

**A G R E E M E N T**

**Between**



**BOARD OF CHOSEN FREEHOLDERS  
COUNTY OF WARREN**

**and**

**LOCAL 3287 AND WARREN COUNTY SUPERVISORS  
LOCAL OF THE AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES  
Affiliated with  
AFSCME COUNCIL 73**

**January 1, 1994 through December 31, 1997**



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## PREAMBLE

This Agreement made this            day of            , 1995, by and between the BOARD OF CHOSEN FREEHOLDERS OF THE COUNTY OF WARREN, (hereinafter referred to as the Employer), and LOCAL 3287 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, affiliated with AFSCME COUNSEL 73 (hereinafter referred to as the Union), on behalf of all County Employees whom it represents, in accordance with Chapter 303, Public Laws of the State of New Jersey of 1968 and Amendments thereto.

## ARTICLE 1

### RECOGNITION AND SCOPE

A. The Employer hereby recognizes the Union as the sole and exclusive representative of all full-time and part-time, permanent and provisional employees under this Agreement for the purpose of collective negotiations pursuant to the New Jersey Employer-Employee Relations Act (N.J.S.A. 34:13A-1 et seq.) concerning salary, hours and other terms and conditions of employment in the negotiating unit described below:

1. All blue and white collar non-supervisory employees employed by the County of Warren in the classified service in any permanent position, including provisional employees, as set forth in Schedule A.

2. Excluded from this Agreement are all managerial executives, supervisors, confidential and police employees within the meaning of the Act, employees included in any other collective negotiations unit and all other employees of the County.

B. Unless otherwise indicated, the terms "employee" and "employees" when used in this Agreement refer to all persons represented by the Union in the above-defined negotiating unit.

C. New titles may be established by the Employer and added to the bargaining unit. The Union will be notified of the initial salary at the time the new titles are established. The job descriptions of such titles shall not be negotiable and shall be the exclusive prerogative of the Employer to determine as well as the unit placement and initial salary. The Union may negotiate (but not grieve) the unit placement and initial salary. However, failure of the Employer and the Union to agree on such placement and salary shall not delay the filling of the position and the payment of the employee(s) serving therein.

## ARTICLE 2

### MANAGEMENT

A. It is mutually understood and agreed that the Employer retains the prerogative of management, including but not limited to the rights of hiring, suspending, disciplining or discharging for proper cause, promoting, transferring and scheduling employees; to determining the standards of service to be offered

by its agencies; to take necessary actions in emergencies; to determine the standards of selection for employment; to maintain the efficiency of its operations and the technology of performing its works; to determine the methods, means and personnel by which its operations are to be conducted; to introduce new or different methods of operations; to contract or subcontract for work for services; and to determine the content of job classifications, subject however, in the entirety to Civil Service regulations and rules promulgated thereunder and any other applicable law or provisions of this Agreement. Fines may only be used in accordance with decisions of the Department of Personnel of the State of New Jersey.

B. The prerogative of management concerning hiring, mentioned in Paragraph A set forth above, includes the right to hire at above Step 1 in cases where the Employer has difficulty recruiting for the position or where the Employer wishes to recognize prior experience in the same position before employment by the Employer. This provision only applies to clerical employees, library employees, and professional employees (as the term professional is defined in the regulations of the Public Employment Relations Commission). Where hiring at above Step 1 is based upon recognized prior experiences, the employee may be hired at up to one step above minimum for each two years of such experience. All hiring at above Step 1 must be based upon the recommendation of the Department Head, which recommendation must be approved by the Employer's Personnel Division. During the



term of this Agreement, there shall be a cap on the maximum hiring step at Step 3. In addition to the foregoing provisions, it is agreed that during the term of this Agreement Licensed Practical Nurses are to be hired at Step 2 and Head Nurses at Step 3.

C. It is agreed and understood that the Employer's exercise of its management rights and responsibilities shall not be grievable, except to the extent that the Employer may have yielded its exclusive authority over same by an express provision of this Agreement, and then only to the extent such specific and express provisions are in conformance with the Constitution and Laws of New Jersey and of the United States.

### ARTICLE 3

#### DEFINITIONS

A. All references to employees in the Agreement designate both sexes, and whenever the male gender is used, it shall be construed to include male and female employees.

B. The term "holiday" means any day so designated under the Article concerning holidays herein or a day especially designated by the Employer herein.

ARTICLE 4

NON-DISCRIMINATION

The Employer and the Union duly understand and agree that there shall be no discrimination against any employee because of age, sex, marital status, race, color, religion, national origin, political affiliation, statutorily recognized disability, or union membership (or non-membership).

ARTICLE 5

UNION STEWARDS

A. The Union has the sole right and discretion to designate Stewards and Chief Shop Stewards and specify their respective responsibilities and authority to act for the Union.

B. The Union shall furnish to the Employer within fifteen (15) days of the signing of this Agreement a complete list of Union representatives, including shop stewards, chief shop stewards and their respective grievance districts.

C. The Union shall provide to the Employer in writing any changes in the aforementioned lists within fifteen (15) days of such change, so that such lists are current and correct at all times.

ARTICLE 6

VISITATION OF PREMISES

Authorized representatives of the Union may enter the premises of the Employer during working hours provided a request has been made to the appropriate Employer representative and approval has been received from such representative. The purpose of such visitation by a Union representative shall be limited to the conduct of normal duties relating to the administration of this Agreement. However, such visits shall not interfere with the work being performed or the proper service to the public.

ARTICLE 7

LABOR-MANAGEMENT MEETINGS

A. A Committee consisting of the Employer and Union representatives may meet for the purposes of reviewing the administration of the Agreement and to discuss problems which may arise therefrom. For the purpose of this Agreement, these meetings which shall not exceed four (4) per year except upon mutual consent, are not intended to bypass the grievance procedure, nor to be considered collective negotiation meetings but rather are intended as a means of fostering good and sound employment relations through communications between the parties.

B. Either party may request a meeting and shall submit a written agenda of topics to be discussed seven (7) days prior to such meeting.

C. A maximum of five (5) representatives of the Union may attend such meeting and if held during regular work hours, they shall be granted time to attend without loss of pay.

## ARTICLE 8

### HOURS OF WORK

A. The normal hours of work in existence at the time of this Agreement for all departments shall remain in effect for the duration of this Agreement unless changed by mutual consent except the Employer may change the starting and/or concluding work time by up to one (1) hour (earlier or later) for non-twenty-four hour operations with one (1) weeks notice. In cases of emergency, no notice is required. The foregoing provisions do not apply to those circumstances where the change of hours have been held to be management prerogatives.

B. The Employer will continue to make its best efforts to construct the regular scheduling of Warren Haven employees so as to give every other weekend off.

## ARTICLE 9

### OVERTIME

A. All employees in full-time positions and classified service shall be paid at time and one-half (1-1/2) prorated on their current salary for such time as they are requested to work in excess of their normal work week. It shall be the policy of the Employer that no overtime shall be allowed for work which

could be accomplished during the normal work hours; therefore, accompanying the vouchers submitted for overtime pay must be a statement submitted by the employee's Department Head certifying to the necessity and reason for overtime. All overtime must be approved by the employee's Department Head, or designee prior to the working of such overtime.

1. Upon the written recommendation of the employee's Department Head and written concurrence by the Union, the Administrator or his designee may approve compensatory time at time and one-half (1-1/2) in lieu of cash for overtime.

2. Upon the written recommendation of the employee's Department Head and written concurrence by the Union, the Administrator or his designee may schedule a flexible time arrangement for an employee to work outside of regular working hours and provide such employee with compensatory time off on an hour for hour basis within the same work week.

B. The following provisions apply solely to Road Department, Bridge Department and Building and Grounds Department employees:

1. Such employees shall be paid time and one-half (1-1/2) prorated on their current salary for such time as they are requested to work in excess of their normal work day, subject to the same policy considerations as are set forth in Paragraph A above.

2. When such employees are called back to work for emergency duty, they shall be paid time and one-half (1-1/2) for the hours worked, as well as for the time spent traveling to work. There shall be no compensation after they are released at the work site, including time spent returning to the employee's home.

3. For paid holidays such employees shall be paid time and one-half (1-1/2) for all hours worked, together with their regular holiday pay.

C. All employees who are called out for emergency purposes, as determined by the Department Head shall receive a minimum of two (2) hours pay at time and one-half (1-1/2) the employee's normal rate of pay provided such time is not contiguous to the employee's work day in which event the employee shall be paid at time and one-half (1-1/2) for the hours worked until the start of the employee's work day and then be paid at straight time.

D. Overtime pay shall be paid to employees who receive a differential pay as set forth in Article 11, in addition to the differential pay.

E. When employees are called in to work for a special assignment or emergency, not on a general call-out, they shall be called on the basis of seniority. Assignments shall be made from the seniority list on a rotating basis in order of greatest seniority. Employees shall be placed on the seniority list in decreasing order of seniority. Notwithstanding the matters set

forth above, the Employer retains the right to limit the employees eligible for special assignments or emergencies in those cases where in the Employer's discretion it is determined that special skills or special knowledge are required for the particular assignment or emergency. All employees may be required to work a reasonable amount of overtime.

F. Employees of Warren Haven, Warren Acres and W.C. Correctional Center, who work rotating shifts that include weekends, who work overtime on a holiday shall receive premium pay for all hours worked. Premium overtime holiday pay is two (2) times the regular hourly rate of pay, computed on the basis of time and one-half (1-1/2) for overtime hours plus 50% of regular base pay for holiday work. Differential pay will be given for hours worked that are eligible for such differential under Article 11. No additional holiday pay will be given.

G. Health Department employees required to remain on call after their normal working hours to be available to respond to emergency chemical or other hazardous material spills, shall be paid 50¢ for each hour on call as aforesaid.

#### ARTICLE 10

##### COURT APPEARANCES

The Employer agrees to pay an employee for all time he is required to be in court prosecuting a complaint in connection with his normal work duties and responsibilities. If the employee is required to work beyond his normal work week while

performing said duty, he shall be paid overtime in accordance with Article 9, Overtime. Any other time an employee appears in court (unless specifically authorized, and required to do so by his Department Head) shall not be paid as work time.

## ARTICLE 11

### WAGES AND COMPENSATION

A. January 1, 1994 - 4% increase.

B. January 1, 1995 - establish twenty (20) step guide. Adjust employees to closest (next highest) step and then apply a 3% increase.

C. January 1, 1996 - 4% increase.

D. January 1, 1997 - 3% increase and a step increase effective within the first full payroll on or after July 1, 1997.

E. Any employee who has transferred to a similar position in the same title shall remain in the same increment at the time and thereafter as he would have been in, if he were in his previous position.

F. Shifts and Differentials:

1. The standard work shifts shall be as follows:

Day Shifts:	8:00 a.m. to 4:00 p.m. 7:00 a.m. to 3:00 p.m.
Evening Shifts:	4:00 p.m. to 12 Midnight 3:00 p.m. to 11:00 p.m.
Night Shifts:	12 Midnight to 8:00 a.m. 11:00 p.m. to 7:00 a.m.

2. All permanent full-time and permanent part-time employees in the classified service, working rotating shifts:



a. In a 24-hour institution or working in the library or working in the Buildings and Grounds Department, shall be entitled to shift differential pay for the number of hours worked in the shift as defined in sub-paragraph 1 above, as follows:

Library Evening Shift	35¢ per hour
Library Weekend Shift	65¢ per hour
RN and LPN Evening and Night Shifts	\$1.00 per hour
RN and LPN Weekend Shifts	65¢ per hour
All Others Eligible - Evening Shift	35¢ per hour
All Others Eligible - Night Shift	60¢ per hour
All Others Eligible - Weekend Shift	65¢ per hour

b. Effective July 1, 1995 all Communication Operators shall be entitled to shift differential pay as follows:

Evening Shift	35¢ per hour
Night Shift	60¢ per hour
Weekend Shift	65¢ per hour

G. At the time of separation from service, any advanced sick, vacation or personal time shall be paid back out of the employee's final pay check.

H. Upon demotion, the employee shall receive the salary he would have received had he occupied the demoted position continuously from the date he commenced occupying the position from which he was demoted. In other words, the employee's salary history is reconstructed using as a starting point the date the employee commenced occupying the position from which he was demoted, and all salary adjustments and increments are reconstructed as if the employee had occupied the demoted position continuously since that starting point.

ARTICLE 12

MEDICAL BENEFITS

A. All employees after three (3) full calendar months of continuous service are eligible for hospitalization and major medical benefits under a policy written by the Connecticut General Life Insurance Company. The medical benefits are paid by the Employer. The annual deductible will be as follows:

January 1, 1994 - \$50 individual; \$150 family.  
July 1, 1995 - \$100 individual; \$200 family.

B. The Employer shall pay current hospital and major medical premiums under the aforesaid policy for employees and their dependents who retire after January 1, 1975, with:

1. Twenty-five (25) years of continuous full-time service.
2. Fifteen (15) years of continuous full-time service and age 62.
3. Or are separated from full-time continuous county service on a disability pension.

Such payment shall continue until the death of the employee.

C. Upon the death of an employee or a retired employee who is a member of the hospitalization and major medical benefits plan, the surviving spouse may continue in the plan by paying the monthly premium. If the surviving spouse is not the former employee or retired employee and shall remarry, the coverage shall cease immediately. If the surviving spouse is employed elsewhere and is covered by another medical benefits plan, the County's coverage shall be terminated immediately.

D. Medicare Part B. Premium Reimbursement for employees sixty-five (65) years or older shall be paid by the Employer until retirement.

E. The Employer shall provide an eyeglass plan under which employees shall be entitled once every twenty-four (24) months to \$35.00 towards an examination, \$35.00 towards regular glasses or contact lenses, and \$40.00 towards bifocals or Rx safety glasses. Effective January 1, 1996 aforementioned stipends shall each be increased to \$50.00.

F. The Employer shall provide a drug prescription plan with the following co-pay feature:

1. January 1, 1994: \$1.00 generic; \$2.00 name brand.
2. July 1, 1995: \$3.00 generic; \$6.00 name brand.

The plan shall contain a provision permitting an employee the option of expanding to family coverage at the employee's expense. The plan shall also contain a provision permitting future retirees to continue coverage at their own expense.

G. The Employer reserves the right to change insurance plans or carriers or to self-insure provided that in the aggregate substantially similar benefits are furnished. The Union will be notified of any such planned change.

#### ARTICLE 13

#### PROMOTION

A. Promotion means the advancement of an employee to a job classification at a higher salary range.

B. Upon promotion of a permanent employee, all sick leave and vacation balances shall be transferred with the employee.

C. Upon promotion, an employee shall receive no less than one (1) full increment which shall be calculated and determined upon the salary range in effect before the promotion.

D. Upon promotion, an employee shall be informed of his new rate of pay one (1) week in advance of the effective date, if possible.

E. The promotion shall be made in accordance with the Rules of the New Jersey Department of Personnel and shall be consistent with the principles of the seniority system, and shall be available to eligible employees who have served in such eligible employment for the proper period of time.

F. In the event that any Civil Service position of higher classification becomes open or available in a particular department, the permanent employees within their respective departments shall be given preference for the advancement providing they shall qualify under the Rules and Regulations of the New Jersey Department of Personnel.

G. Employees shall serve at least one (1) year in a permanent position before they shall be considered for promotion unless the corresponding Civil Service Rule is waived by the New Jersey Department of Personnel.

H. Upon request and prior approval, employees who are scheduled during their working hours to take:

1. Open competitive examinations for the position in which the employees are provisional; or

2. Promotional examinations administered by the New Jersey Department of Personnel will be granted time off without loss of pay to take such examinations.

I. Promotions requested by the Department Head and approved by the Board of Chosen Freeholders for the forthcoming budget year will take effect after the budget is adopted and as authorized by the Board.

#### ARTICLE 14

##### JOB POSTING

A. The County agrees to post newly created job titles and official New Jersey Department of Personnel notices of promotional examinations to notify all employees of a newly created job title or a promotional opportunity.

B. Upon receipt of notice from the Personnel Division describing the establishment of a new job title or official notice of promotional examination from the New Jersey Department of Personnel, the County shall post said notices for a period of seven (7) days from the date of their receipt. These notices shall be posted only in locations designated for this purpose by the County.

C. Nothing contained in this Agreement shall require the County to post notices of any kind for open competitive examinations, job assignments or job vacancies. However, any vacancies in a garage of the Road Department shall be posted in each garage for seven (7) calendar days and a copy of such notice will be sent to the President of the Union.

D. As used in this Article new job title means a job or position title which has heretofore not been approved for use in Warren County by the New Jersey Department of Personnel.

#### ARTICLE 15

##### SHIFT REASSIGNMENT

A. An employee may request reassignment from his normal shift to another shift in the same department in the same job title. An employee is eligible to make this request after he has served one (1) year in the affected department. The employee will be considered for the shift assignment on the basis of work performance, qualifications and seniority.

B. For temporary shift assignments at Warren Haven, volunteers will be considered first and seniority will be a substantial factor in making such an assignment.

## ARTICLE 16

### HOLIDAYS

A. The legal paid holidays which are recognized holidays for the purpose of this Agreement are as follows:

New Year's Day  
Martin Luther King's Birthday (3rd Monday in January)  
Lincoln's Birthday  
Washington's Birthday (3rd Monday in February)  
Good Friday\*  
Memorial Day (Last Monday in May)  
Independence Day  
Labor Day  
Columbus Day (2nd Monday in October)  
Election Day  
Veteran's Day  
Thanksgiving Day and the Friday succeeding the same  
Christmas Day

\* Twenty-four (24) hour institution employees working rotating shifts that include weekends will celebrate their holiday on Easter Sunday instead of Good Friday.

B. 1. When holidays set forth herein fall on a Saturday or Sunday respectively for the purposes of this Agreement, said holidays shall be celebrated on Friday and Monday respectively in regard to employees at County facilities operating on a five (5) day work schedule. All other County employees (for example, those working at Warren Acres, Warren Haven and W.C. Correctional Center) shall have said holidays celebrated on the days which they occur for all purposes including the receiving of holiday pay.

2. The Warren County Health Department, working on recognized holidays, shall be paid time and one-half (1-1/2). They shall accumulate their holiday hours worked and when they equal one (1) full working day, they shall be entitled to receive one (1) compensatory day off.

3. In order to qualify for holiday pay, employees must work their scheduled work day immediately preceding and scheduled work day immediately following the holiday, unless on an excused paid leave of absence. The County will not impose a suspension on an employee so as to cause such employee to lose holiday pay unless an immediate suspension is appropriate under the circumstances.

4. Employees of 24 Hour Institutions - Holiday Pay

a. Twenty-four hour employees -- rotating shifts including weekends -- scheduled to work on a holiday: regular hourly rate plus 50% plus compensatory time off (i.e., time and one-half the regular rate plus one (1) comp day off.)

b. Twenty-four hour employees -- rotating shifts including weekends -- not scheduled to work on a holiday: alternate day off at regular pay rate.

c. Other twenty-four hour employees called to work on a holiday: time and one-half (1-1/2) the regular rate for all hours actually worked plus a days pay for the holiday as such.

ARTICLE 17

SPECIAL TIME OFF

A. Employees who are duly authorized representatives of the Union shall be granted leaves of absence with pay for an aggregate period not to exceed twenty-five (25) days during any calendar year for the purpose of traveling to and from and



attending any State or National convention of the Union, educational conference, or seminars conducted by the Union.

B. All requests for leave will be made in writing at least five (5) working days before the leave is to commence. If, in the opinion of the County Administrator or his designee, the employee's absence from duty on Union business will impede or unduly interfere with the conduct of normal County business, then the County Administrator or his designee may, upon written notice to the employee, deny said leave.

#### ARTICLE 18

##### VACATIONS

A. All permanent or provisional full-time employees covered by this Agreement and eligible for vacation leaves with pay shall be entitled to the use of vacation leave as provided herein.

1. One (1) working day of vacation for each month of employment during the first calendar year of employment.

2. Twelve (12) working days of vacation from one (1) through five (5) years of service.

3. Fifteen (15) working days of vacation from five (5) through twelve (12) years of service.

4. Twenty (20) working days of vacation from twelve (12) through twenty (20) years of service.

5. Twenty-five (25) working days of vacation from twenty (20) through twenty-five (25) years of service.

6. Twenty-six (26) working days of vacation from twenty-five (25) through thirty (30) years of service.

7. Twenty-seven (27) working days of vacation from thirty (30) through thirty-five (35) years of service.

8. Twenty-eight (28) working days of vacation after the thirty-fifth (35th) year of service.

B. Vacation leave is credited and advanced at the beginning of the calendar year in anticipation of continued employment for the full year and may be used on the basis and in accordance with established employer policy. Vacation allowances must be taken during the current calendar year at such time as permitted or directed by the Department Head, unless the Department Head determines it cannot be taken because of pressure of work. Only one (1) year of earned vacation allowances may be carried forward to the next succeeding year. Where an employee has earned vacation in excess of one (1) year allowance as of October 1, the employee will meet with his supervisor to schedule such vacation time as may not be carried into the succeeding calendar year, so that no accrued vacation time will be lost.

C. Upon separation from the Employer or upon retirement, an employee shall be entitled to vacation allowance for the current year prorated upon the number of months or major portion thereof worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.

D. When a vacation allowance for an employee changes based on his years of service during any calendar year, the annual allowance shall be computed on the basis of the number of full months at each rate. The new rate shall be effective on the first day of the month of the anniversary of employment if the date of employment is from the first day of the month through the fifteenth day of the month. The new rate shall be effective on the first day of the month following the anniversary date of hire if the date of employment is from the sixteenth day of the month through the last day of the month.

E. The procedure for advance vacation written requests shall be as follows:

1. Non-Shift Employees:

- a. 3 days' request for 1 - 3 days.
- b. 2 weeks' request for 4 or more days.

2. Shift Employees:

- a. 1 weeks' request for 1 - 2 days.
- b. 2 weeks' request for 3 - 5 days.
- c. 3 weeks' request for 6 or more days.

A written response to the foregoing shift employee requests will be made from the date of request as follows: 3 days for 1 - 3 days vacation; 5 days for 4 or more days vacation. The aforementioned notice of request times will all be in work days.

F. If a permanent employee dies having vacation credits, a sum of money equal to the compensation figured on his salary rate at the time of death shall be calculated and paid to his estate or legal representative.

G. No vacation days shall be taken for less than a full day, except at the discretion of the Department Head.

H. Employees shall not be credited with vacation time if they are on an approved leave of absence without pay for periods in multiples of one (1) month or major part thereof.

## ARTICLE 19

### LEAVES OF ABSENCE

#### A. Sick Leave

1. Sick leave shall accumulate at the rate of one (1) day per month in the first calendar year of service, commencing in the first month or major portion thereof, from the date of hire. Beginning with the second calendar year of employment, in anticipation of continued employment, employees shall be credited with fifteen (15) sick days as of January 1 of the calendar year. If separation from employment occurs before the end of said year and the employee has used more sick leave than appropriate on a pro rata basis, he shall have an amount equal to his daily rate of pay deducted from his final pay for each day of sick leave in excess of the number to which he was entitled.

2. Unused sick leave shall accumulate from year to year without limit.

3. Employees shall not be credited with sick leave days if they are on an approved leave of absence without pay for periods in multiples of one (1) month or major part thereof.

4. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, or illness in immediate family, accident or exposure to contagious disease.

5. In all cases of illness, whether of short or long term, the employee is required to notify his supervisor of the reason for absence as indicated in 5g below.

a. The appointing authority or designee, may at its discretion, at any time require the employee seeking sick leave to submit acceptable medical evidence on the County-approved Leave Request form.

b. If an employee is absent for five (5) consecutive work days, a doctor's certificate may be required upon returning to work.

c. For sick leave totaling more than fifteen (15) days in a calendar year, a doctor's certificate may be required upon returning to work.

d. Sick leave may be approved for any employee for emergency attendance upon a member of his immediate family (father, mother, spouse, child, foster child, sister, brother, or other near relatives residing in the employee's household) critically ill and requiring the presence of such employee.

e. If all bereavement leave set forth below in sub-paragraph f has been exhausted then up to two (2) weeks sick leave may be approved because of death in the immediate family as that term is defined in 5d above.

f. An employee who requests sick leave which is not approved by the appointing authority will suffer loss of pay for such time and may be disciplined. However, an employee who has exhausted all of his sick time may request that an absence due to illness be charged against unused vacation time. Such employee may be required to submit appropriate medical evidence to substantiate the illness necessitating the use of vacation.

g. An employee who does not report for work because of personal illness shall notify his immediate superior, or other designee, by telephone or personal message at the earliest possible time but in no event less than one (1) hour prior to the time at which the employee is scheduled to commence work.

B. Unused Sick Leave - Retirement

A permanent employee who enters retirement (other than deferred retirement) from the Employer's service and has to his credit any earned and unused accumulated sick leave shall be entitled to receive supplemental compensation for such earned and unused accumulated sick leave. The supplemental compensation to be paid shall be computed at the rate of one-half (1/2) of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the average annual compensation received during the last year of his employment prior to the effective date of his retirement provided, however, that no such supplemental compensation payment shall exceed \$14,000.00. This supplemental compensation shall be paid in a

lump sum after the effective date of retirement or at the option of the employee on quarterly dates: January 1, April 1, July 1, October 1, with payments beginning on the quarterly date next following the date of retirement. The foregoing reference to the option of the employee, is predicated upon the employee notifying the County of his intention to retire by no later than October 1 of the calendar year prior to the calendar year in which retirement shall be effected. If such notification does not occur until subsequent to said October 1 date, then the aforesaid option shall be the County's rather than the employee's. If quarterly payments have been elected and if the employee dies before receiving all quarterly payments, the Employer shall make all remaining quarterly payments to the employee's estate.

C. Worker's Compensation Insurance and Sick Leave Injury Insurance

1. The Employer agrees to purchase and maintain in force sick leave injury insurance to cover all employees for work loss due to injuries received on the job.

2. When an employee is absent on a work related injury or illness, the employee shall retain his or her Worker's Compensation disability checks and receive an addition thereto a salary differential from which normal deductions shall be taken. The salary differential shall be paid during the period that the temporary disability benefits are received and all adjustments

shall be made after the ~~employee~~ returns to work in the event of an overpayment/underpayment. In this fashion, the ~~employee~~ shall be able to receive the Worker's Compensation check and salary differential such that the full salary shall be paid during this period, but to comply with the IRS and Division of Pension regulations, the normal withholding shall be taken only on the salary difference.

3. Sick leave injury will not be charged to the employee's sick leave. Worker's Compensation and insurance accident reports must be filed with the Department Head in all cases no later than the start of the second work day after injury occurred, except that in the case of a fatal or serious injury (one that requires hospitalization) the report is to be filed immediately.

4. The insurance carrier will issue the Worker's Compensation checks to the employee and the Employer will issue to the employee, the portion representing the difference between the compensation payment and the employee's full salary.

5. The Employer or the sick leave insurance carrier at their discretion may, at any time, require the employee on sick leave injury time to submit to a physical examination by a physician of the Employer's or insurance carrier's choice.

6. If the sick leave injury leave is not approved by the Employer and/or sick leave insurance carrier after examining all evidence submitted by the ~~employee~~, witnesses, if requested, and required to substantiate the claim and the examining



physician, the time involved during which the employee was absent shall be charged to his sick leave credit, if any, and/or his vacation credit, if any, otherwise the employee shall suffer loss of pay for such time loss.

7. A total amount of up to one (1) year's compensation shall be paid by the sick leave injury insurance for work loss caused by an injury received on the job, provided the aforesaid requirements are complied with.

8. A doctor's certificate authorizing an employee to return to work shall be required upon returning to work from sick leave injury or after receiving Worker's Compensation.

D. Maternity Leave

Employees covered by this Agreement shall be entitled to maternity leave as hereinafter set forth. An employee shall notify the Employer of her pregnancy as soon as it is medically confirmed but not later than the end of the third month of the pregnancy. Except for reasons of health and safety or inability to perform her job, the pregnant employee shall be permitted to work provided the attending physician approves and so advises in writing. Such employee shall be granted an earned and accumulated sick leave during the time prior to the expected date of confinement and for six (6) weeks after the actual date of birth. Additional time beyond the six (6) weeks shall be granted upon presentation of a doctor's certificate setting forth the necessity therefor. Additional time off associated with maternity, other than the medically related sick leave mentioned

above, may be requested as leave without pay, provided that in no event shall such leave extend beyond one (1) year's duration. Such leave without pay requests are subject to the provisions of Paragraph E below, with the following exception; the employee may request a leave without pay without having first exhausted accumulated sick leave.

E. Personal Leave

1. Employees covered by this Agreement shall be entitled to three (3) days of personal leave of absence with pay in each calendar year.

2. Personal leave may be used for emergencies, observation of religious or other days of celebration (but not holidays as defined herein), personal business, or other personal affairs such as death in the employee's immediate family, but not limited thereto.

3. Newly hired employees shall be granted one (1) full day of personal leave after each four (4) calendar months of employment to a maximum of three (3) days during the remainder of the calendar year in which he is employed. Beginning with the second calendar year of employment, in anticipation of continued employment, employees shall be credited with three (3) days of personal leave as of January 1 of the calendar year.

4. Personal leave must be requested not less than three (3) days in advance, except in case of an emergency, and is subject to approval of the employee's supervisor. The request may be granted provided there is no interference with the proper conduct of the government function involved.

5. Such personal leave credit shall not accumulate. Unused balance in any year shall be canceled at the end of the calendar year.

F. Jury Duty

1. Should any employee be delegated to serve as a juror, he shall receive full pay from the Employer for all time spent on jury duty less any remuneration for such service.

2. In the event an employee is excused from jury duty prior to one-half (1/2) the employee's workday having been concluded, such employee shall promptly report to work for the balance of the workday.

3. Employees must obtain a certificate from the County Clerk's Office certifying the number of days the employee served on jury duty and submit the certificate to the Freeholders' Office.

G. Bereavement Leave

1. The Employer shall provide bereavement leave with pay not to exceed five (5) working days total per calendar year. Three (3) bereavement days may be utilized in case of the death of a first degree relative as defined below. The remaining two (2) bereavement leave days can be utilized in the case of the death of either a first degree relative or second degree relative as defined below. With regard to second degree relatives, employees shall be limited to one (1) bereavement leave day per occurrence.

2. First degree relatives shall be defined as follows: an employee's spouse, children, foster children, brothers, sisters, mother, father, mother-in-law, father-in-law, grandchildren, grandparents, son-in-law, daughter-in-law, or POSSLO. Additional days may be approved by the Department Head in advance and charged against Personal Leave.

3. Second degree relatives shall be defined as follows: an employee's uncle, aunt, niece, nephew, cousin, sister-in-law, or brother-in-law.

4. As soon as possible an employee shall notify the Department Head of a death in his family, and of his need for leave. Notification must be given as in the case of Sick Leave. Proof of death may be required by the Employer.

#### H. Leaves Without Pay

The grant or denial of a request for leave without pay is discretionary with the County. The request must be made in advance and must be recommended by the employee's Department Head, with the appointing authority retaining the ultimate decision-making power. A leave without pay request based upon non-job-related medical reasons where a physician has indicated that the employee cannot work, will require the employee to first exhaust accumulated sick leave. If the leave without pay request is denied, the employee is expected to report for work and the employee's absence under such circumstances will be considered "Absence Without Leave" (AWOL) which will give the County cause for discipline in accordance with the New Jersey Department of Personnel procedures.

I. Family Leave

Where applicable, the Family Medical Leave Act or the New Jersey Family Leave Act will apply to employees as such Acts have been interpreted by the courts. This matter will not be subject to the grievance procedure.

ARTICLE 20

BREAKS

Each employee herein represented shall be entitled to one (1) 15 minute break for each day of work. Unused break time shall not be credited or accumulated in any way.

ARTICLE 21

STORM DAYS AND EMERGENCIES

A. Non-Essential Employees

Should an employee report for work and subsequently the Employer decide to close the Employer's Offices for whatever reason, such employees that report to work shall be credited for the day's work. Should the Employer for whatever reason officially close the Employer's Offices before the start of the work day, all employees scheduled to work that day will be credited with a day's work.

B. Essential Employees

Essential employees shall be paid double time for each hour worked by them during a storm or other emergency when the storm day or emergency is officially declared by the Employer and

non-essential employees are officially excused from work or from reporting to work. The double time shall only be earned during the period when non-essential employees are excused from work or from reporting to work due to the storm or emergency condition. This Section only applies to county-wide circumstances.

C. Non- Essential and Essential Employees

In the event an employee cannot report for work because of storm conditions or emergency conditions, the time lost from work will be charged against his accumulated vacation time or his personal leave time. In the event that no such time is available, the time lost from work will be charged time off without pay. If an employee is unable to report to work, the employee must report his absence no less than one and one-half (1-1/2) hours before the starting time of his shift or the start of his normal work day.

D. The word "officially" as used in this Article shall mean only an official declaration by either the County Administrator or the Board of Chosen Freeholders.

ARTICLE 22

GRIEVANCE PROCEDURE

A. Purpose

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

2. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate Employer representative.

**B. Definition**

The term "grievance" as used herein means the alleged misinterpretation, misapplication or violation of this Agreement or written rules and regulations and may be raised by an individual or the Union at the request of an individual or individuals. The sole remedy available to any employee for any alleged breach of this Agreement or any alleged violation of his rights hereunder shall be pursuant to the grievance and arbitration procedure provided.

**C. Matters Outside the Scope of Grievance Procedure**

1. When a grievance involves an alleged violation of rights specified in Civil Service Laws and Rules for which there are specific appeals to Civil Service, the employee shall present his complaint to Civil Service directly.

2. This grievance procedure shall not serve as an avenue of appeal for matters which must by law or Civil Service Rules be decided by the New Jersey Department of Personnel through its exclusive appeal procedure which shall include, but not be limited to, the following unless same are changed by law:

- a. Removal
- b. Suspension of more than five (5) days at one time
- c. Demotion indicating a lowering in rank, rate or change
- d. Layoffs
- e. Letter removal at end or during working test period
- f. Classified reviews

- g. Removal of names from eligible list
- h. An examination review

3. The matters which are beyond the scope of this grievance procedure include:

a. Matters which the Union raised or could have raised during the negotiations that led to this Agreement.

b. Matters reserved to the Employer's discretion by this Agreement.

c. Disputes concerning terms and conditions of employment governed by statute or state or federal administrative regulation, incorporated by reference in this Agreement either expressly or by operation of law.

D. Steps of the Grievance Procedure

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

Step One: A grievance must be filed with the immediate supervisor within twenty (20) calendar days from the date when the act which is the subject of the grievance occurred. Failure to act within said twenty (20) days shall be deemed to constitute an abandonment of the grievance.

Step Two: If no agreement is reached within five (5) days of receipt of the grievance by the immediate supervisor, the employee or the Union may present the grievance in writing within five (5) days thereafter to the Department Head or his designee



who shall answer the grievance in writing within five (5) days of receipt of the written grievance.

Step Three: If the Union wishes to appeal the decision of the Department Head, such appeal shall be presented in writing to the County Administrator within twenty (20) days thereafter. The County Administrator, or designee, shall respond, in writing, to the grievance within twenty (20) days of the submission.

Step Four: If the grievance is not settled through Steps 1, 2 and 3, either party shall have the right to submit the dispute to arbitration within ten (10) days pursuant to the rules and regulations of the Public Employment Relations Commission. The cost for the services of the arbitrator shall be borne equally by the County and the Union. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

E. Arbitration Procedure

1. The parties direct the arbitrator to decide, as a preliminary question, whether he has jurisdiction to hear and decide the matter in dispute.

2. The arbitrator shall be bound by the provisions of this Agreement and the Constitution and Laws of the State of New Jersey and be restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be final and binding.

3. The arbitrator's decision shall be in writing, with reasons.

4. The Union and the County shall be limited to placing one (1) issue before an arbitrator at any one time. Arbitrators shall be prohibited from hearing more than one (1) grievance except by mutual consent of the parties.

F. The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, then the grievance shall be deemed to have been abandoned. If any grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed thereunder, then the disposition of the grievance at the last preceding step shall be deemed to be conclusive. If a decision is not rendered within the time limits prescribed for decision at any step in the grievance procedure, then the grievance shall be deemed to have been denied. Nothing herein shall prevent the parties from mutually agreeing in writing to extend or contract the time limits for processing the grievance at any step in the grievance procedure.

G. Upon prior notice to and authorization of the Department Head, the designated Union representatives shall be permitted to confer with employees and the County on specific grievances in accordance with the grievance procedure set forth herein during work hours of the employees, without loss of pay, provided the conduct of said business does not diminish the effectiveness of the County of Warren or require the recall of off-duty employees.

#### H. General

1. In the event a formal charge of misconduct is made by the Employer against an employee, and if he so requests, he shall be entitled to a representative of the Union only as a witness or as an advisor during any subsequent interrogation of the employee concerning such charge. No recording of such procedure shall be made without notification to the employee. There shall be no presumption of guilt. The employee and/or the Union, if present, may request and receive a copy of any recording, if made.

2. The parties agree that a shop steward may be permitted to meet with an employee and the employee's immediate superior in order to adjust grievances without loss of pay, provided such activity does not interrupt the normal operation and business of the public employer.

3. Nothing in this Agreement shall be construed as compelling the Union to submit a grievance to arbitration or to represent an employee before the New Jersey Department of Personnel. The Union's decision to request the movement of any grievance at any step shall be final as to the interest of the grievant and the Union.

4. Should a grievance not be satisfactorily resolved or should the Employer not respond in the time as prescribed above; either after initial receipt of the grievance or after movement of the grievance to step two or step three, the grievant may exercise the option within five (5) days to proceed to the next step.

5. The Employer representative at the last hearing shall inform the grievant of the name and position of the next higher level of management to whom the appeal should be presented.

6. If the finding or resolution of a grievance at any step in the grievance procedure is not appealed within the prescribed time, said grievance will be considered settled on the basis of the last answer provided, and there shall be no further appeal or review.

#### ARTICLE 23

##### STRIKES

A. The Union assures and pledges to the Employer that its goals and purposes are such that it does not condone strikes or threats thereof by public employees or work stoppages, slowdowns, or any other such actions which would interfere with service to the public or violate the Constitution or laws of the State of New Jersey; and the Union and the employees agree that they will not initiate nor participate in such activities nor encourage members of the unit to initiate or participate in the same; and the Union will not support anyone acting contrary to this provision.

B. The Employer agrees that there shall be no lockout of employees during the term of this Agreement.

C. Any violation of this Article shall constitute a material breach of this Agreement and shall serve as grounds for disciplinary action including discharge. Nothing stated elsewhere in this Article shall alter the parties' rights to seek judicial relief in law or in equity.

#### ARTICLE 24

##### SENIORITY

A. The Employer will follow the Civil Service Law and the Rules and Regulations promulgated thereunder in appointing, transferring, assigning, promoting, laying-off and terminating employees.

B. Seniority will be observed only with respect to those portions of this Agreement where it is expressly mentioned.

C. Annually, the Employer will provide the Union with a seniority list which shall include each employee's name, job title and date of initial employment or most recent employment whichever is later.

#### ARTICLE 25

##### PART-TIME EMPLOYEES

A. All permanent part-time employees, including provisional employees awaiting examination, shall be paid wages based on the rates of pay for the appropriate classification in the County ranges. These employees shall be credited with prorated sick and vacation leave allowances, the latter

representing the only benefits to which these employees are entitled on a pro rata basis.

B. Part-time employees will be eligible for movement up the steps of the appropriate salary guide based on the length of employment, in a manner similar to the treatment of full-time employees. When a part-time employee works on a holiday, the employee is entitled to the appropriate holiday rate of pay, without consideration of a compensatory day off. Part-time employees who do not work on a holiday shall have no entitlement to payment for that day.

C. In the case of a part-time employee who becomes full-time in that position title he shall retain his current step on the salary guide when going from part-time to full-time status. The same is also applicable in the case of a full-time employee who becomes a part-time employee in that position title.

#### ARTICLE 26

##### LIABILITY CLAIMS AND INDEMNIFICATION

All employees covered by this Agreement shall be entitled to defense and indemnification by the Employer against liability claims or judgments arising out of the good faith performance of their official government duties, provided that employee has acted within the scope of those duties and not in a negligent manner.

ARTICLE 27

TRANSPORTATION ALLOWANCE

A. Whenever an individual employee is authorized to use his privately owned vehicle on County business, the Employer shall reimburse the employee at the following rate for each mile so used:

- |    |                 |        |
|----|-----------------|--------|
| 1. | January 1, 1994 | \$ .20 |
| 2. | January 1, 1995 | \$.23  |
| 3. | July 1, 1995    | \$.25  |

B. Employees who do not hold a valid and current driver's license shall not drive. Authorization for such use is predicated on the individual maintaining basic automobile insurance and current registration.

C. Employees who are required to drive as part of their work duties for the County must hold and maintain a valid and current driver's license. In the event such employee has a driver's license suspended or revoked, the employee will be subject to demotion to another position (if available) not requiring a driver's license or to termination.

ARTICLE 28

EMPLOYEE EXPENSES

When the Employer required that employees use special equipment, such as rain and safety equipment, these shall be provided and maintained by the Employer at no expense to the employees, in accordance with present practice.

ARTICLE 29

EMPLOYER AUTOMOBILE INSURANCE

A. The Employer agrees to maintain in full force and effect liability insurance on all vehicles owned by the Employer. This insurance will provide for coverage to anyone driving a vehicle owned by the Employer with permission.

B. The Employer shall also provide for insurance to provide for an umbrella policy over and above the coverage of an individual employee's private automobile liability insurance coverage to cover those situations in which an individual is authorized to use his own vehicle for any business of the Employer.

C. The Employer will provide the Union with a copy of the County Automobile Insurance Policy and advise the Union in the future of any significant changes in the Policy.

ARTICLE 30

SEVERANCE PAY

The Employer hereby agrees to pay severance pay in the amount of two (2) week's salary to any permanent full-time employee whose job may be abolished on a permanent basis with the Employer because of a cut-back in any particular department or program provided said employee is not transferred to or absorbed by any county, state or federal department, agency or program.



ARTICLE 31

AGENCY SHOP

A. Any employee in the negotiating unit who does not join the Union within thirty (30) days from the date of execution of this Agreement, or any new employee who does not join the Union within thirty (30) days of initial employment within the negotiating unit, and any employee previously employed within the unit who returns and who does not join the Union within ten (10) days of reentry into employment within the unit, shall pay a representation fee in lieu of dues to the Union by payroll deduction. The representation fee shall be an amount equal to no more than 85% of the regular Union membership dues, fees, and assessments as certified to the Employer by the Union. The Union may revise its certification of the amount of representation fee upon sixty (60) days written notice to the Employer to reflect changes in the regular Union membership dues, fees, and assessments. For the purpose of this provision, employees employed on a ten (10) month basis, or who are reappointed from year to year, shall be considered to be in continuous employment. In order for this Article to become effective, the Union must provide to the Employer and to the employees referred to above, sufficient evidence that it has complied with the statutory requirement to establish an interval procedure for non-members who seek to challenge the appropriateness of the representation fee. The Union shall comply with Chapter 477, Public Laws of 1979 in all respects.

B. With respect to representation fee deductions, the Union shall indemnify, defend and hold the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of, action taken by the Employer pursuant to the above provisions concerning representation fee.

C. It is expressly understood that the provisions of this Article only apply to employees who are regularly assigned to work twenty (20) or more hours per week.

D. The Employer will provide a copy of this Agreement to all employees hired on or after the date the Agreement is signed.

## ARTICLE 32

### SAFETY

A. The Employer shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. The Employer will discharge his responsibility for the development and enforcement of occupational safety and health standards to provide a safe and healthful environment. The Employer will set up necessary job safety and health programs for all employees covered by this Agreement and shall provide a reasonably safe and healthful place of employment for all employees.

B. The parties agree to cooperate in maintaining and improving safe working conditions and health protection for the employees consistent with established safety standards and in the

promotion of safety, safe working habits, and good housekeeping throughout the work environment. Each employee will comply with all safety rules and regulations.

C. Employee complaints of unsafe or unhealthful conditions shall be reported to the immediate supervisor and shall be promptly investigated. Corrective action shall be initiated as soon as practicable to remedy the condition within safety guidelines.

D. Employees shall not be required to work under conditions of work which are unsafe or unhealthful which determination shall be made by representatives of POSHA. An employee whose work is temporarily eliminated as a result of the foregoing, may be promptly assigned on an interim basis to other comparable work which the employee is qualified to perform.

### ARTICLE 33

#### LONGEVITY

A. All full-time permanent employees shall be eligible to receive longevity salary for commendable service in the amount of three hundred dollars (\$300) upon the completion of ten (10) years of continuous service, plus twenty-five dollars (\$25) for each additional year of continuous service to a maximum of six hundred seventy-five dollars (\$675) upon the completion of twenty-five (25) years of continuous service. Effective July 1, 1995 the aforementioned maximum will be extended to seven hundred fifty dollars (\$750) upon the completion of twenty-eight (28)

years of continuous service. Years of completed service shall be computed from December 26 of any given year to December 25 of the following year.

B. Longevity pay will be given to eligible employees on or before December 20.

#### ARTICLE 34

##### PAYROLL DEDUCTION OF UNION DUES

A. The County agrees to deduct from the salaries of bargaining unit members dues to the Union, Council No. 73, AFSCME, exclusively as said organization is the duly certified majority representative for employees in position titles covered by the Certification issued by the Public Employment Relations Commission, Docket No. RO-86-98. Deductions shall be made when authorized in writing to do so by each employee. Authorization must be in writing and comply with the provision of N.J.S.A. 52:14-15.9e of the Statutes of New Jersey. Deductions shall be made in compliance with the law each pay period, and monies collected, together with a listing of the employees, shall be transmitted to Council 73, 3635 Quakerbridge Road, Trenton, NJ 08619 by the fifteenth (15th) day of each month following collection. The employee shall indicate in writing to the proper disbursing officer of the County his desire to have any deductions made from his salary for the purpose of paying the employee dues. Such disbursing officer shall make such deduction from the compensation of the employee and the disbursing officer

shall transmit the sum so deducted to the Union as designated by the employee in his written request.

B. No other request for dues deductions for a labor organization shall be honored or processed by the County for any employee for position titles covered by the outstanding certification referred to above.

C. An authorization for deduction of membership dues in AFSCME, Council No. 73 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 (1) 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 agreed upon by the parties.

D. The amount of monthly membership dues will be certified by the Director of Council No. 73 AFSCME in writing to the Employer, and the amounts so certified will be uniform for all members of the Union.

E. An employee may withdraw dues deductions from the Union on July 1 of each year provided, however, that said employee gives notice of withdrawal to the County thirty (30) days in advance of his desire to withdraw. The filing of notice of withdrawal shall be effective to halt deductions as of July 1 following the date on which notice of withdrawal is filed.

F. The Union shall notify the Employer of any changes in dues structure thirty (30) days in advance of the request date of such change. The change shall be reflected in payroll deduction at the earliest time after the receipt of the request.

G. The Union will provide the necessary dues deduction forms and will secure the signatures of its members on the forms, and deliver the signed forms to the Clerk of the Board of Chosen Freeholders or his designee. The Union shall indemnify, defend and save the County harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of, action taken by the County in reliance upon salary deduction authorization cards submitted by the Union.

#### ARTICLE 35

##### RULES OF THE EMPLOYER

A. The parties agree that the Employer has the right to make reasonable rules and regulations. The Employer will first give the Union sufficient notice of its proposal and the Union then will make a timely demand to negotiate. Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the Union before they are established and the Union agrees to negotiate the same in good faith.

B. In the event the Employer and the Union disagree and are at impasse concerning the proposed new rule or regulation governing working conditions, the parties agree that the Employer may unilaterally implement the rules and regulations change

provided the impasse procedure of mediation through the Public Employment Relations Commission has first been exhausted.

C. All rules and regulations promulgated by the Employer for the proper and efficient operation of the Public Services shall be duly and conspicuously posted and dated.

#### ARTICLE 36

##### UNIFORM AND MAINTENANCE ALLOWANCE

A. All eligible employees required to wear uniforms at Warren Haven and Warren County Communications Center, shall be entitled to an annual uniform or maintenance allowance according to the following schedule:

1994 - \$250  
1995 - \$250  
1996 - \$275  
1997 - \$275

B. The uniform allowance shall be paid by separate check in two (2) installments within forty-five (45) days after January 1 and within thirty (30) days after July 1 with the requirement that the employees must serve the full six (6) month calendar period preceding those dates in order to qualify for a uniform and maintenance allowance payment. The employee shall only be required to sign a certification that he or she will spend the money provided for uniforms and/or maintenance, in order to receive the uniform allowance. Unused uniform and maintenance allowances shall not accumulate and be carried into a subsequent calendar year. Unused allowances or portions thereof shall be cancelled at the end of each calendar year. As a result of this

allowance, employees are expected to report for work in proper uniform and failure to do so shall lead to appropriate discipline.

List of Eligible Titles

WARREN HAVEN

Nurses  
Institutional Attendants  
Building Service Workers  
Laundry Workers  
Food Service Workers  
Cooks  
Ward Clerk  
Dietitian's Helper  
Instructor of In-Service Nursing

WARREN COUNTY COMMUNICATIONS CENTER

Chief Communications Operator  
Senior Communications Operator  
Communications Operator

C. Coveralls shall be supplied by the Employer to employees holding the position titles of senior mechanic, mechanic diesel, mechanic and painter at whichever location they may work in the County of Warren, and to maintenance employees at Warren Haven. The coveralls shall be stocked by the Employer and maintained by the Employer.

D. All non-uniformed personnel (other than administrative and clerical employees) working at Warren Haven, Warren Acres, Roads & Bridges, Jail, Health Department, Maintenance Department, and Inspectors in the Engineering Department, shall be entitled to an annual clothing allowance of one hundred fifty dollars (\$150) which shall be increased to one hundred seventy-five dollars (\$175) commencing in 1996. Effective January 1, 1996 the



Juvenile Detention Officers will be included in the aforementioned non-uniform personnel. Payment shall be made in two (2) equal installments on the same dates set forth in Paragraph B above.

E. To be eligible for a uniform and maintenance allowance payment under this Article, an employee, in addition to serving the full six (6) month calendar period, may not be absent without pay for more than twenty-two (22) working days within the six (6) month calendar period for which reimbursement is being calculated.

#### ARTICLE 37

##### UNION PRIVILEGES

###### A. Bulletin Board

The County will permit the Union to use a bulletin board in each facility approved by the County. The bulletin board may be used only for official Union business and then only for meeting notices, posting of lists of officers and stewards, announcement of social and recreational events and activities and changes of written work rules and policies. No anonymous, malicious or inflammatory material may be posted. The County reserves the right to unilaterally remove any posted material not meeting the conditions and requirements of this Article, which removal shall not be grievable under this Agreement.

B. Use of Facilities and Equipment

The Employer agrees to permit the Union to use a County facility with prior approval of the Employer, once each month upon written notice given five (5) days in advance upon the conditions that the Union agrees to indemnify and hold the County harmless for the use of the premises and to reimburse the County for any and all damages to County property caused by the Union's activities. The facilities to be used shall not include the Warren County Jail and shall be limited to the all-purpose room at Warren Haven (with prior approval of the Administrator), and the meeting room at the Warren County Annex Building.

ARTICLE 38

ACCESS TO PERSONNEL FOLDERS AND EVALUATION

A. Upon prior written request to the Personnel Division, each employee shall, if he requests, be given an opportunity by appointment, to review any evaluation of his work performance or conduct prepared during the term of this Agreement and included in his permanent personnel folder. An employee is permitted no more than one such request during each four (4) month period. He may file a written response to such materials within ten (10) working days after reviewing same and, if requested, such response will be attached to and retained with the particular instrument concerned. Any records concerning the performance or conduct of an employee that are passed from one supervisor to another upon the transfer of an employee or his/her supervisor will be available for review by the employee upon request.

B. Each regular written evaluation of work performance shall be reviewed with the employee and evidence of this review shall be the required signature of the employee on the evaluation form. Such signature shall not be construed to mean agreement with the content of the evaluation unless such agreement is stated thereon. An employee who fails to sign the evaluation form shall be subject to reprimand or other discipline. After the evaluation form has been signed by the employee, no changes shall be made on that evaluation form. A copy of the employee's evaluation shall be provided to the employee upon request.

#### ARTICLE 39

#### DISCIPLINE

A. A permanent employee in the classified service may be suspended without pay or with reduced pay, fined or demoted due to inefficiency, incompetency, misconduct, negligence, insubordination or for other sufficient cause.

B. A provisional or temporary employee may be disciplined at any time at the discretion of the Employer. A provisional or temporary employee who has been disciplined shall have no right of appeal or to a disciplinary hearing unless as otherwise provided by law or by the terms of this Agreement, provided, however, that a provisional employee employed continuously for six (6) months or more may have a hearing with the Freeholders as provided below, with no right of appeal beyond that.

C. Permanent employees and employees in their working test period shall be entitled to a hearing for removal, suspension or fine, disciplinary demotion or as otherwise required by Civil Service Rules and Regulations. The hearing shall be conducted by the Warren County Board of Chosen Freeholders or their designee, and pursuant to such rules and procedures which the Freeholders shall deem appropriate or as required by New Jersey Civil Service Rules and Regulations.

D. In cases involving fines for more than five (5) days or suspension for more than five (5) days, removal or demotion, the employee shall be provided with charges and specifications along with proposed penalty. Any employee appealing such action within ten (10) days of receipt of the preliminary notice of disciplinary action, shall be granted a disciplinary hearing. If the employee is not satisfied with the decision of the Freeholders or their designated hearing officer, the employee may appeal as permitted by law to the New Jersey Department of Civil Service for a hearing before an Administrative Law Judge.

E. The Union will be advised in writing of any change in the disciplinary hearing procedures.

F. At any disciplinary hearing the employee may be represented by his steward, and/or local Union president and other local union officer and/or Council No. 73 representative.

G. The Union will be provided, upon request, five (5) days prior to the hearing, with all written documents and statements which will be used against the employee at the hearing as well as

a list of witnesses that will be carried by the Employer. The Union shall provide to the Freeholders or their representatives, five (5) days prior to the hearing, copies of all documents and written statements the Union intends to rely upon at the hearing and the names and addresses of all witnesses.

H. All such hearings shall follow the following format:

1. Reading of charges and specifications
2. Presentation of case by the County
3. Presentation of case by the appellant
4. Rebuttal by County and appellant, if necessary
5. Summation of case by appellant
6. Summation of case by County

I. Direct and cross-examination of witnesses shall be allowed. Either party may request that witnesses be sequestered. The Freeholder or their designated hearing officer, if any may determine that witnesses be sequestered without a request from either party.

J. Whenever written eyewitness accounts of incidents are used as evidence the person who prepared and/or signed such document shall be available for cross-examination or the documents cannot be used at that hearing.

K. The Freeholders or their designated hearing officer shall render his decision within twenty (20) days of the close of the hearing. Said decision shall include discussion of testimony or evidence, specific findings of fact and conclusions based on findings of fact and applicable laws and rules and regulations.

L. Any hearing on minor discipline conducted under this Article shall constitute the last step of the minor discipline review procedure.

ARTICLE 40

SUBCONTRACTING OF WORK

A. Nothing contained in this Agreement shall in any way limit the right of the County to hire or engage the services of outside firms or individuals for the purpose of contracting or subcontracting of any work normally performed by employees in this bargaining unit.

B. The County and the Union agree to discuss the impact of subcontracting or contracting out of work normally performed by bargaining unit members to the extent permitted by law. This discussion may only be held if a layoff or job displacement will result and if the proposed subcontract is based solely on fiscal consideration.

C. The Union must request the opportunity to discuss the impact of a decision to subcontract or contract out work within thirty (30) days after such action is taken by the Board of Chosen Freeholders. Failure of the Union to make such a timely request shall act as a waiver and shall bar the Union from seeking to discuss the impact of this action.

ARTICLE 41

APPLICATION OF SALARY AND BENEFITS

A. Eligibility

Eligibility for an increment is dependent upon the employee having been hired at least twelve (12) months prior to the first of the quarter in which the increment is due.

B. Retroactivity

1. Salary adjustments will be paid retroactively only to those employees in the employ of the County as of the date of signing of this Agreement or who retired (within the meaning of PERS) from the employ of the County or who died or who were on layoff after January 1, 1994 and prior to the signing of this Agreement. Retroactivity in salary shall include retroactive overtime pay at time and one-half for all hours worked in excess of forty (40) hours, thirty-seven and one-half (37-1/2) hours or thirty-five (35) hours, depending upon the employee's normal work week. New or increased differentials shall be effective upon the execution of this Agreement by both parties.

2. During any leave of absence without pay, the employee's medical benefits shall be continued provided that the cost thereof (normally paid by the Employer) is paid by the employee to the insurance carrier through the employer, with the exception of those cases that qualify under family leave, except as otherwise provided under Family Medical Leave Act or New Jersey Family Leave Act. This matter will not be subject to the grievance procedure.

ARTICLE 42

EDUCATION BENEFIT

A. All employees covered by this Agreement shall be eligible to receive financial reimbursement for job-related, career development courses in the following areas:

1. Matriculating undergraduate/graduate degree.
2. Business/Vocational/Technical courses.
3. Career development courses such as seminars and continuing education courses which will aid the

employee in his employment. The foregoing decision of job-relatedness is discretionary with the Employer.

B. Reimbursement will be contingent upon:

1. By no later than the first day of the course, an interested employee must submit a written request for course work. The request must be presented to the employee's Department Head for initial approval and to the County Administrator and Personnel Division for final approval and authorization that funds are available. The employee will be notified as to the approval or disapproval of his application within two (2) weeks. Within four (4) weeks after completion of the course work, the employee shall submit to the County Administrator and Personnel Division, via the Department Head, certification of successful completion of the course work on the proper form. Payment will be made to the employee after approval by the County Administrator and Personnel Division and after the employee has completed and signed the proper voucher form.

2. The student must maintain a "C" grade or better for an undergraduate course and a "B" grade or better for a graduate course to be eligible for reimbursement. In courses where only a "Pass" or "Fail" grade are given, the student must achieve a "Pass". Where the student has the option of selecting either "Pass/Fail" or a letter grade system, the student must elect the letter grade system.

3. Courses shall be taken outside the employee's normal working hours and shall not interfere with the individual's responsibilities of employment. If leave time is needed for travel to a course, up to four (4) hours of available



vacation time per week may be granted with the supervisor's approval.

4. Reimbursement will be the lesser of the actual expenses or the current tuition rate at Rutgers, the State University of New Jersey. Employees are responsible for their travel expenses, fees and books.

5. Priority will be given to employees attending colleges within the State of New Jersey.

6. A maximum of twelve (12) credits per calendar year may be taken by nurses, and nine (9) credits by employees other than nurses.

7. An employee must be a permanent full-time employee of the Employer to be entitled to financial reimbursement. As an exception to the foregoing, an employee who has been employed for more than one (1) year by the Employer, even though not yet "permanent" due to Civil Service procedures, will be eligible for this benefit, provided that if the employee cannot continue employment with the Employer for at least one (1) year pursuant to the provisions of subsection 8 below due to the failure of Civil Service to make the employee "permanent," in that event the employee will be required to repay the Employer the financial value of the tuition reimbursement that has not been repaid via said work commitment.

8. Employees must sign a service agreement commitment that they will continue employment with the Employer for at least one (1) year after the tuition reimbursement. If the employee

terminates employment before completion of the agreement, he must repay the Employer the financial value of the tuition reimbursement that has not been repaid via the above work commitment.

9. The following annual amounts will be appropriated by the Employer:

1994 - \$10,000  
1995 - \$15,000  
1996 - \$15,000  
1997 - \$15,000

Reimbursement to eligible employees will be on a "first come, first served" basis until such time as the appropriation is depleted.

#### ARTICLE 43

##### RANGE COMMITTEE

There is hereby created a joint committee consisting of three (3) persons representing the Employer and three (3) persons representing the Union. This committee shall meet periodically to continue the process of reviewing all existing job titles and salary ranges. Upon mutual agreement of the Employer representatives and the Union representatives, any job title covered by this Agreement may be subject to a range revision, the same to be effective within thirty (30) days of a written agreement signed by all of the members of the committee.

#### ARTICLE 44

##### PRIOR BENEFITS AND PRACTICES

Existing benefits which are set forth as policies, practices and general working conditions are substantially uniform in their application to employees in the unit, in the same or similar titles or jobs or locations, which are in effect upon the signing of this Agreement shall remain in effect except to the extent that they are modified by this Agreement.

#### ARTICLE 45

##### SEPARABILITY AND SAVINGS

A. If any provision of this Agreement shall conflict with any federal or state law or have the effect of eliminating or making the Employer ineligible for federal funding, that specific provision of this Agreement shall be deemed amended or nullified to conform to such law. The other provisions of the Agreement shall not be affected thereby and shall continue in full force and effect.

B. If any section, subsection, paragraph, sentence, clause or phrase of this Agreement, or any application thereof to any employee or group of employees, is held to be 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 46

FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all negotiable issues which were or could have been the subject for collective negotiations. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law in the area of collective negotiations, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to, bargain or negotiate with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement, subject to the provisions of Article 35.

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

ARTICLE 47

TERM OF AGREEMENT

A. Except as otherwise provided herein, the terms and effects of this Agreement shall be in force commencing January 1, 1994 and shall remain in effect and full force through December 31, 1997. Any changes in salary or other economic benefits will apply only to those employees in the employ of the County as of the date of the signing of this Agreement or who retired (within the meaning of PERS) from the County or who died or who were on layoff after January 1, 1994 and prior to the signing of this Agreement.

B. It shall be automatically renewed from year to year thereafter unless either party shall give written notice sixty (60) days prior to the expiration date of its desire to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than thirty (30) days prior to the expiration date. This Agreement shall remain in full force and be effective during the periods of negotiations.

C. Copies of this Agreement when executed shall be distributed to all employees of the Employer. The expense for printing and distribution of the Agreement shall be shared equally by the Union and the Employer.

IN WITNESS WHEREOF, the Employer and Union have caused this Agreement to be signed by their duly authorized representatives as of the 24th day of May, 1995.

WARREN COUNTY BOARD OF CHOSEN  
FREEHOLDERS

Susan P. Huskey

ATTEST:

Warren J. Stout

AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES  
COUNCIL NO. 73

\_\_\_\_\_

ATTEST:

Warren J. Stout

LOCAL 3287

Marglin Saret  
President

MEMBERS OF THE AFSCME NEGOTIATING COMMITTEE

Mary Ann Surot

Robert J. Fisher

Flora Swank

Paul Mercantini AFSCME Co 73

Robert R. Haggerton

Lydia Cooper

Carol A. Schuster

Donna Stone

## SCHEDULE A

### NON-SUPERVISORY EMPLOYEES - TITLES

Account Clerk  
Account Clerk/Typing  
Accountant  
Accounting Procedures Analyst  
Administrative Clerk  
Administrative Clerk, Board of Taxation  
Administrative Secretary  
Alcoholism Coordinator  
Assistant Mechanic Supervisor  
Assistant Planner  
Bridge Repairer  
Building Maintenance Worker  
Building Service Worker  
Buyer  
Carpenter's Helper  
Chauffeur, Nutrition  
Chief Clerk  
Clerk Stenographer  
Clerk Transcriber  
Clerk Typist  
Communications Operator  
Computer Operator  
Cook  
Coordinator Monitoring & Evaluation  
Counselor/Penal Institution  
Court Clerk  
Data Control Clerk  
Data Entry Machine Operator  
Data Processing Programmer  
Dietitian's Helper  
Docket Clerk  
Docket Clerk/Typing  
Electrician  
Electrician's Helper  
Engineering Aide  
Field Representative, Sr. Citizen Programs  
Fiscal Analyst  
Food Service Worker  
Four-H Program Assistant  
Graduate Nurse  
Groundskeeper  
Head Cook  
Health Aide  
Heavy Equipment Operator  
Health Educator  
Index Clerk  
Index Clerk/Typing  
Institutional Attendant



Instructor of In-Service Nursing  
Juvenile Detention Officer  
Laborer  
Laundry Worker  
Library Assistant  
Library Clerk Driver  
Library Page  
Maintenance Repairer  
Maintenance Repairer/Carpenter  
Maintenance Repairer/Electrician  
Maintenance Repairer Foreman  
Maintenance Repairer/Low Pressure  
Maintenance Repairer/Plumber  
Mechanic  
Mechanic Diesel  
Mechanic Helper  
Occupational Therapy Assistant  
Painter  
Painter's Helper  
Personnel Aide  
Personnel Clerk  
Planner  
Plumber's Helper  
Plumbing Inspector  
Plumbing Inspector Trainee  
Practical Nurse  
Principal Account Clerk  
Principal Account Clerk/Typing  
Principal Clerk  
Principal Clerk Stenographer  
Principal Clerk Transcriber  
Principal Clerk Typist  
Principal Data Control Clerk  
Principal Docket Clerk  
Principal Drafting Technician  
Principal Employee Benefits Clerk  
Principal Engineer  
Principal Engineer Civil  
Principal Engineer/Traffic  
Principal Engineering Aide  
Principal Engineering Aide/Traffic Analyst  
Principal Librarian  
Principal Librarian/Children  
Principal Librarian/Reference  
Principal Librarian/Tech. Services  
Principal Library Assistant  
Principal Planner  
Principal Planning Aide  
Principal Planner/Transportation  
Principal Storekeeper  
Probate Clerk  
Program Development Specialist, Community Service  
Project Coordinator, Juv. Couns. & Rehab.  
Public Health Investigator  
Recreation Therapy Aide

Road Construction Foreman  
Sanitary Inspector  
Sanitary Inspector Trainee  
Secretarial Assistant  
Secretary to Boards/Commissions  
Senior Account Clerk  
Senior Account Clerk/Typing  
Senior Accountant  
Senior Bridge Repairer  
Senior Building Maintenance Worker  
Senior Building Service Worker  
Senior Cashier/Typing  
Senior Clerk  
Senior Clerk Stenographer  
Senior Clerk Transcriber  
Senior Clerk Typist  
Senior Computer Operator  
Senior Court Clerk  
Senior Data Control Clerk  
Senior Data Entry Machine Operator  
Senior Data Processing Programmer  
Senior Docket Clerk  
Senior Docket Clerk/Typing  
Senior Drafting Technician  
Senior Employee Benefits Clerk  
Senior Engineer  
Senior Engineering Aide  
Senior Food Service Worker  
Senior Index Clerk  
Senior Index Clerk/Typing  
Senior Juvenile Detention Officer  
Senior Laundry Worker  
Senior Librarian  
Senior Librarian Technical Services  
Senior Library Assistant  
Senior Library Assistant/Typing  
Senior Library Clerk Driver  
Senior Maintenance Repairer  
Senior Maintenance Repairer/Carpenter  
Senior Maintenance Repairer/Low Pressure  
Senior Maintenance Repairer/Plumber  
Senior Mechanic Diesel  
Senior Mechanic  
Senior Medical Stenographer  
Senior PAYROLL Clerk  
Senior Personnel Clerk  
Senior Planner  
Senior Planner/Transportation  
Senior Practical Nurse  
Senior Probate Clerk  
Senior Program Development Specialist, Human Services  
Senior Recreation Therapy Aide  
Senior Sanitary Inspector  
Senior Storekeeper  
Senior Telephone Operator

Senior Traffic Maintenance Worker & Sign Design Processor &  
Letterer  
Site Manager  
Social Worker  
Stock Clerk  
Storekeeper  
Supervising Court Clerk  
Supervising Engineering Aide  
Supervisor, Sr. Citizen Program Outreach & Referral  
Telephone Operator  
Traffic Maintenance Worker  
Training Officer  
Truck Driver  
Vault Clerk  
Ward Clerk  
Welder  
Word Processing Operator

## ADDENDUM

A. This Agreement made this 24th day of May, 1995, by and between the BOARD OF CHOSEN FREEHOLDERS OF THE COUNTY OF WARREN, (hereinafter referred to as the Employer), and the WARREN COUNTY SUPERVISORS LOCAL OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, affiliated with AFSCME COUNSEL 73 (hereinafter referred to as the Union), on behalf of all County Employees whom it represents, in accordance with Chapter 303, Public Laws of the State of New Jersey of 1968 and Amendments thereto.

B. The terms and conditions of the agreement between the Board of Chosen Freeholders of the County of Warren and Local 3287 of AFSCME made this same day will apply to the supervisory employees covered by this agreement except as otherwise noted below:

### ARTICLE 1

#### RECOGNITION AND SCOPE

A. The Employer hereby recognizes the Union as the sole and exclusive representative of all full-time and part-time, permanent and provisional employees under this Agreement for the purpose of collective negotiations pursuant to the New Jersey Employer-Employee Relations Act (N.J.S.A. 34:13A-1 et seq.) concerning salary, hours and other terms and conditions of employment in the negotiating unit described below:

1. All blue and white collar supervisory employees employed by the County of Warren in the classified service in any permanent position, including provisional employees, as set forth in Schedule B.

2. Excluded from this Agreement are all non-supervisory employees, managerial executives, confidential and police employees within the meaning of the Act, employees included in any other collective negotiations unit and all other employees of the County.

B. Unless otherwise indicated, the terms "employee" and "employees" when used in this Agreement refer to all persons represented by the Union in the above-defined negotiating unit.

C. New Titles may be established by the Employer and added to the bargaining unit. The Union will be notified of the initial salary at the time the new titles are established. The job descriptions of such titles shall not be negotiable and shall be the exclusive prerogative of the Employer to determine as well as the unit placement and initial salary. The Union may negotiate (but not grieve) the unit placement and initial salary. However, failure of the employer and the Union to agree on such placement and salary shall not delay the filling of the position and the payment of the employee(s) serving therein.

ARTICLE 22

GRIEVANCE PROCEDURE

A., B. and C. same as non-supervisory employees.

D. Steps of the Grievance Procedure

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

Step One: A grievance must be filed with the Department Head or his designee within twenty (20) calendar days from the date when the act which is the subject of the grievance occurred. Failure to act within said twenty (20) days shall be deemed to constitute an abandonment of the grievance.

Step Two: If no agreement is reached within five (5) days of receipt of the grievance by the Department Head or his designee, the employee or the Union may appeal the decision of the Department Head or his designee and such appeal shall be presented in writing to the County Administrator within twenty (20) days thereafter. The County Administrator or his designee, shall respond in writing to the grievance within twenty (20) days of the submission.

Step Three: If the grievance is not settled through Steps One and Two, either party shall have the right to submit the dispute to arbitration within ten (10) days pursuant to the rules and regulations of the Public Employment Relations Commission. The cost for the services of the arbitrator shall be

borne equally by the County and the Union. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

E., F., G. and H. same as non-supervisory employees.

IN WITNESS WHEREOF, the Employer and Union have caused this Agreement to be signed by their duly authorized representatives as of the 24th day of May 1995.

WARREN COUNTY BOARD OF CHOSEN  
FREEHOLDERS

Susan G. Leach

ATTEST:

Norman J. Stewart

WARREN COUNTY SUPERVISORS AND LOCAL

Maylin Lusk

ATTEST:

Norman J. Stewart

**SCHEDULE B**  
**SUPERVISORY EMPLOYEES - TITLES**

Administrative Secretary, Warren Haven  
Assistant Food Service Manager  
Assistant General Supervisor Bridge Repairer  
Assistant Laundry Manager  
Assistant Maintenance Supervisor  
Assistant Supervising Bridge Repairer  
Assistant Supervisor, Building Service  
Assistant Supervisor of Nurses  
Assistant Supervisor - Roads  
Business Manager  
Chief Communications Officers  
Chief Sanitary Inspector  
Deputy Emergency Management Coordinator  
Director, Office of the Handicapped  
Food Service Manager  
Head Nurse  
Housekeeper  
Laundry Manager  
Maintenance Supervisor  
Office Supervisor  
Patient Activity Coordinator  
Plumbing Subcode Official  
Principal Sanitary Inspector  
Senior Communications Operator  
Senior Data Processing Programmer  
Supervising Account Clerk  
Supervising Bridge Repairer  
Supervising Building Service  
Supervising Clerk  
Supervising Groundskeeper  
Supervising Juvenile Detention Officer  
Supervising Librarian  
Supervising Librarian/Children  
Supervising Librarian/Reference  
Supervising Librarian/Tech. Services  
Supervising Library Assistant  
Supervising Mechanic  
Supervising Painter  
Supervising Personnel Clerk  
Supervising Plumber  
Supervisor of Accounts  
Supervisor of Motor Pools  
Supervisor of Nurses  
Supervisor Roads  
Youth Coordinator  
Youth Opportunities Coordinator  
Youth Services Coordinator



# SCHEDULE C

## 1995 AFSCME SALARY RANGES

ID: TOMRNLST R#03/053195 PREPARED BY - WARREN COUNTY CENTRAL DATA PROCESSING  
ON FRIDAY JUNE 16, 1995 AT 4:41 P.M.

PAGE 2

EFFECTIVE 1995 FOR UNION CODE ---> 01

### RANGE GROUP: 01

RANGE TABLE 0135										
13877	14279	14681	15082	15484	15886	16287	16689	17091	17492	-35.0 HRS.
7.62	7.84	8.07	8.29	8.51	8.73	8.95	9.17	9.39	9.61	-HRLY RATE-
17894	18296	18698	19099	19501	19903	20304	20706	21108	21509	-35.0 HRS.
9.83	10.05	10.27	10.49	10.71	10.94	11.16	11.38	11.60	11.82	-HRLY RATE-
RANGE TABLE 0137										
14866	15297	15727	16158	16588	17019	17449	17880	18310	18741	-37.5 HRS.
7.62	7.84	8.07	8.29	8.51	8.73	8.95	9.17	9.39	9.61	-HRLY RATE-
19171	19602	20032	20463	20894	21324	21755	22185	22616	23046	-37.5 HRS.
9.83	10.05	10.27	10.49	10.71	10.94	11.16	11.38	11.60	11.82	-HRLY RATE-
RANGE TABLE 0140										
15858	16317	16777	17236	17695	18155	18614	19074	19533	19992	-40.0 HRS.
7.62	7.84	8.07	8.29	8.51	8.73	8.95	9.17	9.39	9.61	-HRLY RATE-
20452	20911	21370	21830	22289	22749	23208	23667	24127	24586	-40.0 HRS.
9.83	10.05	10.27	10.49	10.71	10.94	11.16	11.38	11.60	11.82	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
0135	002289	LIBRARY PAGE
0137	000929	BUILDING MAINTENANCE WORKER - WARREN HAVEN
0137	000938	BLDG SERVICE WORKER - WARREN HAVEN
0137	002261	LAUNDRY WORKER
0137	900929	BUILDING MAIN. WORKER - MAINTENANCE DEPT
0137	900938	BLDG SERVICE WORKER - MAINTENANCE DEPT

EFFECTIVE 1995 FOR UNION CODE ----> 01

RANGE GROUP: 02

RANGE TABLE 0235

14571	14993	15414	15835	16256	16678	17099	17520	17942	18363	-35.0 HRS.
8.01	8.24	8.47	8.70	8.93	9.16	9.40	9.63	9.86	10.09	-HRLY RATE-
18784	19205	19627	20048	20469	20890	21312	21733	22154	22576	-35.0 HRS.
10.32	10.55	10.79	11.02	11.25	11.48	11.71	11.95	12.18	12.41	-HRLY RATE-

RANGE TABLE 0237

15611	16063	16515	16967	17419	17872	18324	18776	19228	19680	-37.5 HRS.
8.01	8.24	8.47	8.70	8.93	9.16	9.40	9.63	9.86	10.09	-HRLY RATE-
20132	20585	21037	21489	21941	22393	22845	23298	23750	24202	-37.5 HRS.
10.32	10.55	10.79	11.02	11.25	11.48	11.71	11.95	12.18	12.41	-HRLY RATE-

RANGE TABLE 0240

16652	17134	17616	18098	18580	19062	19544	20026	20508	20990	-40.0 HRS.
8.01	8.24	8.47	8.70	8.93	9.16	9.40	9.63	9.86	10.09	-HRLY RATE-
21472	21954	22436	22919	23401	23883	24365	24847	25329	25811	-40.0 HRS.
10.32	10.55	10.79	11.02	11.25	11.48	11.71	11.95	12.18	12.41	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
0235	000001	ACCOUNT CLERK
0235	000003	ACCOUNT CLERK TYPING
0235	001268	CLERK TYPIST
0235	001430	COURT ATTENDANT
0235	001673	DOCKET CLERK
0235	001675	DOCKET CLERK
0235	002092	INDEX CLERK
0235	002865	PROBATE CLERK
0235	004237	VAULT CLERK
0235	004392	VAULT CLERK
0235	005332	COURT AIDE
0235	007467	LIBRARY ASSISTANT
0235	919007	SHERIFFS OFFICER/COURT AIDE
0237	002111	INSTITUTIONAL ATTENDANT
0237	002328	MAINTENANCE REPAIRER
0237	003042	RECREATION THERAPY AIDE
0237	003229	SENIOR BUILDING SERVICE WORKER
0237	003338	SENIOR FOOD SERVICE WORKER
0237	003404	SENIOR LAUNDRY WORKER
0237	981268	CLERK TYPIST, ROAD DEPARTMENT
0237	990001	ACCOUNT CLERK - WARREN HAVEN
0237	990003	ACCOUNT CLERK TYPING - WARREN HAVEN
0237	991268	CLERK TYPIST - WARREN HAVEN
0240	803338	SENIOR FOOD SERVICE WORKER/PENAL INSTITUTION
0240	900001	ACCOUNT CLERK - CORRECTIONAL FACILITIES
0240	900003	ACCOUNT CLERK - CORRECTIONAL FACILITIES
0240	901268	CLERK TYPIST - CORRECTIONAL FACILITIES
0240	971268	CLERK TYPIST

EFFECTIVE 1995 FOR UNION CODE ---> 01

RANGE GROUP: 03

RANGE TABLE 0335

15300	15743	16185	16628	17071	17514	17957	18400	18843	19286	-35.0 HRS.
8.41	8.65	8.89	9.14	9.38	9.62	9.87	10.11	10.35	10.60	-HRLY RATE-
19729	20172	20614	21057	21500	21943	22386	22829	23272	23715	-35.0 HRS.
10.84	11.08	11.33	11.57	11.81	12.06	12.30	12.54	12.79	13.03	-HRLY RATE-

RANGE TABLE 0337

16392	16867	17342	17817	18292	18767	19241	19716	20191	20666	-37.5 HRS.
8.41	8.65	8.89	9.14	9.38	9.62	9.87	10.11	10.35	10.60	-HRLY RATE-
21141	21616	22090	22565	23040	23515	23990	24465	24939	25414	-37.5 HRS.
10.84	11.08	11.33	11.57	11.81	12.06	12.30	12.54	12.79	13.03	-HRLY RATE-

RANGE TABLE 0340

17484	17990	18496	19001	19507	20013	20519	21024	21530	22036	-40.0 HRS.
8.41	8.65	8.89	9.14	9.38	9.62	9.87	10.11	10.35	10.60	-HRLY RATE-
22542	23047	23553	24059	24564	25070	25576	26082	26587	27093	-40.0 HRS.
10.84	11.08	11.33	11.57	11.81	12.06	12.30	12.54	12.79	13.03	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
0335	000993	CHAUFFEUR - NUTRITION
0335	001468	DATA CONTROL CLERK
0335	002281	LIBRARY CLERK DRIVER
0335	003716	SITE MANAGER NUTRITION PROGRAM FOR THE ELDERLY
0335	004145	TELEPHONE OPERATOR
0335	004649	DATA ENTRY MACHINE OPERATOR
0335	351260	CLERK STENOGRAPHER
0337	001535	DIETITIAN HELPER
0337	002365	MAINTENANCE REPAIRER/LOW PRESSURE
0337	004250	WARD CLERK
0337	371260	CLERK STENOGRAPHER - WARREN HAVEN
0337	991266	CLERK TRANSCRIBER - WARREN HAVEN
0340	001971	HOME HEALTH AIDE - PUBLIC HEALTH NURSING
0340	002248	LABORER, ROADS
0340	003777	STOCK CLERK
0340	401260	CLERK STENOGRAPHER - CORRECTIONAL FACILITIES
0340	404649	DATA ENTRY MACHINE OPERATOR
0340	491260	CLERK STENOGRAPHER
0340	902248	LABORER, BRIDGES
0340	001940	GROUNDSKEEPER

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RANGE GROUP: 04

RANGE TABLE 0435

16065	16530	16996	17462	17927	18393	18858	19324	19789	20255	-35.0 HRS.
8.83	9.08	9.34	9.59	9.85	10.10	10.36	10.62	10.87	11.13	-HRLY RATE-
20721	21186	21652	22117	22583	23048	23514	23979	24445	24911	-35.0 HRS.
11.38	11.64	11.89	12.15	12.40	12.66	12.91	13.17	13.43	13.68	-HRLY RATE-

RANGE TABLE 0437

17212	17710	18207	18705	19202	19700	20197	20695	21192	21690	-37.5 HRS.
8.83	9.08	9.34	9.59	9.85	10.10	10.36	10.62	10.87	11.13	-HRLY RATE-
22187	22685	23182	23680	24177	24675	25172	25670	26167	26665	-37.5 HRS.
11.38	11.64	11.89	12.15	12.40	12.66	12.91	13.17	13.43	13.68	-HRLY RATE-

RANGE TABLE 0440

18360	18891	19423	19954	20486	21017	21549	22080	22612	23143	-40.0 HRS.
8.83	9.08	9.34	9.59	9.85	10.10	10.36	10.62	10.87	11.13	-HRLY RATE-
23675	24206	24738	25269	25800	26332	26863	27395	27926	28458	-40.0 HRS.
11.38	11.64	11.89	12.15	12.40	12.66	12.91	13.17	13.43	13.68	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
0435	000499	COORDINATOR OF COURT ROOM SERVICES
0435	001260	CLERK STENOGRAPHER
0435	003165	SENIOR ACCOUNT CLERK
0435	003168	SENIOR ACCOUNT CLERK TYPING
0435	003300	SENIOR DOCKET CLERK
0435	003376	SENIOR INDEX CLERK
0435	007718	COORDINATOR OF COURT ROOM SERVICES
0437	002649	PERSONNEL CLERK, WARREN HAVEN
0437	003227	SENIOR BUILDING MAINTENANCE WORKER
0437	003425	SENIOR MAINTENANCE REPAIRER
0437	003560	SENIOR RECREATION THERAPY AIDE
0437	903165	SENIOR ACCOUNT CLERK - WARREN HAVEN
0437	991260	CLERK STENOGRAPHER - WARREN HAVEN
0440	000913	BRIDGE REPAIRER
0440	002375	MAINTENANCE REPAIRER ROAD AND BRIDGES
0440	002456	MECHANIC HELPER
0440	004189	TRAFFIC MAINTENANCE WORKER
0440	004222	TRUCK DRIVER-ROADS
0440	005487	WORD PROCESSING OPERATOR
0440	901260	CLERK STENOGRAPHER - CORRECTIONAL FACILITIES
0440	903425	SR MAINTENANCE REPAIRER - CORRECTIONAL FACILITIES

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RANGE GROUP: 05

RANGE TABLE 0535

16868	17357	17845	18333	18821	19309	19798	20286	20774	21262	-35.0 HRS.
9.27	9.54	9.80	10.07	10.34	10.61	10.88	11.15	11.41	11.68	-HRLY RATE-
21751	22239	22727	23215	23703	24192	24680	25168	25656	26144	-35.0 HRS.
11.95	12.22	12.49	12.76	13.03	13.29	13.56	13.83	14.10	14.37	-HRLY RATE-

RANGE TABLE 0537

18073	18597	19120	19643	20166	20690	21213	21736	22259	22783	-37.5 HRS.
9.27	9.54	9.80	10.07	10.34	10.61	10.88	11.15	11.41	11.68	-HRLY RATE-
23306	23829	24352	24876	25399	25922	26445	26968	27492	28015	-37.5 HRS.
11.95	12.22	12.49	12.76	13.03	13.29	13.56	13.83	14.10	14.37	-HRLY RATE-

RANGE TABLE 0540

19277	19836	20394	20952	21511	22069	22627	23185	23744	24302	-40.0 HRS.
9.27	9.54	9.80	10.07	10.34	10.61	10.88	11.15	11.41	11.68	-HRLY RATE-
24860	25418	25977	26535	27093	27651	28210	28768	29326	29884	-40.0 HRS.
11.95	12.22	12.49	12.76	13.03	13.29	13.56	13.83	14.10	14.37	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
0535	003256	SENIOR CLERK TYPIST
0535	003294	SENIOR DATA CONTROL CLERK
0535	003416	SENIOR LIBRARY ASSISTANT
0535	003417	SENIOR LIBRARY ASSISTANT
0535	003418	SENIOR LIBRARY CLERK DRIVER
0535	003527	SENIOR PROBATE CLERK
0535	005180	SENIOR DATA ENTRY MACHINE OPERATOR
0535	353253	SENIOR CLERK STENOGRAPHER
0537	001347	COOK - WARREN HAVEN
0537	003439	SENIOR MAINTENANCE REPAIRER/LOW PRESSURE
0537	006427	ASSISTANT LAUNDRY MANAGER
0537	006467	ASSISTANT SUPERVISOR/BUILDING SERVICES
0537	903255	SENIOR CLERK TRANSCRIBER - WARREN HAVEN
0537	903256	SENIOR CLERK TYPIST, WARREN HAVEN
0540	005008	JUVENILE DETENTION OFFICER
0540	403253	SENIOR CLERK STENOGRAPHER - CORRECTIONAL FACILITIES
0540	403256	SENIOR CLERK TYPIST
0540	901347	COOK - CORRECTIONAL FACILITIES

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RANGE GROUP: 06

RANGE TABLE 0635

17711	18224	18737	19250	19763	20276	20788	21301	21814	22327	-35.0 HRS.
9.73	10.01	10.30	10.58	10.86	11.14	11.42	11.70	11.99	12.27	-HRLY RATE-
22840	23353	23866	24379	24892	25405	25918	26431	26944	27457	-35.0 HRS.
12.55	12.83	13.11	13.39	13.68	13.96	14.24	14.52	14.80	15.09	-HRLY RATE-

RANGE TABLE 0637

18977	19526	20075	20624	21173	21722	22271	22820	23369	23918	-37.5 HRS.
9.73	10.01	10.30	10.58	10.86	11.14	11.42	11.70	11.99	12.27	-HRLY RATE-
24467	25016	25565	26114	26663	27212	27761	28310	28859	29408	-37.5 HRS.
12.55	12.83	13.11	13.39	13.68	13.96	14.24	14.52	14.80	15.09	-HRLY RATE-

RANGE TABLE 0640

20242	20828	21414	22000	22586	23172	23758	24344	24930	25516	-40.0 HRS.
9.73	10.01	10.30	10.58	10.86	11.14	11.42	11.70	11.99	12.27	-HRLY RATE-
26102	26688	27274	27860	28447	29033	29619	30205	30791	31377	-40.0 HRS.
12.55	12.83	13.11	13.39	13.68	13.96	14.24	14.52	14.80	15.09	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
0635	001434	COURT CLERK
0635	002196	INVESTIGATOR, PROBATION
0635	002781	PRINCIPAL CLERK
0635	003237	SENIOR CASHIER
0635	003253	SENIOR CLERK STENOGRAPHER
0635	003500	SENIOR PERSONNEL CLERK
0635	003612	SENIOR TELEPHONE OPERATOR
0637	902781	PRINCIPAL CLERK TYPIST, ROAD DEPT
0637	903500	SENIOR PERSONNEL CLERK - WARREN HAVEN
0640	001733	ENGINEERING AIDE
0640	001746	EQUIPMENT OPERATOR - BRIDGES
0640	005109	SENIOR JUVENILE DETENTION OFFICER
0640	402731	PRINCIPAL CLERK
0640	903253	SENIOR CLERK STENOGRAPHER - CORRECTIONAL FACILITIES

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RANGE GROUP: 07

RANGE TABLE 0735										
18597	19135	19674	20213	20751	21290	21829	22367	22906	23445	-35.0 HRS.
10.22	10.51	10.81	11.11	11.40	11.70	11.99	12.29	12.58	12.88	-HRLY RATE-
23984	24522	25061	25600	26138	26677	27216	27754	28293	28832	-35.0 HRS.
13.18	13.47	13.77	14.06	14.36	14.65	14.95	15.25	15.54	15.84	-HRLY RATE-
RANGE TABLE 0737										
19925	20502	21079	21656	22233	22809	23386	23963	24540	25117	-37.5 HRS.
10.22	10.51	10.81	11.11	11.40	11.70	11.99	12.29	12.58	12.88	-HRLY RATE-
25693	26270	26847	27424	28001	28577	29154	29731	30308	30885	-37.5 HRS.
13.18	13.47	13.77	14.06	14.36	14.65	14.95	15.25	15.54	15.84	-HRLY RATE-
RANGE TABLE 0740										
21254	21869	22484	23099	23714	24329	24944	25558	26173	26788	-40.0 HRS.
10.22	10.51	10.81	11.11	11.40	11.70	11.99	12.29	12.58	12.88	-HRLY RATE-
27403	28018	28633	29248	29863	30478	31093	31708	32322	32937	-40.0 HRS.
13.18	13.47	13.77	14.06	14.36	14.65	14.95	15.25	15.54	15.84	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
0735	002755	PRINCIPAL ACCOUNT CLERK
0735	002757	PRINCIPAL ACCOUNT CLERK
0735	002773	PRINCIPAL CLERK
0735	002779	PRINCIPAL CLERK TRANSCRIBER
0735	002822	PRINCIPAL LIBRARY ASSISTANT
0735	003394	SR INVESTIGATOR - PROBATION
0735	004201	TRAINEE, WEIGHTS AND MEASURES
0735	004646	PRINCIPAL DATA CONTROL CLERK
0735	005503	FOUR-H PROGRAM ASSISTANT
0735	006124	SECURITY GUARD
0735	006560	SENIOR DRAFTING TECHNICIAN
0735	352777	PRINCIPAL CLERK STENOGRAPHER
0735	910604	ASSISTANT CLERK, ELECTION
0735	912806	COUNTY CORRECTION OFFICER/SHERIFF
0737	000974	CARPENTER'S HELPER
0737	001710	ELECTRICIAN'S HELPER
0737	002340	MAINTENANCE REPAIRER FOREMAN M/W
0737	002426	MASONS HELPER
0737	002591	PAINTER'S HELPER
0737	002701	PLUMBER'S HELPER
0737	372777	PRINCIPAL CLERK STENOGRAPHER - WARREN HAVEN
0737	902755	PRINCIPAL ACCOUNT CLERK - WARREN HAVEN
0737	902773	PRINCIPAL CLERK - WARREN HAVEN
0740	002434	MECHANIC
0740	002440	MECHANIC DIESEL
0740	004305	WELDER - ROAD DEPARTMENT
0740	004333	YOUTH GROUP WORKER

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RANGE GROUP: 08

RANGE TABLE 0835

19527	20092	20658	21223	21789	22354	22920	23485	24051	24616	-35.0 HRS.
10.73	11.04	11.35	11.66	11.97	12.28	12.59	12.90	13.21	13.52	-HRLY RATE-
25181	25747	26312	26878	27443	28009	28574	29140	29705	30271	-35.0 HRS.
13.84	14.15	14.46	14.77	15.08	15.39	15.70	16.01	16.32	16.63	-HRLY RATE-

RANGE TABLE 0837

20922	21528	22134	22739	23345	23951	24556	25162	25768	26373	-37.5 HRS.
10.73	11.04	11.35	11.66	11.97	12.28	12.59	12.90	13.21	13.52	-HRLY RATE-
26979	27584	28190	28796	29401	30007	30613	31218	31824	32430	-37.5 HRS.
13.84	14.15	14.46	14.77	15.08	15.39	15.70	16.01	16.32	16.63	-HRLY RATE-

RANGE TABLE 0840

22316	22962	23608	24253	24899	25545	26191	26837	27482	28128	-40.0 HRS.
10.73	11.04	11.35	11.66	11.97	12.28	12.59	12.90	13.21	13.52	-HRLY RATE-
28774	29420	30066	30712	31357	32003	32649	33295	33941	34586	-40.0 HRS.
13.84	14.15	14.46	14.77	15.08	15.39	15.70	16.01	16.32	16.63	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
0835	003153	SECRETARY TO JUDGE
0835	003232	SENIOR COURT CLERK
0835	003496	SENIOR PAYROLL CLERK
0835	902307	DEPUTY DISTRICT COURT CLERK
0837	002062	HOUSEKEEPER
0837	006426	LAUNDRY MANAGER - WARREN HAVEN
0840	001296	COMMUNICATIONS OPERATOR
0840	003459	SENIOR MECHANIC
0840	004203	TRAINING OFFICER, DEPT. OF JUVENILE DETENTION
0840	004561	SENIOR MECHANIC DIESEL



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RANGE GROUP: 09

RANGE TABLE 0935

20503	21096	21690	22283	22876	23470	24063	24656	25249	25843	-35.0 HRS.
11.27	11.59	11.92	12.24	12.57	12.90	13.22	13.55	13.87	14.20	-HRLY RATE-
26436	27029	27623	28216	28809	29402	29996	30589	31182	31776	-35.0 HRS.
14.53	14.85	15.18	15.50	15.83	16.15	16.48	16.81	17.13	17.46	-HRLY RATE-

RANGE TABLE 0937

21968	22603	23239	23874	24510	25145	25781	26416	27052	27687	-37.5 HRS.
11.27	11.59	11.92	12.24	12.57	12.90	13.22	13.55	13.87	14.20	-HRLY RATE-
28323	28958	29594	30229	30865	31500	32136	32772	33407	34043	-37.5 HRS.
14.53	14.85	15.18	15.50	15.83	16.15	16.48	16.81	17.13	17.46	-HRLY RATE-

RANGE TABLE 0940

23433	24111	24790	25469	26148	26826	27505	28184	28863	29541	-40.0 HRS.
11.27	11.59	11.92	12.24	12.57	12.90	13.22	13.55	13.87	14.20	-HRLY RATE-
30220	30899	31578	32257	32935	33614	34293	34972	35650	36329	-40.0 HRS.
14.53	14.85	15.18	15.50	15.83	16.15	16.48	16.81	17.13	17.46	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
0935	001264	CLERK TO JURY COMMISSION
0935	002777	PRINCIPAL CLERK STENOGRAPHER
0937	006466	SUPERVISOR BUILDING SERVICE
0937	332777	PRIN CLERK STENO - B&G
0937	902777	PRINCIPAL CLERK STENOGRAPHER - WARREN HAVEN
0937	903779	STOREKEEPER - WARREN HAVEN
0940	000611	ASSISTANT MECHANIC SUPERVISOR
0940	001952	HEAD COOK
0940	002001	HEAVY EQUIPMENT OPERATOR
0940	002022	HEAVY EQUIPMENT OPERATOR ROADS
0940	003222	SENIOR BRIDGE REPAIRER
0940	003448	SENIOR MAINTENANCE REPAIRER ROAD AND BRIDGES
0940	003779	STOREKEEPER

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RANGE GROUP: 10

RANGE TABLE 1035

21528	22151	22774	23397	24021	24644	25267	25890	26513	27136	-35.0 HRS.
11.83	12.17	12.51	12.86	13.20	13.54	13.88	14.22	14.57	14.91	-HRLY RATE-
27760	28383	29006	29629	30252	30875	31498	32122	32745	33368	-35.0 HRS.
15.25	15.59	15.94	16.28	16.62	16.96	17.31	17.65	17.99	18.33	-HRLY RATE-

RANGE TABLE 1037

23066	23733	24401	25068	25736	26403	27070	27738	28405	29073	-37.5 HRS.
11.83	12.17	12.51	12.86	13.20	13.54	13.88	14.22	14.57	14.91	-HRLY RATE-
29740	30408	31075	31743	32410	33077	33745	34412	35080	35747	-37.5 HRS.
15.25	15.59	15.94	16.28	16.62	16.96	17.31	17.65	17.99	18.33	-HRLY RATE-

RANGE TABLE 1040

24605	25316	26028	26740	27452	28163	28875	29587	30298	31010	-40.0 HRS.
11.83	12.17	12.51	12.86	13.20	13.54	13.88	14.22	14.57	14.91	-HRLY RATE-
31722	32434	33145	33857	34569	35281	35992	36704	37416	38128	-40.0 HRS.
15.25	15.59	15.94	16.28	16.62	16.96	17.31	17.65	17.99	18.33	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
1035	001813	FIELD REPRESENTATIVE
1035	005186	DEPUTY ASSIGNMENT CLERK
1035	903855	PROMIS/GAVEL SYSTEMS MANAGER
1037	002330	MAINTENANCE REPAIRER CARPENTER
1037	002337	MAINTENANCE REPAIRER ELECTRICIAN
1037	002367	MAINTENANCE REPAIRER/MASON
1037	002371	MAINTENANCE REPAIRER PLUMBER
1037	002461	MEDICAL DIRECTOR
1037	002589	PAINTER
1037	006453	ASSISTANT FOOD SERVICE MANAGER, WARREN HAVEN
1040	000002	TECHNICAL TRAINING COORDINATOR
1040	003262	SENIOR COMMUNICATIONS OPERATOR
1040	003320	SENIOR ENGINEERING AIDE
1040	006655	ASSISTANT SUPERVISOR, ROADS
1040	901861	FOOD SERVICE SUPERVISOR CORRECTION FACILITY

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RANGE GROUP: 11

RANGE TABLE 1135  
 22604 23258 23912 24567 25221 25875 26529 27183 27837 28491 -35.0 HRS.  
 12.42 12.78 13.14 13.50 13.86 14.22 14.58 14.94 15.30 15.66 -HRLY RATE-  
 29145 29799 30453 31107 31761 32415 33069 33723 34377 35031 -35.0 HRS.  
 16.02 16.38 16.73 17.09 17.45 17.81 18.17 18.53 18.89 19.25 -HRLY RATE-

RANGE TABLE 1137  
 24219 24921 25622 26324 27025 27727 28428 29129 29831 30532 -37.5 HRS.  
 12.42 12.78 13.14 13.50 13.86 14.22 14.58 14.94 15.30 15.66 -HRLY RATE-  
 31234 31935 32637 33338 34039 34741 35442 36144 36845 37547 -37.5 HRS.  
 16.02 16.38 16.73 17.09 17.45 17.81 18.17 18.53 18.89 19.25 -HRLY RATE-

RANGE TABLE 1140  
 25834 26582 27330 28078 28826 29573 30321 31069 31817 32564 -40.0 HRS.  
 12.42 12.78 13.14 13.50 13.86 14.22 14.58 14.94 15.30 15.66 -HRLY RATE-  
 33312 34060 34808 35556 36303 37051 37799 38547 39295 40042 -40.0 HRS.  
 16.02 16.38 16.73 17.09 17.45 17.81 18.17 18.53 18.89 19.25 -HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
1135	001496	DEPUTY COUNTY DISASTER CONTROL COORDINATOR
1135	002221	JUNIOR LIBRARIAN
1135	002831	PRINCIPAL PAYROLL CLERK
1135	002840	PRINCIPAL PLANNING AIDE
1135	002910	PUBLIC HEALTH INVESTIGATOR
1135	003127	SECRETARIAL ASSISTANT
1135	003848	SUPERVISING ACCOUNT CLERK
1135	003855	SUPERVISING BOOKKEEPING MACHINE OPERATOR
1135	003859	SUPERVISING CLERK
1135	003861	SUPERVISING CLERK DISTRICT COURT
1135	005849	SUPERVISING COURT CLERK
1135	802678	PLANNER (EMERGENCY MANAGEMENT)
1137	003426	SENIOR MAINTENANCE REPAIRER/CARPENTER
1137	003430	SENIOR MAINTENANCE REPAIRER/ELECTRICIAN
1137	003445	SENIOR MAINTENANCE REPAIRER/PLUMBER
1137	006197	PATIENT ACTIVITIES COORDINATOR - WARREN HAVEN
1137	903848	SUPERVISING ACCOUNT CLERK - WARREN HAVEN
1137	903859	SUPERVISING CLERK - WARREN HAVEN
1140	000917	BRIDGE REPAIRER FOREMAN M/W
1140	002750	PRACTICAL NURSE
1140	002852	PRINCIPAL STOREKEEPER
1140	003086	ROAD CONSTRUCTION FOREMAN M/W
1140	003600	SENIOR STOREKEEPER
1140	004624	SR TRAFFIC MAIN WRKR & SIGN DESIGN PROCESSOR & LET
1140	005110	SUPERVISING JUVENILE DETENTION OFFICER
1140	006593	ASSISTANT SUPERVISING BRIDGE REPAIRER
1140	007419	SECRETARY, BOARD/COMMISSION
1140	403127	SECRETARIAL ASSISTANT
1140	902750	PRACTICAL NURSE - PENAL INSTITUTION

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RANGE GROUP: 12

RANGE TABLE 1235

23734	24421	25108	25795	26482	27169	27856	28543	29230	29917	-35.0 HRS.
13.04	13.42	13.80	14.17	14.55	14.93	15.31	15.68	16.06	16.44	-HRLY RATE-
30604	31291	31978	32665	33352	34039	34726	35413	36100	36787	-35.0 HRS.
16.82	17.19	17.57	17.95	18.33	18.70	19.08	19.46	19.84	20.21	-HRLY RATE-

RANGE TABLE 1237

25430	26166	26903	27639	28375	29112	29848	30585	31321	32058	-37.5 HRS.
13.04	13.42	13.80	14.17	14.55	14.93	15.31	15.68	16.06	16.44	-HRLY RATE-
32794	33531	34267	35004	35740	36476	37213	37949	38686	39422	-37.5 HRS.
16.82	17.19	17.57	17.95	18.33	18.70	19.08	19.46	19.84	20.21	-HRLY RATE-

RANGE TABLE 1240

27125	27910	28695	29480	30264	31049	31834	32619	33404	34189	-40.0 HRS.
13.04	13.42	13.80	14.17	14.55	14.93	15.31	15.68	16.06	16.44	-HRLY RATE-
34974	35759	36543	37328	38113	38898	39683	40468	41253	42037	-40.0 HRS.
16.82	17.19	17.57	17.95	18.33	18.70	19.08	19.46	19.84	20.21	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
1235	000020	ADMINISTRATIVE CLERK
1235	000112	ADMINISTRATIVE SECRETARY
1235	000952	BUSINESS MANAGER, LIBRARY
1235	003271	SENIOR COMPUTER OPERATOR
1235	006930	PROGRAM DEVELOPMENT SPECIALIST - COMMUNITY SERVICE
1235	903916	SUPERVISING PERSONNEL CLERK
1235	904107	ADMINISTRATIVE CLERK BOARD OF TAXATION
1237	001706	ELECTRICIAN MAINTENANCE & REPAIR
1237	003916	SUPERVISING PERSONNEL CLERK
1237	006722	SUPERVISING PAINTER
1237	900020	ADMINISTRATIVE CLERK - WARREN HAVEN
1237	990020	ADMINISTRATIVE CLERK
1237	990112	ADMINISTRATIVE SECRETARY - WARREN HAVEN
1237	999112	ADMINISTRATIVE SECRETARY
1240	003524	SENIOR PRACTICAL NURSE, PENAL INSTITUTION
1240	005971	SUPERVISOR OF MOTOR POOL
1240	006654	SUPERVISOR, ROADS
1240	006724	SUPERVISING MECHANIC
1240	006984	CHIEF COMMUNICATION OPERATOR
1240	400020	ADMINISTRATIVE CLERK
1240	403271	SENIOR COMPUTER OPERATOR
1240	900112	ADMINISTRATIVE SECRETARY
1240	906456	FOOD SERVICE MANAGER
1240	006731	SUPERVISING GROUNDSKEEPER

EFFECTIVE 1995 FOR UNION CODE ---> 01

RANGE GROUP: 13

RANGE TABLE 1335

24922	25643	26364	27085	27806	28527	29248	29969	30690	31411	-35.0 HRS.
13.69	14.09	14.49	14.88	15.28	15.67	16.07	16.47	16.86	17.26	-HRLY RATE-
32132	32853	33574	34295	35016	35737	36458	37179	37900	38621	-35.0 HRS.
17.65	18.05	18.45	18.84	19.24	19.64	20.03	20.43	20.82	21.22	-HRLY RATE-

RANGE TABLE 1337

26703	27475	28248	29020	29793	30565	31338	32110	32883	33655	-37.5 HRS.
13.69	14.09	14.49	14.88	15.28	15.67	16.07	16.47	16.86	17.26	-HRLY RATE-
34428	35200	35973	36745	37518	38290	39063	39835	40608	41380	-37.5 HRS.
17.65	18.05	18.45	18.84	19.24	19.64	20.03	20.43	20.82	21.22	-HRLY RATE-

RANGE TABLE 1340

28482	29306	30130	30954	31778	32602	33426	34250	35074	35898	-40.0 HRS.
13.69	14.09	14.49	14.88	15.28	15.67	16.07	16.47	16.86	17.26	-HRLY RATE-
36722	37546	38370	39194	40018	40842	41666	42490	43314	44138	-40.0 HRS.
17.65	18.05	18.45	18.84	19.24	19.64	20.03	20.43	20.82	21.22	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
1300	006931	SENIOR PROGRAM DEVELOPMENT SPECIALIST (HUMAN SERVI
1335	000004	ACCOUNTANT
1335	000645	ASSISTANT PLANNER
1335	001109	CHIEF COURT CLERK
1335	003406	SENIOR LIBRARIAN
1335	003415	SENIOR LIBRARIAN TECHNICAL SERVICES
1337	000604	ASSISTANT MAINTENANCE SUPERVISOR WARREN HAVEN
1337	001826	FIELD REPRESENTATIVE - SENIOR CITIZENS PROGRAM
1337	003734	SOCIAL WORKER
1337	004577	SOCIAL WORKER/INSTITUTIONS - WARREN HAVEN
1337	004578	OCCUPATIONAL THERAPY ASSISTANT
1337	007328	SUPERVISING PLUMBER
1340	001387	COUNSELOR - PENAL INSTITUTION
1340	001926	GRADUATE NURSE
1340	002804	PRINCIPAL ENGINEERING AIDE
1340	004698	PRINCIPAL ENGINEERING AIDE/TRAFFIC ANALYST
1340	005076	DEPUTY COUNTY EMERGENCY MANAGEMENT COORDINATOR
1340	404936	PRINCIPAL EMPLOYEE BENEFITS CLERK
1340	901906	GRADUATE NURSE/ CORRECTIONAL FACILITIES - PART TIM

EFFECTIVE 1995 FOR UNION CODE ---> 01

RANGE GROUP: 14

RANGE TABLE 1435

26167	26924	27681	28438	29195	29952	30709	31467	32224	32981	-35.0 HRS.
14.38	14.79	15.21	15.63	16.04	16.46	16.87	17.29	17.71	18.12	-HRLY RATE-
33738	34495	35252	36009	36766	37523	38280	39037	39794	40551	-35.0 HRS.
18.54	18.96	19.37	19.79	20.20	20.62	21.04	21.45	21.87	22.29	-HRLY RATE-

RANGE TABLE 1437

28036	28847	29659	30470	31282	32094	32905	33717	34529	35340	-37.5 HRS.
14.38	14.79	15.21	15.63	16.04	16.46	16.87	17.29	17.71	18.12	-HRLY RATE-
36152	36964	37775	38587	39399	40210	41022	41833	42645	43457	-37.5 HRS.
18.54	18.96	19.37	19.79	20.20	20.62	21.04	21.45	21.87	22.29	-HRLY RATE-

RANGE TABLE 1440

29906	30772	31639	32505	33371	34237	35103	35970	36836	37702	-40.0 HRS.
14.38	14.79	15.21	15.63	16.04	16.46	16.87	17.29	17.71	18.12	-HRLY RATE-
38568	39435	40301	41167	42033	42900	43766	44632	45498	46364	-40.0 HRS.
18.54	18.96	19.37	19.79	20.20	20.62	21.04	21.45	21.87	22.29	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
1435	002645	PERSONNEL AIDE
1435	002704	PLUMBING INSPECTOR
1435	003101	SANITARY INSPECTOR TRAINEE
1435	003904	SUPERVISING LIBRARY ASSISTANT
1435	006295	COORDINATOR CHILD PLACEMENT REVIEW
1435	006561	PRINCIPAL DRAFTING TECHNICIAN
1435	007671	CHILD PLACEMENT REVIEW COORDINATOR
1435	900006	ADMINISTRATIVE ASSISTANT
1440	402645	PERSONNEL AID

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RANGE GROUP: 15

RANGE TABLE 1535  
 27475 28270 29066 29861 30656 31451 32246 33041 33837 34632 -35.0 HRS.  
 15.10 15.53 15.97 16.41 16.84 17.28 17.72 18.15 18.59 19.03 -HRLY RATE-

35427 36222 37017 37812 38607 39403 40198 40993 41788 42583 -35.0 HRS.  
 19.47 19.90 20.34 20.78 21.21 21.65 22.09 22.52 22.96 23.40 -HRLY RATE-

RANGE TABLE 1537  
 29438 30290 31142 31994 32846 33697 34549 35401 36253 37105 -37.5 HRS.  
 15.10 15.53 15.97 16.41 16.84 17.28 17.72 18.15 18.59 19.03 -HRLY RATE-

37957 38808 39660 40512 41364 42216 43067 43919 44771 45623 -37.5 HRS.  
 19.47 19.90 20.34 20.78 21.21 21.65 22.09 22.52 22.96 23.40 -HRLY RATE-

RANGE TABLE 1540  
 31401 32310 33220 34129 35039 35948 36858 37767 38677 39586 -40.0 HRS.  
 15.10 15.53 15.97 16.41 16.84 17.28 17.72 18.15 18.59 19.03 -HRLY RATE-

40495 41405 42314 43224 44133 45043 45952 46862 47771 48681 -40.0 HRS.  
 19.47 19.90 20.34 20.78 21.21 21.65 22.09 22.52 22.96 23.40 -HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
1535	001037	CHIEF CLERK
1535	002820	PRINCIPAL LIBRARIAN
1535	003268	SENIOR PROGRAM DEVELOPMENT SPECIALIST (COMMUNITY S
1535	003969	SUPERVISOR OF ACCOUNTS
1535	004830	SUPERVISOR, SENIOR CITIZEN OUTREACH & REFERRAL PRO
1535	910704	CHIEF CLERK, ELECTION
1537	903969	SUPERVISOR OF ACCOUNTS - WARREN HAVEN
1540	000542	ASSISTANT GENERAL FOREMAN, BRIDGES
1540	000960	BUYER, PURCHASING DEPARTMENT
1540	001960	HEAD NURSE
1540	002836	PROJECT COORDINATOR JUVENILE COUNSELING & REHABILI
1540	006591	ASSISTANT GENERAL SUPERVISOR BRIDGE REPAIR
1540	406931	SENIOR PROGRAM DEVELOPMENT SPECIALIST
1540	900704	CHIEF CLERK, CORRECTIONAL FACILITIES

EFFECTIVE 1995 FOR UNION CODE ---> 01

RANGE GROUP: 16

RANGE TABLE 1635  
 28848 29684 30519 31354 32190 33025 33860 34696 35531 36366 -35.0 HRS.  
 15.85 16.31 16.77 17.23 17.69 18.15 18.61 19.06 19.52 19.98 -HRLY RATE-

37202 38037 38872 39708 40543 41378 42214 43049 43884 44720 -35.0 HRS.  
 20.44 20.90 21.36 21.82 22.28 22.74 23.20 23.65 24.11 24.57 -HRLY RATE-

RANGE TABLE 1637  
 30910 31805 32700 33596 34491 35386 36281 37176 38071 38966 -37.5 HRS.  
 15.85 16.31 16.77 17.23 17.69 18.15 18.61 19.06 19.52 19.98 -HRLY RATE-

39861 40756 41651 42546 43441 44336 45231 46126 47022 47917 -37.5 HRS.  
 20.44 20.90 21.36 21.82 22.28 22.74 23.20 23.65 24.11 24.57 -HRLY RATE-

RANGE TABLE 1640  
 32971 33926 34881 35836 36791 37745 38700 39655 40610 41565 -40.0 HRS.  
 15.85 16.31 16.77 17.23 17.69 18.15 18.61 19.06 19.52 19.98 -HRLY RATE-

42519 43474 44429 45384 46339 47293 48248 49203 50158 51113 -40.0 HRS.  
 20.44 20.90 21.36 21.82 22.28 22.74 23.20 23.65 24.11 24.57 -HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
1635	000006	ACCOUNTING PROCEDURES ANALYST
1635	000400	TEAM LEADER, SPECIAL CIVIL PART-SUPERIOR COURT
1635	004331	YOUTH SERVICES COORDINATOR
1637	002387	MAINTENANCE SUPERVISOR - MAINTENANCE DEPT.
1637	902387	MAINTENANCE SUPERVISOR WARREN HAVEN
1640	000519	ASSISTANT ENGINEER CIVIL
1640	000769	ASSISTANT SUPERVISOR OF NURSES
1640	003881	SUPERVISING ENGINEERING AIDE
1640	402387	MAINTENANCE SUPERVISOR



EFFECTIVE 1995

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RANGE GROUP: 17

RANGE TABLE 1735

30291	31168	32044	32921	33797	34674	35550	36427	37304	38180	-35.0 HRS.
16.64	17.13	17.61	18.09	18.57	19.05	19.53	20.02	20.50	20.98	-HRLY RATE-
39057	39933	40810	41686	42563	43439	44316	45192	46069	46945	-35.0 HRS.
21.46	21.94	22.43	22.91	23.39	23.87	24.35	24.83	25.32	25.80	-HRLY RATE-

RANGE TABLE 1737

32456	33336	34335	35274	36214	37153	38092	39032	39971	40911	-37.5 HRS.
16.64	17.13	17.61	18.09	18.57	19.05	19.53	20.02	20.50	20.98	-HRLY RATE-
41850	42789	43729	44668	45607	46547	47486	48425	49365	50304	-37.5 HRS.
21.46	21.94	22.43	22.91	23.39	23.87	24.35	24.83	25.32	25.80	-HRLY RATE-

RANGE TABLE 1740

34620	35623	36625	37627	38629	39631	40634	41636	42638	43640	-40.0 HRS.
16.64	17.13	17.61	18.09	18.57	19.05	19.53	20.02	20.50	20.98	-HRLY RATE-
44642	45644	46647	47649	48651	49653	50655	51658	52660	53662	-40.0 HRS.
21.46	21.94	22.43	22.91	23.39	23.87	24.35	24.83	25.32	25.80	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
1735	000248	ALCOHOLISM COUNSELOR
1735	001816	FIELD REPRESENTATIVE, HEALTH EDUCATION
1735	003097	SANITARY INSPECTOR
1735	003169	SENIOR ACCOUNTANT
1735	003510	SENIOR PLANNER
1735	004870	OFFICE SUPERVISOR
1735	005056	PLUMBING SUBCODE OFFICIAL
1735	005291	COUNTY EMERGENCY MANAGEMENT COORDINATOR
1740	003314	SENIOR ENGINEER

EFFECTIVE 1995 FOR UNION CODE ---> 01

RANGE GROUP: 18

RANGE TABLE 1835

31806	32727	33648	34569	35490	36411	37331	38252	39173	40094	-35.0 HRS.
17.48	17.98	18.49	18.99	19.50	20.01	20.51	21.02	21.52	22.03	-HRLY RATE-
41015	41935	42856	43777	44698	45619	46540	47460	48381	49302	-35.0 HRS.
22.54	23.04	23.55	24.05	24.56	25.07	25.57	26.08	26.58	27.09	-HRLY RATE-

RANGE TABLE 1837

34079	35065	36052	37039	38026	39012	39999	40986	41973	42959	-37.5 HRS.
17.48	17.98	18.49	18.99	19.50	20.01	20.51	21.02	21.52	22.03	-HRLY RATE-
43946	44933	45919	46906	47893	48880	49866	50853	51840	52827	-37.5 HRS.
22.54	23.04	23.55	24.05	24.56	25.07	25.57	26.08	26.58	27.09	-HRLY RATE-

RANGE TABLE 1840

36350	37402	38455	39508	40560	41613	42666	43718	44771	45824	-40.0 HRS.
17.48	17.98	18.49	18.99	19.50	20.01	20.51	21.02	21.52	22.03	-HRLY RATE-
46876	47929	48982	50034	51087	52140	53192	54245	55298	56350	-40.0 HRS.
22.54	23.04	23.55	24.05	24.56	25.07	25.57	26.08	26.58	27.09	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
1835	004335	YOUTH OPPORTUNITIES COORDINATOR
1837	002153	INSTRUCTOR OF IN SERVICE NURSING
1840	000603	ASSISTANT MAINTENANCE SUPERINTENDENT
1840	001906	GENERAL ROAD FOREMAN M/W
1840	004041	SUPERVISOR OF NURSES
1840	005667	DIRECTOR, OFFICE OF THE HANDICAPPED
1840	006456	FOOD SERVICE MANAGER
1840	404335	YOUTH OPPORTUNITIES COORDINATOR

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RANGE GROUP: 19

RANGE TABLE 1935

33397	34364	35331	36298	37265	38233	39200	40167	41134	42101	-35.0 HRS.
18.35	18.88	19.41	19.94	20.48	21.01	21.54	22.07	22.60	23.13	-HRLY RATE-
43068	44036	45003	45970	46937	47904	48871	49839	50806	51773	-35.0 HRS.
23.66	24.19	24.73	25.26	25.79	26.32	26.85	27.38	27.91	28.45	-HRLY RATE-

RANGE TABLE 1937

35782	36818	37855	38891	39927	40963	41999	43035	44072	45108	-37.5 HRS.
18.35	18.88	19.41	19.94	20.48	21.01	21.54	22.07	22.60	23.13	-HRLY RATE-
46144	47180	48216	49253	50289	51325	52361	53397	54433	55470	-37.5 HRS.
23.66	24.19	24.73	25.26	25.79	26.32	26.85	27.38	27.91	28.45	-HRLY RATE-

RANGE TABLE 1940

38167	39272	40377	41482	42587	43693	44798	45903	47008	48113	-40.0 HRS.
18.35	18.88	19.41	19.94	20.48	21.01	21.54	22.07	22.60	23.13	-HRLY RATE-
49219	50324	51429	52534	53639	54745	55850	56955	58060	59165	-40.0 HRS.
23.66	24.19	24.73	25.26	25.79	26.32	26.85	27.38	27.91	28.45	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
1935	001474	DATA PROCESSING PROGRAMMER
1935	002839	PRINCIPAL PLANNER/TRANSPORTATION
1935	003569	SENIOR SANITARY INSPECTOR
1935	003902	SUPERVISING LIBRARIAN
1935	003903	SUPERVISING LIBRARIAN TECHNICAL SERVICES
1935	004549	SUPERVISING LIBRARIAN/CHILDREN
1935	004595	SUPERVISING LIBRARIAN REFERENCE
1935	005448	FISCAL ANALYST, TREASURER'S OFFICE
1940	002927	PUBLIC INFORMATION OFFICER
1940	005508	COUNTY ALCOHOLISM COORDINATOR
1940	405448	FISCAL ANALYST, TREASURER'S OFFICE

EFFECTIVE 1995 FOR UNION CODE ----> 01

RANGE GROUP: 20

RANGE TABLE 2035

35066	36082	37098	38113	39129	40144	41160	42175	43191	44207	-35.0 HRS.
19.27	19.83	20.38	20.94	21.50	22.06	22.62	23.17	23.73	24.29	-HRLY RATE-
45222	46238	47253	48269	49284	50300	51316	52331	53347	54362	-35.0 HRS.
24.85	25.41	25.96	26.52	27.08	27.64	28.20	28.75	29.31	29.87	-HRLY RATE-

RANGE TABLE 2037

37571	38659	39747	40834	41922	43010	44097	45185	46273	47360	-37.5 HRS.
19.27	19.83	20.38	20.94	21.50	22.06	22.62	23.17	23.73	24.29	-HRLY RATE-
48448	49536	50623	51711	52799	53887	54974	56062	57150	58237	-37.5 HRS.
24.85	25.41	25.96	26.52	27.08	27.64	28.20	28.75	29.31	29.87	-HRLY RATE-

RANGE TABLE 2040

40077	41238	42399	43560	44721	45881	47042	48203	49364	50525	-40.0 HRS.
19.27	19.83	20.38	20.94	21.50	22.06	22.62	23.17	23.73	24.29	-HRLY RATE-
51685	52846	54007	55168	56329	57489	58650	59811	60972	62133	-40.0 HRS.
24.85	25.41	25.96	26.52	27.08	27.64	28.20	28.75	29.31	29.87	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
2035	001981	HEALTH EDUCATOR
2035	002848	PRINCIPAL SANITARY INSPECTOR
2035	005399	SENIOR PROGRAM MONITOR

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RANGE GROUP: 21

RANGE TABLE 2135

36820	37886	38953	40019	41085	42151	43217	44283	45349	46415	-35.0 HRS.
20.23	20.82	21.40	21.99	22.57	23.16	23.75	24.33	24.92	25.50	-HRLY RATE-
47481	48547	49613	50679	51745	52811	53877	54943	56009	57075	-35.0 HRS.
26.09	26.67	27.26	27.85	28.43	29.02	29.60	30.19	30.77	31.36	-HRLY RATE-

RANGE TABLE 2137

39450	40591	41733	42874	44015	45156	46297	47439	48580	49721	-37.5 HRS.
20.23	20.82	21.40	21.99	22.57	23.16	23.75	24.33	24.92	25.50	-HRLY RATE-
50862	52004	53145	54286	55427	56569	57710	58851	59992	61134	-37.5 HRS.
26.09	26.67	27.26	27.85	28.43	29.02	29.60	30.19	30.77	31.36	-HRLY RATE-

RANGE TABLE 2140

42081	43299	44518	45736	46955	48173	49392	50610	51829	53047	-40.0 HRS.
20.23	20.82	21.40	21.99	22.57	23.16	23.75	24.33	24.92	25.50	-HRLY RATE-
54266	55484	56703	57921	59140	60358	61576	62795	64013	65232	-40.0 HRS.
26.09	26.67	27.26	27.85	28.43	29.02	29.60	30.19	30.77	31.36	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
2135	001209	CHIEF SANITARY INSPECTOR
2135	003295	SENIOR DATA PROCESSING PROGRAMMER
2135	921573	DIRECTOR ECONOMIC DEVELOPMENT & TOURISM
2140	002794	PRINCIPAL ENGINEER
2140	002796	PRINCIPAL ENGINEER CIVIL
2140	002803	PRINCIPAL ENGINEER TRAFFIC
2140	002974	PRINCIPAL ENGINEER

EFFECTIVE 1995 FOR UNION CODE ---> 01

RANGE GROUP: 24

RANGE TABLE 2435

42626	43859	45093	46327	47561	48795	50029	51263	52497	53731	-35.0 HRS.
23.42	24.10	24.78	25.45	26.13	26.81	27.49	28.17	28.84	29.52	-HRLY RATE-
54965	56199	57433	58667	59901	61135	62369	63603	64836	66070	-35.0 HRS.
30.20	30.88	31.56	32.23	32.91	33.59	34.27	34.95	35.62	36.30	-HRLY RATE-

RANGE TABLE 2437

45667	46990	48312	49635	50957	52280	53602	54925	56247	57570	-37.5 HRS.
23.42	24.10	24.78	25.45	26.13	26.81	27.49	28.17	28.84	29.52	-HRLY RATE-
58892	60215	61537	62860	64182	65505	66827	68150	69472	70795	-37.5 HRS.
30.20	30.88	31.56	32.23	32.91	33.59	34.27	34.95	35.62	36.30	-HRLY RATE-

RANGE TABLE 2440

48712	50122	51532	52942	54352	55762	57172	58582	59992	61402	-40.0 HRS.
23.42	24.10	24.78	25.45	26.13	26.81	27.49	28.17	28.84	29.52	-HRLY RATE-
62812	64223	65633	67043	68453	69863	71273	72683	74093	75503	-40.0 HRS.
30.20	30.88	31.56	32.23	32.91	33.59	34.27	34.95	35.62	36.30	-HRLY RATE-

RANGE CODE	JOB TITLE NUMBER	JOB DESCRIPTION
2435	000563	ASSISTANT HEALTH OFFICER
2440	913505	DIRECTOR, DEPARTMENT OF JUVENILE DETENTION

# SCHEDULE D

## 1996 AFSCME SALARY RANGES

Range Code Listing as of 06/08/1995

5. Comp. A)  
1.00% over 1995

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STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
14432	14850	15268	15685	16103	16521	16938	17357	17775	18192	18610	19028	19446	19863	20281	20699	21116	21534	21952	22369
15461	15909	16356	16804	17252	17700	18147	18595	19042	19491	19938	20386	20833	21282	21730	22177	22625	23072	23521	23968
16492	16970	17448	17925	18403	18881	19359	19837	20314	20792	21270	21747	22225	22703	23181	23659	24136	24614	25092	25569
15154	15593	16031	16468	16906	17345	17783	18221	18660	19098	19535	19973	20412	20850	21288	21726	22164	22602	23040	23479
16235	16706	17176	17646	18116	18587	19057	19527	19997	20467	20937	21408	21878	22349	22819	23289	23759	24230	24700	25170
17318	17819	18321	18822	19323	19824	20326	20827	21328	21830	22331	22832	23333	23836	24337	24838	25340	25841	26342	26843
15912	16373	16832	17293	17754	18215	18675	19136	19597	20057	20518	20979	21439	21899	22360	22821	23281	23742	24203	24664
17048	17542	18036	18530	19024	19518	20011	20505	20999	21493	21987	22481	22974	23468	23962	24456	24950	25444	25937	26431
18183	18710	19236	19761	20287	20814	21340	21865	22391	22917	23444	23969	24495	25021	25547	26073	26599	27125	27650	28177
16708	17191	17676	18160	18644	19129	19612	20097	20581	21065	21550	22033	22518	23002	23486	23970	24455	24938	25423	25907
17900	18418	18935	19453	19970	20488	21005	21523	22040	22558	23074	23592	24109	24627	25144	25662	26179	26697	27214	27732
19094	19647	20200	20752	21305	21858	22411	22963	23516	24069	24622	25174	25728	26280	26832	27385	27938	28491	29043	29596
17543	18051	18559	19066	19574	20081	20590	21097	21605	22112	22621	23129	23636	24144	24651	25160	25667	26175	26682	27190
18796	19341	19885	20429	20973	21518	22062	22605	23149	23694	24238	24782	25326	25871	26415	26959	27503	28047	28592	29136
20048	20629	21210	21790	22371	22952	23532	24112	24694	25274	25854	26435	27016	27596	28177	28757	29338	29919	30499	31079
18419	18953	19486	20020	20554	21087	21620	22153	22687	23220	23754	24287	24821	25354	25888	26421	26955	27488	28022	28555
19736	20307	20878	21449	22020	22591	23162	23733	24304	24875	25446	26017	26588	27159	27730	28300	28871	29442	30013	30584

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
0640	21052	21661	22271	22880	23489	24099	24708	25318	25927	26537	27146	27756	28365	28974	29585	30194	30804	31413	32023	32632
0735	19341	19900	20461	21022	21581	22142	22702	23262	23822	24383	24943	25503	26063	26624	27184	27744	28305	28864	29425	29985
0737	20722	21322	21922	22522	23122	23721	24321	24922	25522	26122	26721	27321	27921	28521	29121	29720	30320	30920	31520	32120
0740	22104	22744	23383	24023	24663	25302	25942	26580	27220	27860	28499	29139	29778	30418	31058	31697	32337	32976	33615	34254
0835	20308	20896	21484	22072	22661	23248	23837	24424	25013	25601	26188	26777	27364	27953	28541	29129	29717	30306	30893	31482
0837	21759	22389	23019	23649	24279	24909	25538	26168	26799	27428	28058	28687	29318	29948	30577	31207	31838	32467	33097	33727
0840	23209	23880	24552	25223	25895	26567	27239	27910	28581	29253	29925	30597	31269	31940	32611	33283	33955	34627	35299	35969
0935	21323	21940	22558	23174	23791	24409	25026	25642	26259	26877	27493	28110	28728	29345	29961	30578	31196	31813	32429	33047
0937	22847	23507	24169	24829	25490	26151	26812	27473	28134	28794	29456	30116	30778	31438	32100	32760	33421	34083	34743	35405
0940	24370	25075	25782	26488	27194	27899	28605	29311	30018	30723	31429	32135	32841	33547	34252	34959	35665	36371	37076	37782
1035	22389	23037	23685	24333	24982	25630	26278	26926	27574	28221	28870	29518	30166	30814	31462	32110	32758	33407	34055	34703
1037	23989	24682	25377	26071	26765	27459	28153	28848	29541	30236	30930	31624	32318	33013	33706	34400	35095	35788	36483	37177
1040	25589	26329	27069	27810	28550	29290	30030	30770	31510	32250	32991	33731	34471	35211	35952	36692	37432	38172	38913	39653
1135	23508	24188	24868	25550	26230	26910	27590	28270	28950	29631	30311	30991	31671	32351	33031	33712	34392	35072	35752	36432
1137	25188	25918	26647	27377	28106	28836	29565	30294	31024	31753	32483	33212	33942	34672	35401	36131	36860	37590	38319	39049
1140	26867	27645	28423	29201	29979	30756	31534	32312	33090	33867	34644	35422	36200	36978	37755	38533	39311	40089	40867	41644
1235	24683	25398	26112	26827	27541	28256	28970	29685	30399	31114	31828	32543	33257	33972	34686	35401	36115	36830	37544	38258



RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1237	26447	27213	27979	28745	29510	30276	31042	31808	32574	33340	34106	34872	35638	36404	37170	37935	38702	39467	40233	40999
1240	28210	29026	29843	30659	31475	32291	33107	33924	34740	35557	36373	37189	38005	38821	39638	40454	41270	42087	42903	43718
1335	25919	26669	27419	28168	28918	29668	30418	31168	31918	32667	33417	34167	34917	35667	36417	37166	37916	38666	39416	40166
1337	27771	28574	29378	30181	30985	31788	32592	33394	34198	35001	35805	36608	37412	38215	39019	39822	40626	41428	42232	43035
1340	28621	30478	31335	32192	33049	33906	34763	35620	36477	37334	38191	39048	39905	40762	41619	42476	43333	44190	45047	45904
1435	27214	28001	28788	29576	30363	31150	31937	32726	33513	34300	35088	35875	36662	37449	38237	39024	39811	40598	41386	42173
1437	29157	30001	30845	31689	32533	33378	34221	35066	35910	36754	37598	38443	39286	40130	40975	41818	42663	43506	44351	45195
1440	31102	32003	32905	33805	34706	35606	36507	37409	38309	39210	40111	41012	41913	42814	43714	44616	45517	46417	47318	48219
1535	28574	29401	30229	31055	31882	32709	33536	34363	35190	36017	36844	37671	38498	39324	40151	40979	41806	42633	43460	44286
1537	30616	31502	32388	33274	34160	35045	35931	36817	37703	38589	39475	40360	41246	42132	43019	43905	44790	45676	46562	47448
1540	32657	33602	34549	35494	36441	37386	38332	39278	40224	41165	42115	43061	44007	44953	45898	46845	47790	48736	49682	50628
1635	30002	30871	31740	32608	33478	34346	35214	36084	36952	37821	38690	39558	40427	41296	42165	43033	43903	44771	45639	46509
1637	32146	33077	34008	34940	35871	36801	37732	38663	39594	40525	41455	42386	43317	44248	45179	46109	47040	47971	48903	49834
1640	34290	35283	36276	37269	38263	39255	40248	41241	42234	43228	44220	45213	46206	47199	48193	49185	50178	51171	52164	53158
1735	31503	32415	33326	34238	35149	36061	36972	37884	38796	39707	40619	41530	42442	43353	44266	45177	46089	47000	47912	48823
1737	33754	34732	35708	36685	37663	38639	39616	40593	41570	42547	43524	44501	45478	46455	47431	48409	49385	50362	51340	52316
1740	36005	37048	38090	39132	40174	41216	42259	43301	44344	45386	46428	47470	48513	49555	50597	51639	52681	53724	54766	55808

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1835	33078	34036	34994	35952	36910	37867	38824	39782	40740	41698	42656	43612	44570	45528	46486	47444	48402	49360	50316	51274
1837	35442	36468	37494	38521	39547	40572	41599	42625	43652	44677	45704	46730	47756	48782	49809	50835	51861	52887	53914	54940
1840	37804	38898	39993	41088	42182	43278	44373	45467	46562	47657	48751	49846	50941	52035	53130	54226	55320	56415	57510	58604
1935	34733	35739	36744	37750	38756	39762	40768	41774	42779	43785	44791	45797	46803	47809	48814	49820	50826	51833	52838	53844
1937	37213	38291	39369	40447	41524	42602	43679	44756	45833	46912	47990	49067	50145	51223	52301	53378	54455	55533	56610	57689
1940	39694	40843	41992	43141	44290	45441	46590	47739	48888	50038	51188	52337	53486	54635	55785	56935	58084	59233	60382	61532
2035	36469	37525	38582	39638	40694	41750	42806	43862	44919	45975	47031	48088	49143	50200	51255	52312	53369	54424	55481	56536
2037	39074	40205	41337	42467	43599	44730	45861	46992	48124	49254	50386	51517	52648	53779	54911	56042	57173	58304	59436	60566
2040	41680	42888	44095	45302	46510	47716	48924	50131	51339	52546	53752	54960	56167	57375	58582	59789	60996	62203	63411	64618
2135	38293	39401	40511	41620	42728	43837	44946	46054	47163	48272	49380	50489	51598	52706	53815	54923	56032	57141	58249	59358
2137	41028	42215	43402	44589	45776	46962	48149	49337	50523	51710	52896	54084	55271	56457	57644	58832	60018	61205	62392	63579
2140	43764	45031	46299	47565	48833	50100	51368	52634	53902	55169	56437	57703	58971	60238	61506	62772	64039	65307	66574	67841
2235	40208	41373	42537	43702	44867	46030	47195	48359	49524	50689	51852	53017	54181	55346	56510	57674	58839	60003	61168	62332
2237	43079	44326	45573	46820	48067	49314	50561	51808	53055	54302	55548	56795	58042	59288	60535	61782	63029	64276	65523	66770
2240	45952	47283	48613	49944	51274	52604	53935	55266	56596	57926	59257	60587	61917	63248	64579	65909	67239	68569	69900	71231
2335	42219	43442	44664	45886	47108	48331	49553	50775	51997	53219	54442	55664	56886	58108	59331	60553	61775	62997	64220	65442
2337	45233	46541	47850	49160	50468	51777	53087	54395	55704	57014	58322	59632	60941	62249	63559	64868	66176	67486	68795	70103

(ID: 345, Comp. A)  
1996 @ 4.00% over 1995

Range Code Listing as of 06/08/1995

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
2340	48249	49645	51043	52440	53837	55233	56630	58027	59424	60820	62217	63615	65011	66408	67805	69202	70598	71995	73392	74790
2435	44331	45613	46897	48180	49463	50747	52030	53314	54597	55880	57164	58447	59730	61014	62297	63580	64864	66147	67429	68713
2437	47494	48870	50244	51620	52995	54371	55746	57122	58497	59873	61248	62624	63998	65374	66749	68125	69500	70876	72251	73627
2440	50660	52127	53593	55060	56526	57992	59459	60925	62392	63858	65324	66792	68258	69725	71191	72658	74124	75590	77057	78523

# SCHEDULE E

## 1997 AFSCME SALARY RANGES

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
145, Comp, A)																				
3,00% over 1996																				
	14865	15296	15726	16156	16586	17017	17446	17878	18308	18738	19168	19599	20029	20459	20889	21320	21749	22180	22611	23040
	15925	16366	16847	17308	17770	18231	18691	19153	19613	20076	20536	20998	21458	21920	22382	22842	23304	23764	24227	24687
	16987	17479	17971	18463	18955	19447	19940	20432	20923	21416	21908	22399	22892	23384	23876	24369	24860	25352	25845	26336
	18069	18661	18612	18982	19413	19845	20276	20707	21138	21569	22000	22431	22862	23293	23724	24155	24586	25017	25448	25879
	16722	17207	17691	18175	18659	19145	19629	20113	20597	21081	21565	22050	22534	23019	23504	23988	24472	24957	25441	25925
	17838	18354	18871	19387	19903	20419	20936	21452	21968	22485	23001	23517	24033	24551	25067	25583	26100	26616	27132	27648
	16389	16864	17337	17812	18287	18761	19235	19710	20185	20659	21134	21608	22082	22556	23031	23506	23979	24454	24929	25404
	17559	18068	18577	19086	19595	20104	20611	21120	21629	22138	22647	23155	23663	24172	24681	25190	25699	26207	26715	27224
	18728	19271	19813	20354	20896	21438	21980	22521	23063	23605	24147	24688	25230	25772	26313	26855	27397	27939	28480	29022
	17209	17707	18206	18705	19203	19703	20200	20700	21198	21697	22197	22694	23194	23692	24191	24689	25189	25686	26186	26684
	18437	18971	19503	20037	20569	21103	21635	22169	22701	23235	23766	24300	24832	25366	25898	26432	26964	27498	28030	28564
	19667	20236	20806	21375	21944	22514	23083	23652	24221	24791	25361	25929	26500	27068	27637	28207	28776	29346	29914	30484
	18069	18593	19116	19638	20161	20683	21208	21730	22253	22775	23300	23823	24345	24868	25391	25915	26437	26960	27482	28006
	19360	19921	20482	21042	21602	22164	22724	23283	23843	24405	24965	25525	26086	26647	27207	27768	28328	28888	29450	30010
	20649	21248	21846	22444	23042	23641	24238	24835	25435	26032	26630	27228	27826	28424	29022	29620	30218	30817	31414	32011
	18972	19522	20071	20621	21171	21720	22269	22818	23368	23917	24467	25016	25566	26115	26665	27214	27764	28313	28863	29412
	20328	20916	21504	22092	22681	23269	23857	24445	25033	25621	26209	26798	27386	27974	28562	29149	29737	30325	30913	31502

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
0640	21684	22311	22939	23566	24194	24822	25449	26078	26705	27333	27960	28589	29216	29843	30473	31100	31728	32355	32984	33611
0735	19921	20497	21075	21653	22228	22806	23383	23960	24537	25114	25691	26268	26845	27423	28000	28576	29154	29730	30308	30885
0737	21344	21962	22580	23198	23816	24433	25051	25670	26288	26906	27523	28141	28759	29377	29995	30612	31230	31848	32466	33084
0740	22767	23426	24084	24744	25403	26061	26720	27377	28037	28696	29354	30013	30671	31331	31990	32648	33307	33965	34623	35282
0835	20917	21523	22129	22734	23341	23945	24552	25157	25763	26369	26974	27580	28185	28792	29397	30003	30609	31215	31820	32426
0837	22412	23061	23710	24358	25007	25656	26304	26953	27603	28251	28900	29548	30198	30846	31494	32143	32793	33441	34090	34739
0840	23905	24596	25289	25980	26672	27364	28056	28747	29438	30131	30823	31515	32207	32898	33589	34281	34974	35666	36358	37048
0935	21963	22598	23235	23869	24505	25141	25777	26411	27047	27683	28318	28953	29590	30225	30860	31495	32132	32767	33402	34038
0937	23532	24212	24894	25574	26255	26936	27616	28297	28978	29658	30340	31019	31701	32381	33063	33743	34424	35105	35785	36467
0940	25101	25827	26555	27283	28010	28736	29463	30190	30919	31645	32372	33099	33826	34553	35280	36008	36735	37462	38188	38915
1035	23061	23728	24396	25063	25731	26399	27066	27734	28401	29068	29736	30404	31071	31738	32406	33073	33741	34409	35077	35744
1037	24709	25422	26138	26853	27568	28283	28998	29713	30427	31143	31858	32573	33288	34003	34717	35432	36148	36862	37577	38292
1040	26357	27119	27981	28644	29407	30169	30931	31693	32455	33218	33981	34743	35505	36267	37031	37793	38555	39317	40080	40843
1135	24213	24914	25614	26317	27017	27717	28418	29118	29819	30520	31220	31921	32621	33322	34022	34723	35424	36124	36825	37525
1137	25944	26696	27448	28198	28949	29701	30452	31203	31955	32706	33457	34208	34960	35712	36463	37215	37966	38718	39469	40220
1140	27673	28474	29276	30077	30878	31679	32480	33281	34083	34883	35683	36485	37286	38087	38888	39689	40490	41292	42093	42893
1235	25423	26160	26895	27632	28367	29104	29839	30576	31311	32047	32783	33519	34255	34991	35727	36463	37198	37935	38670	39406

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1237	27240	28029	28818	29607	30395	31184	31973	32762	33551	34340	35129	35918	36707	37496	38285	39073	39863	40651	41440	42229
1240	29056	29897	30738	31579	32419	33260	34100	34942	35782	36624	37464	38305	39145	39986	40827	41668	42508	43350	44190	45030
1335	28697	27469	28242	29013	29786	30558	31331	32103	32876	33647	34420	35192	35965	36737	37510	38281	39053	39826	40598	41371
1337	28604	29431	30259	31086	31915	32742	33570	34396	35224	36051	36879	37706	38534	39361	40190	41017	41845	42671	43499	44326
1340	30510	31392	32275	33158	34040	34923	35806	36689	37571	38454	39337	40219	41102	41985	42868	43750	44633	45516	46398	47281
1435	28030	28841	29652	30463	31274	32085	32895	33708	34518	35329	36141	36951	37762	38572	39384	40195	41005	41816	42628	43438
1437	30032	30901	31770	32640	33509	34379	35248	36118	36987	37857	38726	39596	40465	41334	42204	43073	43943	44811	45682	46551
1440	32035	32963	33892	34819	35747	36674	37602	38531	39458	40386	41314	42242	43170	44098	45025	45954	46883	47810	48738	49666
1535	29431	30283	31136	31987	32838	33690	34542	35394	36246	37098	37949	38801	39653	40504	41356	42208	43060	43912	44764	45615
1537	31534	32447	33360	34272	35185	36096	37009	37922	38834	39747	40659	41571	42483	43396	44310	45222	46134	47046	47959	48871
1540	33637	34610	35585	36559	37534	38508	39482	40456	41431	42404	43378	44353	45327	46302	47275	48250	49224	50198	51172	52147
1635	30902	31797	32692	33586	34482	35376	36270	37167	38061	38956	39851	40745	41640	42535	43430	44324	45220	46114	47008	47904
1637	31110	34069	35028	35988	36947	37905	38864	39823	40782	41741	42699	43658	44617	45575	46534	47492	48451	49410	50370	51329
1640	35319	36341	37364	38387	39411	40433	41455	42478	43501	44525	45547	46569	47592	48615	49639	50661	51683	52706	53729	54753
1735	32448	33387	34326	35265	36203	37143	38081	39021	39960	40898	41838	42776	43715	44654	45594	46532	47472	48410	49349	50288
1737	34757	35774	36779	37786	38793	39798	40804	41811	42817	43823	44830	45836	46842	47849	48854	49861	50867	51873	52880	53885
1740	37085	38159	39233	40306	41379	42452	43527	44600	45674	46748	47821	48894	49968	51042	52115	53188	54261	55336	56409	57482

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
1835	34070	35057	36044	37031	38017	39003	39989	40975	41962	42949	43936	44920	45907	46894	47881	48867	49854	50839	51825	52812
1837	36505	37562	38619	39677	40733	41789	42847	43904	44962	46017	47075	48132	49189	50245	51303	52360	53417	54474	55531	56588
1840	38338	40065	41193	42321	43447	44576	45704	46831	47959	49087	50214	51341	52469	53596	54724	55853	56980	58107	59235	60362
1935	35775	36811	37846	38883	39919	40955	41991	43027	44062	45099	46135	47171	48207	49243	50278	51315	52351	53388	54423	55459
1937	38329	39440	40550	41660	42770	43880	44989	46099	47210	48319	49430	50539	51649	52760	53870	54979	56089	57199	58308	59420
1940	40885	42068	43252	44435	45619	46804	47988	49171	50355	51539	52724	53907	55091	56274	57459	58643	59827	61010	62193	63378
2035	37563	38651	39739	40827	41915	43003	44090	45178	46267	47354	48442	49531	50617	51706	52793	53881	54970	56057	57145	58232
2037	40246	41411	42577	43741	44907	46072	47237	48402	49568	50732	51898	53063	54227	55392	56558	57723	58888	60053	61219	62383
2040	42330	44175	45418	46661	47905	49147	50392	51635	52879	54122	55365	56609	57852	59096	60339	61583	62826	64069	65313	66557
2135	39442	40583	41726	42869	44012	45152	46294	47436	48578	49720	50861	52004	53146	54287	55429	56571	57713	58855	59996	61139
2137	42259	43481	44704	45927	47149	48371	49593	50817	52039	53261	54483	55707	56929	58151	59373	60597	61819	63041	64264	65486
2140	45077	46382	47688	48992	50298	51603	52909	54213	55519	56824	58130	59434	60740	62045	63351	64655	65960	67266	68571	69876
2235	41414	42634	43813	45013	46213	47411	48611	49810	51010	52210	53408	54608	55806	57006	58205	59404	60604	61803	63003	64202
2237	44371	45656	46940	48225	49509	50793	52078	53362	54647	55931	57214	58499	59783	61067	62351	63635	64920	66204	67489	68773
2240	47331	48791	50071	51442	52812	54182	55553	56924	58294	59664	61035	62405	63775	65145	66516	67886	69256	70626	71997	73368
2335	43486	44745	46004	47263	48521	49781	51040	52298	53557	54816	56075	57334	58593	59851	61111	62370	63628	64887	66147	67405
2337	46590	47937	49286	50635	51982	53330	54680	56027	57375	58724	60072	61421	62769	64116	65466	66814	68161	69511	70859	72206

(ID: 345, Comp. A)  
1997 @ 3.00% over 1996

Range Code Listing as of 06/08/1995

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
2340	49696	51134	52574	54013	55452	56890	58329	59768	61207	62645	64084	65523	66961	68400	69839	71278	72716	74155	75594	77034
2435	45661	46981	48304	49625	50947	52269	53591	54913	56235	57556	58879	60200	61522	62844	64166	65487	66810	68131	69452	70774
2437	48919	50336	51751	53169	54585	56002	57418	58836	60252	61669	63085	64503	65918	67335	68751	70169	71585	73002	74419	75836
2440	52180	53691	55201	56712	58222	59732	61243	62753	64264	65774	67284	68796	70306	71817	73327	74838	76348	77859	79369	80879





PROPOSED SLOTTING ON JANUARY 1, 1996		
Job Title	Range Step	AFSCME Range
Food Service Manager	9	1240
Suprvsg. Groundskeeper	2	0840
Dep. Emerg. Mgt. Coord.	7	1340
Chief Comm. Operator	9	1240
Sr. Comm. Operator	5	1040
Sr. Comm. Operator	4	1040
Sr. Comm. Operator	3	1040

PROPOSED SLOTTING ON JANUARY 1, 1997		
Job Title	Range Step	AFSCME Range
Dir., Off. of Handicapped	6	1840
Sr. Prog. Develop. Spec.	3	1540