebar agreement or other agreement or contract into which they may enter, whether written or oral, will be subject to the terms and conditions of this Agreement and the Memorandum of Agreement and that any provision of such future agreement which purports to change any terms or conditions of this Agreement shall be unenforceable as against the Employee and his/her dependents unless the Employee provides his/her written consent for such change(s).

4. The parties hereto agree that good and valuable consideration was provided for the covenants and guarantees set forth in this Agreement by all parties hereto and it is the intent of all such parties that this Agreement be fully enforceable according to its plain language which all parties agree is to be construed in favor of the Employee and against the County and the Co8.

5. This Agreement and its interpretation and performance shall be governed by the laws of the State of New Jersey without giving effect to its conflicts of law rules.

6. All parties are bound by this Agreement and each of its provisions. Anyone who succeeds to their rights and responsibilities, such as their successors and assigns, as well as the Employee's heirs and the executor of his/her estate, also are bound. This Agreement is made for the benefit of all the parties hereto and all who succeed to their rights and responsibilities, and expressly includes their officials, employees, agents, attorneys, successors and assigns.

7. This Agreement embodies the entire agreement between the parties hereto and supersedes any prior or contemporaneous agreement, representation or understanding, whether written or oral. This Agreement may not be modified except by written instrument executed by all the parties hereto.

[REMAINDER OF PAGE LEFT INTENTIONALLY BLANK]

WHEREFORE THE PARTIES HERETO SET THEIR HANDS THIS ____ DAY OF _____, 2009.

COUNTY OF UNION

By: George W. Devanney
George W. Devanney
County Manager

ATTEST

Council No. 8

By: _____
Ed Lozinski
President

ATTEST

Employee Signature
_____, Employee
Print Name

ATTEST