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PREAMBLE

THIS AGREEMENT entered into this 10TH day of January, 1983, by and between THE TOWNSHIP OF MOORESTOWN IN THE COUNTY OF BURLINGTON, a Municipal Corporation of the State of New Jersey, hereinafter called the "Township," and BURLINGTON COUNCIL #16 CIVIL SERVICE ASSOCIATION, hereinafter called "COUNCIL 16," represents the complete and final understanding on all bargainable issues between the Township and Council #16.

ARTICLE I

RECOGNITION

The Township has recognized Council #16 for the purposes of collective negotiations as the exclusive representative of certain employees with the Department of Public Works of Township, by way of Resolution adopted September 1, 1975 by the Township, copy of which resolution is annexed hereto as Schedule A.

ARTICLE II

MANAGEMENT RIGHTS

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

1. The executive management and administrative control of the Township Government and its property and facilities, and the activities of its employees;

2. To hire all employees and to determine their qualifications and conditions for continued employment, or assignment and to promote and transfer employees and to make and modify work rules in connection therewith;

3. To suspend, demote, discharge or take other disciplinary action for good and just cause;

4. To unilaterally establish rules or modifications of existing rules governing working conditions without negotiating same or consulting with Council # 16 or its representatives.

B. The exercise of the foregoing powers, rights, authority, duties or responsibilities of the Township, 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 specific and express terms of this Agreement.

C. Nothing contained shall be construed to deny or restrict the Township in its rights, responsibilities and authority under any federal, state, county or local law or ordinance.

ARTICLE III

GRIEVANCE PROCEDURE

A. DEFINITION

The term "grievance" as used herein means any controversy in the interpretation or alleged violation of the express terms of this Agreement applicable to an employee, and may be raised by an employee or the Township.

B. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement, with the exception of Township initiated grievances which will proceed in accordance with Section C, and shall be followed in its entirety unless any step is waived by mutual consent.

Step One:

The aggrieved shall institute action under the provisions hereof by personally submitting the grievance orally to the grievant's immediate supervisor within twenty-four (24) hours of the event giving rise to the grievance. The immediate supervisor shall render a decision with five (5) days after receipt of the grievance.

Step Two:

If the grievance is not settled in the first step, grievant may personally submit a written statement of the grievance and the facts giving rise thereto to the next higher individual in the administrative chain of command within twenty-four (24) hours of receipt of the decision rendered in step one. That individual shall render a decision within seven (7) days after receipt of the grievance.

Step Three:

If the grievance is not settled in the second step, grievant may either personally, or through a duly authorized member of the local, submit a written statement of the grievance and the facts giving rise thereto, to the next higher individual in the administrative chain of command with three (3) days of receipt of the decision rendered in step two. That individual shall render a decision within ten (10) days after receipt of the grievance.

Should the grievant not choose to have the statement submitted by a member of the Local at this step, the grievant thereby waives all rights to any participation by Local or Council #16 during any subsequent step in the grievance procedure.

Step Four:

If the grievance is not settled in the third step grievant may, in manner consistent with step three, submit a written statement of the grievance and the facts giving rise thereto to the next higher individual in the administrative chain of command within twenty-four hours of receipt of the decision rendered in step three. That individual shall render a decision within twenty (20) days after receipt of the grievance.

Step Five:

If the grievance is not settled in the fourth step grievant may, in a manner consistent with step three, submit a written statement of the grievance and the facts giving rise thereto to the next higher individual in the administrative chain of command within five (5) days of receipt of the decision rendered in step four. The individual shall render a decision within twenty (20) days after receipt of the grievance.

Notwithstanding anything herein to the contrary, that step in which the grievance is submitted to the Township Manager shall be the final step in the grievance procedure and the Township Manager shall have at least twenty (20) days to render a decision on any grievance submitted to him by virtue of the above procedure, and a duly authorized representative of Council #16 may act on behalf and in lieu of grievant and the local.

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

C. Township Grievances

Grievances initiated by the Township shall be filed directly with Council #16 within ten (10) days after the event giving rise to the grievance has occurred. A meeting shall be held within ten (10) days after the filing of the grievance between the Township Manager or his designated representative and the President of Council #16 or his designated representative in an earnest effort to adjust the differences between the parties.

ARTICLE IV

NO-STRIKE PLEDGE

A. Council #16 covenants and agrees that during the term of this Agreement neither Council #16 nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty or willful absence of an employee covered by this contract), work stoppage, slowdown, walk-out or other job action against the Township. Council #16 agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walk-out or job action, it is covenanted and agreed that participation in any such activity by any Council #16 member shall entitle the Township to invoke any or all of the following alternatives:

1. Withdrawal of Council #16 recognition;
2. Termination of employment of such employee or employees.

C. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by Council #16 or its members.

ARTICLE V

SAFETY CLAUSES

At the request of either party, the Director of Public Works and/or other authorized Township representatives, and authorized representatives of Council #16 agree to meet at mutually agreeable time and place to discuss the safety conditions of the Township's facilities.

ARTICLE VI

PROVISION OF INFORMATION

Township agrees to post at the Public Works Operation Center, Borton Landing Road, all Township and Civil Service written rules and regulations pertaining to employment and:

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

ARTICLE VII

RIGHTS AND PRIVILEGES OF LOCAL

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

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

ARTICLE VIII

HEALTH AND TEMPORARY DISABILITY BENEFITS

A. BLUE CROSS & BLUE SHIELD:

Township shall contribute on behalf of each eligible, full-time, permanent or provisional employee, 100% of the premiums for a Health Insurance Program maintained by Township for providing coverage for each said employee desiring coverage.

For the life of this Agreement, the Township shall contribute a monthly amount equal to 100% of the monthly premiums to the New Jersey Health Benefits program for the coverage of dependents of all permanent and provisional full-time employees covered by this Agreement.

B. DENTAL BENEFITS:

Beginning January 1, 1984, and for the life of this Agreement, the Township will provide a dental plan for employees only. The Township reserves the right to select the plan and will attempt to provide the best plan available for a premium of \$9.00 per month, per employee.

C. PHYSICAL EXAMINATIONS:

Beginning January 1, 1984, the Township will provide a physical examination for all permanent and provisional full-time employees covered by this Agreement according to the following schedule:

1) Employees who are, or will attain, fifty (50) years of age or older during and after calendar year 1983 will be entitled to a physical examination during 1983 and each year thereafter. As a qualified employee attains fifty (50) years of age, the employee will be entitled to an annual physical examination in the year the employee obtains age fifty (50) regardless of when he was last eligible.

2) Employees who are between forty (40) and forty-nine (49) years of age during and after calendar year 1984 will be entitled to a physical examination during 1984 and every two (2) years thereafter. As a qualified employee attains forty (40) years of age, the employee will be entitled to a physical examination two (2) years after the last time the employee was eligible for an examination.

(i.e.; An employee is thirty-nine (39) years of age in 1985 and was eligible for an examination in 1985. Upon attaining age forty (40)

ARTICLE VIII (continued)

HEALTH AND TEMPORARY DISABILITY BENEFITS

in 1986, the employee will be entitled to another examination two (2) years after the 1985 examination, or in 1987.)

3) Employees who are thirty-nine (39) years of age or younger during and after calendar year 1985 will be entitled to a physical examination during 1985 and every three (3) years thereafter.

D. TEMPORARY DISABILITY BENEFITS:

During 1984, the Township will hold a referendum among all Township employees to determine whether a majority of all Township employees would like the Township to enter the State Temporary Disability Program administered by the New Jersey State Department of Labor (State program).

Should an affirmative vote indicate entry to this program is desired by the employees, the Township will take all necessary steps to enter the program effective January 1, 1985.

Upon entry to the State program, the Township will begin payroll deductions in accordance with the State program premium requirements. The Township will contribute a premium equal to that contributed by the employee through payroll deductions.

ARTICLE IX

PERSONAL LEAVE DAYS AND BEREAVEMENT LEAVE

PERSONAL LEAVE DAYS

Each full time permanent or provisional employee having served at least six (6) months full time service with the Township shall be allowed two (2) personal days for personal business that can be attended to only during employee's regular working hours, provided written request is made two (2) days in advance of such leave to the Public Works Office for approval by the authorized representative. Such leave shall be granted subject to the manpower needs of the department and will not be granted contiguous to vacation, sick, holiday, absent (with or without permission), leave of absence days, or another personal leave day. A personal leave day shall not carry over into the following calendar year.

BEREAVEMENT LEAVE

1. Each full time permanent or provisional employee having served at least six (6) months full time service with the Township shall be allowed up to a maximum of three (3) days leave, with pay, in the event of a death in the employee's immediate family. Immediate family shall be defined as the employee's mother, father, mother-in-law, father-in-law, husband, wife, sister, brother or child. An additional fourth day shall be granted, with pay, in the event attendance at the funeral requires travel in excess of two hundred miles in one direction.

2. In order for the employee to receive compensation under this section he must notify THE PUBLIC WORKS OFFICE or the employee's immediate supervisor of the death in the immediate family by 9:00 AM on the first day to be taken as bereavement leave. At this notification he must also inform THE PUBLIC WORKS OFFICE or his immediate supervisor of the number of bereavement days the employee plans to take.

3. On the day the employee returns to work he must present to the PUBLIC WORKS OFFICE or his immediate supervisor, a copy of the Notice of Death, or Obituary published in a newspaper together with the name of the paper and the city and date of publication. If a Death Notice or Obituary cannot be obtained a letter from the undertaker who arranged the funeral should be submitted stating the employee's attendance at a funeral of a member of the immediate family. In addition the employee must complete a "Bereavement Leave" form which would state the date of death of the immediate family member, the location and name of the undertaker and the date and place of interment. This form together with the attached Notice of Death and undertaker's letter will be forwarded to the Deputy Manager's Office for payroll processing.

4. Until an employee meets the requirements of section 3 of this article any leave taken as bereavement leave under section one of this article will be charged to vacation leave.

5. Any employee who used sick leave during 1980 for Bereavement Leave, as defined in this section, shall have this sick leave, credited back to him and have days taken charged to Bereavement Leave. Appropriate proof of the death shall be provided to the Public Works Department to receive this credit.

ARTICLE X

HOLIDAYS

A. The following holidays shall be recognized:

- | | |
|--|--|
| 1. New Year's Day
(January 1) | 6. Independence Day
(July 4) |
| 2. Reverend Martin Luther
King Jr's Birthday | 7. Labor Day
(First Monday in September) |
| 3. Washington's Birthday
(3rd Monday in February) | 8. Thanksgiving Day
(4th Thursday in November) |
| 4. Good Friday (Varies) | 9. Friday after Thanksgiving Day
(4th Friday in November) |
| 5. Memorial Day
(Last Monday in May) | 10. Christmas Day
(December 25) |

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

C. Christmas - When Christmas Falls on a Tuesday, the preceding Monday will be a holiday. When Christmas falls on a Wednesday, Thursday, Friday, or Saturday, the preceding day will be a one-half ($\frac{1}{2}$) holiday.

D. Holidays which fall on Sunday will be celebrated on the following Monday.

E. Holidays which fall on Saturday will be taken as a compensatory day, subject to the approval of the Department Director, in the remainder of the same year as the holiday, with the exception of Christmas, which may be taken at any time prior to December 31st of the following year.

ARTICLE XI

COMPENSATION

The employees within the Public Works Department occupying the positions set forth in each schedule annexed hereto, shall be compensated at the respective annual rate for 1983 as set forth in Schedule B annexed hereto for 1984, as set forth in Schedule C annexed hereto and fro 1985 as set forth in Schedule D annexed hereto. Employees within the Public Works Department will receive a retroactive payment, less appropriate deductions for services rendered from December 14, 1982 to the first pay period reflecting the new salary.

The annual salaries or compensation payable in accordance with Schedule B of this Agreement shall be paid in equal, bi-weekly installments for the period December 24, 1982 through June 23, 1983. The salaries paid with the pay period beginning June 14, 1983 through the balance of 1983, and those payable in accordance with Schedules C and D of this Agreement, shall be paid in equal weekly installments.

Such bi-weekly installments or rates shall be determined by dividing the respective annual salary or compensation by 26. Such weekly installments or rates shall be determined by dividing the respective annual salary or compensation by 52.

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

For all employees, except clerical employees, 40 hours of work performed within the aforesaid work week shall constitute a basic week's work; for clerical employees, 35 hours of work performed shall constitute a basic week's work.

All salaries and compensation payable on a bi-weekly or hourly basis for the period December 24, 1982 through June 23, 1983 shall be paid at the end of the two week period following the week in which such salaries or compensation shall have been earned. All salaries and compensation payable on a weekly or hourly basis for the balance of 1983, 1984 and 1985 shall be paid at the end of the one-week period following the week in which such salaries or compensation shall have been earned.

The pay period for the purpose of such payment shall be deemed to be the week beginning Friday morning and ending Thursday night (midnight) of the second week for bi-weekly pay; and the end of the week preceding the pay day for the weekly pay.

ARTICLE XII

LONGEVITY

Upon completion of the appropriate number of years of continuous, unbroken, full-time service to the Township by an employee holding the office, or position set forth below, and certification by the Director of Public Works, in accordance with rules established by the Township, to the Township Manager that said employee has performed satisfactory work during the immediately preceding year, there shall be added to the weekly compensation of said employee an amount determined by dividing the annual payment shown below ("longevity pay") by 52; said longevity pay shall commence at the start of the first weekly pay period of the same calendar month during which said employee completes said appropriate number of years of continuous, unbroken service to the Township.

		Tree Climber	
		Lab. Hvy. Mt. Rep.	
	Rec. & Pk.	San. Driver	Sewage Plant Opr.
	Mt. Wkr.	Truck Driver	Bldg. & Const. Insp.
	Bldg. Mt. Wkr.	Wtr. Mtr. Rep.	Hvy. Equip. Opr.
	Cl. Typ.	Wtr. Rep.	Mech. Rep. - Auto
During the Below	Laborer	Wtr. Mtr. Reader	P.W. Inspector
Year of Full-time	Laborer-Light	Wtr Rep.	Pump Sta. Opr. Sewer
Service	Sr. Cl. Typ.-PW	Wtr. Mtr. Reader	Senior Tree Climber
		Equip. Operator	Wtr. Trmt. Plant Opr.

	<u>For the Years 1983/84/85</u>	<u>For the Years 1983/84/85</u>	<u>For the Years 1983/84/85</u>
7th	211	263	300
8th	211	263	300
9th	211	263	300
10th	398	500	576
11th	398	500	576
12th	398	500	576
13th	398	500	576
14th	584	738	851
15th	584	738	851
16th	584	738	851
17th	584	738	851
18th	771	975	1126
19th	771	975	1126
20th	771	975	1126
21st	771	975	1126
22nd	771	975	1126
23rd	957	1213	1402
Each Year of Service over 23	957	1213	1402

ARTICLE XIII

CREDIT FOR UNUSED SICK DAYS

Effective January 1, 1979, upon retirement an employee shall be entitled to a lump sum payment, up to \$3,000.00, equal to fifty percent of the total number of accumulated sick days at time of retirement times \$15.00.

Retirement, as used in this article, shall have the following meaning:

Voluntary termination of employment after completion of at least twenty (20) years of continuous service and either:

(a) after attaining age 62 (or normal retirement age as provided by Social Security, whichever is earlier; but, in no event before attaining age 60);

or

(b) by reason of permanent, total disability.

ARTICLE XIV

DEFINITIONS

The term "local" shall be defined as those members of Council #16 who are employees of Township, and who are assigned to the Department of Public Works.

ARTICLE XV

SEPARABILITY AND SAVINGS

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

ARTICLE XVI

FULLY BARGAINED PROVISIONS

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

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

ARTICLE XVII

TERM AND RENEWAL

This Agreement shall be in full force and effect as of and retroactive to January 1, 1983 and shall remain in effect to and including December 31, 1985, without any reopening date. If either party wishes to change, modify, or not to renew this Agreement as of January 1, 1986, then said party shall give notice to the other party not less than ninety (90) days prior to the last day of the term of this Agreement, i.e.; ninety (90) days prior to December 31, 1985. If no such notice is given as aforesaid, then this Agreement and all the terms and conditions contained herein shall automatically renew as of January 1, 1986, at which time, this Agreement shall again continue in full force and effect for an additional year and from year-to-year thereafter, unless either party gives the other such aforesaid notice not less than ninety (90) days prior to the last day of the term of this Agreement then in effect. Notice shall be given under this paragraph by Certified Mail, Return Receipt Requested, and shall be complete upon mailing. For the purpose of mailings, the following addresses shall be sufficient:

Township Manager
Township of Moorestown
Town Hall
111 West Second Street
Moorestown, New Jersey 08057

Civil Service Council #16
Office of the President
Burlington County Civil
Service Council #16
Mount Holly, New Jersey 08060

Either party shall submit a copy of its entire proposal for any change or modification to either party, together with said notice at the same time said notice is served.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals at Moorestown, New Jersey on this 10TH day of January 1983.

TOWNSHIP OF MOORESTOWN

Attest: John J. Logue
John J. Logue Township Clerk

By: Francis L. Bodine
MAYOR

BURLINGTON COUNTY CIVIL SERVICE COUNCIL #16

Bernard Winchester
Local Representative Council #16

By: Richard J. Elena
PRESIDENT

John J. Logue
Business Administrator

SCHEDULE AMOORESTOWN, NEW JERSEY - SEPTEMBER 2, 1975

It was moved by Mrs. Wells, seconded by Mr. Hopton, the following resolution be adopted:

RESOLUTION

WHEREAS, the following notice was posted in accordance with regulations established by the Public Employee Relations Committee:

"All employees are hereby notified The Township of Moorestown has received a request, signed by approximately fifty-six (56) employees of the Department of Public Works, asking that Council #16, New Jersey Civil Service Association, be designated as their sole bargaining agent for the purpose of negotiating salaries, wages and working conditions.

You are hereby further notified The Township of Moorestown intends to adopt a resolution recognizing the aforesaid Council #16 as the exclusive representative of a majority of the employees in the collective negotiating unit defined below:

DEFINITION - Collective Negotiating Unit

The Negotiating Unit includes all blue and white collar employees of the Department of Public Works of The Township of Moorestown, with the exception of the following employees, who are excluded from the unit:

1. All Managerial - executive
2. All Police
3. All Fire
4. All Professional
5. All Craft - as defined by, or under, Chapter 303 Laws of 1968 of New Jersey, as amended
6. All Supervisory - including first level supervisors (e.g. Foremen)
7. One Confidential - (e.g. Senior Clerk Transcriber)
8. All other employees as defined by, or under, Chapter 303 Laws of 1968, as amended.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of The Township of Moorestown in the County of Burlington that Council #16, New Jersey Civil Service Association, is hereby designated as the exclusive representative for the purpose of negotiating salaries, wages and working conditions for all blue and white collar employees of the Department of Public Works in The Township of Moorestown, with the exception of the following employees:

1. All Managerial - executive
2. All Police
3. All Fire
4. All Professional
5. All Craft - as defined by, or under, Chapter 303, Laws of 1968 of New Jersey, as amended
6. All Supervisory - including first level supervisors (e.g. Foremen)
7. One Confidential - (e.g. Senior Clerk Transcriber)
8. All other employees as defined by or under Chapter 303, Laws of 1968, as amended.

The vote on this resolution resulted as follows: Aye, Mr. Carson, Mr. Hopton, Mr. Palmer, Mrs. Wells, and the Mayor, Mr. Angus. Nay, none.

SCHEDULE B

1983 SALARIES (After December 23, 1982)

<u>POSITION</u>	<u>INCRE MENT</u>	<u>STEP -1-</u>	<u>STEP -2-</u>	<u>STEP -3-</u>	<u>STEP -4-</u>	<u>STEP -5-</u>	<u>STEP -6-</u>	<u>STEP -7-</u>
Automotive Mechanic	684	15009	15693	16377	17061	17745	18429	19113
Building Maintenance Worker	509	11211	11720	12229	12738	13247	13756	14265
Clerk Typist	442	9687	10129	10571	11013	11455	11897	12339
Equipment Operator	620	13627	14247	14867	15487	16107	16727	17347
Heavy Equip. Operator	653	14301	14954	15607	16260	16913	17566	18219
Laborer	532	11786	12318	12850	13382	13914	14446	14978
Laborer Heavy	561	12346	12907	13468	14029	14590	15151	15712
Laborer Light	488	10829	11317	11805	12293	12781	13269	13757
Maint. Repairer	620	13627	14247	14867	15487	16107	16727	17347
Pub. Works Inspector	752	16559	17311	18063	18815	19567	20319	21071
Pumping Station Opr. - Sewage	653	14301	14954	15607	16260	16913	17566	18219
Rec. & Park Maint. Wkr.	532	11786	12318	12850	13382	13914	14446	14978
Sanitation Driver	620	13627	14247	14867	15487	16107	16727	17347
Sr. Clerk Typist - P.W.	509	11211	11720	12229	12738	13247	13756	14265
Senior Tree Climber	653	14301	14954	15607	16260	16913	17566	18219
Sewage Plant Operator	653	14301	14954	15607	16260	16913	17566	18219
Tree Climber	620	13627	14247	14867	15487	16107	16727	17347
Truck Driver	591	12977	13568	14159	14750	15341	15932	16523
Water Meter Read.- Water Repairer	620	13627	14247	14867	15487	16107	16727	17347
Water Mtr. Reader	590	12728	13318	13908	14498	15088	15678	16268
Water Mtr. Repairer	620	13627	14247	14867	15487	16107	16727	17347
Water Repairer	620	13627	14247	14867	15487	16107	16727	17347
Water Treatment Plant Operator	653	14583	15236	15889	16542	17195	17848	18501

SCHEDULE C

1984 SALARIES (After December 22, 1983)

<u>POSITION</u>	<u>INCRE MENT</u>	<u>STEP -1-</u>	<u>STEP -2-</u>	<u>STEP -3-</u>	<u>STEP -4-</u>	<u>STEP -5-</u>	<u>STEP -6-</u>	<u>STEP -7-</u>
Automotive Mechanic	732	16059	16791	17523	18255	18987	19719	20451
Bldg. Maint. Worker	545	11994	12539	13084	13629	14174	14719	15264
Clerk-Typist	473	10365	10838	11311	11784	12257	12730	13203
Equipment Opr.	663	14583	15246	15909	16572	17235	17898	18561
Heavy Equip. Operator	699	15300	15999	16698	17397	18096	18795	19494
Laborer	569	12612	13181	13750	14319	14888	15457	16026
Laborer, Heavy	600	13212	13812	14412	15012	15612	16212	16812
Laborer, Light	522	11588	12110	12632	13154	13676	14198	14720
Maint. Repairer	663	14583	15246	15909	16572	17235	17898	18561
Public Works Inspector	805	17716	18521	19326	20131	20936	21741	22546
Pumping Station Opr. - Sewage	699	15300	15999	16698	17397	18096	18795	19494
Rec. & Park Maint. Wkr.	569	12612	13181	13750	14319	14888	15457	16026
Sanitation Driver	663	14583	15246	15909	16572	17235	17898	18561
Sr. Clerk Typist- P.W.	545	11994	12539	13084	13629	14174	14719	15264
Sr. Tree Climber	699	15300	15999	16698	17397	18096	18795	19494
Sewage Plant Opr.	699	15300	15999	16698	17397	18096	18795	19494
Tree Climber	663	14583	15246	15909	16572	17235	17898	18561
Truck Driver	632	13887	14519	15151	15783	16415	17047	17679
Water Mtr. Reader- Water Repairer	663	14583	15246	15909	16572	17235	17898	18561
Water Mtr. Reader	631	13620	14251	14882	15513	16144	16775	17406
Water Mtr. Repairer	663	14583	15246	15909	16572	17235	17898	18561
Water Repairer	663	14583	15246	15909	16572	17235	17898	18561
Water Treatment Plant Operator	699	15602	16301	17000	17699	18398	19097	19796

SCHEDULE D

1985 SALARIES

<u>POSITION</u>	<u>INCRE MENT</u>	<u>STEP -1-</u>	<u>STEP -2-</u>	<u>STEP -3-</u>	<u>STEP -4-</u>	<u>STEP -5-</u>	<u>STEP -6-</u>	<u>STEP -7-</u>
Automotive Mechanic	783	17184	17967	18750	19533	20316	21099	21882
Bldg. Maint. Worker	583	12834	13417	14000	14583	15166	15749	16332
Clerk-Typist	506	11091	11597	12103	12609	13115	13621	14127
Equipment Operator	709	15606	16315	17024	17733	18442	19151	19860
Heavy Equipment Operator	748	16371	17119	17867	18615	19363	20111	20859
Laborer	609	13494	14103	14712	15321	15930	16539	17148
Laborer - Heavy	642	14137	14779	15421	16063	16705	17347	17989
Laborer - Light	558	12402	12960	13518	14076	14634	15192	15750
Maint. Repairer	709	15606	16315	17024	17733	18442	19151	19860
Public Works Inspector	861	18958	19819	20680	21541	22402	23263	24124
Pumping Station Opr. - Sewage	748	16371	17119	17867	18615	19363	20111	20859
Rec. & Park Maint. Wkr.	609	13494	14103	14712	15321	15930	16539	17148
Sanitation Driver	709	15606	16315	17024	17733	18442	19151	19860
Sr. Clerk-Typist P.W.	583	12834	13417	14000	14583	15166	15749	16332
Sr. Tree Climber	748	16371	17119	17867	18615	19363	20111	20859
Sewage Plant Operator	748	16371	17119	17867	18615	19363	20111	20859
Tree Climber	709	15606	16315	17024	17733	18442	19151	19860
Truck Driver	676	14860	15536	16212	16888	17564	18240	18916
Water Mtr. Reader Water Repairer	709	15606	16315	17024	17733	18442	19151	19860
Water Mtr. Reader	675	14574	15249	15924	16599	17274	17949	18624
Water Mtr. Repairer	709	15606	16315	17024	17733	18442	19151	19860
Water Repairer	709	15606	16315	17024	17733	18442	19151	19860
Water Treatment Plant Operator	748	16694	17442	18190	18938	19686	20434	21182