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AGREEMENT

This Agreement made this 16th day of May, 2001, between THE COUNTY OF UNION, hereinafter called "Employer" and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION, JPPTC, AFL-CIO, hereinafter called the "Association".

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

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

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

ARTICLE I

RECOGNITION

Section 1.

The Employer hereby recognizes the Association as the exclusive representative for the employees set forth in Unit I of the Public Employment Relations Commission's Certification dated March 13, 1970 and the employees set forth in Unit II of the Public Employment Relations Commission's Certification dated July 2, 1970 and the employees in classifications supplementing Units I and II as set forth on Exhibit F annexed hereto pursuant to Consent Recognition Agreement

dated November 5, 1992, as those units were defined and set forth in the Certification issued by the Public Employment Relations Commission on April 27, 1995 under Docket No. RO-95-168 to ~~regularly employed nonsupervisory blue collar and white collar employees employed by the County of Union including those in the following departments: Operational Services, Rumlalls Specialized Hospital, Law, Administrative Services, Human Services, Finance, Public Safety, County Clerk, Sheriff, Register, Prosecutor, Surrogate, County Superintendent of Schools, Tax Board and Extension Services, but excluding employees represented in other negotiations units, police, confidential employees, managerial executives, craft employees, professionals, supervisors within the meaning of the Act, and all non-contractual employees.~~

ARTICLE 2
MANAGEMENT RIGHTS

Section 1.

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

Section 2.

Whenever the term "Employer", "Department Head" or "Supervisor" shall be used throughout this Agreement, it shall mean and include the County Board of Chosen Freeholders and/or the County Manager and/or their designees as specifically may be provided in N.J.S.A. 40:11A-45 et seq. or the Administrative Code of the County of Union.

Section 3.

Except as modified, altered or amended by the within Agreement, the County of Union, the Board of Chosen Freeholders, the County Manager or other designees shall not be limited in the exercise of their statutory management functions. The County Board of Chosen Freeholders, the County Manager or other designees hereby retain and reserve unto themselves, without limitation, all powers, right, authority, duties and responsibilities conferred and vested in any of them by the laws of the State of New Jersey, the Constitution of the State of New Jersey and the Constitution of the United States of America including but without limitation the following rights, privileges and functions:

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

Section 4.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the

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

Section 5.

Nothing contained herein shall be considered to deny or restrict the Board of Chosen Freeholders, the County Manager or other designees, of their rights, responsibilities and authority under Title 40 and 40A, or any other state laws or regulations as they pertain to County Manager form of government.

ARTICLE 3

PAYROLL DEDUCTIONS FOR ASSOCIATION DUES

Section 1.

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

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

parties.

Section 2.

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

Section 3.

The form permitting the deduction of dues shall provide notice to such employee that he may withdraw from the Association on January 1 and July 1 of each year provided, however, that said employee gives notice of withdrawal to the County of Union thirty (30) days in advance of his desire to withdraw, in which event a representation fee in lieu of dues will be payable as set forth in Section 4.

Section 4.

- (a) During the term of this contract, the County will continue to abide by the January 1, 1984 Agreement that if an employee covered under this contract does not become a member of the Association, the Association shall furnish the name of such person to the County requesting that the employee, through payroll deduction, pay a representation fee in lieu of dues for services rendered by the Association.
- (b) The representation fee, in lieu of dues, shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to, or benefit only its members, but in no event

shall such fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.

- (c) Any public employee who pays a representation fee in lieu of dues shall have the right to demand and receive from the majority representative, under proceedings established and maintained by the Association, which shall be in accordance with appropriate statutory provisions and Court Decisions, a return of any part of that fee paid by him which represents the employee's additional pro rata share of expenditures by the majority representative that is either in aid of activities or causes of a partisan, political or ideological nature only incidentally related to the terms and conditions of employment or applied toward the cost of any other benefits available only to members of the majority representative. The pro rata share subject to refund shall not reflect, however, the cost of support of lobbying activities designed to foster policy goals in collective negotiations and contract administration or to secure for the employees represented advantages in wages, hours and other conditions of employment in addition to those secured through collective negotiations with the public employer.
- (d) The mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.
- (e) The Association will continue to notify the County Manager, in writing, of the current annual dues and/or the amount of the representation fee and will from time

to time thereafter give to the County at least a sixty (60) day notice, in advance, of any changes in the annual membership or representation fee schedule so that the same can be accommodated by the County within a sufficient time after it receives the notice.

- (f) The Association shall indemnify, defend and save the County of Union harmless against any and all claims, demands, suits, or other forms of liability, that shall arise out of or by reason of the action taken or not taken by the County of Union in reliance upon the representation fee information furnished by the Association or its representatives.

ARTICLE 4

ASSOCIATION BUSINESS

Section 1.

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

Section 2.

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

The Association shall neither solicit members, nor conduct any business on the Employer's property during Employer-assigned working schedules of either the representative of the Association

or the employee involved, except for the following:

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

Section 3.

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

- (a) Notify the supervisor of any Employer facility visited on arrival.
- (b) Notify his supervisor or designated representative upon return to the job.
- (c) Record his time out and time in with his supervisor upon leaving and returning to his job.

**ARTICLE 5
WORK SCHEDULES**

Section 1.

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

Section 2.

Effective January 1, 1987, all employees covered by this Agreement whose normal work week consists of thirty (30) hours of work or more, but less than thirty-five (35) hours of work per week, shall have a new work week which shall consist of thirty-five (35) hours of work per week. The Employer shall have the right to schedule the hours of work on a departmental basis as it deems appropriate to insure maximum efficiency and productivity of its operations, provided that normal starting times shall not be scheduled earlier than 8:00 a.m., and normal quitting times shall not be scheduled later than 5:00 p.m. and that hours worked are consecutive inclusive of an unpaid lunch period. If management determines that flexible hours shall be established in a department, employee preference concerning available work schedules will be accommodated whenever possible consistent with the efficient and productive operations of the department. Conflicts in choice of work schedules which may occur shall be governed by departmental seniority, provided that maximum

efficiency and productivity of the department is maintained.

Section 3.

Building Maintenance Workers employed at Runnells Specialized Hospital shall work 40 hours per week and shall receive a pro rata adjustment effective June 1, 2001.

Section 4.

Engineering Aides assigned to the Traffic Bureau shall work 40 hours per week and shall receive a pro rata adjustment effective June 1, 2001. The Classification shall be Engineering Aide/Traffic 40 hrs.

ARTICLE 6

MOVEMENT OF PERSONNEL

Section 1.

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

Section 2.

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

Section 3.

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The parties agree that the Employer has the right to assign individuals to fill positions not in their payroll classification for emergency periods. The Employer will attempt to eliminate emergency situations promptly. In no event shall a payroll classification be filled during an emergency situation in excess of thirty (30) days. The County Manager agrees to comply with Department of Personnel Rules if the emergency condition is to extend beyond thirty (30) days subject to the availability of funds. If the emergency condition is to extend beyond thirty (30) days, the County Manager agrees that the individuals who are assigned to a higher classification who continue to perform work in that classification will be compensated within the salary scale of the higher classification subject to the availability of funds, or returned to the performance of duties appropriately assigned to the lesser classification; all of the above shall be in conformance with Department of Personnel Rules.

ARTICLE 7

NO STRIKE OR LOCKOUTS

Section 1.

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

Section 2.

The Association will not schedule any membership meeting or demonstration which may

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have the same effect as a strike or work stoppage. In the event that the Association's members participate in such activities, in violation of this provision, the Association shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties.

ARTICLE 8

GRIEVANCE PROCEDURE

Section 1.

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

Section 2.

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

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

Step 2. If the aggrieved party is not satisfied with the disposition of the grievance at Step 1, or if no decision has been rendered within five (5) working days after the presentation of that

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grievance at Step 1, the aggrieved party may file a grievance in writing with his department head or the department head's designee. A hearing on the grievance shall be held between the department head or his department head's designee and the aggrieved party and the Association's designated representative. The department head or the department head's designee will render a final decision in writing within five (5) working days.

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

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

Step 4. Arbitration. In the event a grievance has not been resolved to the satisfaction of the Association at Step 3 and/or within thirty (30) days from the date of the submission of the Step 3 grievance, it may request final and binding arbitration of the grievance. The Association shall make this request by mailing a written notice for arbitration to the New Jersey State Board of Mediation, 50 Park Place, Newark, New Jersey. A copy of the notice for arbitration shall also be mailed to the Employer designee, the County Manager and the Director of Personnel. The written

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notice to the New Jersey State Board of Mediation shall request that agency to submit duplicate panels of arbitrators to each of the respective parties to this Agreement so that they may exercise their right of selection and file same directly with the New Jersey State Board of Mediation pursuant to its rules.

The decision of the arbitrator shall be final and binding upon the parties and shall be in writing setting forth findings of fact, reasons and conclusions on the issue(s) submitted.

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

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

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

ARTICLE 9 LONGEVITY

Section 1.

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

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

Section 2.

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

ARTICLE 10 VACATIONS

Section 1.

Vacation Eligibility:

- (a) During the first calendar year of employment, employees shall earn one (1) vacation day for each month of service during the calendar year following the date of employment.
- (b) Employees with one to eight years of service shall be entitled to thirteen (13) working days vacation each year.

- (c) Employees with eight completed years to ten years of service will be entitled to fourteen (14) working days vacation each year.
- (d) Employees with ten completed years to fifteen years of service will be entitled to seventeen (17) working days vacation each year.

(e) Employees with fifteen completed years to twenty years of service will be entitled to nineteen (19) working days vacation each year.

(f) Employees with twenty completed years to twenty-five years of service will be entitled to twenty-two (22) working days vacation each year.

(g) Employees with twenty-five to thirty or more completed years of service will be entitled to the following number of working days vacation each year:

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

Section 2.
Part-time employees shall receive vacation credit allowance on a pro-rated basis in accordance with Section 1 above.

Section 3.
The Employer shall have the exclusive right to determine when an employee's vacation shall

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

Section 4.

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

Section 5.

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

Section 6.

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

Section 7.

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

Section 8.

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

Section 9.

If an employee leaves the County's employ for any reason, except as set forth in Section 5 of this Article, before the end of the calendar year after having taken a vacation allowance for the year, he will be charged with the unearned part of his vacation. This charge will be deducted from his final pay check.

Section 10.

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

Section 11.

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

**ARTICLE 11
SICKLEAVE**

Section 1.

Sick leave may be used by employees who are unable to work because of: (1) personal illness or injury; (2) exposure to contagious disease; (3) care, for a reasonable period of time, of a seriously ill member of the employee's immediate family (defined herein as spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law and any other relatives residing in the employee's household); (4) death in the employee's immediate family. Up to five days may be permitted when such absence is caused by the death and attendance at the funeral of a spouse or a child and up to three days will be permitted during the absence from duty of employees when such absence is caused by the death and attendance at the funeral of any other member of the employee's immediate family as defined herein. Sick leave may also be used by a handicapped employee for absences related to the acquisition or use of an aid for the handicapped when the aid is necessary to function on the job. In such cases, reasonable proof may be required by the County.

Section 2.

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

Section 3.

Sick leave is earned in the following manner:

- (a) New employees shall only receive one (1) working day for the initial month of employment if they begin on the first through eighth day of the calendar month, and one-half working day if they begin on the ninth through the twenty-third day of the month.
- (b) After the initial month of employment and up to the end of the first calendar year, employees shall be credited with one working day for each month of service. Thereafter, at the beginning of each calendar year in anticipation of continued employment, employees shall be credited with fifteen working days.
- (c) Part-time employees shall be entitled to a proportionate amount of paid sick leave.
- (d) Paid sick days shall not accrue during a leave of absence without pay or during a suspension.
- (e) Sick leave credits shall not accrue after an employee has resigned or retired although his/her name is being retained on the payroll until exhaustion of vacation or other compensatory leave.
- (f) Unused sick leave shall accumulate from year to year without limit.

Section 4.

Any employee who is absent on sick leave for five (5) or more consecutive working days shall be required to submit a physician's certificate as evidence substantiating the illness. The Employer may require an employee who has been absent because of personal illness, as a condition

of his return to work, to be examined by a physician at the expense of the Employer. In addition, the Employer, in its discretion, may require proof of illness of an employee on sick leave whenever such proof is reasonable.

Section 5.

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

Section 6.

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

- (a) Eligibility for payment under this program requires that an employee must retire with at least twenty-five (25) years of service solely with the County of Union, and must be at least age 55, and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement.
- (b) Additional rules and regulations applicable to eligibility for this benefit are attached hereto as Exhibit B and made a part hereof.
- (c) Employees who are eligible for this benefit shall be compensated at one-half (1/2) the employee's daily rate of pay for each day of earned and unused sick leave to

maximums set forth in Exhibit B.

ARTICLE 12

PERSONAL BUSINESS AND RELIGIOUS LEAVE

Section 1.

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

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

Section 2.

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

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Section 3.

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

ARTICLE 13

DEATH IN FAMILY

Section 1.

Wages up to five (5) days will be paid during the absence from duty of employees when such absence is caused by the death and attendance at funeral of spouse or child, and up to three (3) days will be paid during the absence from duty of employees when such absences are caused by the death and attendance at funeral of mother, father, sister, brother, grandparents, grandchildren, mother-in-law, father-in-law, or other relative residing at employee's household.

ARTICLE 14

JURY DUTY

Section 1.

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

Section 2.

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

ARTICLE 15

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Section 1.

HOLIDAYS

The Employer has designated the following days as holidays for the year 2001:

New Year's Day	Monday, January 1, 2001
Martin Luther King's Birthday	Monday, January 15, 2001
Lincoln's Birthday	Monday, February 12, 2001
Washington's Birthday	Monday, February 19, 2001
Good Friday	Friday, April 13, 2001
Memorial Day	Monday, May 28, 2001
Independence Day	Wednesday, July 4, 2001
Labor Day	Monday, September 3, 2001
Columbus Day	Monday, October 8, 2001
Election Day	Tuesday, November 6, 2001
Veteran's Day	Sunday, November 11, 2001
Thanksgiving Day	(celebrated Monday, Nov. 12, 2001)
Day After Thanksgiving Day	Thursday, November 22, 2001
Christmas Day	Friday, November 23, 2001
	Tuesday, December 25, 2001

Section 2.

The Employer has designated the following days as holidays for the year 2002:

New Year's Day	Tuesday, January 1, 2002
Martin Luther King's Birthday	Monday, January 21, 2002
Lincoln's Birthday	Tuesday, February 12, 2002
Washington's Birthday	Monday, February 18, 2002
Good Friday	Friday, March 29, 2002
Memorial Day	Monday, May 27, 2002
Independence Day	Thursday, July 4, 2002
Labor Day	Monday, September 2, 2002
Columbus Day	Monday, October 14, 2002
Election Day	Tuesday, November 5, 2002
Veteran's Day	Monday, November 11, 2002
Thanksgiving Day	Thursday, November 28, 2002
Day After Thanksgiving Day	Friday, November 29, 2002
Christmas Day	Wednesday, December 25, 2002

Section 3.

The Employer has designated the following days as holidays for the year 2003:

New Year's Day	Wednesday, January 1, 2003
Martin Luther King's Birthday	Monday, January 20, 2003
Lincoln's Birthday	Wednesday, February 12, 2003
Washington's Birthday	Monday, February 17, 2003
Good Friday	Friday, April 18, 2003
Memorial Day	Monday, May 26, 2003
Independence Day	Friday, July 4, 2003
Labor Day	Monday, September 1, 2003
Columbus Day	Monday, October 13, 2003
Election Day	Tuesday, November 4, 2003
Veteran's Day	Tuesday, November 11, 2003
Thanksgiving Day	Thursday, November 27, 2003
Day After Thanksgiving Day	Friday, November 28, 2003
Christmas Day	Thursday, December 25, 2003

Section 4.

The Employer has designated the following days as holidays for the year 2004:

New Year's Day	Thursday, January 1, 2004
Martin Luther King's Birthday	Monday, January 19, 2004
Lincoln's Birthday	Thursday, February 12, 2004
Washington's Birthday	Monday, February 16, 2004
Good Friday	Friday, April 9, 2004
Memorial Day	Monday, May 31, 2004
Independence Day	Sunday, July 4, 2004
Labor Day	(celebrated Monday July 5, 2004)
Columbus Day	Monday, September 6, 2004
Election Day	Monday, October 11, 2004
Veteran's Day	Tuesday, November 2, 2004
Thanksgiving Day	Thursday, November 11, 2004
Day After Thanksgiving Day	Thursday, November 25, 2004
Christmas Day	Friday, November 26, 2004
	Saturday, December 25, 2004
	(celebrated Friday Dec. 24, 2004)

Section 5.

Employees who are required to work on a regularly scheduled holiday shall be paid for the holiday plus payment at straight time their regular rate of pay for all hours actually worked on the holiday, subject to the overtime provision set forth in this Agreement.

Section 6.

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

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

Section 7.

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

ARTICLE 16
SALARIES

Section 1.

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

Effective January 1, 2001:	1.5%
Effective June 23, 2001:	1.5%
Effective January 1, 2002:	3.5% in guide 4.0% at maximum
Effective January 1, 2003:	3.5% in guide 4.0% at maximum
Effective January 1, 2004:	3.5% in guide 4.0% at maximum
Effective January 1, 2001, employees at maximum shall receive a \$350.00 bonus added to base.	

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

Employees hired on or after September 1, 1995 at Runnells Specialized Hospital in the classifications of Food Service Worker, Health Insurance Benefits Clerk, Institutional Attendant/Certified Nursing Assistant, Laundry Worker and Ward Clerk, shall receive the salaries which are set forth in the Schedule attached as Exhibit D. Such employees shall move to the "mid and high" range in accordance with past practice, on the first pay period of the month of their annual

anniversary date. The foregoing movement shall be subject to the provisions of Section 4 of this Article.

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

Effective January 1, 2001, Building Maintenance Workers at Runnells Specialized Hospital shall receive an additional increment in 2001 only on their anniversary date.

Mechanics with a Commercial Drivers License who are not currently placed in the proper range shall be adjusted effective the date of the receipt of the license. The classifications of Laborer, Sign Maker 2 and Traffic Maintenance Worker shall have the maximum increased by \$1200.00 for CDL license. In addition, effective January 1, 2001, employees in these classifications, not at maximum, shall move one additional increment on their anniversary date in 2001 only.

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

The stipend for a CPA license shall be increased to \$650.00.

Effective January 1, 2001, Senior Security Guards shall receive a \$500.00 stipend for completion of the fire training course. All training for Security/Guards shall be provided at County expense. When training is conducted during off-duty hours, employees shall be compensated at time and one-half. Effective January 1, 2001, Senior Security Guards with EMT certification shall receive a \$500.00 stipend. Senior Security Guards shall receive a \$1500.00 stipend for beeper pay. The Senior Security Guards will not call for overtime. If beeper duty is split between more than one employee, the stipend shall be pro-rated, (eg. 2 employees = \$750.00 each).

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

Section 2.

The salary rates and ranges for classifications covered hereunder for the term of this Agreement shall be as set forth on Exhibit D and shall be retroactive to January 1, 2001. Salary increases and bonuses where applicable shall be pro-rated on an hourly basis for part-time employees as set forth in Exhibit D.

Section 3.

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

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

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December 31st shall receive their salary increment as of July 1 except as provided in Section 1.

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

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

Section 4. Performance Evaluation -
The present practice shall continue as to the employee evaluation system. The exceptional performance bonus is eliminated.

Section 5.
Promotional salary increases shall consist of a minimum of the highest increment of either the new or old title.

Section 6.
Effective July 1, 1999, employees shall be paid on a bi-weekly basis. Direct deposit shall be made available to all covered employees.

ARTICLE 17 OVERTIME

Section 1.

The employer agrees that overtime consisting of time and one-half (1) of straight time pay shall be paid to all employees covered by this Agreement for time worked in excess of forty (40) hours of work per week. The Computation of overtime shall include base pay, longevity and shift differential, where applicable.

Section 2.

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

Section 3.

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

Section 4.

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

Section 5.

Overtime shall be equally distributed among employees in their respective departments as

is reasonably practical among those capable of performing the work to be done.

Section 6.

There shall be no pyramiding of premium time.

Section 7.

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

ARTICLE 18

SHIFT DIFFERENTIAL

Section 1.

The Employer agrees to continue to pay shift premiums in the amounts and in accordance with the present practice as illustrated in exhibit "E".

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

Section 2.

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

Section 3.

Effective June 1, 2001, civilian posis working at the Jail shall receive a shift differential of \$.48 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.50 per hour.

Section 4.

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Effective June 1, 2001, Laundry, Dietary, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.50 per hour.

ARTICLE 19

CALL IN PAY

Section 1.

An employee who is called in to do work in emergencies outside of his or her regular hours shall be guaranteed a minimum of four (4) hours pay at said employee's prevailing rate of pay under the terms of this Agreement. The prevailing rate of pay shall be in accordance with the terms set forth in the Overtime Article of this Agreement. It is understood and agreed, however, that only time actually worked will be counted as hours worked per week for purposes of computing overtime.

Section 2.

Employees of the Union County Children's Shelter shall be paid the sum of Three (\$3.00) Dollars an hour for "on call" service in accordance with the procedures for On-Call Process. The County reserves the right to utilize non-bargaining unit employees to cover on call shifts if necessary to provide adequate coverage.

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ARTICLE 20

REDEMPTION OF EXISTING BENEFITS

Section 1.

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

ARTICLE 21

NON DISCRIMINATION AND EQUAL EMPLOYMENT

Section 1.

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

Section 2.

The Employer and the Association hereby agree to continue their practice of not discriminating against any employee or applicant for employment because of race, creed, color, national origin, age, sex, ancestry, religion, marital status, or liability for service in the Armed Forces of the United States in compliance with all applicable Federal and State Statutes, rules and regulations.

ARTICLE 22

LEAVE OF ABSENCE

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

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

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

ARTICLE 23

WORK RELATED INJURY

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

- (a) The employee shall notify his Department Head and the Personnel Office of the work related injury or illness.
- (b) If the County's Workers Compensation insurance carrier does not dispute the causal

relationship between the employment and the injury or illness, the employee shall be paid his or her full pay up to the first ninety (90) calendar days following the date of the injury or illness and no charge shall be made to the employee's sick leave accumulation provided the employee turns over to the County any checks received for temporary disability benefits. If the employee receives an injury which has been deliberately inflicted on the employee by any person or persons arising out of the employee's employment, the ninety (90) day calendar period herein above shall be extended up to one hundred eighty (180) calendar days.

- (c) After the first ninety (90) calendar days or one hundred eighty (180) calendar days, as the case may be, from the date of the injury or illness, as hereinabove defined, the employee shall have the option to charge his or her sick leave accumulation and receive full pay provided the employee turns over all Workers' Compensation temporary disability checks to the County or the employee shall have the option to retain all such Workers' Compensation checks and not receive any additional monies from the County. If the latter option is chosen, there shall be no charge to the employee's sick leave accumulation, and the employee shall be considered as on leave of absence without pay.

- (d) If the County's Workers' Compensation insurance carrier disputes the causal relationship between the employment and the sickness or injury then, in that event, in order for an employee to receive any pay from the County he shall be obligated to charge his sick leave accumulation.

- (c) If any employee is absent from work for seven (7) days or less, arising out of an injury or illness attributable to employment, so that the employee is not entitled to receive temporary disability benefits, the employee shall not have any charge made against sick leave accumulation so long as the employee substantially proves that the illness or injury arose out of his or her employment.

- (f) The County shall provide transportation for the initial visit to a doctor's office or to a hospital for an employee at work who becomes sick or is injured, where such doctor or hospital visit is necessary and no other means of transportation is available.

ARTICLE 24

MISCELLANEOUS

Section 1.

Employees who receive standby payment will continue to receive the sum of Two (\$2.00) Dollars per hour. Effective January 1, 1996, the standby payment shall be increased to Three (\$3.00) Dollars per hour.

Section 2.

Employees who heretofore received meal money will continue to receive a meal allowance. Effective upon execution of this Agreement, bargaining unit employees shall be entitled to receive a meal allowance of \$7.50 provided they a) worked three (3) hours of overtime after their regularly scheduled work day or b) worked five (5) consecutive hours on a non-regularly scheduled work day, or c) worked five (5) consecutive hours when called in for overtime.

Effective January 1, 2001, Juvenile Detention Officers shall receive \$350.00 per year for

meal allowance. In 2001 only, Juvenile Detention Officers shall receive an additional \$350.00 for 2000. Juvenile Detention Officers required to work an overtime shift beyond their normal shift shall receive an additional \$1.35 per shift providing they work more than four (4) hours.

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

Effective January 1, 2001, Children's Shelter workers required to stay second and third shift shall receive annual meal allowance on a pro-rata basis, e.g. \$29.00 per month, retroactively for each month required.

Section 3.

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

Section 4.

The current differential of One Thousand (\$1000.00) Dollars given to the title of Senior Laundry Worker as of January 1, 1991 shall be maintained during the term of this Agreement.

Section 5.

The County shall provide an allowance of Eighty-Five (\$85.00) Dollars per annum towards the purchase of work shoes to employees who received such an allowance in 1994, except Institutional Attendants/Certified Nursing Assistants, and shall also provide that shoe allowance to Juvenile Detention Center Officers, Senior Juvenile Detention Center Officers and non-clerical staff in the Bureau of Voice and Print Communications.

Section 6.

The County shall continue to provide an annual allotment for four (4) pairs of pants and four (4) shirts for all "Blue Collar" employees with the exception, however, that no such allotment will be given to LPNs and Institutional Attendants/Certified Nursing Assistants. Any existing practices for employees presently receiving a uniform allocation shall be maintained.

The County shall continue to provide laundry service for uniforms provided to mechanics in the garage. The County shall have the option to determine the method of providing uniforms and the laundering of those uniforms, provided that the number of uniforms currently made available to the mechanics shall not be reduced.

The County agrees to continue its policy of providing winter work jackets as is done in the Road Department once every two years for the following classifications of employees, in addition to those employees presently receiving work jackets:

- A. Classifications at Runnells Specialized Hospital:
 - 1. Driver - Omnibus Driver, Truck Driver and Equipment Operator
 - 2. Laborers

3. Maintenance Repairer

(a) General

(b) Carpenters

(c) Electricians

4. Storekeepers

B. Classifications at County Administration Building:

1. Carpenter

2. Electrician

3. Electrician Helper

4. Glazer

5. Building Maintenance Worker

6. Senior Building Maintenance Worker

7. Assistant Supervising Carpenter

8. Assistant Supervisor Building Services

9. Security Guards

10. Mason - Plasterer

11. Maintenance Repairer

The County shall continue to provide three (3) uniforms to those bargaining unit employees

with the title of Juvenile Detention Officer and Senior Juvenile Detention Officer. The County shall

also provide each Juvenile Detention Officer and Senior Juvenile Detention Officer with quality

jackets and embroidered badges. The County agrees to supply Juvenile Detention Officers with

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uniforms from 1999. In addition, the uniforms for the year 2000 will include a patch on the breast pocket as well as a hat with a patch. The nature and type of uniform and jacket shall be at the sole discretion of the County. Uniforms shall be replaced upon proof of need of such replacement. The County shall provide each Juvenile Detention Officer and Senior Juvenile Detention Officer with \$100.00 per year to cover the costs associated with the cleaning of uniforms, effective January 1, 1999.

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

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

The County shall continue to provide a uniform allowance for Institutional Attendants/Certified Nursing Assistants at Runnells Specialized Hospital. The nature, type and color of uniform shall be at the sole discretion of the County. The employee will voucher the County for the cost of uniforms. The maximum cost of uniforms per employee per year for which the County shall be responsible is as follows:

Full-Time Employees	Part-Time Employees
2001 - \$255 per year	2001 - \$155 per year
2002 - \$280 per year	2002 - \$180 per year
2003 - \$305 per year	2003 - \$205 per year

Employees will be reimbursed for irreparable damage to clothing or glasses which occurs on the job by a person or persons in the care or custody of the employee sustaining the damage. The

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maximum reimbursement for which the County will be responsible will not exceed Thirty-Five (\$35.00) Dollars for clothing per incident and One Hundred (\$100.00) Dollars for glasses per incident.

Effective June 1, 2001, the County agrees to pay 50% of the cost of prescription safety glasses, where necessary, one time during the contract term for each employee in the Department of Operational Services.

Section 7.

The County of Union, at its own expense, agrees to supply uniforms to employees employed at Runnell's Specialized Hospital in the laundry room, housekeeping, maintenance and dietary divisions, as well as Admission Clerks, Account Clerks and Ward Clerks.

Section 8.

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

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

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

Section 9.

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

Section 10.

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

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

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

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

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

Within six (6) months of the execution of this Agreement, for a three (3) month trial period, full-time CNAs will have every other weekend off providing that part-time CNAs work every weekend. At the conclusion of the trial period, the Union and the County will review the success or failure of this schedule. After this review, the schedule will either continue or be abolished.

CNAs assigned to the Runnells Psychiatric Unit shall receive the internal designation CNA-Psychiatric. Incumbent CNAs shall receive first consideration (not a guarantee of placement), for positions in the new Runnells Psychiatric Unit.

Section 11.

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

Section 12.

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

The County will make every effort to provide each employee with a balance of

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compensatory time, sick time, etc., on a quarterly basis.

If possible, the County agrees to provide a printout demonstrating the difference between full members and agency shop fee payers.

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

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

Section 13.

Employees working in titles that require Commercial Drivers License (CDL) must obtain and maintain CDL as a condition of employment. The Employer shall pay the cost for obtaining such license.

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Section 14.

Effective June 1, 2001, the Drug Prescription Plan shall be modified as follows:

- (a) Co-payment provisions shall be:
 - \$15.00 co-pay per prescription for brand name where generic is available
 - \$10.00 co-pay per prescription for brand name where no generic is available or brand name is required by the doctor
 - \$5.00 co-pay per prescription for generic
 - \$3.00 co-pay for mail order prescription
- (b) The prescription network known as "Medco" (CCN II Network) will be implemented.

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

Section 15.

During the term of this Agreement, effective June 1, 2001, the County shall continue to contribute the sum of \$100.00 Dollars per employee per year towards the cost of a Disability Plan that provides a weekly benefit of Three Hundred Dollars (\$300.00) for twenty-six weeks. The County shall pay the difference in cost associated with increasing the weekly disability benefit from Two Hundred Seventy Five Dollars (\$275.00) to Three Hundred Dollars (\$300.00).

Section 16.

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

Effective January 1, 1996, employees covered by this Agreement shall have the option to maintain the existing plan or obtain an improved dental plan, either single or family, that provides coverage on an 80/20 percent basis up to \$1,000.00. Employees shall also have an option to select coverage under the Health Plex Plan. Employees who opt for any of these coverages shall pay the full cost difference that exceeds the Employer's cost of the base plan.

Section 17.

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

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

1. Deductible for any one benefit period shall be Two Hundred (\$200.00) Dollars for each employee and a total amount of an additional Two Hundred (\$200.00) Dollars for eligible dependents. Effective January 1, 2003, the deductible for any single benefit period shall be reduced to \$100.00 for each employee and an additional amount of \$200.00 for

eligible dependents.

2. Co-payment by Employees for Major Medical coverage shall be twenty (20%) percent of the first Five Thousand (\$5000.00) Dollars of eligible expenses.

3. Preadmission review (PAR) with fifty (50%) percent cutback and mandatory second surgical opinion (MSSOP) with fifty (50%) percent cutback.

Effective October 1, 1995, or as soon thereafter as possible, the Horizon Blue Cross/Blue

Shield Health Insurance coverage program known and designated as "Blue Select" will replace the traditional indemnity health insurance coverage currently being provided by the Employer.

Employees who retire after implementation of the "Blue Select" plan will be able to submit prescription charges to that plan in the same manner and under the same terms and conditions as current retirees are able to submit their prescription charges.

Effective June 1, 2001, employees in the Horizon PPO Plan shall contribute towards the cost of doctor's office visits as follows:

June 1 2001	Jan 1 2002	Jan 1 2003	Jan 1 2004
\$5.00 per visit	\$5.00 per visit	\$10.00 per visit	\$10.00 per visit

Effective June 1, 2001, the Out of Network Cost Share for the Blue Select Plan shall be 70/30.

Effective April 1, 2001, all current employees shall contribute \$10.00 per month towards the cost of health insurance coverage. Employees earning over \$55,000 per year shall contribute \$25.00 per month towards the cost of health insurance coverage.

Employees hired after June 1, 2001 shall be eligible for health insurance coverage through PHS or Blue Choice only. In addition, new employees shall contribute \$15.00 per month for single coverage and \$25.00 per month for family coverage. The contribution shall be increased by the proportionate annual increase in the plan cost. Employees may opt for a different plan at their own expense (difference between the average annual cost of PHS and Blue Choice and the chosen plan). In the event these plans are changed during the term of this agreement, new employees shall receive the least expensive of the then available plans.

Section 1g.

The County agrees to continue a program of subsidization of health insurance cost for retirees who were represented by the Association under the terms of the labor contract with the County at the time of retirement. The conditions and requirements for retirees to receive the benefit of this subsidization program are set forth on Exhibit C which is attached hereto and made

part hereof.

Section 19.

Home Detention Officers/Community Youth Workers shall work forty (40) hours per week.

In addition to this work schedule, Home Detention Officers/Community Youth Workers shall work an additional twenty-five (25) hours per week. Fifteen (15) of these twenty-five (25) hours shall be spent on-call and Home Detention Officers/Community Youth Workers shall receive compensation at the rate of \$3.00 per hour for each on-call hour. The remaining ten (10) hours shall be paid in the form of compensatory time in the amount of ten (10) hours.

Section 20.

Effective June 1, 2001, the County agrees to pay the Union \$1500.00 per year to cover mailing expenses in lieu of union notifications via paychecks. The Union shall not use inter-office mail for Union business.

Section 21.

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

Section 22.

Effective upon execution of this Agreement, records of minor and major discipline will remain on file but will not be used for the purposes of further discipline after five (5) years of a clean record on the same or similar issues.

Section 23.

The current Attendance Bonus for LPNs and Senior LPNs shall also apply to Dietary.

Laundry, Institutional Attendants, Building Maintenance Workers and Ward Clerks.

ARTICLE 25

SAVINGS CLAUSE

Section 1.

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

ARTICLE 26

FULLY-BARGAINED AGREEMENT

Section 1.

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

ARTICLE 22

DURATION

Section 1

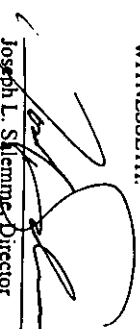
This Agreement shall be in effect from January 1, 2001 through December 31, 2004.

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

IN WITNESS WHEREOF, the parties have caused the same to be executed by its respective officers or agents on this 16th day of May, 2001.

WITNESSETH:

COUNTY OF UNION


Joseph L. Slemme, Director
Administrative Services

By: Michael J. Lapolla
Michael J. Lapolla
County Manager

ATTEST:

UNION COUNCIL NO. 8
NEW JERSEY CIVIL SERVICE
ASSOCIATION

By: Marlene Grant
Marlene Grant, President

WITNESSES FOR UNION COUNCIL NO. 8
NEW JERSEY CIVIL SERVICE ASSOCIATION

By: Richard Brown
By: Paul Brubaker

By: George Miller
George Miller
By: Patricia Devero
Patricia Devero

By: John Szlachetka

By: Kristine Burke
Kristine Burke

By: Dominick Sanghiano
Dominick Sanghiano

By: Jerry Parrott
Jerry Parrott

EXHIBIT A
SPECIAL TERMS AND CONDITIONS OF EMPLOYMENT FOR LPNs and SENIOR LPNs EMPLOYED AT RUNNELL'S SPECIALIZED HOSPITAL

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

WAGES

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

SENIOR LPN DIFFERENTIAL

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

CHARGE PAY

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

SHIFT HOURS

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

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

SHIFT DIFFERENTIAL

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

WEEKEND DIFFERENTIAL

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

LUNCH PERIOD

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

FINDERS FEE

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

\$300 for a full-time RN

\$200 for a full-time LPN

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

UNIFORM ALLOWANCE

During the term of this Agreement, LPNs and Senior LPNs shall continue to be entitled to the following uniform allowance:

Full-Time Employees	Part-Time Employees
2001 - \$255 per year	2001 - \$155 per year
2002 - \$280 per year	2002 - \$180 per year
2003 - \$305 per year	2003 - \$205 per year

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

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

ATTENDANCE BONUS

During the term of this Agreement, LPNs and Senior LPNs shall continue to receive one day off with pay per quarter for perfect attendance during that quarter (no absenteeism or lateness) with an additional day off if there is perfect attendance throughout the year. Part-time LPNs and part-time Senior LPNs shall receive a prorated attendance bonus.

ELEX TIME

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

EDUCATION

During the term of this Agreement, the County will continue to pay for tuition, books and uniforms when an LPN or Senior LPN is enrolled in a program leading to an RN license. The County will make payment directly to the school involved. The employee must maintain a passing grade as required by the course of study at the involved school. The school is to be approved by the Administration of Runnells Specialized Hospital from amongst accredited schools. The employee is to execute a written agreement to work for Runnells Specialized Hospital, year for year, and if the employee breaches the agreement, the employee is to repay the County on a proportionate basis.

Effective January 1, 1998, LPNs shall be eligible for an additional \$500.00 added to base salary, upon receipt of a national or state recognized certification in a field such as geriatrics, rehabilitation or home health if it enhances the practice of the LPNs working with the geriatric population at Runnells Specialized Hospital. The individual LPN may apply for certification through organizations such as the LPN Association of New Jersey or the National Association for Practical Nurses Education Services (NAPNES). The LPN will be reimbursed for the courses leading to the certification, upon successful completion of each course. An EPEC must be completed and approved by the Director of Nursing before the beginning of the course. The \$500.00 added to base salary shall be awarded only upon proof of successful completion of the courses and on-going maintenance of the certification.

LPNs shall be provided with the " BLS A" course. The information shall be posted on the bulletin boards in the hospital and employees must schedule themselves for the course.

BANKING OF HOLIDAYS

Effective June 1, 2001, during the term of this Agreement, LPNs and Senior LPNs will

continue to have the option of banking holidays in lieu of pay where the holiday is worked. There shall be no annual carry-over except for Christmas which may be carried over to February 1 of the following year.

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

EXHIBIT B
COUNTY OF UNION
UNUSED SICK LEAVE PAYMENT
REGULATIONS

1. **EFFECT ON OTHER RETIREMENT BENEFITS:**
The lump sum supplemental compensation provided herein for accumulated sick days shall in no way affect, increase or decrease any pension or retirement benefits to such retired employee under any other statute.
 2. **LIMITATIONS:**
 - a) no employee who elects a deferred retirement benefit shall be eligible.
 - b) an individual may defer his request for lump sum payment but it must be submitted within one year of the effective date of any retirement.
 3. **ELIGIBILITY:**
An employee must retire with at least twenty-five (25) years of service solely with the Employer and must be at least age 55, and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement to be eligible for this benefit.
 4. **DEATH OF AN EMPLOYEE:**
In the event of an employee's death within one year after the effective date of retirement but before payment of the lump sum is made, the payment of the lump sum shall be made to the employee's estate. It should be noted that retirement is contingent upon the employee surviving 30 days after the effective date of retirement.
 5. **DISABILITY RETIREMENT:**
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6. **RETURN TO SERVICE AFTER RETIREMENT:**
Any employee who has or shall retire on age and service and who subsequently re-enters County employment will be considered to have incurred a break in service.
 7. **LEAVE WITHOUT PAY:**
In determining an individual's eligibility, leave without pay shall not be counted towards the requirement of 25 years service with the County; prior service with other governmental entities shall also not be counted toward the requirement of 25 years service with the County.
 8. **COMPUTATION:**
 - a) Sick leave credit shall be computed from the date of employment, or if a break in service has occurred, only from the date of return to employment following the break in service except that an employee who has or shall incur a break in service as a result of separation due to lay-off shall be credited with sick leave accrued before separation and after return to employment.
 - b) The amount shall be computed at the rate of 1/2 the employee's daily rate of pay for
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each day of earned and unused accumulated sick leave at the effective date of retirement based upon the average annual compensation received during the last full year of the employee's active employment prior to the effective date of retirement. Overtime, shift, differential, stipends or other supplemental pay shall not be included in the computation.

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

160-200 accumulated sick days 50% of the daily rate, maximum of \$10,000
201-300 accumulated sick days 60% of the daily rate, maximum of \$12,500
301-400 accumulated sick days 70% of the daily rate, maximum of \$15,000
over 401 accumulated sick days 80% of the daily rate, maximum of \$18,000

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

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

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

9. GENERAL PROCEDURES:

a) An employee who is about to retire should follow the regular procedures concerning retirement. When the employee receives a copy of the official notice of retirement approval issued by the approved pension board or authority, the employee may file a request with the County Personnel Office requesting the supplemental lump sum

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payment. Those employees who qualify and retire during calendar year 1986 will receive their supplemental payment no later than September 1, 1987, if elected by the employee. Those employees who qualify and retire during calendar year 1987 and thereafter, will receive their supplemental payment 60 days thereafter retirement, if elected by the employee.

10. EMPLOYEES NOT IN THE CLASSIFIED SERVICE:

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

1) Sick leave days were earned by all employees within that class title on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and 15 working days per calendar year thereafter.

2) Proof of need of sick leave usage was required when sick leave exceeded at least five consecutive days or a total of 10 days within one calendar year.

3) Sick leave was not advanced against anticipated sick leave to be earned in the next or future calendar years.

4) Sick leave or some other earned leave was charged for all compensable days when the employee was not working.

5) All sick leave was reportable and reported accordingly.

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EXHIBIT C

HEALTH INSURANCE BENEFITS
FOR RETIREES

- 6) The time-keeping procedure required certification of the accuracy of the employees pay time.
- 7) Sick leave records for each employee were maintained from the original date of appointment at one or more central points under the jurisdiction of the appointing authority with proper security and verification for use and accrual.
- 8) All records are available for inspection.
- 9) Where other types of leave with pay or holidays or days off with pay were granted which were in excess of leave provided to classified employees, a detailed explanation of the character and extent of such practices shall be provided.

Effective January 1, 1986, there shall be a hospitalization insurance subsidy plan for employees covered by the recognition clause of the collective bargaining agreement, subject to the following terms and conditions.

1. **Eligibility:** Employees must have been actively employed for the County of Union on or after January 1, 1986; and must retire on either a disability pension or after having reached the age of 55 years and having 25 years or more of service with the County, or retire and reach the age of 62 years or older with at least 15 years of service where the retirement has been shown to the satisfaction of the employer to have been necessitated by medical illness or disability of the employee. Employees who otherwise qualify for coverage but who retire before age 55, shall be entitled to receive coverage under this plan upon reaching age 55. This benefit will only be provided to those retirees meeting the eligibility requirements who do not have hospitalization insurance coverage from another source, and eligible retirees shall cooperate in good faith with the County to verify that no other source of insurance coverage is provided for them.

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

3. **Subsidy:** Effective June 1, 2001, upon implementation of this benefit, the

County shall be obliged to subsidize the cost of health insurance premiums for qualifying retirees as follows:

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

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

Health Insurance Benefit Costs will be provided by the County for currently active employees who retire, with 25 or more years of service with Union County or who have reached 62 years of age with 15 years of service with the County. Said retiree health insurance benefits shall be paid only for the Horizon PPO program and shall be capped at the 1966/97 rate. Any cost increases thereafter shall be paid by the retiree.

4. **Modification:** In the event that the amount of the County's contribution is

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

COUNTY OF UNION
UNION COUNCIL NO. 8

EXHIBIT "E"

JOB CLASSIFICATION	SHIFT	HOURS PER WEEK	SHIFT DIFFERENTIAL (PER SHIFT)	SHIFT DIFFERENTIAL (PER HOUR)
BRIDGE OPERATOR	3 - 11 pm	40.0		
BRIDGE OPERATOR	11 pm - 7 am	40.0	3.65	0.46
BUILDING MAINTENANCE WORKER (RSH)	3 - 11 pm	40.0		
BUILDING MAINTENANCE WORKER (RSH)	11 pm - 7 am	40.0	3.47	0.43
BUILDING MAINTENANCE WORKER (RSH)	Weekends	40.0	4.00	0.50
LAUNDRY WORKER (RSH)	3 - 11 pm	37.5		
LAUNDRY WORKER (RSH)	11 pm - 7 am	37.5	3.26	0.43
LAUNDRY WORKER (RSH)	Weekends	37.5	3.75	0.50
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	3 - 11 pm	37.5		
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	11 pm - 7 am	37.5	3.69	0.49
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	Weekends	37.5	3.47	0.46
DIETARY WORKERS (RSH)	Weekends	37.5	3.75	0.50
BUILDING SERVICE WORKER	4 pm - 12 midnight	40.0		
CLERK (DIV. OF CORRECTIONAL SERVICES)	4 pm - 12 midnight	40.0		
CLERK (DIV. OF CORRECTIONAL SERVICES)	12 midnight - 8 am	40.0	3.84	0.48
CLERK (DIV. OF CORRECTIONAL SERVICES)	Weekends	40.0	4.00	0.50
JUVENILE DETENTION OFFICER & SR. JUVENILE DETENTION OFFICER	3 - 11 pm	40.0		
JUVENILE DETENTION OFFICER & SR. JUVENILE DETENTION OFFICER	11 pm - 7 am	40.0	5.02	0.83
JUVENILE DETENTION OFFICER & SR. JUVENILE DETENTION OFFICER	Weekends	40.0	4.69	0.59
CHILDREN'S SHELTER	3 - 11 pm	40.0		
CHILDREN'S SHELTER	11 pm - 7 am	40.0	5.12	0.64
CHILDREN'S SHELTER	Weekends	40.0	4.00	0.50
SECURITY GUARDS	4 pm - 12 midnight	40.0		
SECURITY GUARDS	12 midnight - 8 am	40.0	3.82	0.48
SECURITY GUARDS	Weekends	40.0	4.00	0.50
LPNS & SENIOR LPNS	3pm - 11:15pm	37.5		
LPNS & SENIOR LPNS	11pm - 7:15am	37.5	19.65	2.82
LPNS & SENIOR LPNS	Weekends	37.5	14.63	1.95
			24.23	3.23

Council # Salary Ranges 2001-2004

Title	1/1/2001		1/1/2001		1/1/2001		6/23/2001		6/23/2001		6/23/2001		1/1/2002		1/1/2002		
	Hrs.	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt
ACCOUNT CLERK TYPING (RSH)	37.5	23,898	33,483	15	638	24,256	33,965	15	647	25,105	35,323	15	681	25,105	35,323	15	681
ACCOUNT CLERK TYPING (RSH) AFTER 5/1/92	37.5	21,644	35,750	15	639	21,989	36,286	15	653	22,758	37,738	15	699	22,758	37,738	15	706
ACCOUNT CLERK (RSH) AFTER 5/1/92	37.5	21,644	32,937	17	663	21,989	33,431	17	673	22,758	34,788	17	706	22,758	34,788	17	706
ACCOUNT CLERK (RSH) PRIOR 5/1/92	37.5	23,898	33,483	15	638	24,256	33,965	15	647	25,105	35,323	15	681	25,105	35,323	15	681
ACCOUNT CLERK, AFTER 5/1/92	40.0	22,572	34,730	16	760	22,910	35,251	16	771	23,712	36,661	16	809	23,712	36,661	16	809
ACCOUNT CLERK, AFTER 5/1/92	35.0	21,032	33,674	17	744	21,347	34,180	17	755	22,094	35,547	17	781	22,094	35,547	17	781
ACCOUNT CLERK, PRIOR 5/1/92	40.0	24,807	34,542	15	649	25,179	35,060	15	659	26,080	36,462	15	693	26,080	36,462	15	693
ACCOUNT CLERK, PRIOR 5/1/92	35.0	23,267	33,513	16	640	23,618	34,015	16	650	24,443	35,376	16	683	24,443	35,376	16	683
ACCOUNT CLERK, STENO	40.0	25,527	35,371	15	656	25,910	35,802	15	666	26,817	37,338	15	701	26,817	37,338	15	701
ACCOUNT CLERK, STENO	35.0	23,988	34,340	16	647	24,348	34,855	16	657	25,200	36,248	16	691	25,200	36,248	16	691
ACCOUNT CLERK, TYPING AFTER 5/1/92	40.0	22,572	34,730	16	760	22,910	35,251	16	771	23,712	36,661	16	809	23,712	36,661	16	809
ACCOUNT CLERK, TYPING AFTER 5/1/92	35.0	21,032	33,674	17	744	21,347	34,180	17	755	22,094	35,547	17	781	22,094	35,547	17	781
ACCOUNT CLERK, TYPING PRIOR 5/1/92	35.0	23,267	33,513	16	640	23,618	34,015	16	650	24,443	35,376	16	683	24,443	35,376	16	683
ACCOUNT CLERK, TYPING PRIOR 5/1/92	40.0	24,807	34,542	15	649	25,179	35,060	15	659	26,080	36,462	15	693	26,080	36,462	15	693
ACCOUNTING ASSISTANT	35.0	23,460	33,733	16	642	23,812	34,239	16	652	24,645	35,608	16	685	24,645	35,608	16	685
ADMINISTRATIVE CLERK	35.0	27,814	40,066	16	766	28,231	40,666	16	777	29,219	42,293	16	817	29,219	42,293	16	817
ADMITTING CLERK TYPING (RSH)	37.5	24,042	33,629	15	639	24,403	34,134	15	649	25,257	35,499	15	683	25,257	35,499	15	683
ADMITTING CLERK (RSH)	37.5	24,042	33,629	15	639	24,403	34,134	15	649	25,257	35,499	15	683	25,257	35,499	15	683
ADVERTISING AND SALES CLERK	35.0	24,707	35,160	16	653	25,077	35,667	16	663	25,955	37,115	16	697	25,955	37,115	16	697
AGENCY AIDE	40.0	24,807	34,542	15	649	25,179	35,060	15	659	26,080	36,462	15	693	26,080	36,462	15	693
AGENCY AIDE	35.0	23,267	33,513	16	640	23,618	34,015	16	650	24,443	35,376	16	683	24,443	35,376	16	683
ASSISTANT CHIEF CLERK (COUNTY CLERK)	35.0	30,586	43,248	16	791	31,045	43,895	16	803	32,131	45,651	16	845	32,131	45,651	16	845
ASSISTANT COMMUNICATIONS TECHNICIAN	35.0	29,965	40,369	16	650	30,415	40,974	16	660	31,479	42,613	16	696	31,479	42,613	16	696
ASSISTANT HEAD COOK (RSH)	37.5	24,728	34,709	15	665	25,099	35,229	15	675	25,977	36,639	15	711	25,977	36,639	15	711
ASSISTANT NATURALIZATION CLERK, TYPING	35.0	24,131	34,503	16	648	24,492	35,021	16	658	25,350	36,422	16	692	25,350	36,422	16	692
ASSISTANT PAYROLL SUPERVISOR	35.0	28,563	38,889	16	645	28,931	39,473	16	655	30,006	41,052	16	690	30,006	41,052	16	690
ASSISTANT SUPERVISING CARPENTER	40.0	34,867	47,835	15	850	35,410	48,349	15	863	36,650	50,283	15	909	36,650	50,283	15	909
ASSISTANT SUPERVISOR ACCOUNTS	35.0	26,431	36,479	15	803	26,827	39,057	15	815	27,766	40,619	15	857	27,766	40,619	15	857
ASSISTANT SUPERVISOR BRIDGE REP. / MASON	40.0	29,122	42,265	17	773	29,558	42,899	17	785	30,593	44,615	17	825	30,593	44,615	17	825
ASSISTANT SUPERVISOR BUILDING SERVICES	40.0	27,612	39,265	14	832	28,026	39,854	14	845	29,007	41,448	14	889	29,007	41,448	14	889
ASSISTANT SUPERVISING MAINTENANCE REPAIR	40.0	27,612	39,265	14	832	28,026	39,854	14	845	29,007	41,448	14	889	29,007	41,448	14	889
ASSISTANT SUPERVISING MECHANIC	40.0	34,867	47,835	15	850	35,410	48,349	15	863	36,649	50,283	15	909	36,649	50,283	15	909
ASSISTANT SUPERVISOR BRIDGE REPAIRER	40.0	28,402	41,440	16	815	28,828	42,062	16	827	29,837	43,744	16	869	29,837	43,744	16	869
ASSISTANT SUPERVISOR ROADS	40.0	28,402	41,440	16	815	28,828	42,062	16	827	29,837	43,744	16	869	29,837	43,744	16	869
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	40.0	28,402	41,440	16	815	28,828	42,062	16	827	29,837	43,744	16	869	29,837	43,744	16	869
ASSISTANT SUPERVISOR TREES	40.0	29,122	42,265	17	773	29,558	42,899	17	785	30,593	44,615	17	825	30,593	44,615	17	825
BOOKKEEPER	35.0	23,267	33,513	16	640	23,618	34,015	16	650	24,443	35,376	16	683	24,443	35,376	16	683
BOOKKEEPING MACHINE OPERATOR	35.0	23,699	34,008	16	644	24,054	34,518	16	654	24,896	35,899	16	688	24,896	35,899	16	688
BOOKKEEPING MACHINE OPERATOR TYPING	35.0	23,699	34,008	16	644	24,054	34,518	16	654	24,896	35,899	16	688	24,896	35,899	16	688
BOOKKEEPING MACHINE OPERATOR TYPING (RSH)	37.5	24,473	34,124	15	643	24,840	34,635	15	653	25,709	36,021	15	687	25,709	36,021	15	687
BOOKKEEPING MACHINE OPERATOR (RSH)	37.5	24,473	34,124	15	643	24,840	34,635	15	653	25,709	36,021	15	687	25,709	36,021	15	687
BRIDGE CONSTRUCTION INSPECTOR	35.0	25,912	37,206	14	807	26,300	37,784	14	819	27,221	39,274	14	861	27,221	39,274	14	861
BRIDGE CONSTRUCTION INSPECTOR	40.0	31,711	43,978	15	818	32,187	44,637	15	830	33,313	46,423	15	874	33,313	46,423	15	874
BRIDGE OPERATOR	40.0	26,446	37,832	15	759	26,843	38,399	15	770	27,783	39,935	15	810	27,783	39,935	15	810
BRIDGE REPAIRER	40.0	26,821	39,662	16	803	27,223	40,257	16	815	28,176	41,868	16	856	28,176	41,868	16	856
BRIDGE REPAIRER-HEAVY EQUIPMENT OPERATOR	40.0	28,688	42,132	16	840	29,119	42,764	16	853	30,138	44,474	16	896	30,138	44,474	16	896

Council 8 Salary Ranges 2001-2004

Title	1/1/2001		1/1/2001		1/1/2001		1/1/2001		6/23/2001		6/23/2001		6/23/2001		6/23/2001		1/1/2002		1/1/2002		1/1/2002		6/26/2001		
	Hrs.	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt
BUILDING MAINT WORKER ASST FOREMAN (RSH)	37.5	24,584	35,575	13	845	24,953	36,109	13	858	25,026	37,553	13	868	25,026	37,553	13	878	25,147	38,322	15	902	25,147	38,322	15	912
BUILDING MAINTENANCE WORKER AFTER 5/1/92	40.0	23,937	36,303	17	727	24,296	36,848	17	738	25,147	38,322	17	748	25,147	38,322	17	758	25,268	39,197	19	778	25,268	39,197	19	788
BUILDING MAINTENANCE WORKER PRIOR 5/1/92	40.0	26,172	36,115	15	663	26,565	36,857	15	673	27,494	38,123	15	683	27,494	38,123	15	693	27,615	38,998	17	713	27,615	38,998	17	723
BUYER/TYPING (RSH)	37.5	26,202	37,607	14	815	26,595	38,171	14	827	27,526	39,698	14	837	27,526	39,698	14	847	27,647	40,573	16	867	27,647	40,573	16	877
CARPENTER	40.0	28,402	40,176	14	841	28,828	40,778	14	854	29,837	42,409	14	867	29,837	42,409	14	879	30,000	43,284	16	891	30,000	43,284	16	903
CARPENTER (RSH)	37.5	26,629	38,107	14	820	27,029	38,678	14	832	27,975	40,326	14	844	27,975	40,326	14	856	28,140	41,205	16	868	28,140	41,205	16	880
CARPENTER'S HELPER	40.0	26,244	37,696	14	818	26,638	38,261	14	830	27,570	39,792	14	842	27,570	39,792	14	854	27,691	40,667	16	866	27,691	40,667	16	878
CARPENTER'S HELPER (RSH)	37.5	24,305	34,300	13	769	24,670	34,814	13	781	25,533	36,207	13	793	25,533	36,207	13	805	25,654	37,082	15	817	25,654	37,082	15	829
CARPENTER/LOCKSMITH	40.0	29,122	41,002	14	849	29,558	41,617	14	861	30,593	43,281	14	873	30,593	43,281	14	885	30,714	44,156	16	897	30,714	44,156	16	909
CASHIER	35.0	25,713	37,642	15	795	26,099	38,207	15	807	27,012	39,735	15	819	27,012	39,735	15	831	27,133	40,610	17	843	27,133	40,610	17	855
CHAUFFEUR	40.0	26,875	37,112	15	803	27,278	37,689	15	815	28,232	38,778	15	827	28,232	38,778	15	839	28,353	39,655	17	851	28,353	39,655	17	863
CHAUFFEUR (RSH)	35.0	26,109	36,128	15	668	26,501	36,687	15	678	27,429	38,134	15	688	27,429	38,134	15	698	27,550	38,998	17	710	27,550	38,998	17	722
CHIEF CLERK (RSH)	37.5	25,192	34,952	15	651	25,570	35,478	15	660	26,485	36,895	15	670	26,485	36,895	15	680	26,606	37,770	17	690	26,606	37,770	17	700
CHIEF COURT CLERK	37.5	27,926	41,087	13	1,012	28,345	41,703	13	1,028	29,337	43,371	13	1,044	29,337	43,371	13	1,060	29,458	44,253	15	1,076	29,458	44,253	15	1,092
CHIEF PROBATE CLERK	35.0	31,357	42,949	15	773	31,828	43,583	15	784	32,842	45,337	15	795	32,842	45,337	15	806	32,963	46,212	17	817	32,963	46,212	17	828
CHILDREN'S SUPERVISOR	35.0	30,974	42,509	15	769	31,439	43,147	15	781	32,539	44,873	15	792	32,539	44,873	15	803	32,660	45,748	17	814	32,660	45,748	17	825
CLERK BOOKKEEPER (RSH)	40.0	25,731	35,606	15	658	26,117	36,141	15	668	27,031	37,586	15	678	27,031	37,586	15	688	27,152	38,461	17	698	27,152	38,461	17	708
CLERK STENOGRAPHER (RSH) AFTER 5/1/92	37.5	24,185	33,794	15	641	24,548	34,301	15	650	25,407	35,673	15	660	25,407	35,673	15	670	25,528	36,548	17	680	25,528	36,548	17	690
CLERK STENOGRAPHER (RSH) PRIOR 5/1/92	37.5	22,238	34,458	15	648	22,572	37,005	15	657	23,362	34,885	15	667	23,362	34,885	15	677	23,483	35,760	17	687	23,483	35,760	17	697
CLERK STENOGRAPHER, AFTER 5/1/92	40.0	23,293	35,559	17	722	23,640	36,093	17	733	24,487	37,538	17	743	24,487	37,538	17	753	24,608	38,413	19	763	24,608	38,413	19	773
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	23,988	34,502	18	708	24,078	35,019	18	719	24,851	36,249	18	730	24,851	36,249	18	741	24,972	37,124	20	751	24,972	37,124	20	761
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	25,527	35,371	16	647	25,348	34,855	16	657	26,200	36,249	16	667	26,200	36,249	16	677	26,321	37,124	18	687	26,321	37,124	18	697
CLERK TRANSCRIBER (RSH) AFTER 5/1/92	37.5	22,094	36,280	15	646	22,426	36,824	15	656	23,311	37,338	15	666	23,311	37,338	15	676	23,432	38,213	17	686	23,432	38,213	17	696
CLERK TRANSCRIBER (RSH) PRIOR 5/1/92	37.5	24,331	33,961	15	642	24,698	34,471	15	652	25,560	35,849	15	662	25,560	35,849	15	672	25,681	36,724	17	682	25,681	36,724	17	692
CLERK TRANSCRIBER, AFTER 5/1/92	40.0	23,003	35,228	16	764	23,348	35,757	16	776	24,165	37,187	16	788	24,165	37,187	16	799	24,286	38,062	18	811	24,286	38,062	18	823
CLERK TRANSCRIBER, PRIOR 5/1/92	35.0	21,464	34,170	17	747	21,788	34,682	17	759	22,549	36,070	17	771	22,549	36,070	17	783	22,670	36,945	19	795	22,670	36,945	19	807
CLERK TRANSCRIBER, PRIOR 5/1/92	40.0	22,699	34,008	16	644	23,054	34,518	16	654	23,910	35,899	16	664	23,910	35,899	16	674	24,031	36,774	18	684	24,031	36,774	18	694
CLERK TYPIST / ELECTION CLERK	40.0	25,240	35,040	15	653	25,619	35,566	15	663	26,515	36,988	15	673	26,515	36,988	15	683	26,636	37,863	17	693	26,636	37,863	17	703
CLERK TYPIST BIL., AFTER 5/1/92	35.0	23,828	34,200	16	648	24,186	34,713	16	658	25,032	36,102	16	668	25,032	36,102	16	678	25,153	37,077	18	688	25,153	37,077	18	698
CLERK TYPIST BIL., AFTER 5/1/92	35.0	21,032	33,674	17	744	21,347	34,180	17	755	22,094	35,547	17	765	22,094	35,547	17	775	22,215	36,422	19	785	22,215	36,422	19	795
CLERK TYPIST BIL., PRIOR 5/1/92	40.0	22,572	34,730	16	760	22,910	35,251	16	771	23,712	36,661	16	781	23,712	36,661	16	791	23,833	37,536	18	801	23,833	37,536	18	811
CLERK TYPIST BIL., PRIOR 5/1/92	35.0	23,267	33,513	16	640	23,616	34,015	16	650	24,443	35,376	16	660	24,443	35,376	16	670	24,564	36,251	18	680	24,564	36,251	18	690
CLERK TYPIST (RSH) AFTER 5/1/92	37.5	21,664	33,823	16	747	21,989	34,127	16	759	22,758	35,492	16	771	22,758	35,492	16	783	22,879	36,367	18	793	22,879	36,367	18	803
CLERK TYPIST (RSH) PRIOR 5/1/92	37.5	23,898	35,764	13	913	24,256	36,300	13	926	25,105	37,752	13	939	25,105	37,752	13	952	25,226	38,627	15	965	25,226	38,627	15	978
CLERK TYPIST, AFTER 5/1/92	40.0	22,572	34,730	16	760	22,910	35,251	16	771	23,712	36,661	16	781	23,712	36,661	16	791	23,833	37,536	18	801	23,833	37,536	18	811
CLERK TYPIST, PRIOR 5/1/92	35.0	21,032	33,674	17	744	21,347	34,180	17	755	22,094	35,547	17	765	22,094	35,547	17	775	22,215	36,422	19	785	22,215	36,422	19	795
CLERK TYPIST, PRIOR 5/1/92	40.0	24,807	34,542	15	649	25,179	35,060	15	659	26,060	36,462	15	669	26,060	36,462	15	679	26,181	37,337	17	689	26,181	37,337	17	699
CLERK (RSH) AFTER 5/1/92	35.0	23,267	33,513	16	640	23,616	34,015	16	650	24,443	35,376	16	660	24,443	35,376	16	670	24,564	36,251	18	680	24,564	36,251	18	690
CLERK (RSH) PRIOR 5/1/92	37.5	21,169	32,379	17	659	21,487	32,864	17	669	22,239	34,178	17	679	22,239	34,178	17	689	22,360	35,053	19	699	22,360	35,053	19	709
CLERK, AFTER 5/1/92	37.5	23,405	32,894	15	633	23,758	33,368	15	642	24,588	34,723	15	652	24,588	34,723	15	662	24,709	35,598	17	672	24,709	35,598	17	682
CLERK, AFTER 5/1/92	35.0	20,744	33,343	17	741	21,055	33,843	17	752	21,900	35,196	17	762	21,900	35,196	17	772	22,021	36,071	19	782	22,021	36,071	19	792
CLERK, PRIOR 05/01/92	40.0	22,284	34,400	16	757	22,618	34,918	16	769	23,410	36,313	16	781	23,410	36,313	16	793	23,531	37,188	18	805	23,531	37,188	18	817
CLERK																									

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Title	1/1/2001			# of steps	1/1/2001 Incmt	6/23/2001			# of steps	6/23/2001 Incmt	1/1/2002			# of steps	1/1/2002 Incmt
	Hrs.	Min	Max			Min	Max	Min			Max				
HEATING & AIR CONDITIONING MECHANIC	40.0	27,574	39,230	14	833	27,988	39,819	14	845	28,968	41,412	14	889		
HEAVY EQUIPMENT OPERATOR	40.0	28,689	42,133	16	840	29,120	42,765	16	853	30,139	44,475	16	896		
HEAVY EQUIPMENT OPERATOR MOSQUITO EXTERM.	40.0	28,689	40,504	14	844	29,120	41,112	14	857	30,139	42,756	14	901		
HEAVY EQUIPMENT OPERATOR/TRACTOR TRAILER	40.0	29,354	42,898	16	847	29,794	43,542	16	859	30,837	45,293	16	903		
HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	35.0	25,812	37,206	14	815	27,105	38,686	14	827	28,053	40,233	14	870		
HIGHWAY CONSTRUCTION INSPECTOR	35.0	26,704	38,114	14	807	26,300	37,764	14	819	27,221	39,274	14	861		
HOSPITAL GUARD (RSH)	37.5	25,770	38,213	17	744	21,347	34,180	17	757	22,094	35,547	17	791		
INDEX CLERK, AFTER 5/1/92	35.0	21,032	33,674	14	748	28,156	36,757	14	762	28,968	40,233	14	870		
INDEX CLERK, AFTER 5/1/92	35.0	21,032	33,674	14	744	21,347	34,180	17	757	22,094	35,547	17	791		
INDEX CLERK, PRIOR 5/1/92	40.0	22,572	34,730	16	760	22,910	35,251	16	771	23,712	36,661	16	809		
INDEX CLERK, PRIOR 5/1/92	35.0	23,267	33,513	16	640	23,616	34,015	16	650	24,443	35,376	16	809		
INDEX CLERK, TYPING, AFTER 5/1/92	40.0	24,807	34,542	15	648	25,179	35,060	15	659	26,060	36,462	15	693		
INDEX CLERK, TYPING, AFTER 5/1/92	35.0	21,032	33,674	17	744	21,347	34,180	17	755	22,094	35,547	17	791		
INDEX CLERK, TYPING, PRIOR 5/1/92	40.0	22,572	34,730	16	760	22,910	35,251	16	771	23,712	36,661	16	809		
INDEX CLERK, TYPING, PRIOR 5/1/92	35.0	23,267	33,513	16	640	23,616	34,015	16	650	24,443	35,376	16	809		
INHALATION TECHNICIAN (RSH)	40.0	24,807	34,542	15	648	25,179	35,060	15	659	26,060	36,462	15	693		
INSPECTOR MOSQUITO EXTERMINATION	37.5	25,587	43,503	11	1,629	25,971	44,156	11	1,653	26,840	45,922	11	1,731		
INSPECTOR ROAD OPENINGS	35.0	26,704	38,114	14	815	27,105	38,686	14	827	28,053	40,233	14	870		
INSTITUTIONAL ATTENDANT (RSH) AFTER 5/1/92	37.5	20,814	32,092	18	627	21,126	32,573	18	636	21,845	33,876	18	667		
INSTITUTIONAL ATTENDANT (RSH) PRIOR 5/1/92	37.5	20,814	32,092	14	827	21,126	32,573	14	837	22,053	40,233	14	870		
INVENTORY CONTROL CLERK	40.0	24,379	34,094	15	648	24,745	34,608	15	657	25,611	35,990	15	692		
INVENTORY CONTROL CLERK	35.0	26,837	38,377	14	824	27,239	38,953	14	837	28,193	40,511	14	880		
INVESTIGATOR, CONSUMER PROTECTION	37.5	18,101	26,998	13	684	18,373	27,393	13	694	19,016	28,489	13	729		
INVESTIGATOR, COUNTY ADJUSTER	35.0	25,281	37,146	15	791	25,660	37,703	15	803	26,558	39,211	15	844		
INVESTIGATOR, MEDICAL EXAMINER	40.0	28,403	41,669	13	1,020	28,829	42,294	13	1,036	29,838	43,986	13	1,088		
INVESTIGATOR, MEDICAL EXAMINER, Per Diem	Per Diem	Per Diem		Nene	Nene	Per Diem		Nene	Nene	Per Diem		Nene	Nene		
JURY PANEL CLERK	35.0	26,431	38,470	15	803	26,827	39,047	15	815	27,766	40,608	15	856		
JUVENILE DETENTION OFFICER	40.0	27,467	38,202	15	718	27,879	36,775	15	726	28,855	40,326	15	765		
JUVENILE DETENTION OFFICER (part time)	Part Time	13.21	18.37												
LABORATORY ASSISTANT (RSH)	37.5	24,822	34,304	15	832	25,195	34,819	15	842	26,077	36,211	15	881		
LABORATORY TECHNICIAN (RSH)	37.5	25,049	35,385	14	738	25,425	35,916	14	748	26,315	37,353	14	788		
LABORER (RSH) AFTER 5/1/92	37.5	22,381	37,837	18	966	22,717	38,404	16	980	23,512	39,941	16	1,027		
LABORER (RSH) PRIOR 5/1/92	37.5	24,618	35,491	16	680	24,987	36,023	16	690	25,862	37,464	16	725		
LABORER, AFTER 5/1/92	40.0	24,440	39,082	18	758	24,807	38,853	16	769	25,675	40,199	16	807		
LABORER, PRIOR 5/1/92	40.0	26,876	37,853	16	701	27,076	38,462	16	712	28,024	40,000	16	748		
LAUNDRY WORKER (RSH)	37.5	23,965	33,539	15	638	24,325	34,042	15	648	25,176	35,404	15	682		
LEGAL STENOGRAPHER	35.0	24,707	35,160	16	653	25,077	35,687	16	663	25,955	37,115	16	697		
LIBRARY ASSISTANT (RSH)	37.5	24,705	34,390	15	648	25,076	34,906	15	655	25,953	36,302	15	690		
LINEN ROOM ATTENDANT (RSH)	40.0	24,807	34,542	15	648	25,179	35,060	15	659	26,060	36,462	15	693		
MAIL CLERK	37.5	19,551	29,266	16	855	19,911	30,071	16	867	20,757	31,273	16	907		
MAIL CLERK (RSH)	40.0	24,807	34,542	15	648	25,179	35,060	15	659	26,060	36,462	15	693		
MAINTENANCE REPAIRER	40.0	26,474	37,060	15	706	26,871	37,618	15	716	27,811	39,120	15	754		
MAINTENANCE REPAIRER CARPENTER	40.0	28,403	40,176	14	841	28,829	40,778	14	853	29,838	42,409	14	898		
MAINTENANCE REPAIRER CARPENTER (RSH)	37.5	25,623	36,050	14	745	26,007	36,591	14	756	26,918	38,054	14	795		
MAINTENANCE REPAIRER ELECTRICIAN (RSH)	37.5	25,623	36,050	14	745	26,007	36,591	14	756	26,918	38,054	14	795		
MAINTENANCE REPAIRER MASON	40.0	28,403	40,176	14	841	28,829	40,778	14	853	29,838	42,409	14	898		

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Title	1/1/2001			# of steps	1/1/2001 Incmt	6/23/2001			# of steps	6/23/2001 Incmt	1/1/2002			# of steps	1/1/2002 Incmt
	Hrs.	Min	Max			Min	Max	Min			Max				
MAINTENANCE REPAIRER PAINTER	40.0	28,403	40,176	14	841	28,829	40,778	14	853	29,838	42,409	14	898		
MAINTENANCE REPAIRER PAINTER (RSH)	37.5	25,623	36,050	14	745	26,007	36,591	14	756	26,918	38,054	14	795		
MAINTENANCE REPAIRER WELDER	40.0	28,403	40,176	14	841	28,829	40,778	14	853	29,838	42,409	14	898		
MAINTENANCE REPAIRER (RSH)	37.5	25,623	36,050	14	745	26,007	36,591	14	756	26,918	38,054	14	795		
MAP CLERK, TYPING	35.0	23,267	33,513	16	640	23,616	34,015	16	650	24,443	35,376	16	693		
MASON	40.0	28,469	40,249	14	841	28,896	40,852	14	854	29,807	42,486	14	899		
MASON/PLASTERER	40.0	29,862	41,077	15	748	30,310	41,693	15	759	31,371	43,361	15	799		
MASON/PLASTERER (RSH)	37.5	25,623	36,649	14	788	26,007	37,189	14	799	26,918	38,687	14	841		
MEAT CUTTER (RSH)	37.5	22,670	32,893	14	730	23,010	33,387	14	741	23,815	34,722	14	773		
MECHANIC	40.0	28,403	41,683	17	781	28,829	42,309	17	793	29,838	44,001	17	833		
MECHANIC (CDL)	40.0	29,693	43,169	18	749	30,138	43,817	18	760	31,193	45,570	18	799		
MECHANIC (RSH)	37.5	25,623	36,050	14	745	26,007	36,591	14	756	26,918	38,054	14	795		
MECHANICAL REPAIRER STATIONARY EQUIPMENT (RSH)	37.5	25,623	36,050	14	745	26,007	36,591	14	756	26,918	38,054	14	795		
MECHANIC'S HELPER	40.0	23,940	33,544	15	640	24,299	34,047	15	650	25,149	35,409	15	684		
MEDICAL AID ASSISTANT (RSH)	37.5	25,192	36,449	13	866	25,570	36,996	13	878	26,465	38,476	13	924		
MEDICAL ELECTRONICS REPAIRER	37.5	29,943	41,582	15	776	30,393	42,206	15	788	31,456	43,894	15	829		
MEDICAL RECORDS CLERK TYPIST (RSH)	37.5	25,049	34,787	15	649	25,425	35,309	15	659	26,315	36,722	15	694		
MEDICAL RECORDS CLERK (RSH)	37.5	25,049	34,787	15	649	25,425	35,309	15	659	26,315	36,722	15	694		
MEDICAL STENOGRAPHER (RSH)	37.5	24,618	34,291	15	645	24,987	34,805	15	655	25,862	36,190	15	689		
MEDICAL TRANSCRIBER	35.0	24,563	35,001	16	652	24,931	35,526	16	662	25,804	36,947	16	696		
MEDICAL TRANSCRIBER	40.0	26,102	36,034	15	682	26,484	36,574	15	692	27,421	38,037	15	708		
MEDICAL TRANSCRIBER (RSH)	37.5	24,473	34,124	15	643	24,840	34,835	15	653	25,709	36,021	15	687		
MESSANGER	35.0	23,769	34,087	16	845	24,125	34,598	16	855	24,970	35,982	16	688		
MESSANGER	40.0	25,229	35,031	15	653	25,608	35,556	15	663	26,504	36,979	15	698		
MESSANGER (RSH)	37.5	23,899	33,463	15	638	24,256	33,965	15	647	25,105	35,323	15	681		
MICROFILM OPERATOR, TYPING	35.0	24,058	34,423	16	648	24,419	34,939	16	658	25,274	36,337	16	691		
MOTOR BROOM DRIVER	40.0	27,827	41,139	16	832	28,244	41,756	16	844	29,233	43,426	16	887		
NATURALIZATION CLERK	35.0	24,973	36,781	15	788	25,347	37,343	15	800	26,234	38,838	15	840		
NURSING SERVICES CLERK (RSH) HIRED PRIOR 9/1/95	37.5	25,100	34,750	15	643	25,476	35,272	15	653	26,368	36,683	15	688		
OCCUPATIONAL THERAPY AIDE (RSH)	37.5	25,049	34,787	15	649	25,425	35,309	15	659	26,315	36,722	15	694		
OCCUPATIONAL THERAPY ASST (RSH)	37.5	28,055	37,442	14	813	28,446	38,004	14	826	29,372	39,524	14	868		
OFFICE APPLIANCE OPERATOR (PROS) AFTER 5/1/92	35.0	21,258	33,935	17	746	21,578	34,444	17	757	22,332	35,822	17	794		
OFFICE APPLIANCE OPERATOR (PROS) PRIOR 5/1/92	35.0	23,494	33,773	16	642	23,847	34,280	16	652	24,681	35,851	16	686		
OFFICE APPLIANCE OPERATOR, AFTER 5/1/92	35.0	21,032	33,674	17	744	21,347	34,180	17	755	22,094	35,547	17	791		
OFFICE APPLIANCE OPERATOR, PRIOR 5/1/92	35.0	23,267	33,513	16	640	23,616	34,015	16	650	24,443	35,376	16	693		
OFFSET MACHINE OPERATOR, AFTER 5/1/92	35.0	21,032	33,674	17	744	21,347	34,180	17	755	22,094	35,547	17	791		
OFFSET MACHINE OPERATOR, PRIOR 5/1/92	40.0	23,267	33,513	16	640	23,616	34,015	16	650	24,443	35,376	16	693		
OMNIBUS OPERATOR CLASS 1 (RSH)	37.5	26,571	37,711	14	796	26,969	38,276	14	808	27,813	39,807	14	850		
OMNIBUS OPERATOR/MAINTENANCE REPAIRER (RSH)	37														

Title	Hrs.	1/1/2001		# of steps	Incmt	6/23/2001		# of steps	Incmt	1/1/2002		# of steps	Incmt
		Min	Max			Min	Max			Min	Max		
PAYROLL CLERK TYPST (RSH)	37.5	24,905	34,620	15	648	25,279	35,139	15	657	26,164	36,545	15	692
PAYROLL SUPERVISOR	35.0	28,982	39,953	15	731	29,417	40,553	15	742	30,447	42,175	15	782
PAYROLL SUPERVISOR (RSH)	37.5	29,287	41,155	14	848	29,726	41,772	14	860	30,766	43,443	14	905
PERSONNEL ASSISTANT (RSH)	37.5	29,123	40,970	14	846	29,559	41,585	14	859	30,594	43,248	14	904
PERSONNEL CLERK TYPING (RSH)	37.5	25,192	36,449	13	866	25,570	38,996	13	879	26,465	38,476	13	924
PHARMACIST'S AIDE (RSH)	37.5	24,269	35,055	14	770	24,633	35,580	14	782	25,495	37,004	14	822
PHLEBOTOMIST (RSH)	37.5	20,263	34,604	11	1,304	20,567	35,123	11	1,323	21,287	36,527	11	1,386
PHYSICAL THERAPY AIDE (RSH)	37.5	25,049	34,787	15	649	25,425	35,308	15	659	26,315	36,722	15	694
PHYSICAL THERAPY ASSISTANT (RSH)	37.5	26,055	37,442	14	813	26,448	38,004	14	826	27,372	39,524	14	868
PLANNING DRAFTSMAN	35.0	24,274	34,872	16	650	24,638	35,192	16	660	25,500	36,599	16	694
PLUMBER/STEAMFITTER (RSH)	37.5	27,206	38,765	14	826	27,615	39,346	14	838	28,581	40,920	14	881
POLICE SIGN TECH	40.0	26,055	37,217	18	620	26,446	37,775	18	629	27,371	39,286	18	662
PRINCIPAL ACCOUNT CLERK	35.0	25,281	37,146	15	791	25,660	37,703	15	803	26,558	39,211	15	844
PRINCIPAL ACCOUNT CLERK	40.0	26,820	38,356	14	824	27,222	38,931	14	836	28,175	40,488	14	880
PRINCIPAL ACCOUNT CLERK STENOGRAPHER	35.0	25,281	37,146	15	791	25,660	37,703	15	803	26,558	39,211	15	844
PRINCIPAL ACCOUNT CLERK STENOGRAPHER	40.0	26,820	38,356	14	824	27,222	38,931	14	836	28,175	40,488	14	880
PRINCIPAL ACCOUNT CLERK STENOGRAPHER (RSH)	37.5	25,770	37,110	14	810	26,156	37,667	14	822	27,072	39,174	14	864
PRINCIPAL ACCOUNT CLERK TYPING	40.0	26,820	38,356	14	824	27,222	38,931	14	836	28,175	40,488	14	880
PRINCIPAL ACCOUNT CLERK TYPING	35.0	25,281	37,146	15	791	25,660	37,703	15	803	26,558	39,211	15	844
PRINCIPAL ACCOUNT CLERK TYPING (RSH)	37.5	25,770	37,110	14	810	26,156	37,667	14	822	27,072	39,174	14	864
PRINCIPAL ACCOUNT CLERK (RSH)	37.5	25,770	37,110	14	810	26,156	37,667	14	822	27,072	39,174	14	864
PRINCIPAL ADMITTING CLERK TYPING (RSH)	37.5	25,770	36,238	14	748	26,156	36,781	14	759	27,072	38,252	14	799
PRINCIPAL BOOKKEEPING MACHINE OPERATOR	35.0	25,281	37,146	15	791	25,660	37,703	15	803	26,558	39,211	15	844
PRINCIPAL BOOKKEEPING MACHINE OPERATOR	37.5	24,905	36,119	13	863	25,279	36,660	13	875	26,164	38,127	13	920
PRINCIPAL BOOKKEEPING MACHINE OPERATOR TYP.	35.0	25,281	37,146	15	791	25,660	37,703	15	803	26,558	39,211	15	844
PRINCIPAL BOOKKEEPING MACHINE OPERATOR TYP.	37.5	24,905	36,119	13	863	25,279	36,660	13	875	26,164	38,127	13	920
PRINCIPAL BUYER TYPING (RSH)	37.5	30,804	42,902	15	807	31,266	43,545	15	819	32,360	45,287	15	862
PRINCIPAL BUYER (RSH)	37.5	30,804	42,902	15	807	31,266	43,545	15	819	32,360	45,287	15	862
PRINCIPAL CASHIER	35.0	29,162	42,140	15	865	29,600	42,722	15	878	30,636	44,483	15	923
PRINCIPAL CHILDREN'S SUPERVISOR	40.0	29,041	40,679	14	831	29,477	41,289	14	844	30,509	42,941	14	888
PRINCIPAL CLERK	35.0	24,707	36,487	15	785	25,077	37,035	15	797	25,955	38,516	15	837
PRINCIPAL CLERK	40.0	26,538	37,696	14	787	26,936	38,261	14	809	27,879	39,792	14	851
PRINCIPAL CLERK BILINGUAL	35.0	24,707	36,487	15	785	25,077	37,035	15	797	25,955	38,516	15	837
PRINCIPAL CLERK BILINGUAL (RSH)	37.5	25,192	36,449	13	866	25,570	38,996	13	878	26,465	38,476	13	924
PRINCIPAL CLERK BOOKKEEPER	35.0	25,281	37,146	15	791	25,660	37,703	15	803	26,558	39,211	15	844
PRINCIPAL CLERK BOOKKEEPER	40.0	26,820	38,356	14	824	27,222	38,931	14	836	28,175	40,488	14	880
PRINCIPAL CLERK BOOKKEEPER (RSH)	37.5	25,770	37,110	14	810	26,156	37,667	14	822	27,072	39,174	14	864
PRINCIPAL CLERK STENOGRAPHER	40.0	26,820	38,356	14	824	27,222	38,931	14	836	28,175	40,488	14	880
PRINCIPAL CLERK STENOGRAPHER	35.0	25,281	37,146	15	791	25,660	37,703	15	803	26,558	39,211	15	844
PRINCIPAL CLERK STENOGRAPHER (RSH)	37.5	25,770	37,110	14	810	26,156	37,667	14	822	27,072	39,174	14	864
PRINCIPAL CLERK STENOGRAPHER	40.0	26,820	38,356	14	824	27,222	38,931	14	836	28,175	40,488	14	880
PRINCIPAL CLERK TRANSCRIBER	40.0	26,676	38,192	14	823	27,076	38,765	14	835	28,024	40,316	14	878
PRINCIPAL CLERK TRANSCRIBER	35.0	25,138	36,983	15	790	25,516	37,537	15	801	26,409	39,039	15	842
PRINCIPAL CLERK TRANSCRIBER (RSH)	37.5	25,583	36,905	14	808	25,977	37,458	14	820	26,886	38,957	14	862
PRINCIPAL CLERK TYPST	35.0	24,707	36,487	15	785	25,077	37,035	15	797	25,955	38,516	15	837
PRINCIPAL CLERK TYPST	40.0	26,538	37,696	14	787	26,936	38,261	14	809	27,879	39,792	14	851
PRINCIPAL CLERK TYPST (RSH)	37.5	25,192	36,449	13	866	25,570	38,996	13	879	26,465	38,476	13	924

Title	Hrs.	1/1/2001		# of steps	Incmt	6/23/2001		# of steps	Incmt	1/1/2002		# of steps	Incmt
		Min	Max			Min	Max			Min	Max		
PRINCIPAL CLERK (RSH)	37.5	25,192	36,449	13	866	25,570	38,996	13	879	26,465	38,476	13	924
PRINCIPAL COURT CLERK, PROBATE	35.0	28,625	40,893	16	773	29,054	41,608	16	785	30,071	43,272	16	825
PRINCIPAL DATA CONTROL CLERK	40.0	26,538	37,696	14	787	26,936	38,261	14	809	27,879	39,792	14	851
PRINCIPAL DATA CONTROL CLERK	35.0	24,707	36,487	15	785	25,077	37,035	15	797	25,955	38,516	15	837
PRINCIPAL DATA ENTRY MACHINE OPERATOR	35.0	23,800	35,444	15	776	24,157	35,975	15	788	25,003	37,415	15	827
PRINCIPAL DATA ENTRY MACHINE OPERATOR (RSH)	37.5	29,915	41,880	14	855	30,364	42,508	14	867	31,427	44,208	14	913
PRINCIPAL DATA ENTRY MACHINE OPER. (ADMIN. SVCS./FIN.)	35.0	24,571	36,330	15	784	24,940	36,875	15	796	25,812	38,550	15	836
PRINCIPAL DOCKET CLERK	35.0	27,295	39,461	15	811	27,704	40,053	15	823	28,674	41,655	15	865
PRINCIPAL DRAFTING TECHNICIAN	35.0	28,156	40,453	16	769	28,578	41,060	16	780	29,579	42,702	16	820
PRINCIPAL ELECTIONS CLERK	35.0	24,707	36,487	15	785	25,077	37,035	15	797	25,955	38,516	15	837
PRINCIPAL ENGINEERING AIDE	35.0	28,431	40,101	14	834	28,858	40,703	14	846	29,868	42,331	14	890
PRINCIPAL ENGINEERING DRAFTSMAN	35.0	28,141	39,769	14	831	28,563	40,365	14	843	29,563	41,980	14	887
PRINCIPAL INDEX CLERK	40.0	26,243	37,700	14	818	26,636	38,265	14	831	27,569	39,796	14	873
PRINCIPAL INDEX CLERK	35.0	24,707	36,487	15	785	25,077	37,035	15	797	25,955	38,516	15	837
PRINCIPAL INDEX CLERK, TYPING	40.0	26,243	37,700	14	818	26,636	38,265	14	831	27,569	39,796	14	873
PRINCIPAL INDEX CLERK, TYPING	35.0	24,707	36,487	15	785	25,077	37,035	15	797	25,955	38,516	15	837
PRINCIPAL LEGAL STENOGRAPHER	35.0	26,431	38,470	15	803	26,827	39,047	15	815	27,766	40,608	15	856
PRINCIPAL LIBRARY ASSISTANT TYPING (RSH)	37.5	28,386	40,124	14	838	28,811	40,726	14	851	29,820	42,355	14	895
PRINCIPAL MEDICAL RECORDS CLERK (RSH)	37.5	27,821	39,243	14	830	28,236	39,831	14	843	29,017	41,425	14	886
PRINCIPAL MEDICAL STENOGRAPHER (RSH)	37.5	28,729	41,574	13	888	29,160	42,184	13	1,003	30,180	43,886	13	1,054
PRINCIPAL MICROFILM MACHINE OPERATOR	35.0	25,570	37,480	15	784	25,954	38,042	15	806	26,862	39,584	15	847
PRINCIPAL OFFSET MACHINE OPERATOR	35.0	26,431	38,470	15	803	26,827	39,047	15	815	27,766	40,608	15	856
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	25,281	37,146	15	791	25,660	37,703	15	803	26,558	39,211	15	844
PRINCIPAL PAYROLL CLERK	35.0	29,474	37,303	9	870	29,916	37,963	9	883	30,963	39,377	9	935
PRINCIPAL PAYROLL CLERK (RSH)	37.5	26,202	37,607	14	815	26,595	38,171	14	827	27,526	39,698	14	869
PRINCIPAL PERSONNEL CLERK (RSH)	37.5	25,770	37,110	14	810	26,156	37,667	14	822	27,072	39,174	14	864
PRINCIPAL PURCHASING ASSISTANT	35.0	29,845	45,872	12	1,311	30,394	46,357	12	1,330	31,458	48,211	12	1,396
PRINCIPAL PURCHASING ASSISTANT (RSH)	37.5	30,461	42,508	14	861	30,918	43,146	14	873	32,000	44,771	14	919
PRINCIPAL TERMINAL OPERATOR	35.0	24,571	36,330	15	784	24,940	36,875	15	796	25,812	38,550	15	836
PRINTING MACHINE OPERATOR I, AFTER 5/1/92	35.0	21,032	33,674	17	744	21,347	34,180	17	755	22,094	35,547	17	791
PRINTING MACHINE OPERATOR I, PRIOR 5/1/92	35.0	23,267	33,513	16	840	23,616	34,015	16	850	24,443	35,378	16	883
PROBATE ASSISTANT	35.0	26,003	37,872	15	798	26,393	38,542	15	810	27,316	40,083	15	851
PROBATE ASSISTANT, TYPING	35.0	26,003	37,872	15	798	26,393	38,542	15	810	27,316	40,083	15	851
PROBATE CLERK	35.0	27,295	39,461	15	811	27,704	40,053	15	823	28,674	41,655	15	865
PROBATE CLERK, TYPING	35.0	27,295	39,461	15	811	27,704	40,053	15	823	28,674	41,655	15	865
PROGRAM MONITOR	35.0	22,288	33,729	19	602	22,822	34,235	19	611	23,414	35,604	19	642
PROGRAM SPEC III	35.0												

Title	Hrs.	1/1/2001		# of steps	1/1/2001 Incmt	6/23/2001		# of steps	6/23/2001 Incmt	1/1/2002		# of steps	1/1/2002 Incmt
		Min	Max			Min	Max			Min	Max		
RECEPTIONIST, PRIOR 5/1/92	35.0	23,267	33,513	16	640	23,616	34,015	16	650	24,443	35,376	16	683
RECEPTIONIST, PRIOR 5/1/92	40.0	25,527	35,371	15	656	25,910	35,902	15	666	26,817	37,338	15	701
RECEPTIONIST, TYPING AFTER 5/1/92	35.0	21,032	33,674	17	744	21,347	34,180	17	755	22,094	35,547	17	789
RECEPTIONIST, TYPING AFTER 5/1/92	40.0	23,290	35,558	17	722	23,640	36,093	17	733	24,467	37,536	17	769
RECEPTIONIST, TYPING PRIOR 5/1/92	40.0	25,527	35,371	15	656	25,910	35,902	15	666	26,817	37,338	15	701
RECEPTIONIST, TYPING PRIOR 5/1/92	35.0	23,267	33,513	16	640	23,616	34,015	16	650	24,443	35,376	16	683
RECORDS RETRIEVAL OPERATOR	35.0	23,378	33,639	16	641	23,728	34,144	16	651	24,559	35,510	16	684
RECREATION AIDE (RSH)	37.5	25,049	34,787	15	648	25,425	35,309	15	659	26,315	36,722	15	694
RECREATION THERAPY AIDE (RSH)	37.5	25,049	34,787	15	648	25,425	35,309	15	659	26,315	36,722	15	694
RECYCLING PROGRAM AIDE	35.0	24,131	34,503	16	648	24,492	35,021	16	658	25,350	36,422	16	692
ROAD INSPECTOR	35.0	25,912	37,206	14	807	26,300	37,764	14	819	27,221	39,274	14	861
ROAD REPAIRER	40.0	27,108	38,587	17	675	27,514	39,166	17	685	28,477	40,732	17	721
SEAMSTRESS (RSH)	37.5	24,396	34,035	15	643	24,762	34,546	15	652	25,629	35,928	15	687
SECRETARY ASSISTANT TRANSCRIBER	35.0	29,093	44,567	18	859	29,529	45,226	18	872	30,562	47,035	18	915
SECRETARY ASSISTANT, HIRED AFTER 01/01/73	35.0	27,994	43,295	18	850	28,414	43,944	18	863	29,408	45,702	18	905
SECRETARY ASSISTANT, HIRED PRIOR 01/01/73	35.0	32,269	48,210	19	839	32,753	48,934	19	852	33,899	50,891	19	894
SECURITY GUARD	40.0	25,454	35,289	15	656	25,835	35,818	15	668	26,740	37,251	15	701
SEC. ASST. STENO. HIRED AFTER 01/01/78	35.0	27,994	43,295	18	850	28,414	43,944	18	863	29,408	45,702	18	905
SEC. ASST. STENO. HIRED PRIOR 01/01/78	35.0	31,214	46,998	18	877	31,683	47,703	18	890	32,781	49,612	18	934
SENIOR ACCOUNT CLERK	40.0	25,597	35,454	15	657	25,981	35,986	15	667	26,891	37,425	15	702
SENIOR ACCOUNT CLERK	35.0	24,058	34,423	16	648	24,419	34,839	16	658	25,274	36,337	16	691
SENIOR ACCOUNT CLERK TYPING (RSH)	37.5	25,192	36,065	14	777	25,570	36,608	14	788	26,465	38,070	14	829
SENIOR ACCOUNT CLERK (RSH)	37.5	25,192	36,065	14	777	25,570	36,608	14	788	26,465	38,070	14	829
SENIOR ACCOUNT CLERK, STENOGRAPHER	35.0	24,058	34,423	16	648	24,419	34,839	16	658	25,274	36,337	16	691
SENIOR ACCOUNT CLERK, TYPING	40.0	25,597	35,454	15	657	25,981	35,986	15	667	26,891	37,425	15	702
SENIOR ACCOUNT CLERK, TYPING	35.0	24,058	34,423	16	648	24,419	34,839	16	658	25,274	36,337	16	691
SENIOR ACCOUNTANT (RSH)	40.0	25,597	35,454	15	657	25,981	35,986	15	667	26,891	37,425	15	702
SENIOR ACCOUNTANT (RSH)	37.5	28,788	40,585	14	843	29,220	41,193	14	855	30,243	42,841	14	900
SENIOR ADMITTING CLERK TYPING (RSH)	37.5	25,192	36,449	13	866	25,570	36,996	13	879	26,465	38,476	13	924
SENIOR ADMITTING CLERK (RSH)	37.5	25,192	36,449	13	866	25,570	36,996	13	879	26,465	38,476	13	924
SENIOR BOOKKEEPING MACHINE OPERATOR	35.0	24,707	35,160	16	653	25,077	35,687	16	663	25,955	37,115	16	697
SENIOR BOOKKEEPING MACHINE OPERATOR TYPING	35.0	24,707	35,160	16	653	25,077	35,687	16	663	25,955	37,115	16	697
SENIOR BOOKKEEPING MACHINE OPERATOR (RSH)	37.5	25,192	34,852	15	651	25,570	35,476	15	660	26,465	36,895	15	695
SENIOR BUILDING MAINTENANCE WORKER	40.0	26,750	36,778	15	689	27,151	37,329	15	699	28,102	38,823	15	715
SENIOR BUYER/TYPING (RSH)	37.5	28,111	38,805	14	835	28,533	40,402	14	848	29,531	42,018	14	892
SENIOR CARPENTER	40.0	30,559	42,853	15	806	31,018	43,293	15	818	32,103	45,025	15	861
SENIOR CARPENTER / LOCKSMITH	40.0	32,483	44,549	15	804	32,970	45,217	15	816	34,124	47,026	15	860
SENIOR CARPENTER	37.5	28,839	40,392	14	825	29,272	40,998	14	838	30,296	42,638	14	882
SENIOR CASHIER	35.0	27,438	40,157	15	848	27,849	40,759	15	861	28,824	42,389	15	904
SENIOR CHILDREN'S SUPERVISOR	40.0	27,313	38,026	15	714	27,723	38,597	15	725	28,693	40,140	15	763
SENIOR CITIZEN PROGRAM AIDE Part time	P.T.	Per Hour	15.06	None	None	Per Hour	15.29	None	None	Per Hour	15.82	None	None
SENIOR CLERK	35.0	24,097	34,487	16	648	24,458	34,984	16	658	25,314	36,383	16	692
SENIOR CLERK	40.0	25,636	35,498	15	657	26,021	36,030	15	667	26,932	37,472	15	703
SENIOR CLERK BOOKKEEPER (RSH)	37.5	25,192	34,852	15	651	25,570	35,476	15	660	26,465	36,895	15	695
SENIOR CLERK STENOGRAPHER	40.0	26,102	37,528	14	816	26,494	38,081	14	828	27,421	39,615	14	871
SENIOR CLERK STENOGRAPHER	35.0	24,707	35,160	16	653	25,077	35,687	16	663	25,955	37,115	16	697

Title	Hrs.	1/1/2001		# of steps	1/1/2001 Incmt	6/23/2001		# of steps	6/23/2001 Incmt	1/1/2002		# of steps	1/1/2002 Incmt
		Min	Max			Min	Max			Min	Max		
SENIOR CLERK STENOGRAPHER (RSH)	37.5	25,192	34,952	15	651	25,570	35,476	15	660	26,465	36,895	15	695
SENIOR CLERK TRANSCRIBER	35.0	24,563	35,001	16	652	24,931	35,526	16	662	25,804	36,947	16	696
SENIOR CLERK TRANSCRIBER	40.0	26,102	36,034	15	662	26,494	36,574	15	672	27,421	38,037	15	708
SENIOR CLERK TRANSCRIBER III-11 (PROS)	35.0	24,563	35,001	16	652	24,931	35,526	16	662	25,804	36,947	16	696
SENIOR CLERK TRANSCRIBER (RSH)	37.5	25,049	34,787	15	649	25,425	35,309	15	659	26,315	36,722	15	694
SENIOR CLERK TYPIST	35.0	24,131	34,503	16	648	24,492	35,021	16	658	25,350	36,422	16	692
SENIOR CLERK TYPIST	40.0	25,527	35,371	15	656	25,910	35,902	15	666	26,817	37,338	15	701
SENIOR CLERK TYPIST / ADM ASST (SHERIFF) established 1-1-00	35.0	27,814	40,065	16	766	28,231	40,666	16	777	29,219	42,293	16	817
SENIOR CLERK TYPIST (RSH)	37.5	24,618	34,291	15	645	24,987	34,805	15	655	25,862	36,198	15	689
SENIOR CLERK (RSH)	37.5	24,618	34,291	15	645	24,987	34,805	15	655	25,862	36,198	15	689
SENIOR COMMUNICATIONS TECHNICIAN	35.0	37,102	50,299	15	880	37,659	51,054	15	893	38,977	53,096	15	941
SENIOR COMMUNITY SERVICE AIDE	35.0	27,063	37,837	14	770	27,469	38,404	14	781	28,431	39,940	14	822
SENIOR COMPUTER OPERATOR	35.0	27,727	39,960	16	765	28,143	40,559	16	776	29,128	42,181	16	816
SENIOR COOK	40.0	26,948	38,166	14	801	27,352	38,738	14	813	28,309	40,280	14	856
SENIOR COOK (RSH)	37.5	24,118	34,008	14	706	24,480	34,519	14	717	25,337	35,899	14	754
SENIOR COURT CLERK, PROBATE	35.0	28,156	40,453	18	789	28,578	41,060	18	802	29,579	42,702	18	820
SENIOR DATA CONTROL CLERK	35.0	23,915	34,257	16	648	24,274	34,770	16	656	25,123	36,161	16	690
SENIOR DATA ENTRY MACHINE OPERATOR	35.0	24,058	34,423	16	648	24,419	34,839	16	658	25,274	36,337	16	691
SENIOR DATA ENTRY MACHINE OPERATOR (RSH)	37.5	27,300	38,114	15	721	27,709	38,686	15	732	28,679	40,234	15	770
SENIOR DOCKET CLERK	40.0	26,243	37,700	14	818	26,636	38,265	14	831	27,569	39,796	14	873
SENIOR DOCKET CLERK	35.0	24,707	35,160	16	653	25,077	35,687	16	663	25,955	37,115	16	697
SENIOR DOCKET CLERK, TYPING	40.0	26,243	37,700	14	818	26,636	38,265	14	831	27,569	39,796	14	873
SENIOR DOCKET CLERK, TYPING	35.0	24,707	35,160	16	653	25,077	35,687	16	663	25,955	37,115	16	697
SENIOR DRAFTING TECHNICIAN	35.0	27,588	37,607	15	869	27,982	38,171	15	879	28,961	39,888	15	916
SENIOR DRIVER	40.0	21,336	33,978	17	744	21,656	34,489	17	755	22,414	35,868	17	791
SENIOR ELECTRICIAN	40.0	31,998	44,311	15	821	32,476	44,975	15	833	33,615	46,774	15	877
SENIOR ELECTRICIAN (RSH)	37.5	29,843	41,582	15	776	30,393	42,206	15	788	31,456	43,894	15	829
SENIOR ENGINEERING AIDE	35.0	27,134	37,114	15	665	27,541	37,670	15	675	28,505	39,177	15	711
SENIOR FOOD SERVICE WORKER (RSH)	37.5	22,539	31,646	15	607	22,877	32,121	15	616	23,678	33,406	15	649
SENIOR HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	35.0	29,003	40,765	14	840	29,438	41,377	14	853	30,468	43,032	14	897
SENIOR HOSPITAL GUARD (RSH)	37.5	26,202	37,307	14	783	26,595	37,868	14	805	27,526	39,381	14	847
SENIOR INDEX CLERK	40.0	25,813	35,701	15	659	26,200	36,236	15	669	27,117	37,686	15	705
SENIOR INDEX CLERK	35.0	24,274	34,672	16	650	24,638	35,192	16	660	25,500	36,599	16	694
SENIOR INDEX CLERK, TYPING	40.0	25,813	35,701	15	659	26,200	36,236	15	669	27,117	37,686	15	705
SENIOR INDEX CLERK, TYPING	35.0	24,274	34,672	16	650	24,638	35,192	16	660	25,500	36,599	16	694
SENIOR INVESTIGATOR, CONSUMER PROTECTION	37.5	22,871	33,125	16	641	23,214	33,622	16	650	24,027	34,967	16	684
SENIOR INVESTIGATOR, COUNTY ADJUSTER	35.0	26,098	38,087	15	799	26,489	38,656	15	811	27,416	40,205	15	853
SENIOR INVESTIGATOR, COUNTY MEDICAL EXAMINER	35.0	30,385	44,553	16									

Title	1/1/2001		1/1/2001		1/1/2001		1/1/2001		6/23/2001		6/23/2001		6/23/2001		6/23/2001		1/1/2002		1/1/2002		1/1/2002		1/1/2002		
	Hrs.	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt
SENIOR MAINTENANCE REPAIRER CARPENTER (RSH)	37.5	26,629	38,104	14	820	27,029	38,675	14	832	27,029	38,675	14	832	27,975	40,223	14	875	27,975	40,223	14	875	27,975	40,223	14	875
SENIOR MAINTENANCE REPAIRER PAINTER (RSH)	37.5	26,629	38,104	14	820	27,029	38,675	14	832	27,029	38,675	14	832	27,975	40,223	14	875	27,975	40,223	14	875	27,975	40,223	14	875
SENIOR MEAT CUTTER (RSH)	37.5	24,251	34,982	14	767	24,614	35,507	14	778	24,614	35,507	14	778	25,476	36,927	14	818	25,476	36,927	14	818	25,476	36,927	14	818
SENIOR MECHANIC	40.0	29,838	43,343	18	750	30,286	43,993	18	761	31,595	45,500	18	773	31,346	45,753	18	800	31,346	45,753	18	800	31,346	45,753	18	800
SENIOR MECHANIC (CDL)	40.0	31,128	44,828	18	761	31,595	45,500	18	773	31,595	45,500	18	773	32,701	47,320	18	812	32,701	47,320	18	812	32,701	47,320	18	812
SENIOR MECHANIC (RSH)	37.5	26,629	38,104	14	820	27,029	38,675	14	832	27,029	38,675	14	832	27,975	40,223	14	875	27,975	40,223	14	875	27,975	40,223	14	875
SENIOR MEDICAL RECORDS CLERK (RSH)	37.5	25,192	36,449	13	666	25,570	36,996	13	679	26,465	38,476	13	692	26,465	38,476	13	724	26,465	38,476	13	724	26,465	38,476	13	724
SENIOR MEDICAL STENOGRAPHER (RSH)	37.5	25,192	36,449	13	666	25,570	36,996	13	679	26,465	38,476	13	692	26,465	38,476	13	724	26,465	38,476	13	724	26,465	38,476	13	724
SENIOR MICROFILM OPERATOR	35.0	24,994	35,495	16	656	25,369	36,027	16	666	26,257	37,468	16	676	26,257	37,468	16	701	26,257	37,468	16	701	26,257	37,468	16	701
SENIOR MICROFILM OPERATOR, TYPING	35.0	24,994	35,495	16	656	25,369	36,027	16	666	26,257	37,468	16	676	26,257	37,468	16	701	26,257	37,468	16	701	26,257	37,468	16	701
SENIOR OCCUPATIONAL THERAPY AIDE (RSH)	37.5	25,770	35,614	15	656	26,156	36,148	15	666	27,072	37,594	15	676	27,072	37,594	15	701	27,072	37,594	15	701	27,072	37,594	15	701
SENIOR OFFICE APPLIANCE OPERATOR	35.0	24,994	35,495	16	656	25,369	36,027	16	666	26,257	37,468	16	676	26,257	37,468	16	701	26,257	37,468	16	701	26,257	37,468	16	701
SENIOR OFFSET MACHINE OPERATOR	35.0	25,156	35,664	16	658	25,533	36,219	16	668	26,427	37,668	16	678	26,427	37,668	16	703	26,427	37,668	16	703	26,427	37,668	16	703
SENIOR OPERATOR AUTOMATED TYPEWRITER	35.0	25,156	35,664	16	658	25,533	36,219	16	668	26,409	37,644	16	678	26,409	37,644	16	702	26,409	37,644	16	702	26,409	37,644	16	702
SENIOR PAINTER	40.0	30,559	42,653	15	806	31,018	43,293	15	818	32,103	45,025	15	831	32,103	45,025	15	861	32,103	45,025	15	861	32,103	45,025	15	861
SENIOR PAINTER (RSH)	37.5	27,283	38,855	14	827	27,892	39,438	14	839	28,662	41,015	14	852	28,662	41,015	14	882	28,662	41,015	14	882	28,662	41,015	14	882
SENIOR PARKING ATTENDANT	40.0	27,395	37,522	16	633	27,806	38,085	16	642	28,779	39,608	16	652	28,779	39,608	16	677	28,779	39,608	16	677	28,779	39,608	16	677
SENIOR PAYROLL CLERK	35.0	24,832	35,971	13	857	25,205	36,511	13	870	26,087	37,971	13	883	26,087	37,971	13	914	26,087	37,971	13	914	26,087	37,971	13	914
SENIOR PAYROLL CLERK (RSH)	37.5	25,770	37,110	14	810	26,156	36,511	14	822	27,072	38,174	14	834	27,072	38,174	14	864	27,072	38,174	14	864	27,072	38,174	14	864
SENIOR PHARMACISTS AIDE TYPIST (RSH)	37.5	25,770	35,614	15	656	26,156	36,148	15	666	27,072	37,594	15	676	27,072	37,594	15	701	27,072	37,594	15	701	27,072	37,594	15	701
SENIOR PHARMACIST'S AIDE (RSH)	37.5	25,770	35,614	15	656	26,156	36,148	15	666	27,072	37,594	15	676	27,072	37,594	15	701	27,072	37,594	15	701	27,072	37,594	15	701
SENIOR PHYSICAL THERAPY AIDE (RSH)	37.5	25,770	35,614	15	656	26,156	36,148	15	666	27,072	37,594	15	676	27,072	37,594	15	701	27,072	37,594	15	701	27,072	37,594	15	701
SENIOR PLANNING AIDE	35.0	25,730	37,371	15	776	26,116	37,932	15	788	27,030	39,449	15	800	27,030	39,449	15	828	27,030	39,449	15	828	27,030	39,449	15	828
SENIOR PLANNING DRAFTSMAN	35.0	25,730	37,371	15	776	26,116	37,932	15	788	27,030	39,449	15	800	27,030	39,449	15	828	27,030	39,449	15	828	27,030	39,449	15	828
SENIOR PLUMBER STEAMFITTER (RSH)	37.5	27,963	39,633	16	834	28,592	40,227	16	846	29,376	41,836	16	858	29,376	41,836	16	890	29,376	41,836	16	890	29,376	41,836	16	890
SENIOR POLICE RECORDS CLERK	35.0	28,625	40,983	16	773	29,054	41,608	16	785	30,071	43,272	16	797	30,071	43,272	16	825	30,071	43,272	16	825	30,071	43,272	16	825
SENIOR PROBATE CLERK	35.0	28,990	40,950	16	772	29,019	41,564	16	784	30,035	43,227	16	796	30,035	43,227	16	825	30,035	43,227	16	825	30,035	43,227	16	825
SENIOR PURCHASING ASSISTANT	35.0	26,811	37,586	17	634	27,213	38,150	17	643	28,166	39,676	17	652	28,166	39,676	17	677	28,166	39,676	17	677	28,166	39,676	17	677
SENIOR PURCHASING ASSISTANT STENOGRAPHER	35.0	26,811	37,586	17	634	27,213	38,150	17	643	28,166	39,676	17	652	28,166	39,676	17	677	28,166	39,676	17	677	28,166	39,676	17	677
SENIOR PURCHASING ASSISTANT TYPING	35.0	26,811	37,586	17	634	27,213	38,150	17	643	28,166	39,676	17	652	28,166	39,676	17	677	28,166	39,676	17	677	28,166	39,676	17	677
SENIOR RECEPTIONIST TRANSCRIBER	35.0	25,730	37,371	15	776	26,116	37,932	15	788	27,030	39,449	15	800	27,030	39,449	15	828	27,030	39,449	15	828	27,030	39,449	15	828
SENIOR RECEPTIONIST TYPING	35.0	24,707	36,487	15	785	25,078	37,034	15	797	25,955	38,515	15	809	25,955	38,515	15	837	25,955	38,515	15	837	25,955	38,515	15	837
SENIOR RECREATION THERAPY AIDE (RSH)	37.5	25,770	35,614	15	656	26,156	36,148	15	666	27,072	37,594	15	676	27,072	37,594	15	701	27,072	37,594	15	701	27,072	37,594	15	701
SENIOR SECURITY GUARD	40.0	25,741	35,809	15	671	26,127	36,346	15	681	27,042	37,800	15	691	27,042	37,800	15	717	27,042	37,800	15	717	27,042	37,800	15	717
SENIOR STOCK CLERK (RSH)	37.5	25,336	35,719	14	742	25,716	36,255	14	753	26,618	37,705	14	764	26,618	37,705	14	792	26,618	37,705	14	792	26,618	37,705	14	792
SENIOR STOREKEEPER (RSH)	37.5	29,877	41,976	15	800	30,427	42,606	15	812	31,492	44,310	15	824	31,492	44,310	15	855	31,492	44,310	15	855	31,492	44,310	15	855
SENIOR TELEPHONE OPERATOR	35.0	24,417	34,634	16	651	24,784	35,357	16	661	25,651	36,771	16	671	25,651	36,771	16	695	25,651	36,771	16	695	25,651	36,771	16	695
SENIOR TELEPHONE OPERATOR RECEPTIONIST (RSH)	37.5	24,905	34,620	15	648	25,279	35,139	15	657	26,164	36,545	15	667	26,164	36,545	15	692	26,164	36,545	15	692	26,164	36,545	15	692
SENIOR TELEPHONE OPERATOR (RSH)	37.5	24,905	34,620	15	648	25,279	35,139	15	657	26,164	36,545	15	667	26,164	36,545	15	692	26,164	36,545	15	692	26,164	36,545	15	692
SENIOR TRAFFIC ANALYST	35.0	26,932	38,047	14	794	27,336	38,617	14	806	28,293	40,162	14	818	28,293	40,162	14	848	28,293	40,162	14	848	28,293	40,162	14	848
SENIOR TRAFFIC ENUMERATOR	40.0	26,932	38,047	14	794	27,336	38,617	14	806	28,293	40,163	14	818	28,293	40,163	14	848	28,293	40,163	14	848	28,293	40,163	14	848
SENIOR TRAFFIC MAINTENANCE WORKER	40.0	28,826	40,564	17	690	29,258	41,173	17	701	30,282	42,820	17	712	30,282	42,820	17	737	30,282	42,820	17	737	30,282	42,820	17	737
SENIOR TREE CLIMBER	40.0	28,403	41,802	16	837	28,829																			

Title	Hrs.	1/1/2001		# of steps	Incmt	6/23/2001		# of steps	Incmt	1/1/2002		# of steps	Incmt
		Min	Max			Min	Max			Min	Max		
TELEPHONE OPERATOR, PRIOR 5/1/92	35.0	23,845	34,169	16	645	24,202	34,682	16	655	25,049	36,069	16	689
TELEPHONE OPERATOR, RECEPTIONIST AFTER 5/1/92	35.0	21,608	34,334	18	707	21,932	34,849	18	718	22,700	36,243	18	752
TELEPHONE OPERATOR, RECEPTIONIST PRIOR 5/1/92	35.0	23,845	34,169	16	645	24,202	34,682	16	655	25,049	36,069	16	689
TELEPHONE OPERATOR, TYPING AFTER 5/1/92	35.0	21,608	34,334	18	707	21,932	34,849	18	718	22,700	36,243	18	752
TELEPHONE OPERATOR, TYPING PRIOR 5/1/92	35.0	23,845	34,169	16	645	24,202	34,682	16	655	25,049	36,069	16	689
TELEPHONE OPERATOR, TYPIST (RSH) AFTER 5/1/92	37.5	22,094	36,280	15	646	22,426	36,824	15	660	23,211	38,287	15	1,006
TELEPHONE OPERATOR, TYPIST (RSH) PRIOR 5/1/92	37.5	24,331	33,961	15	642	24,696	34,471	15	652	25,560	35,849	15	686
TRAFFIC ANALYST	40.0	25,770	37,110	15	756	26,156	37,667	15	767	27,072	39,174	15	807
TRAFFIC ENUMERATOR	40.0	25,770	37,110	15	756	26,156	37,667	15	767	27,072	39,174	15	807
TRAFFIC MAINTENANCE WORKER	40.0	27,108	39,787	18	704	27,514	40,384	18	715	28,477	41,999	18	751
TREE CLIMBER	40.0	27,681	40,875	18	831	28,096	41,589	18	843	29,080	43,253	18	866
TREE SURGEON	40.0	28,403	41,802	18	837	28,829	42,429	18	850	29,838	44,126	18	893
TRUCK DRIVER	40.0	27,251	39,072	17	685	27,660	39,658	17	706	28,628	41,244	17	742
TRUCK DRIVER (RSH)	37.5	25,192	34,952	15	651	25,570	35,478	15	660	26,465	36,895	15	695
WARD CLERK TYPING (RSH)	37.5	24,473	34,124	15	643	24,840	34,635	15	653	25,709	36,021	15	687
WARD CLERK (RSH) HIRED PRIOR 8/1/85	37.5	24,473	34,124	15	643	24,840	34,635	15	653	25,709	36,021	15	687
WELDER	40.0	28,835	40,670	14	845	29,267	41,280	14	858	30,292	42,931	14	903
X-RAY TECHNICIAN (RSH)	37.5	26,488	37,935	14	818	26,885	38,504	14	830	27,826	40,045	14	873
YOUTH WORKER	40.0	27,467	38,193	15	715	27,879	38,766	15	728	28,855	40,316	15	764

Title	Hrs.	1/1/2002		# of steps	Incmt	1/1/2003		# of steps	Incmt	1/1/2004		# of steps	Incmt
		Min	Max			Min	Max			Min	Max		
ACCOUNT CLERK TYPING (RSH)	37.5	25,984	36,736	15	717	26,893	38,208	15	784				
ACCOUNT CLERK TYPING (RSH) AFTER 5/1/92	37.5	23,555	39,247	15	1,046	24,379	40,817	15	1,098				
ACCOUNT CLERK (RSH) AFTER 5/1/92	37.5	23,555	36,159	17	741	24,379	37,605	17	778				
ACCOUNT CLERK (RSH) PRIOR 5/1/92	37.5	25,984	36,736	15	717	26,893	38,208	15	784				
ACCOUNT CLERK, AFTER 5/1/92	40.0	24,542	38,128	16	849	25,401	39,653	16	891				
ACCOUNT CLERK, PRIOR 5/1/92	35.0	22,868	36,969	17	829	23,668	38,447	17	869				
ACCOUNT CLERK, STENO	40.0	26,972	37,921	15	730	27,916	39,438	15	768				
ACCOUNT CLERK, STENO	35.0	25,298	36,791	16	718	26,184	38,263	16	755				
ACCOUNT CLERK, STENO	40.0	27,755	38,831	15	738	28,727	40,384	15	777				
ACCOUNT CLERK, TYPING AFTER 5/1/92	35.0	26,082	37,899	16	726	26,995	39,207	16	763				
ACCOUNT CLERK, TYPING AFTER 5/1/92	40.0	24,542	38,128	16	849	25,401	39,653	16	891				
ACCOUNT CLERK, TYPING AFTER 5/1/92	35.0	22,868	36,969	17	829	23,668	38,447	17	869				
ACCOUNT CLERK, TYPING PRIOR 5/1/92	35.0	25,298	36,791	16	718	26,184	38,263	16	755				
ACCOUNT CLERK, TYPING PRIOR 5/1/92	40.0	26,972	37,921	15	730	27,916	39,438	15	768				
ACCOUNTING ASSISTANT	35.0	25,508	37,033	18	720	26,400	38,514	18	757				
ADMINISTRATIVE CLERK	35.0	30,242	43,984	16	859	31,300	45,744	16	903				
ADMITTING CLERK TYPING (RSH)	37.5	26,141	36,919	15	719	27,056	38,396	15	756				
ADMITTING CLERK (RSH)	37.5	26,141	36,919	15	719	27,056	38,396	15	756				
ADVERTISING AND SALES CLERK	35.0	26,864	38,600	16	733	27,804	40,144	16	771				
AGENCY AIDE	40.0	26,972	37,921	15	730	27,916	39,438	15	768				
AGENCY AIDE	35.0	25,298	36,791	16	718	26,184	38,263	16	755				
ASSISTANT CHIEF CLERK (COUNTY CLERK)	35.0	33,256	47,477	16	889	34,420	49,376	16	935				
ASSISTANT COMMUNICATIONS TECHNICIAN	35.0	32,581	44,318	16	734	33,722	46,091	16	773				
ASSISTANT HEAD COOK (RSH)	37.5	26,867	38,104	15	748	27,828	39,628	15	787				
ASSISTANT NATURALIZATION CLERK, TYPING	35.0	28,237	37,878	16	728	27,155	39,394	16	765				
ASSISTANT PAYROLL SUPERVISOR	35.0	31,056	42,894	18	727	32,143	44,402	18	766				
ASSISTANT SUPERVISING CARPENTER	40.0	37,832	52,285	15	957	39,260	54,386	15	1,008				
ASSISTANT SUPERVISOR ACCOUNTS	35.0	28,738	42,244	15	900	29,744	43,933	15	946				
ASSISTANT SUPERVISOR BRIDGE REP./MASON	40.0	31,664	46,400	17	867	32,772	48,256	17	911				
ASSISTANT SUPERVISOR BUILDING SERVICES	40.0	30,022	43,106	14	935	31,073	44,830	14	983				
ASSISTANT SUPERVISING MAINTENANCE REPAIR	40.0	30,022	43,106	14	935	31,073	44,830	14	983				
ASSISTANT SUPERVISING MECHANIC	40.0	37,932	52,295	15	958	39,260	54,386	15	1,008				
ASSISTANT SUPERVISOR BRIDGE REPAIRER	40.0	30,882	45,494	16	913	31,963	47,314	16	959				
ASSISTANT SUPERVISOR ROADS	40.0	30,882	45,494	16	913	31,963	47,314	16	959				
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	40.0	30,882	45,494	16	913	31,963	47,314	16	959				
ASSISTANT SUPERVISOR TREES	40.0	31,664	46,400	17	867	32,772	48,256	17	911				
BOOKKEEPER	35.0	25,298	36,791	16	718	26,184	38,263	16	755				
BOOKKEEPING MACHINE OPERATOR	35.0	25,768	37,335	16	723	26,670	38,828	16	760				
BOOKKEEPING MACHINE OPERATOR TYPING	35.0	25,768	37,335	16	723	26,670	38,828	16	760				
BOOKKEEPING MACHINE OPERATOR TYPING (RSH)	37.5	26,609	37,462	15	723	27,541	38,960	15	761				
BOOKKEEPING MACHINE OPERATOR (RSH)	37.5	26,609	37,462	15	723	27,541	38,960	15	761				
BRIDGE CONSTRUCTION INSPECTOR	35.0	28,174	40,845	14	905	29,160	42,479	14	951				
BRIDGE CONSTRUCTION INSPECTOR	40.0	34,479	48,280	15	920	35,686	50,211	15	968				
BRIDGE OPERATOR	40.0	28,755	41,533	15	852	29,762	43,194	15	896				
BRIDGE REPAIRER	40.0	29,162	43,542	16	899	30,183	45,284	16	944				
BRIDGE REPAIRER-HEAVY EQUIPMENT OPERATOR	40.0	31,193	46,253	16	941	32,284	48,103	16	989				

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6/26/2001

Title	1/1/2003			# of steps	1/1/2004		1/1/2004		
	Hrs.	Min	Max		Min	Max	# of steps	Incmt	
BUILDING MAINT WORKER ASST FOREMAN (RSH)	37.5	26,730	39,055	13	948	27,868	40,617	13	996
BUILDING MAINTENANCE WORKER AFTER 5/1/92	40.0	26,027	39,855	17	813	26,938	41,449	17	854
BUILDING MAINTENANCE WORKER PRIOR 5/1/92	40.0	28,457	39,648	15	748	29,453	41,234	15	785
BUTERY/TYPING (RSH)	37.5	28,489	41,285	14	914	29,488	42,937	14	961
CARPENTER	40.0	30,882	44,108	14	945	31,963	45,870	14	993
CARPENTER (RSH)	37.5	28,954	41,835	14	920	29,967	43,508	14	967
CARPENTER'S HELPER	40.0	28,535	41,383	14	818	29,534	43,039	14	965
CARPENTER'S HELPER (RSH)	37.5	26,427	37,655	13	864	27,352	39,161	13	908
CARPENTER/LOCKSMITH	35.0	31,864	45,013	14	853	32,772	46,813	14	1,003
CASHIER	40.0	29,221	40,743	15	768	30,243	42,372	15	838
CHAUFFEUR	35.0	29,389	39,659	15	751	29,382	41,248	15	781
CHAUFFEUR (RSH)	37.5	27,391	38,371	15	732	28,350	39,906	15	770
CHAUFFEUR, PRIOR 5/1/92	35.0	34,095	47,150	15	1,134	31,426	46,910	15	1,191
CHIEF CLERK (RSH)	35.0	33,878	46,668	15	870	35,288	49,036	15	917
CHIEF COURT CLERK	40.0	27,977	39,090	15	866	34,857	48,534	15	912
CHIEF PROBATE CLERK	37.5	26,296	37,089	15	741	28,956	40,853	15	780
CHILDREN'S SUPERVISOR	37.5	24,179	40,025	15	720	27,217	38,583	15	758
CLERK BOOKKEEPER (RSH)	37.5	26,609	37,462	15	1,056	25,028	41,628	15	1,107
CLERK STENOGRAPHER (RSH) AFTER 5/1/92	40.0	25,323	39,038	17	723	27,541	38,960	17	761
CLERK STENOGRAPHER (RSH) PRIOR 5/1/92	35.0	23,651	37,877	18	807	26,210	40,599	17	846
CLERK STENOGRAPHER, AFTER 5/1/92	35.0	26,082	37,699	18	780	24,478	39,392	18	829
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	27,755	38,831	16	726	26,995	39,207	16	763
CLERK STENOGRAPHER, PRIOR 5/1/92	37.5	24,023	39,829	15	1,054	24,884	41,422	15	1,104
CLERK STENOGRAPHER, PRIOR 5/1/92	37.5	26,455	37,283	15	722	27,381	38,775	15	760
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	25,011	38,675	16	854	25,886	40,222	16	896
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	23,338	37,512	17	834	24,155	39,013	17	874
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	27,443	38,468	16	723	26,670	38,828	16	760
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	25,908	37,546	15	735	28,404	40,007	15	774
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	22,888	36,968	16	727	26,815	39,048	16	765
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	24,542	38,128	17	829	23,668	38,447	17	869
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	25,288	36,791	16	849	25,401	39,653	16	891
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	28,972	37,921	15	718	28,184	38,263	15	755
CLERK STENOGRAPHER, PRIOR 5/1/92	37.5	23,555	36,912	16	730	27,918	39,438	16	768
CLERK STENOGRAPHER, PRIOR 5/1/92	37.5	25,984	38,262	13	835	24,379	38,389	13	876
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	24,542	38,128	16	848	26,893	40,833	16	1,072
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	22,868	36,969	17	829	25,401	39,653	16	891
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	26,972	37,921	15	829	23,668	38,447	17	869
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	25,288	36,791	16	730	27,918	39,438	15	768
CLERK STENOGRAPHER, PRIOR 5/1/92	37.5	23,017	35,546	17	718	26,184	38,263	16	755
CLERK STENOGRAPHER, PRIOR 5/1/92	37.5	25,448	38,112	17	737	23,823	36,968	17	773
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	22,555	36,604	17	711	26,339	37,557	15	748
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	24,229	37,765	16	826	23,344	38,068	17	866
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	24,887	36,427	16	846	25,077	38,276	16	887
CLERK STENOGRAPHER, PRIOR 5/1/92				16	715	25,861	37,884	16	791

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Title	1/1/2003			# of steps	1/1/2004		1/1/2004		
	Hrs.	Min	Max		Min	Max	# of steps	Incmt	
CLERK, PRIOR 05/01/92	40.0	26,859	37,558	15	727	27,892	38,861	15	769
COMMUNICATIONS TECHNICIAN	35.0	34,915	48,918	14	1,000	36,137	50,875	14	1,053
COMMUNITY SERVICE AIDE	35.0	24,233	37,028	19	673	25,081	38,510	19	707
COMMUNITY YOUTH WORKER	40.0	26,248	37,292	15	736	27,167	38,783	15	774
COMPUTER OPERATOR	35.0	28,272	40,235	17	704	29,262	41,845	17	740
COMPUTER OPERATOR	40.0	29,943	41,372	16	714	30,991	43,027	16	752
COMPUTER OPERATOR TRAINEE	40.0	28,345	39,576	15	749	28,337	41,159	15	788
COMPUTER OPERATOR TRAINEE	35.0	26,671	38,444	16	733	27,604	39,882	16	771
COMPUTER OPERATOR (RSH)	37.5	30,028	43,078	14	832	31,079	44,799	14	880
CONSUMER PROTECTION AIDE STENOGRAPHER (RSH)	37.5	23,808	35,654	13	827	24,641	37,288	13	873
COOK	40.0	28,533	41,389	14	918	29,532	43,044	14	965
COOK (RSH)	37.5	24,795	35,075	15	685	25,862	36,478	15	721
COORDINATOR OF VOLUNTEERS	35.0	26,164	38,918	15	850	27,080	40,475	15	893
COURT CLERK, PROBATE	35.0	28,272	41,687	15	894	29,282	43,354	15	939
CUSTOMER SERVICE REPRESENTATIVE	35.0	27,443	33,300	8	732	28,404	34,632	8	778
DATA CONTROL CLERK	35.0	24,362	35,701	18	708	25,214	37,129	16	745
DATA CONTROL CLERK	40.0	28,034	36,835	15	720	26,846	38,309	15	758
DATA CONTROL CLERK (RSH)	37.5	28,767	37,645	15	725	27,704	39,151	15	763
DATA CONTROL CLERK, TYPING	35.0	24,362	35,701	16	708	25,214	37,129	16	745
DATA CONTROL CLERK, TYPING	40.0	28,034	36,835	15	720	26,846	38,309	15	758
DATA ENTRY MACHINE OPERATOR	40.0	27,128	38,109	15	732	28,077	39,633	15	770
DATA ENTRY MACHINE OPERATOR	35.0	25,453	36,971	16	720	26,344	38,450	16	757
DATA ENTRY MACHINE OPERATOR (RSH)	37.5	26,840	37,820	15	719	27,778	39,124	15	758
DATA PROCESSING PROGRAMMER/RSR. CLERK STENO (PROS)	35.0	27,448	40,732	15	886	28,409	42,361	15	930
DOCKET CLERK	35.0	26,237	37,878	16	728	27,155	39,394	16	765
DOCKET CLERK	40.0	27,910	39,013	15	740	28,886	40,573	15	778
DOCKET CLERK, TYPING	40.0	27,910	39,013	15	740	28,886	40,573	15	778
DOCKET CLERK, TYPING	35.0	28,237	37,878	16	728	27,155	39,394	16	765
DRAFTING TECHNICIAN	35.0	28,251	39,292	15	736	29,240	40,864	15	775
DRIVER (HUMAN SERVICES-JTPA)	40.0	18,322	33,170	16	828	18,963	34,497	16	871
DRUG ABUSE AIDE (RSH)	37.5	26,508	37,430	15	728	27,435	38,827	15	766
ELECTRICIAN	40.0	32,443	45,926	14	963	33,579	47,763	14	1,013
ELECTRICIAN (RSH)	37.5	27,801	41,974	13	1,083	28,878	43,653	13	1,137
ELECTRICIAN'S HELPER	40.0	30,088	43,198	14	836	31,151	44,924	14	884
ELECTRICIAN'S HELPER	35.0	28,246	45,131	12	1,407	29,234	48,938	12	1,475
ENGINEERING AIDE	35.0	27,782	38,748	15	731	28,754	40,287	15	770
EQUIPMENT OPERATOR	40.0	30,256	45,163	16	832	31,315	46,970	16	878
EQUIPMENT OPERATOR/TRACTOR TRAILER	40.0	30,878	46,005	16	839	32,062	47,845	16	886
EXECUTION CLERK	35.0	26,864	38,800	16	733	27,804	40,144	16	771
FOOD SERVICE WORKER (RSH) AFTER 5/1/92	37.5	18,551	31,890	17	785	19,200	33,166	17	822
FOOD SERVICE WORKER (RSH) PRIOR 5/1/92	37.5	23,792	33,910	15	675	24,624	35,267	15	709
GLAZIER	40.0	30,883	44,106	14	945	31,964	45,870	14	993
GLAZIER'S HELPER	40.0	27,288	39,829	13	873	28,241	41,526	13	1,022
HEAD COOK	40.0	32,171	45,606	14	960	33,297	47,430	14	1,009
HEAD COOK (RSH)	37.5	27,511	39,737	14	873	28,474	41,326	14	918
HEALTH BENEFITS INSURANCE CLERK TYPING (RSH)	37.5	28,019	40,741	14	809	29,000	42,370	14	855

Title	1/1/2003		1/1/2003		# of steps	1/1/2003		1/1/2004		1/1/2004		1/1/2004	
	Hrs.	Min	Max	Incmnt		Min	Max	# of steps	Incmnt				
HEATING & AIR CONDITIONING MECHANIC	40.0	29,982	43,068	14	935	31,031	44,791	14	983				
HEAVY EQUIPMENT OPERATOR	40.0	31,194	46,254	16	941	32,285	48,105	16	989				
HEAVY EQUIPMENT OPERATOR MOSQUITO EXTERM.	40.0	31,194	44,467	14	948	32,285	46,245	14	997				
HEAVY EQUIPMENT OPERATOR/TRACTOR TRAILER	40.0	31,916	47,095	16	949	33,033	48,878	16	997				
HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	35.0	28,174	40,845	14	905	29,160	42,479	14	951				
HIGHWAY CONSTRUCTION INSPECTOR	35.0	29,035	41,843	14	915	30,052	43,516	14	962				
HOSPITAL GUARD (RSH)	37.5	28,019	39,756	14	838	29,000	41,346	14	882				
INDEX CLERK, AFTER 5/1/92	35.0	22,668	36,969	17	829	23,668	38,447	17	869				
INDEX CLERK, AFTER 5/1/92	40.0	24,542	38,128	16	849	25,401	39,653	16	891				
INDEX CLERK, PRIOR 5/1/92	35.0	25,298	36,791	16	718	26,184	38,263	16	755				
INDEX CLERK, PRIOR 5/1/92	40.0	26,972	37,921	15	730	27,916	39,438	15	768				
INDEX CLERK, TYPING, AFTER 5/1/92	35.0	22,668	36,969	17	829	23,668	38,447	17	869				
INDEX CLERK, TYPING, AFTER 5/1/92	40.0	24,542	38,128	16	849	25,401	39,653	16	891				
INDEX CLERK, TYPING, PRIOR 5/1/92	35.0	25,298	36,791	16	718	26,184	38,263	16	755				
INDEX CLERK, TYPING, PRIOR 5/1/92	40.0	26,972	37,921	15	730	27,916	39,438	15	768				
INHALATION TECHNICIAN (RSH)	37.5	27,820	47,759	11	1,813	28,794	48,669	11	1,898				
INSPECTOR MOSQUITO EXTERMINATION	35.0	29,035	41,843	14	915	30,052	43,516	14	962				
INSPECTOR ROAD OPENINGS	35.0	29,035	41,843	14	915	30,052	43,516	14	962				
INSTITUTIONAL ATTENDANT (RSH) AFTER 5/1/92	37.5	22,631	35,231	18	700	23,423	36,840	18	734				
INSTITUTIONAL ATTENDANT (RSH) PRIOR 5/1/92	37.5	26,508	37,430	15	728	27,435	38,927	15	766				
INVENTORY CONTROL CLERK	40.0	29,179	42,131	14	925	30,201	43,818	14	973				
INVENTORY CONTROL CLERK	35.0	29,522	43,141	15	908	30,555	44,867	15	954				
INVESTIGATOR, CONSUMER PROTECTION	37.5	19,882	29,829	13	765	20,370	30,814	13	803				
INVESTIGATOR, COUNTY ADJUSTER	35.0	27,487	40,780	15	886	28,449	42,411	15	931				
INVESTIGATOR, MEDICAL EXAMINER	40.0	30,883	45,745	13	1,143	31,964	47,575	13	1,201				
INVESTIGATOR, MEDICAL EXAMINER, Per Diem	Per Diem	Per Diem		None	None	Per Diem		None	None				
JURY PANEL CLERK	35.0	28,738	42,233	15	900	29,744	43,922	15	945				
JUVENILE DETENTION OFFICER	40.0	29,864	41,939	15	805	30,810	43,616	15	847				
JUVENILE DETENTION OFFICER (part time)	Part Time	14.36	20.18	None	None	14.86	20.97	None	None				
LABORATORY ASSISTANT (RSH)	37.5	28,989	37,660	15	711	27,934	38,166	15	749				
LABORATORY TECHNICIAN (RSH)	37.5	27,236	38,847	14	829	28,189	40,401	14	872				
LABORER (RSH) AFTER 5/1/92	37.5	24,335	41,538	16	1,075	25,187	43,200	16	1,126				
LABORER (RSH) PRIOR 5/1/92	37.5	26,787	38,963	16	782	27,704	40,521	16	801				
LABORER, AFTER 5/1/92	40.0	26,574	41,807	18	846	27,504	43,478	18	888				
LABORER, PRIOR 5/1/92	40.0	29,005	41,800	16	787	30,020	43,264	16	828				
LAUNDRY WORKER (RSH)	37.5	26,058	36,820	15	717	26,970	38,293	15	755				
LEGAL STENOGRAPHER	35.0	26,864	38,600	16	733	27,804	40,144	16	771				
LIBRARY ASSISTANT (RSH)	37.5	26,862	37,754	15	726	27,802	39,264	15	764				
LINEN ROOM ATTENDANT (RSH)	37.5	17,344	32,524	16	849	17,951	33,825	16	892				
MAIL CLERK	40.0	26,972	37,921	15	730	27,916	39,438	15	768				
MAIL CLERK (RSH)	37.5	25,984	36,736	15	717	26,893	38,206	15	754				
MAINTENANCE REPAIRER	40.0	28,785	40,685	15	783	29,792	42,313	15	835				
MAINTENANCE REPAIRER CARPENTER	40.0	30,883	44,106	14	945	31,964	45,870	14	993				
MAINTENANCE REPAIRER CARPENTER (RSH)	37.5	27,860	39,577	14	837	28,835	41,160	14	880				
MAINTENANCE REPAIRER ELECTRICIAN (RSH)	37.5	27,860	39,577	14	837	28,835	41,160	14	880				
MAINTENANCE REPAIRER MASON	40.0	30,883	44,106	14	945	31,964	45,870	14	993				

Title	1/1/2003		1/1/2003		# of steps	1/1/2003		1/1/2004		1/1/2004		1/1/2004	
	Hrs.	Min	Max	Incmnt		Min	Max	# of steps	Incmnt				
MAINTENANCE REPAIRER PAINTER	40.0	30,883	44,106	14	945	31,964	45,870	14	993				
MAINTENANCE REPAIRER PAINTER (RSH)	37.5	27,860	39,577	14	837	28,835	41,160	14	880				
MAINTENANCE REPAIRER WELDER	40.0	30,883	44,106	14	945	31,964	45,870	14	993				
MAINTENANCE REPAIRER (RSH)	37.5	27,860	39,577	14	837	28,835	41,160	14	880				
MAP CLERK, TYPING	35.0	25,298	36,791	16	718	26,184	38,263	16	755				
MASON	40.0	30,954	44,188	14	945	32,037	45,953	14	994				
MASON/PLASTERER	40.0	32,469	45,098	15	842	33,605	46,899	15	886				
MASON/PLASTERER (RSH)	37.5	27,860	40,234	14	884	28,835	41,843	14	929				
MEAT CUTTER (RSH)	37.5	24,649	36,111	14	819	25,511	37,556	14	860				
MECHANIC	40.0	30,883	45,761	17	875	31,964	47,591	17	919				
MECHANIC (CDL)	40.0	32,285	47,382	18	839	33,415	49,288	18	882				
MECHANIC (RSH)	37.5	27,860	39,577	14	837	28,835	41,160	14	880				
MECHANICAL REPAIRER STATIONARY EQUIPMENT (RSH)	37.5	27,860	39,577	14	837	28,835	41,160	14	880				
MECHANIC'S HELPER	40.0	26,030	36,825	15	720	26,941	38,288	15	757				
MEDICAL AUDIT ASSISTANT (RSH)	37.5	27,391	40,015	13	971	28,350	41,816	13	1,020				
MEDICAL ELECTRONICS REPAIRER	37.5	32,557	45,850	15	873	33,697	47,478	15	919				
MEDICAL RECORDS CLERK TYPIST (RSH)	37.5	27,236	38,190	15	730	28,189	39,718	15	769				
MEDICAL RECORDS CLERK (RSH)	37.5	27,236	38,190	15	730	28,189	39,718	15	769				
MEDICAL STENOGRAPHER (RSH)	37.5	26,787	37,645	15	725	27,704	38,151	15	763				
MEDICAL TRANSCRIBER	35.0	26,707	38,424	16	732	27,642	39,961	16	770				
MEDICAL TRANSCRIBER (RSH)	40.0	28,381	39,559	15	745	29,374	41,141	15	784				
MEDICAL TRANSCRIBER (RSH)	37.5	26,608	37,482	15	723	27,541	38,960	15	761				
MESSENGER	35.0	25,843	37,422	16	724	26,748	38,918	16	761				
MESSENGER	40.0	27,432	38,458	15	735	28,392	39,896	15	774				
MESSENGER (RSH)	37.5	25,884	36,736	15	717	26,893	38,206	15	754				
MICROFILM OPERATOR, TYPING	35.0	26,158	37,790	16	727	27,074	39,302	16	764				
MOTOR BROOM DRIVER	40.0	30,258	45,183	16	932	31,315	46,870	16	978				
NATURALIZATION CLERK	35.0	27,152	40,390	15	882	28,103	42,005	15	927				
NURSING SERVICES CLERK (RSH) HIRED PRIOR 9/1/95	37.5	27,291	38,150	15	724	28,246	39,678	15	762				
OCCUPATIONAL THERAPY AIDE (RSH)	37.5	27,236	38,190	15	730	28,189	39,718	15	769				
OCCUPATIONAL THERAPY ASST (RSH)	37.5	28,330	41,105	14	912	29,322	42,749	14	959				
OFFICE APPLIANCE OPERATOR (PROS) AFTER 5/1/92	35.0	23,113	37,255	17	832	23,922	38,745	17	872				
OFFICE APPLIANCE OPERATOR (PROS) PRIOR 5/1/92	35.0	25,545	37,077	16	721	26,439	38,560	16	758				
OFFICE APPLIANCE OPERATOR, AFTER 5/1/92	35.0	22,668	36,969	17	829	23,668	38,447	17	869				
OFFICE APPLIANCE OPERATOR, PRIOR 5/1/92	35.0	25,298	36,791	16	718	26,184	38,263	16	755				
OFFSET MACHINE OPERATOR, AFTER 5/1/92	35.0	22,668	36,969	17	829	23,668	38,447	17	869				
OFFSET MACHINE OPERATOR, PRIOR 5/1/92	35.0	25,298	36,791	16	718	26,184	38,263	16	755				
OMNIBUS OPERATOR CLASS 1 (RSH)	37.5	28,890	41,400	14	894	29,902	43,056	14	940				
OMNIBUS OPERATOR/MAINTENANCE REPAIRER (RSH)	37.5	28,890	41,400	14	894	29,902	43,056	14	940				
OPERATOR AUTOMATED TYPEWRITER	35.0	26,707	38,424	16	732	27,642	39,961	16	770				
OPERATOR WORD PROCESSING EQUIPMENT	35.0	26,707	38,424	16	732	27,642	39,961	16	770				
PAINTER	40.0	30,883	44,106	14	945	31,964	45,870	14	993				
PAINTER (RSH)	37.5	28,410	41,422	13	1,001	29,404	43,079	13	1,052				
PARKING ATTENDANT	40.0	27,675	38,741	15	738	28,644	40,290	15	776				
PASSPORT CLERK	35.0	24,887	36,428	16	715	25,861	37,885	16	751				
PAYROLL CLERK	35.0	26,065	38,752	15	712	26,977	38,222	15	750				

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Title	1/1/2003		1/1/2003		1/1/2003		1/1/2003		1/1/2004		1/1/2004	
	Hrs.	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps
PAYROLL CLERK TYPIST (RSH)	37.5	27,080	38,007	15	728	28,027	39,527	15	767			
PAYROLL SUPERVISOR	35.0	31,512	43,862	15	823	32,615	45,616	15	867			
PAYROLL SUPERVISOR (RSH)	37.5	31,843	45,181	14	953	32,958	46,988	14	1,002			
PERSONNEL ASSISTANT (RSH)	37.5	31,665	44,978	14	951	32,773	46,777	14	1,000			
PERSONNEL CLERK TYPING (RSH)	37.5	27,391	40,015	13	971	28,350	41,616	13	1,020			
PHARMACIST'S AIDE (RSH)	37.5	28,388	38,484	14	864	27,311	40,023	14	908			
PHLEBOTOMIST (RSH)	37.5	22,032	37,989	11	1,451	22,803	39,508	11	1,519			
PHYSICAL THERAPY AIDE (RSH)	37.5	27,236	38,190	15	730	28,189	39,718	15	769			
PHYSICAL THERAPY ASSISTANT (RSH)	37.5	28,330	41,105	14	812	29,322	42,749	14	859			
PLANNING DRAFTSMAN	35.0	26,392	38,063	18	729	27,318	39,588	18	767			
PLUMBER/STEAMFITTER (RSH)	37.5	29,581	42,557	14	927	30,617	44,259	14	974			
POLICE SIGN TECH	40.0	28,329	40,858	18	696	29,321	42,492	18	732			
PRINCIPAL ACCOUNT CLERK	35.0	27,487	40,780	15	886	28,449	42,411	15	931			
PRINCIPAL ACCOUNT CLERK STENOGRAPHER	40.0	29,161	42,108	14	925	30,182	43,792	14	972			
PRINCIPAL ACCOUNT CLERK STENOGRAPHER (RSH)	35.0	27,487	40,780	15	888	28,449	42,411	15	931			
PRINCIPAL ACCOUNT CLERK TYPING	40.0	29,161	42,108	14	925	30,182	43,792	14	972			
PRINCIPAL ACCOUNT CLERK TYPING (RSH)	37.5	28,019	40,741	14	909	29,000	42,370	14	955			
PRINCIPAL ACCOUNT CLERK TYPING (RSH)	37.5	28,019	40,741	14	909	29,000	42,370	14	955			
PRINCIPAL ADMITTING CLERK TYPING (RSH)	37.5	28,019	40,741	14	909	29,000	42,370	14	955			
PRINCIPAL BOOKKEEPING MACHINE OPERATOR	35.0	27,487	40,780	15	886	28,449	42,411	15	931			
PRINCIPAL BOOKKEEPING MACHINE OPERATOR	37.5	27,080	39,652	13	967	28,027	41,238	13	1,018			
PRINCIPAL BOOKKEEPING MACHINE OPERATOR TYP.	35.0	27,487	40,780	15	886	28,449	42,411	15	931			
PRINCIPAL BUYER TYPING (RSH)	37.5	27,080	39,652	13	967	28,027	41,238	13	1,018			
PRINCIPAL BUYER (RSH)	37.5	33,493	47,099	15	907	34,665	48,983	15	954			
PRINCIPAL CASHIER	37.5	33,493	47,099	15	907	34,665	48,983	15	954			
PRINCIPAL CHILDREN'S SUPERVISOR	35.0	31,708	46,262	15	970	32,818	48,113	15	1,020			
PRINCIPAL CLERK	40.0	31,576	44,658	14	934	32,682	46,445	14	983			
PRINCIPAL CLERK BILINGUAL	40.0	28,855	41,383	14	895	29,865	43,039	14	941			
PRINCIPAL CLERK BILINGUAL (RSH)	35.0	26,864	40,057	15	880	27,804	41,659	15	924			
PRINCIPAL CLERK BOOKKEEPER	37.5	27,381	40,015	13	971	28,350	41,616	13	1,020			
PRINCIPAL CLERK BOOKKEEPER (RSH)	35.0	27,487	40,780	15	886	28,449	42,411	15	931			
PRINCIPAL CLERK STENOGRAPHER	40.0	29,161	42,108	14	925	30,182	43,792	14	972			
PRINCIPAL CLERK STENOGRAPHER (RSH)	37.5	28,019	40,741	14	909	29,000	42,370	14	955			
PRINCIPAL CLERK STENOGRAPHER (RSH)	35.0	27,487	40,780	15	886	28,449	42,411	15	931			
PRINCIPAL CLERK TRANSCRIBER	40.0	29,005	41,928	14	923	30,020	43,605	14	970			
PRINCIPAL CLERK TRANSCRIBER (RSH)	37.5	27,827	40,515	14	906	28,801	42,136	14	929			
PRINCIPAL CLERK TYPIST	35.0	26,864	40,057	15	880	27,804	41,659	15	924			
PRINCIPAL CLERK TYPIST (RSH)	40.0	28,855	41,383	14	895	29,865	43,039	14	941			
PRINCIPAL CLERK TYPIST (RSH)	37.5	27,391	40,015	13	971	28,350	41,616	13	1,020			

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Title	1/1/2003		1/1/2003		1/1/2003		1/1/2003		1/1/2004		1/1/2004	
	Hrs.	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps
PRINCIPAL CLERK (RSH)	37.5	27,391	40,015	13	971	28,350	41,616	13	1,020			
PRINCIPAL COURT CLERK, PROBATE	35.0	31,124	45,003	16	867	32,213	46,803	16	912			
PRINCIPAL DATA CONTROL CLERK	40.0	28,855	41,383	14	895	29,865	43,039	14	941			
PRINCIPAL DATA CONTROL CLERK	35.0	26,864	40,057	15	880	27,804	41,659	15	924			
PRINCIPAL DATA ENTRY MACHINE OPERATOR	35.0	25,878	38,911	15	869	26,784	40,468	15	912			
PRINCIPAL DATA ENTRY MACHINE OPERATOR (RSH)	37.5	32,527	45,977	14	961	33,665	47,816	14	1,011			
PRINCIPAL DATA ENTRY MACHINE OPR (ADMIN SVCS, FIN.)	35.0	26,716	39,884	15	878	27,651	41,479	15	922			
PRINCIPAL DOCKET CLERK	35.0	29,677	43,321	15	910	30,716	45,054	15	956			
PRINCIPAL DRAFTING TECHNICIAN	35.0	30,614	44,410	16	862	31,685	46,187	16	906			
PRINCIPAL ELECTIONS CLERK	35.0	26,864	40,057	15	880	27,804	41,659	15	924			
PRINCIPAL ENGINEERING AIDE	35.0	30,913	44,024	14	936	31,995	45,785	14	985			
PRINCIPAL ENGINEERING DRAFTSMAN	35.0	30,598	43,659	14	933	31,669	45,405	14	981			
PRINCIPAL INDEX CLERK	40.0	28,533	41,388	14	918	29,532	43,043	14	965			
PRINCIPAL INDEX CLERK	35.0	26,864	40,057	15	880	27,804	41,659	15	924			
PRINCIPAL INDEX CLERK, TYPING	40.0	28,533	41,388	14	918	29,532	43,043	14	965			
PRINCIPAL LEGAL STENOGRAPHER	35.0	26,864	40,057	15	880	27,804	41,659	15	924			
PRINCIPAL LIBRARY ASSISTANT TYPING (RSH)	37.5	28,738	42,233	15	900	29,744	43,922	15	945			
PRINCIPAL MEDICAL RECORDS CLERK (RSH)	37.5	30,863	44,049	14	942	31,944	45,811	14	991			
PRINCIPAL MEDICAL STENOGRAPHER (RSH)	37.5	30,032	43,082	14	932	31,084	44,805	14	980			
PRINCIPAL MICROFILM MACHINE OPERATOR	37.5	31,237	45,641	13	1,108	32,330	47,467	13	1,164			
PRINCIPAL OFFSET MACHINE OPERATOR	35.0	27,802	41,146	15	890	28,775	42,792	15	934			
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	26,738	42,233	15	900	27,744	43,922	15	945			
PRINCIPAL PAYROLL CLERK	35.0	32,046	40,952	9	990	33,168	42,590	9	1,047			
PRINCIPAL PAYROLL CLERK (RSH)	37.5	28,489	41,285	14	914	29,486	42,937	14	961			
PRINCIPAL PERSONNEL CLERK (RSH)	37.5	28,019	40,741	14	909	29,000	42,370	14	955			
PRINCIPAL PURCHASING ASSISTANT	35.0	32,559	50,140	12	1,465	33,699	52,146	12	1,537			
PRINCIPAL PURCHASING ASSISTANT (RSH)	37.5	33,120	48,666	14	968	34,279	48,533	14	1,018			
PRINCIPAL TERMINAL OPERATOR	35.0	26,716	39,884	15	878	27,651	41,479	15	922			
PRINTING MACHINE OPERATOR I, AFTER 5/1/82	35.0	22,868	36,969	17	829	23,968	38,447	17	869			
PRINTING MACHINE OPERATOR I, PRIOR 5/1/82	35.0	22,868	36,969	17	718	26,184	38,263	16	755			
PROBATE ASSISTANT	35.0	28,272	41,687	15	894	29,262	43,354	15	939			
PROBATE ASSISTANT, TYPING	35.0	28,272	41,687	15	894	29,262	43,354	15	939			
PROBATE CLERK	35.0	29,677	43,321	15	910	30,716	45,054	15	956			
PROBATE CLERK, TYPING	35.0	29,677	43,321	15	910	30,716	45,054	15	956			
PROGRAM MONITOR	35.0	24,233	37,028	19	673	25,081	38,510	19	707			
PROGRAM SPEC III	35.0	20,346	35,408	16	841	21,058	36,824	16	885			
PROPERTY CLERK, TYPING	35.0	26,864	40,057	15	880	27,804	41,659	15	924			
PROPERTY CLERK/WORD PROCESSING OPERATOR	35.0	29,052	42,586	15	903	30,068	44,300	15	949			
PURCHASING ASSISTANT	35.0	26,864	38,600	16	733	27,804	40,144	16	771			
PURCHASING ASSISTANT STENOGRAPHER	35.0	26,864	38,600	16	733	27,804	40,144	16	771			
PURCHASING ASSISTANT TYPING	35.0	26,864	38,600	16	733	27,804	40,144	16	771			
PURCHASING ASSISTANT TYPING BILI	35.0	26,864	38,600	16	733	27,804	40,144	16	771			
RECEPTIONIST, AFTER 5/1/82	35.0	22,868	36,969	17	829	23,968	38,447	17	869			
RECEPTIONIST, AFTER 5/1/82	40.0	25,323	39,038	17	807	26,210	40,599	17	846			

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Title	Hrs.	1/1/2003		# of steps	1/1/2003		1/1/2004		1/1/2004	
		Min	Max		Incmt	Min	Max	Incmt		
RECEPTIONIST, PRIOR 5/1/92	35.0	25,298	36,791	16	718	28,184	38,263	16	755	
RECEPTIONIST, TYPING AFTER 5/1/92	40.0	27,755	38,831	15	738	28,727	40,384	15	777	
RECEPTIONIST, TYPING PRIOR 5/1/92	35.0	22,868	36,969	17	829	23,868	38,447	17	868	
RECEPTIONIST, TYPING PRIOR 5/1/92	40.0	25,323	39,038	17	807	28,210	40,599	17	846	
RECORDS RETRIEVAL OPERATOR	35.0	25,298	36,791	15	738	28,727	40,384	15	777	
RECREATION AIDE (RSH)	35.0	25,418	36,930	16	718	28,184	38,263	16	755	
RECREATION THERAPY AIDE (RSH)	37.5	27,236	38,190	15	730	28,308	38,407	15	758	
RECYCLING PROGRAM AIDE	37.5	27,236	38,190	15	730	28,189	39,718	15	769	
ROAD INSPECTOR	35.0	26,237	37,878	16	728	27,155	39,384	16	765	
ROAD REPAIRER	35.0	28,174	40,845	14	905	29,160	42,479	14	951	
SEAMSTRESS (RSH)	40.0	29,474	42,361	17	756	30,505	44,058	17	797	
SECRETARY ASSISTANT TRANSCRIBER	37.5	28,526	37,365	15	723	27,454	38,859	15	760	
SECRETARY ASSISTANT, HIRED AFTER 01/01/73	35.0	31,832	48,918	18	960	32,739	50,873	18	1,007	
SECRETARY ASSISTANT, HIRED PRIOR 01/01/73	35.0	30,437	47,530	18	950	31,503	49,431	18	998	
SECURITY GUARD	35.0	35,086	52,927	19	939	36,314	55,044	19	968	
SEC. ASST. STENO. HIRED AFTER 01/01/78	40.0	27,875	38,741	15	738	28,644	40,290	15	776	
SEC. ASST. STENO. HIRED PRIOR 01/01/78	35.0	30,437	47,530	18	950	31,503	49,431	18	998	
SENIOR ACCOUNT CLERK	40.0	27,832	38,922	15	739	28,806	40,479	15	778	
SENIOR ACCOUNT CLERK TYPING (RSH)	35.0	26,158	37,790	16	727	27,074	39,302	16	784	
SENIOR ACCOUNT CLERK (RSH)	37.5	27,391	39,583	14	872	28,350	41,177	14	918	
SENIOR ACCOUNT CLERK, STENOGRAPHER	35.0	26,158	37,790	16	727	27,074	39,302	16	784	
SENIOR ACCOUNT CLERK, STENOGRAPHER	40.0	27,832	38,922	15	739	28,806	40,479	15	778	
SENIOR ACCOUNT CLERK, TYPING	35.0	26,158	37,790	16	727	27,074	39,302	16	784	
SENIOR ACCOUNTANT (RSH)	40.0	27,832	38,922	15	739	28,806	40,479	15	778	
SENIOR ADMITTING CLERK TYPING (RSH)	37.5	31,301	44,555	14	947	32,387	46,337	14	996	
SENIOR ADMITTING CLERK (RSH)	37.5	27,391	40,015	13	971	28,350	41,816	13	1,020	
SENIOR BOOKKEEPING MACHINE OPERATOR	35.0	26,864	38,600	16	733	27,804	40,144	16	771	
SENIOR BOOKKEEPING MACHINE OPERATOR TYPING	35.0	26,864	38,600	16	733	27,804	40,144	16	771	
SENIOR BOOKKEEPING MACHINE OPERATOR (RSH)	37.5	27,391	40,375	15	753	28,350	39,906	15	770	
SENIOR BUILDING MAINTENANCE WORKER	40.0	29,085	40,375	15	753	30,163	41,991	15	792	
SENIOR BUYER/TYPING (RSH)	37.5	30,565	43,699	14	907	31,835	45,447	14	987	
SENIOR CARPENTER	40.0	33,227	46,826	15	907	34,390	48,699	15	954	
SENIOR CARPENTER / LOCKSMITH	40.0	35,319	48,907	15	906	36,555	50,863	15	954	
SENIOR CASHIER	35.0	29,833	44,085	15	950	30,877	45,848	15	998	
SENIOR CHILDREN'S SUPERVISOR	40.0	29,697	41,746	15	803	30,737	43,416	15	845	
SENIOR CITIZEN PROGRAM AIDE Part time	P T	Per Hour	16.38	None	None	Per Hour	16.95	None	None	
SENIOR CLERK	35.0	26,200	37,838	16	727	27,118	39,352	16	765	
SENIOR CLERK BOOKKEEPER (RSH)	40.0	27,874	38,970	15	740	28,850	40,529	15	779	
SENIOR CLERK STENOGRAPHER	37.5	27,391	38,371	15	732	28,350	39,906	15	770	
SENIOR CLERK STENOGRAPHER	40.0	28,361	41,200	14	816	29,374	42,848	14	862	
SENIOR CLERK STENOGRAPHER	35.0	26,864	38,600	16	733	27,804	40,144	16	771	

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Title	Hrs.	1/1/2003		# of steps	1/1/2003		1/1/2004		1/1/2004	
		Min	Max		Incmt	Min	Max	Incmt		
SENIOR CLERK STENOGRAPHER (RSH)	37.5	27,391	38,371	15	732	28,350	39,906	15	770	
SENIOR CLERK TRANSCRIBER	40.0	26,707	38,424	16	732	27,642	39,981	16	770	
SENIOR CLERK TRANSCRIBER	35.0	28,381	39,559	15	745	29,374	41,141	15	784	
SENIOR CLERK TRANSCRIBER BI-LI. (PROS.)	35.0	26,707	38,424	16	732	27,642	39,981	16	770	
SENIOR CLERK TRANSCRIBER (RSH)	37.5	27,236	38,190	15	730	28,189	39,718	15	769	
SENIOR CLERK TYPIST	35.0	26,237	37,878	16	728	27,155	39,384	16	765	
SENIOR CLERK TYPIST	40.0	27,755	38,831	15	738	28,727	40,384	15	777	
SENIOR CLERK TYPIST / ADM ASST (SHERIFF) established 1-1-00	35.0	30,242	43,984	16	859	31,300	45,744	16	903	
SENIOR CLERK TYPIST (RSH)	37.5	26,767	37,645	15	725	27,704	39,151	15	763	
SENIOR CLERK (RSH)	37.5	26,767	37,645	15	725	27,704	39,151	15	763	
SENIOR COMMUNICATIONS TECHNICIAN	35.0	40,341	55,220	15	992	41,753	57,429	15	1,045	
SENIOR COMMUNITY SERVICE AIDE	35.0	29,426	41,538	14	865	30,456	43,200	14	910	
SENIOR COMPUTER OPERATOR	35.0	30,148	43,869	16	858	31,203	45,623	16	901	
SENIOR COOK	40.0	29,300	41,899	14	900	30,326	43,576	14	948	
SENIOR COOK (RSH)	37.5	26,224	37,335	14	794	27,141	38,829	14	835	
SENIOR COURT CLERK, PROBATE	35.0	30,614	44,410	16	862	31,685	44,187	16	906	
SENIOR DATA CONTROL CLERK	35.0	26,003	37,808	16	725	26,913	39,112	16	762	
SENIOR DATA ENTRY MACHINE OPERATOR	35.0	26,158	37,790	16	727	27,074	39,302	16	784	
SENIOR DATA ENTRY MACHINE OPERATOR (RSH)	37.5	29,683	41,843	15	811	30,722	43,517	15	853	
SENIOR DOCKET CLERK	40.0	28,533	41,388	14	818	29,532	43,043	14	865	
SENIOR DOCKET CLERK, TYPING	35.0	26,864	40,057	15	880	27,804	41,659	15	824	
SENIOR DOCKET CLERK, TYPING	35.0	28,533	41,388	14	818	29,532	43,043	14	865	
SENIOR DRAFTING TECHNICIAN	35.0	26,864	40,057	15	880	27,804	41,659	15	824	
SENIOR DRIVER	40.0	29,975	41,286	15	754	31,024	42,837	15	784	
SENIOR ELECTRICIAN	40.0	23,199	37,303	17	830	24,011	38,795	17	870	
SENIOR ELECTRICIAN (RSH)	40.0	34,781	48,845	15	924	36,009	50,591	15	972	
SENIOR ENGINEERING AIDE	37.5	32,557	45,650	15	873	33,687	47,478	15	919	
SENIOR FOOD SERVICE WORKER (RSH)	35.0	29,503	40,744	15	749	30,535	42,374	15	789	
SENIOR HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	37.5	24,507	34,742	15	682	25,364	36,131	15	718	
SENIOR HOSPITAL GUARD (RSH)	35.0	31,534	44,753	14	944	32,638	46,543	14	993	
SENIOR INDEX CLERK	37.5	28,489	40,856	14	890	29,488	42,594	14	936	
SENIOR INDEX CLERK	40.0	28,066	38,183	15	742	29,048	40,781	15	781	
SENIOR INDEX CLERK, TYPING	35.0	26,392	38,063	16	729	27,316	39,586	16	787	
SENIOR INDEX CLERK, TYPING	40.0	28,066	38,183	15	742	29,048	40,781	15	781	
SENIOR INVESTIGATOR, CONSUMER PROTECTION	35.0	26,392	38,063	16	729	27,316	39,586	16	787	
SENIOR INVESTIGATOR, COUNTY ADJUSTER	37.5	24,868	36,365	16	719	25,738	37,820	16	755	
SENIOR INVESTIGATOR, COUNTY MEDICAL EXAMINER	35.0	28,376	41,813	15	896	29,369	43,485	15	941	
SENIOR JUVENILE DETENTION OFFICER	35.0	33,037	48,912	16	982	34,184	50,868	16	1,042	
SENIOR LAUNDRY WORKER (RSH)	40.0	31,741	45,103	14	854	32,851	46,907	14	1,004	
SENIOR LEGAL STENOGRAPHER	37.5	27,423	42,141	12	1,227	28,383	43,827	12	1,287	
SENIOR MAIL ASSISTANT TYPING (RSH)	35.0	27,487	40,780	15	886	28,449	42,411	15	831	
SENIOR MAIL CLERK	37.5	26,922	39,470	13	965	27,884	41,049	13	1,014	
SENIOR MAINTENANCE REPAIRER	40.0	28,471	38,865	15	746	29,488	41,251	15	786	
SENIOR MAINTENANCE REPAIRER CARPENTER	40.0	33,227	46,826	15	907	34,390	48,699	15	954	
SENIOR MAINTENANCE REPAIRER CARPENTER	35.0	32,234	45,195	15	864	33,362	47,003	15	909	
SENIOR MAINTENANCE REPAIRER CARPENTER	40.0	33,227	46,826	15	907	34,390	48,699	15	954	

Title	Hrs.	1/1/2003		1/1/2003		1/1/2003		1/1/2003		1/1/2004		1/1/2004		1/1/2004		1/1/2004	
		Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt
SENIOR MAINTENANCE REPAIRER CARPENTER (RSH)	37.5	28,954	41,831	14	920	29,967	43,505	14	967	29,967	43,505	14	967	29,967	43,505	14	967
SENIOR MAINTENANCE REPAIRER PAINTER (RSH)	37.5	28,954	41,831	14	920	29,967	43,505	14	967	29,967	43,505	14	967	29,967	43,505	14	967
SENIOR MAINTENANCE REPAIRER (RSH)	37.5	28,954	41,831	14	920	29,967	43,505	14	967	29,967	43,505	14	967	29,967	43,505	14	967
SENIOR MEAT CUTTER (RSH)	37.5	26,367	38,404	14	860	27,290	39,940	14	904	27,290	39,940	14	904	27,290	39,940	14	904
SENIOR MECHANIC	40.0	32,443	47,583	18	841	33,579	49,486	18	884	33,579	49,486	18	884	33,579	49,486	18	884
SENIOR MECHANIC (CDL)	40.0	33,845	49,213	18	854	35,030	51,181	18	897	35,030	51,181	18	897	35,030	51,181	18	897
SENIOR MECHANIC (RSH)	37.5	28,954	41,831	14	920	29,967	43,505	14	967	29,967	43,505	14	967	29,967	43,505	14	967
SENIOR MEDICAL RECORDS CLERK (RSH)	37.5	27,381	40,015	13	871	28,350	41,616	13	910	28,350	41,616	13	910	28,350	41,616	13	910
SENIOR MEDICAL STENOGRAPHER (RSH)	37.5	27,381	40,015	13	871	28,350	41,616	13	910	28,350	41,616	13	910	28,350	41,616	13	910
SENIOR MEDICAL TRANSCRIBER	35.0	28,074	40,015	16	748	29,056	41,615	16	785	29,056	41,615	16	785	29,056	41,615	16	785
SENIOR MICROFILM OPERATOR	35.0	27,175	38,967	16	737	28,127	40,528	16	775	28,127	40,528	16	775	28,127	40,528	16	775
SENIOR MICROFILM OPERATOR, TYPING	35.0	27,175	38,967	16	737	28,127	40,528	16	775	28,127	40,528	16	775	28,127	40,528	16	775
SENIOR OCCUPATIONAL THERAPY AIDE (RSH)	37.5	28,019	39,097	15	739	29,000	40,661	15	777	29,000	40,661	15	777	29,000	40,661	15	777
SENIOR OFFICE APPLIANCE OPERATOR	35.0	27,352	38,967	16	737	28,127	40,528	16	775	28,127	40,528	16	775	28,127	40,528	16	775
SENIOR OFFSET MACHINE OPERATOR	35.0	27,352	38,967	16	737	28,127	40,528	16	775	28,127	40,528	16	775	28,127	40,528	16	775
SENIOR OPERATOR AUTOMATED TYPEWRITER	35.0	27,333	39,150	16	739	28,290	40,716	16	777	28,290	40,716	16	777	28,290	40,716	16	777
SENIOR PAINTER	40.0	33,227	46,826	15	907	34,390	48,699	15	954	34,390	48,699	15	954	34,390	48,699	15	954
SENIOR PAINTER (RSH)	37.5	29,665	42,656	14	928	30,703	44,362	14	976	30,703	44,362	14	976	30,703	44,362	14	976
SENIOR PARKING ATTENDANT	40.0	29,787	41,192	16	713	30,829	42,840	16	751	30,829	42,840	16	751	30,829	42,840	16	751
SENIOR PAYROLL CLERK	35.0	27,000	39,490	13	961	27,945	41,070	13	1,010	27,945	41,070	13	1,010	27,945	41,070	13	1,010
SENIOR PAYROLL CLERK (RSH)	37.5	28,019	40,741	14	908	29,000	42,370	14	955	29,000	42,370	14	955	29,000	42,370	14	955
SENIOR PHARMACIST'S AIDE TYPIST (RSH)	37.5	28,019	39,097	15	739	29,000	40,661	15	777	29,000	40,661	15	777	29,000	40,661	15	777
SENIOR PHARMACIST'S AIDE (RSH)	37.5	28,019	39,097	15	739	29,000	40,661	15	777	29,000	40,661	15	777	29,000	40,661	15	777
SENIOR PHYSICAL THERAPY AIDE (RSH)	37.5	28,019	39,097	15	739	29,000	40,661	15	777	29,000	40,661	15	777	29,000	40,661	15	777
SENIOR PLANNING AIDE	35.0	27,976	41,027	15	870	28,955	42,668	15	914	28,955	42,668	15	914	28,955	42,668	15	914
SENIOR PLANNING DRAFTSMAN	35.0	27,958	39,876	16	745	28,938	41,471	16	783	28,938	41,471	16	783	28,938	41,471	16	783
SENIOR PLUMBER STEAMFITTER (RSH)	37.5	30,404	43,510	14	936	31,468	45,250	14	984	31,468	45,250	14	984	31,468	45,250	14	984
SENIOR POLICE RECORDS CLERK	35.0	31,124	45,003	16	867	32,213	46,803	16	912	32,213	46,803	16	912	32,213	46,803	16	912
SENIOR PROBATE CLERK	35.0	31,086	44,956	16	867	32,174	46,754	16	911	32,174	46,754	16	911	32,174	46,754	16	911
SENIOR PURCHASING ASSISTANT	35.0	29,151	41,263	17	712	30,172	42,913	17	749	30,172	42,913	17	749	30,172	42,913	17	749
SENIOR PURCHASING ASSISTANT STENOGRAPHER	35.0	29,151	41,263	17	712	30,172	42,913	17	749	30,172	42,913	17	749	30,172	42,913	17	749
SENIOR PURCHASING ASSISTANT TYPING	35.0	29,151	41,263	17	712	30,172	42,913	17	749	30,172	42,913	17	749	30,172	42,913	17	749
SENIOR RECEPTIONIST TRANSCRIBER	35.0	27,976	41,027	15	870	28,955	42,668	15	914	28,955	42,668	15	914	28,955	42,668	15	914
SENIOR RECEPTIONIST TYPING	35.0	28,864	40,056	15	879	29,804	41,658	15	924	29,804	41,658	15	924	29,804	41,658	15	924
SENIOR RECREATION THERAPY AIDE (RSH)	37.5	28,019	39,097	15	739	29,000	40,661	15	777	29,000	40,661	15	777	29,000	40,661	15	777
SENIOR SECURITY GUARD	40.0	27,988	39,312	15	755	28,968	40,884	15	794	28,968	40,884	15	794	28,968	40,884	15	794
SENIOR STOCK CLERK (RSH)	37.5	27,548	39,213	14	833	28,512	40,782	14	876	28,512	40,782	14	876	28,512	40,782	14	876
SENIOR STOREKEEPER (RSH)	37.5	32,594	46,082	15	899	33,735	47,928	15	946	33,735	47,928	15	946	33,735	47,928	15	946
SENIOR TELEPHONE OPERATOR	35.0	26,548	38,242	16	731	27,478	39,771	16	768	27,478	39,771	16	768	27,478	39,771	16	768
SENIOR TELEPHONE OPERATOR RECEPTIONIST (RSH)	37.5	27,080	38,007	15	728	28,027	39,527	15	767	28,027	39,527	15	767	28,027	39,527	15	767
SENIOR TELEPHONE OPERATOR (RSH)	37.5	27,080	38,007	15	728	28,027	39,527	15	767	28,027	39,527	15	767	28,027	39,527	15	767
SENIOR TRAFFIC ANALYST	35.0	29,283	41,769	14	892	30,308	43,439	14	938	30,308	43,439	14	938	30,308	43,439	14	938
SENIOR TRAFFIC ENUMERATOR	40.0	29,283	41,769	14	892	30,308	43,440	14	938	30,308	43,440	14	938	30,308	43,440	14	938
SENIOR TRAFFIC MAINTENANCE WORKER	40.0	31,342	44,532	17	776	32,439	46,314	17	816	32,439	46,314	17	816	32,439	46,314	17	816
SENIOR TREE CLIMBER	40.0	30,883	45,891	16	838	31,964	47,727	16	885	31,964	47,727	16	885	31,964	47,727	16	885
SENIOR X-RAY TECHNICIAN (RSH)	37.5	29,268	42,185	14	823	30,282	43,684	14	871	30,282	43,684	14	871	30,282	43,684	14	871

Title	Hrs.	1/1/2003		1/1/2003		1/1/2003		1/1/2003		1/1/2004		1/1/2004		1/1/2004		1/1/2004	
		Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt
SEWER EQUIPMENT OPERATOR	40.0	29,474	44,256	16	924	30,505	45,027	16	970	30,505	45,027	16	970	30,505	45,027	16	970
SIGN DESIGNER, PROC & LETTERER	40.0	32,896	46,443	14	968	34,047	48,301	14	1,018	34,047	48,301	14	1,018	34,047	48,301	14	1,018
SIGN MAKER 2	40.0	33,289	47,762	15	965	34,454	49,672	15	1,015	34,454	49,672	15	1,015	34,454	49,672	15	1,015
SIGN MAKER 3	40.0	33,979	48,918	17	879	35,168	50,875	17	924	35,168	50,875	17	924	35,168	50,875	17	924
SIGN MAKER 4	40.0	37,816	51,437	14	973	39,140	53,494	14	1,025	39,140	53,494	14	1,025	39,140	53,494	14	1,025
SIGN MAKER (WOOD AND METAL)	40.0	30,724	43,924	14	943	31,800	45,681	14	992	31,800	45,681	14	992	31,800	45,681	14	992
SIGN PAINTER	40.0	30,724	43,924	14	943	31,800	45,681	14	992	31,800	45,681	14	992	31,800	45,681	14	992
STOCK CLERK	35.0	26,296	37,099	15	720	27,217	38,583	15	758	27,217	38,583	15	758	27,217	38,583	15	758
STOCK CLERK	40.0	28,429	42,344	15	928	29,424	44,038	15	974	29,424	44,038	15	974	29,424	44,038	15	974
STOCK CLERK (RSH)	37.5	28,175	39,722	15	770	29,161	41,311	15	810	29,161	41,311	15	810	29,161	41,311	15	810
STOCK HANDLER	40.0	29,005	40,283	15	752	30,020	41,894	15	792	30,020	41,894	15	792	30,020	41,894	15	792
STOCK HANDLER	35.0	25,167	35,711	14	753	26,048	37,140	14	792	26,048	37,140	14	792	26,048	37,140	14	792
STOCK HANDLER / LABORER (RSH)	37.5	28,374	39,529	15	744	29,367	41,110	15	783	29,367	41,110	15	783	29,367	41,110	15	783
STOCK HANDLER (RSH)	37.5	26,508	37,430	15	728	27,435	38,927	15	766	27,435	38,927	15	766	27,435	38,927	15	766
STOREKEEPER (RSH)	37.5	30,677	46,503	12	1,319	31,751	48,364	12	1,384	31,751	48,364	12	1,384	31,751	48,364	12	1,384
SUPERVISING ACCOUNT CLERK	35.0	28,738	42,233	15	900	29,744	43,922	15	945	29,744	43,922	15	945	29,744	43,922	15	945
SUPERVISING ACCOUNT CLERK (RSH)	37.5	29,952	42,978	15	868	31,000	44,697	15	913	31,000	44,697	15	913	31,000	44,697	15	913
SUPERVISING ACCOUNT CLERK	40.0	30,678	43,615	14	924	31,752	45,360	14	972	31,752	45,360	14	972	31,752	45,360	14	972
SUPERVISING CLERK	40.0	30,410	43,564	14	940	31,474	45,307	14	988	31,474	45,307	14	988	31,474	45,307	14	988
SUPERVISING CLERK STENO	35.0	29,361	42,956	15	906</												

Council & Salary Ranges 2001-2004

6/26/2001

Title	1/1/2003		1/1/2003		1/1/2003		1/1/2003		1/1/2004		1/1/2004		1/1/2004	
	Hrs.	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	
TELEPHONE OPERATOR, PRIOR 5/1/92	35.0	25,926	37,512	16	724	26,833	39,012	16	761					
TELEPHONE OPERATOR, RECEPTIONIST AFTER 5/1/92	35.0	23,494	37,693	18	789	24,317	39,201	18	827					
TELEPHONE OPERATOR, RECEPTIONIST PRIOR 5/1/92	35.0	25,926	37,512	16	724	26,833	39,012	16	761					
TELEPHONE OPERATOR, TYPING AFTER 5/1/92	35.0	23,494	37,693	18	789	24,317	39,201	18	827					
TELEPHONE OPERATOR, TYPING PRIOR 5/1/92	35.0	25,926	37,512	16	724	26,833	39,012	16	761					
TELEPHONE OPERATOR, TYPIST (RSH) AFTER 5/1/92	37.5	24,023	39,829	15	1,054	24,864	41,422	15	1,104					
TELEPHONE OPERATOR, TYPIST (RSH) PRIOR 5/1/92	37.5	26,455	37,283	15	722	27,381	38,775	15	760					
TRAFFIC ANALYST	40.0	28,019	40,741	15	848	28,000	42,370	15	891					
TRAFFIC ENUMERATOR	40.0	28,019	40,741	15	848	29,000	42,370	15	891					
TRAFFIC MAINTENANCE WORKER	40.0	29,474	43,879	18	789	30,505	45,426	18	829					
TREE CLIMBER	40.0	30,098	44,983	16	930	31,151	46,782	16	977					
TREE SURGEON	40.0	30,883	45,891	16	838	31,964	47,727	16	985					
TRUCK DRIVER	40.0	29,630	42,894	17	780	30,667	44,610	17	820					
TRUCK DRIVER (RSH)	37.5	27,391	38,371	15	732	28,350	39,906	15	770					
WARD CLERK TYPING (RSH)	37.5	26,609	37,462	15	723	27,541	38,960	15	761					
WARD CLERK (RSH) HIRED PRIOR 9/1/95	37.5	26,609	37,462	15	723	27,541	38,960	15	761					
WELDER	40.0	31,352	44,648	14	950	32,449	46,434	14	999					
X-RAY TECHNICIAN (RSH)	37.5	28,800	41,648	14	918	29,808	43,312	14	965					
YOUTH WORKER	40.0	29,865	41,929	15	804	30,910	43,606	15	846					

Council & Salary Ranges 2001-2004

HOURS CHANGE

Title	Hours	1/1/2001		1/1/2001		6/1/2001		6/1/2001		6/1/2001		6/1/2001	
		Min	Max	# of steps	Incmt	new hrs	Min	Max	# of steps	Incmt	Min	Max	# of steps
BUILDING MAINT WORKER (RSH) AFTER 5/1/92	37.5/40.0	15,068	28,608	16	846	16,072	30,515	16	903	16,314	30,973	16	918
BUILDING MAINT WORKER (RSH) PRIOR 5/1/92	37.5/40.0	21,882	30,889	15	600	23,340	32,948	15	641	23,691	33,442	15	650
ENGINEERING AIDE/TRAFFIC	35.0/40.0	25,552	35,295	15	650	29,202	40,337	15	742	29,640	40,942	15	753
SENIOR BUILDING MAINTENANCE WORKER (RSH)	37.5/40.0	23,856	33,707	14	704	25,446	35,954	14	751	25,928	36,493	14	762
BUILDING SERVICE WORKER (RSH)	37.5/40.0	21,882	30,889	15	600	23,340	32,948	15	641	23,691	33,442	15	650

HOURS CHANGE

Title	Hours	1/1/2002		1/1/2002 # of steps	1/1/2002 Incmt	1/1/2003		1/1/2003 # of steps	1/1/2003 Incmt	1/1/2004		1/1/2004 # of steps	1/1/2004 Incmt
		Min	Max			Min	Max			Min	Max		
BUILDING MAINT WORKER (RSH) AFTER 5/1/92	37.5/40.0	16,984	32,212	16	958	17,475	33,500	16	1,002	18,087	34,840	16	1,047
BUILDING MAINT WORKER (RSH) PRIOR 5/1/92	37.5/40.0	24,520	34,780	15	684	25,378	36,171	15	720	26,266	37,618	15	757
ENGINEERING AIDE/TRAFFIC	35.0/40.0	30,677	42,580	15	794	31,751	44,283	15	835	32,862	46,054	15	879
SENIOR BUILDING MAINTENANCE WORKER (RSH)	37.5/40.0	26,732	37,953	14	802	27,668	39,471	14	843	28,836	41,050	14	887
BUILDING SERVICE WORKER (RSH)	37.5/40.0	24,520	34,780	15	684	25,378	36,171	15	720	26,266	37,618	15	757

COUNTY OF UNION
UNION COUNCIL NO. 8
2001 - 2004 SALARY RANGES
Hired after September 1, 1995

Title	Hrs.	1/1/2001			6/23/2001			1/1/2002			1/1/2003			1/1/2004		
		LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
Food Service Worker	37.5	18,067	18,621	19,546	18,338	18,901	19,839	18,980	19,562	20,632	19,844	20,247	21,458	20,332	20,955	22,318
Health Insurance Benefits Cler	37.5	21,036	21,690	22,712	21,351	22,015	23,053	22,099	22,785	23,875	22,872	23,583	24,834	23,873	24,408	25,932
Institutional Attendant	37.5	19,057	19,650	20,614	19,342	19,945	20,924	20,019	20,643	21,761	20,720	21,366	22,631	21,445	22,114	23,536
Laundry Worker	37.5	19,057	19,650	20,614	19,342	19,945	20,924	20,019	20,643	21,761	20,720	21,366	22,631	21,445	22,114	23,536
Nursing Services Clerk	37.5	21,036	21,690	22,712	21,351	22,015	23,053	22,099	22,785	23,875	22,872	23,583	24,834	23,873	24,408	25,932
Ward Clerk	37.5	19,057	19,650	20,614	19,342	19,945	20,924	20,019	20,643	21,761	20,720	21,366	22,631	21,445	22,114	23,536

LPN SALARY SCHEDULE

YRS EXP	1/1/2001	6/23/2001	1/1/2002	1/1/2003	1/1/2004
1	29,185	29,623	30,660	31,733	32,844
2	30,785	31,247	32,340	33,472	34,644
3	32,334	32,819	33,968	35,156	36,387
3A (Hired before 1998)	33,985	34,495	35,702	36,962	38,245
4-7	35,433	35,964	37,223	38,526	39,874
8-11	36,955	37,509	38,822	40,181	41,587
12-14	38,320	38,895	40,256	41,665	43,124
15-19	39,766	40,362	41,775	43,237	44,750
20-24	40,470	41,077	42,515	44,003	45,543
25-26	41,208	41,826	43,290	44,805	46,373
27-29	42,151	42,783	44,281	45,830	47,434
30+	43,545	44,199	45,966	47,805	49,717
Sr.LPN Differential	1071	1071	1071	1071	1071
3A (before 1998)	35,056	35,566	36,773	38,023	39,316
4-7	36,504	37,035	38,294	39,597	40,945
8-11	38,026	38,580	39,893	41,252	42,658
12-14	39,391	39,966	41,327	42,736	44,195
15-19	40,837	41,433	42,846	44,308	45,821
20-24	41,541	42,148	43,586	45,074	46,614
25-26	42,279	42,897	44,361	45,876	47,444
27-29	43,222	43,854	45,352	46,901	48,505
30+	44,616	45,270	47,037	48,876	50,788

COUNTY OF UNION
UNION COUNCIL NO. 8

EXHIBIT "E"

JOB CLASSIFICATION	SHIFT	HOURS PER WEEK	SHIFT DIFFERENTIAL (PER SHIFT)	SHIFT DIFFERENTIAL (PER HOUR)
BRIDGE OPERATOR	3 - 11 pm	40.0	3.65	0.46
BRIDGE OPERATOR	11 pm - 7 am	40.0	3.65	0.46
BUILDING MAINTENANCE WORKER (RSH)	3 - 11 pm	40.0	3.47	0.43
BUILDING MAINTENANCE WORKER (RSH)	11 pm - 7 am	40.0	3.47	0.43
BUILDING MAINTENANCE WORKER (RSH)	Weekends	40.0	4.00	0.50
LAUNDRY WORKER (RSH)	3 - 11 pm	37.5	3.26	0.43
LAUNDRY WORKER (RSH)	11 pm - 7 am	37.5	3.26	0.43
LAUNDRY WORKER (RSH)	Weekends	37.5	3.75	0.50
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	3 - 11 pm	37.5	3.69	0.49
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	11 pm - 7 am	37.5	3.47	0.46
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	Weekends	37.5	3.76	0.50
DIETARY WORKERS (RSH)	Weekends	37.5	3.75	0.50
BUILDING SERVICE WORKER	4 pm - 12 midnight	40.0	3.52	0.44
CLERK (DIV. OF CORRECTIONAL SERVICES)	4 pm - 12 midnight	40.0	3.84	0.48
CLERK (DIV. OF CORRECTIONAL SERVICES)	12 midnight - 8 am	40.0	3.84	0.48
CLERK (DIV. OF CORRECTIONAL SERVICES)	Weekends	40.0	4.00	0.50
JUVENILE DETENTION OFFICER & SR. JUVENILE DETENTION OFFICER	3 - 11 pm	40.0	5.02	0.63
JUVENILE DETENTION OFFICER & SR. JUVENILE DETENTION OFFICER	11 pm - 7 am	40.0	4.69	0.59
JUVENILE DETENTION OFFICER & SR. JUVENILE DETENTION OFFICER	Weekends	40.0	4.00	0.50
CHILDREN'S SHELTER	3 - 11 pm	40.0	5.12	0.64
CHILDREN'S SHELTER	11 pm - 7 am	40.0	5.12	0.64
CHILDREN'S SHELTER	Weekends	40.0	4.00	0.50
SECURITY GUARDS	4 pm - 12 midnight	40.0	3.82	0.48
SECURITY GUARDS	12 midnight - 8 am	40.0	3.82	0.48
SECURITY GUARDS	Weekends	40.0	4.00	0.50
LPNS & SENIOR LPNS	3pm - 11:15pm	37.5	19.65	2.62
LPNS & SENIOR LPNS	11pm - 7:15am	37.5	14.63	1.95
LPNS & SENIOR LPNS	Weekends	37.5	24.23	3.23