

AGREEMENT

BETWEEN

THE COUNTY OF MERCER

AND

LOCAL 2287 OF

THE AMERICAN FEDERATION OF  
STATE, COUNTY AND  
MUNICIPAL EMPLOYEES

AFL-CIO

Effective: January 1, 2012  
Expiration: December 31, 2016

The following represents  
the agreement between the

County of Mercer

and

Local 2287

of the

**American Federation of  
State, County and Municipal  
Employees AFL-CIO**

for the period

January 1, 2012 to December 31, 2016

County of Mercer

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PREAMBLE

This Agreement, dated May 30th 2014 between the County of Mercer, hereinafter referred to as the "Employer," and Local Number 2287 of the American Federation of State, County, and Municipal Employees (AFL-CIO), hereinafter referred to as the "Union."

WHEREAS, the County has voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting its relations with its employees, insofar as such practices and procedures are appropriate to the functions and obligations of the County to retain the right to effectively operate in a responsible and efficient manner and are consonant with the paramount interests of the County and its citizens; and

WHEREAS, the parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County by the statutes of the State of New Jersey; and

WHEREAS, it is the intention of this Agreement to provide for the salary structure, fringe benefits, and employment conditions of employees covered by this Agreement, to prevent interruptions of work and interference with the efficient operations of the County and to provide an orderly and prompt method for handling and processing grievances;

WHEREAS, the County and the Union agree that the working environment should be characterized by mutual respect for the common dignity to which all individuals are entitled;

WHEREAS, the Employer and the Union entered into an Agreement on 2014 which Agreement was approved by the Board of Chosen Freeholders.

NOW, THEREFORE, the parties agree with each other as follows:

1. **RECOGNITION**

1.1 The Employer recognizes the Union as the sole and/or exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of its employees in the classification listed under Appendix A hereto, and by reference made a part of this Agreement, and for such additional classification as the parties may later agree to include.

2. **MANAGEMENT RIGHTS**

2.1 The Employer retains and may exercise all rights, powers, duties, authority, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey. Except as specifically abridged, limited, or modified by the terms of this Agreement between the Employer and the Union, all such rights, powers, authority, prerogatives of management and responsibility to promulgate and enforce reasonable and necessary rules and regulations governing the conduct and the activities of the employees are exclusively retained by the Employer.

3. **UNION SECURITY**

3.1 Upon receipt of a lawfully executed written authorization from an employee, the Employer agrees to deduct the regular monthly union dues of such an employee from his pay and remit such deduction by the tenth day of the succeeding month to the official designated by the Union in writing to receive such deductions. The Union will notify the Employer in writing of the exact amount of such regular membership dues to be deducted. Such deductions are defined and shall be made in compliance with "Title 52 of the Revised Statutes," as amended by Chapter 345, P.L. 1981. The authorization shall remain in effect unless terminated by the employee who must give written notice of such cancellation (notice of withdrawal) to the Employer and the Union. Such termination of dues deductions shall take place as of the January 1st or July 1st next succeeding the date on which written notice of withdrawal is filed by an employee with the Employer and the Union.

3.2 Dues deduction for any employee covered by the terms and conditions of this Agreement shall be limited to AFSCME Local 2287. Existing written authorization for dues deduction to an employee organization other than AFSCME Local 2287 must be terminated within sixty (60) days of the date of execution of this Agreement.

3.3 Any employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the unit, any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit, or any temporary employee who does not join within the date of satisfactory completion of the probationary period or the completion of a three (3) month period following the beginning of employment, whichever is sooner, shall as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to 85 percent of the regular Union membership dues, fees, and assessments as certified by the Union to the Employer. This clause is not applicable to Court employees.

3.4 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action by the Employer under the provisions of this Article.

The Union entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made to the provision by a successor agreement between the Union and the Employer.

The determination of the appropriate representation fees, those employees covered, payroll deduction provision, challenges to fair share fee assessments, time for fair share payments, and all other questions relating to the Agency Shop Law and its proper interpretation shall be made in accordance with Public Law 1979, Chapter 477, and N.J.S.A. 34:13A5.4, et. al.

#### 4. WORK SCHEDULES/WORK SHIFTS

4.1 The work week shall consist of five (5) consecutive days, Monday through Friday, inclusive except for employees in continuous operations. A continuous operation is defined as an operation where the nature of the work provides for more than an eight (8) hour period per day and/or more than five (5) days per week. For purposes of definition, the following agencies are considered as continuous operations: Correction Center, Youth Detention Center, Geriatric Center and Park Commission (see Addendum I). Any exception to the work schedules as outlined above may be made by the Employer and the Union by mutual agreement.

4.2 Where the nature of the work involved requires continuous operations, employees will have their schedules arranged in a manner which will assure, on a rotation basis, that all employees will have an equal share of Saturdays and Sundays off, distributed evenly through the year.

4.3 The normal work shifts for all employees covered by this Agreement shall be as follows:

- a. White Collar - seven (7) hours per day with one (1) hour unpaid lunch.
- b. Blue Collar - seven and one-half (7½) hours per day with one-half (½) hour unpaid lunch period.
- c. Blue Collar (Institutional) - eight (8) hours per day with one-half hour paid lunch period.

4.4 The starting times of work shifts shall be determined by the Employer on January 1, of each year with prior consultation with the union.

4.5 Employees are entitled to a fifteen (15) minute break during each half (½) shift. Employees who are required to work beyond regular quitting times shall receive a fifteen (15) minute break time when the period of work beyond the regular shift exceeds two (2) hours. Break time shall not be accumulated and shall not interfere with operational needs.

## 5. OVERTIME

### (Blue Collar)

5.1 Time and one-half the employee's regular rate of pay shall be paid for all work performed by full-time employees under any of the following conditions, but compensation shall not be paid twice for the same hours.

- a. All work performed in excess of the following weekly work schedule:
  1. Blue Collar - 37½ hours.
  2. Blue Collar (Institutional) - 40 hours.

- b. All work performed on the sixth work day as such of any work week, excepting those operations exempted by mutual agreement between the Employer and the Union.
- c. All work performed on a holiday plus the regular day's pay, except as modified by Paragraph 5.2 below.
- d. Any employee working an unscheduled work day will receive time and one half the regular rate of pay.

5.2 Double time the employee's regular rate of pay shall be paid for work performed under the following conditions:

- a. All work performed on Sunday, excepting continuous operations.
- b. All consecutive hours of work performed in excess of sixteen (16) consecutive hours.
- c. All non-scheduled work performed on a holiday outside of an employee's normally scheduled work shift when an employee is called in to work because of a natural emergency (i.e., snow, ice and wind storms, flooding conditions).
- d. Any employee working both the first and second or third and fourth unscheduled work days within a pay period will receive time and one half the employee's regular rate for the first and/or third days and double time for the second and/or fourth days.
- e. Park Commission employees shall receive double time for all work performed on Sundays, provided that time is not part of their regularly scheduled workweek.

5.3 Authorized sick days, vacation days, personal days, or any other authorized leaves of absence with pay are considered work days for the purpose of computation of overtime payments in Paragraphs 5.1 and 5.2 above.

5.4 Part-time employees are exempted from the overtime provisions and 5.1 and 5.2 above. They shall be compensated for all hours worked in accordance with the following schedule:



- a. Blue Collar - Compensation shall be paid at the employee's straight-time hourly rate of pay for the first 37½ hours worked weekly. Overtime compensation at the rate of time and one-half an employee's straight-time hourly rate of pay shall be paid for all work performed in excess of 37½ hours weekly.
- b. Blue Collar (Institutional) - Compensation shall be paid at the employee's straight-time hourly rate of pay for the first 40 hours worked weekly. Overtime compensation at the rate of one and one-half an employee's straight-time hourly rate of pay shall be paid for all work performed in excess of 40 hours weekly.

5.5 Specific operations shall be exempted from the overtime provisions outlined in Paragraphs 5.1 and 5.2 above by mutual agreement between the Employer and the Union.

5.6 Overtime opportunities will be distributed as equally as possible among employees in the same job classification, department, division, and shift. It is understood that nothing in this clause shall require payment for overtime hours not worked.

5.7 The County will provide meals for employees working overtime through a regularly scheduled meal period with the stipulation that the employee has worked four (4) hours overtime, or if the employee is called in on an emergency basis before starting time and works through the regular breakfast hour.

5.8 Employees may elect to take compensatory time in lieu of overtime. The overtime rate shall be time and one half, compensatory time for any work referenced in clause 5.1 and the overtime rate shall be double compensatory time for any work referenced in 5.2. Employees will be allowed to accrue a maximum of 15 days compensatory time in any one calendar year. Employees will be allowed to carryover five days into the succeeding year, while any other unused compensatory time still on the books on December 31 will be paid out. All compensatory time must be requested by the end of the prior shift for use the next day. Requests for use of compensatory time shall not be unreasonably denied.

#### **(White Collar)**

5.9 Time and one-half the employee's regular hourly rate of pay shall be paid for all authorized overtime work performed by full-time employees under any of the following conditions, but compensation shall not be paid twice for the same hours.

- a. All work performed in excess of 35 hours weekly as provided in Paragraph 5.10 below.
- b. All work performed on a Saturday.
- c. All work performed on a holiday, plus the regular day's pay.

5.10 Double time the employee's regular hourly rate of pay shall be paid for all authorized overtime work performed under the following conditions:

- a. All work performed on Sunday.
- b. All consecutive hours of work performed in excess of sixteen (16) consecutive hours.

5.11 Authorized overtime work performed beyond the normal work schedule shall be calculated and paid in the following manner:

- a. From the termination of the normal work schedule through the first fifteen (15) minutes of authorized overtime, no compensation.
- b. From the sixteenth minute through the thirtieth minute of authorized overtime, a one-half hour overtime payment.
- c. From the thirty-first minute and thereafter of all authorized overtime, payment for all overtime worked, commencing with the termination of the normal work schedule through the termination of authorized overtime assignment.

5.12 Authorized sick days, vacation days, personal days, or any other authorized leaves of absence with pay are considered work days for the computation of overtime payments in Paragraphs 5.9 and 5.10 above.

5.13 Part-time employees are exempted from the overtime provisions of 5.9 and 5.10 above. They shall be compensated for all hours worked in accordance with the following schedule:

Compensation shall be paid at the employee's straight-time hourly rate of pay for the first 35 hours worked weekly, excluding meal periods. Overtime compensation at the rate of time and one-half an employee's straight-time hourly rate of pay shall be paid for work performed in excess of 35 hours weekly, excluding meal periods.

5.14 The Employer agrees to provide a meal allowance for employees working overtime through a regularly scheduled meal period with the stipulation that the employee has worked two (2) hours overtime or is called in on an emergency basis before his normal starting time and works through his regular meal period. Employees so entitled, based on the above criteria will be paid a meal allowance at the rate of \$5, \$7, and \$10 for breakfast, lunch, and dinner, respectively.

Employees working authorized, regularly scheduled overtime on Saturday, Sunday, or holidays will not be entitled to a meal allowance.

5.15 All Employees covered by the provisions of this Article shall be entitled to elect to be paid for authorized overtime hours worked in accordance with Paragraphs 5.9, 5.10 and 5.11 above or to be given compensatory time off on an hour for hour basis. Should the situation arise where an employee is required to take compensatory time off in lieu of payment for overtime hours worked, said employee shall be granted compensatory time off at the rate of one-and-one-half hours for each overtime hour worked.

Employees will be allowed to accrue a maximum of 15 days compensatory time in any one calendar year. Employees will be allowed to carryover five days into the succeeding year, while any other unused compensatory time still on the books on December 31 will be paid out.

5.16 Overtime opportunities will be distributed as equally as possible according to seniority among those employees within a division who regularly perform such work. A list of such employees will be maintained by management on a rotating basis and such employees shall be given the first right of refusal to work such overtime. Such list shall be posted in a work area visible to all unit employees. It is understood that nothing in this clause shall require payment for overtime hours not worked.

## 6. PAY SCALES - RATES OF PAY

6.1 The rates of pay for all employees covered by this Agreement for calendar years 2012, 2013, 2014, 2015 and 2016 shall be set forth in the Compensation Schedules attached as Appendixes B through C.

6.2 During the term of this Agreement, the compensation schedule will not be changed unless by mutual consent of the Employer and the Union.

6.3 The salary package for calendar years 2012, 2013, 2014, 2015 and 2016 shall be as follows:

- a. Employees will not receive an increase in base salary in 2012 and will not receive a step increment in 2012.
- b. Effective and retroactive to January 1, 2013, all employees who are at the maximum step on the compensation schedule shall receive a .5% increase in base salary.
- c. Effective July 1, 2013, all employees in grade January 1, 2013 shall receive one increment on the step guide within the salary range for their respective title as set forth in the compensation schedule attached.
- d. On July 1, 2013, and each July 1 thereafter, employees who are not at the maximum step on the applicable compensation schedule shall receive one increment on the step guide within the salary range for their respective title as set forth in the compensation schedules appended to this Agreement. Until such time as the parties agree to modify this provision, eligible employees shall continue to receive increments July 1 of each year following the expiration of this Agreement provided they are in grade on January 1 of that year. The July 1, 2013 increment shall be retroactive to that date.
- e. Effective December 31, of each year, any employee not in grade will be placed on step within the range of their respective title.
- f. Effective January 1, 2014, all employees shall receive a 1.65% salary increase.
- g. Effective July 1, 2014, all employees in grade January 1, 2014, shall receive one increment on the step guide within the salary range for their respective titles as set forth in the compensation schedule attached.
- h. Effective January 1, 2015, all employees shall receive a 1.75% salary increase.
- i. Effective July 1, 2015, all employees in grade January 1, 2015 shall receive one increment on the step guide within the salary range for their respective titles as set forth in the compensation schedule attached.
- j. Effective January 1, 2016, all employees shall receive a 1.75% salary increase.

k. Effective July 1, 2016, all employees in grade January 1, 2016 shall receive one increment on the step guide within the salary range for their respective titles as set forth in the compensation schedule attached.

l. All full-time permanent Maintenance and clerical titles assigned on a permanent basis to work in the Mercer County Correction Center will receive a hazardous duty stipend in the amount of \$500.00 (five hundred dollars). This stipend shall be a one-time lump sum payment and will be effective June 1 of each year of the contract.

m. Effective June 1, 2012, June 1, 2013, June 1, 2014, June 1, 2015 and June 1, 2016 White Collar employees in the titles listed below and who were receiving a support staff stipend as of the date of ratification of this Agreement shall receive a lump sum \$200.00 stipend as part of a support staff stipend. This stipend is not to be included in the base pay. White Collar employees hired into a title listed below after the date of ratification of this Agreement shall not be entitled to this stipend.

Administrative Clerk	Clerk
Library Assistant	Library Assistant Typing
Principal Clerk Typist	Secretarial Assistant
Senior Clerk Typing	Supervising Clerk
Supervising Clerk Stenographer	Supervising Clerk Typist
Supervising Clerk Typist Bilingual	Clerk Typist

6.4 A Blue Collar employee who performs work in a higher pay classification other than his own for at least four (4) hours in any work day shall receive the higher rate of pay for such work for the period of time it is performed and his salary shall be adjusted to the step in the range of the higher pay classification which reflects a minimum of five (5) percent salary increase above his present salary, and in no instance would an employee receive less than his present salary.

6.5 A White Collar employee who performs work in a higher pay classification other than his own shall have his salary adjusted to the step in the range of the higher pay classification which reflects a minimum of five (5) percent salary increase above his present salary, provided however, such assignment is authorized by the Department Director, Chief, Division of Employee Relations and the County Administrator.

6.6 Those employees in the unit who receive a promotion to a higher classification shall have their salary adjusted within the new range which will reflect a minimum salary increase of 5%. Effective January 1 or July 1 following promotion date, employee will be placed on step-on guide within the salary range for their respective title.

7. **CALL-IN TIME**

7.1 Any employee who is requested and returns to work during periods other than his regularly scheduled shift shall be paid time-and-one-half for such work and is guaranteed not less than four (4) hours pay at the overtime rate, provided, however, if the employee elects to leave upon the completion of the work assignment and such assignment requires two (2) hours or less, said employee will be paid a minimum of two (2) hours at the overtime rate.

If the assignment exceeds two (2) hours, the employee shall be entitled to the guaranteed four (4) hours pay at the overtime rate.

7.2 In the event that an employee's call-in time work assignment and his/her regular shift overlap, said employee shall be paid in the following manner:

- a. If the employee's call-in time work assignment commences more than two (2) hours prior to the start of his/her normal shift, said employee shall be paid time and one-half for all hours worked prior to the start of his normal shift. Effective as of the starting time of his/her normal shift, said employee shall then be paid at his/her normal straight time rate of pay.
- b. If the employee's call-in time work assignment commences less than two (2) hours prior to the start of his/her normal shift, said employee shall be paid at the rate of time and one-half for the first two (2) hours worked and for the balance of this employee's regular shift, he/she shall be paid at their normal straight time rate of pay.

8. **INSURANCE AND RETIREMENT BENEFITS**

8.1 The County agrees to provide eligible employees and their eligible dependents with Hospitalization, Medical and Major Medical Insurance through the New Jersey State Health Benefits Program or to provide equivalent or better health benefits coverage through a self-insurance program or independent insurance carrier. The premium costs for said programs shall be fully paid by the County except that in the election of a Health Maintenance Organization Programs, an eligible employee shall

continue to be required to pay, through payroll deductions, the difference in cost, if any, between standard Hospital/Medical coverage and HMO coverage.

8.2 The County agrees to provide Hospital/Medical insurance to eligible retired employees in accordance with the provisions of Chapter 88, Public Law of 1974. Said insurance will continue under any self-insurance program or independent carrier the County may choose.

8.3 The County agrees to provide retirement benefits to eligible employees in accordance with the provisions of the New Jersey Public Employee's Retirement System.

8.4 The County agrees to provide a co-payment Prescription Drug Program (\$12.00 brand name and \$4.00 generic drugs) to eligible employees and their eligible dependents; the premium costs for said program to be paid by the County. Further, for the purposes of this Program, eligible newly hired employees shall be defined as full-time permanent employees only. Mail order shall be at no cost to the employee.

8.5 The County agrees to provide female contraceptives to drug program.

8.6 The County shall provide for the payment of accumulated unused sick leave at the time of retirement of an eligible employee at the rate of fifty percent (50%) of his/her accumulated unused sick time to a maximum of fifteen thousand dollars (\$15,000).

8.7 The County agrees to provide a Dental Insurance Coverage to eligible employees and their dependents. There shall be three types of coverage as follows:

1. Basic Dental Coverage (as defined by the current dental contract.
2. Premium Dental Insurance.
3. Eastern Dental Insurance.

The County will pay all the costs of the basic dental program. Employees shall be responsible for any additional costs associated with the premium dental program or the Eastern Dental Program in excess of the cost for basic coverage.

8.8 Any change in carriers shall be discussed and reviewed with the Union prior to implementation.

8.9 The County agrees to make available the State Disability Plan. All eligible employees are required to follow the procedures as outlined under this plan.

8.10 The County agrees to establish a vision care program which is not a reimbursement program. The vision care program will allow eligible County employees to receive discounts from designated County-wide providers to reduce costs in the purchase of lenses, frames and eye examinations.

## 9. PAID LEAVES OF ABSENCE

9.1 BEREAVEMENT DAYS - In the event of the death of a member of the immediate family of any employee covered by this Agreement, the immediate family being mother, father, sister, brother, spouse, child, mother-in-law, father-in-law, grandparents, grandchild or any other relative living in the household of the employee, said employee shall be excused for a period not to exceed five (5) working days in a (7) seven-day period for bereavement purposes beginning with the day of death or the day after the date of death. The employee will be paid his regular hourly rate of pay for any such days of excused absence which occur during his normal work week, but in no event more than eight (8) hours pay (Blue Collar - Institutional), seven and one-half (7 ½) hours pay (Blue Collar) or seven (7) hours pay (White Collar) for any one (1) day.

9.2 UNION BUSINESS - An employee who is duly authorized in writing to be a representative of the Union shall be granted a leave of absence with pay for the time necessary to conduct Union business or attend conventions. The Union shall be authorized an aggregate of no more than seventy (70) days in any calendar year for the above purpose, provided a request for such days is made in writing and authorization granted by the County Administrator. The Union President and/or his/her designee shall be allowed such time off as is necessary to conduct intra-county Union business, provided that prior approval is requested and authorization granted by the Division Director; such authorization shall not be unreasonably denied.

9.3 OCCUPATIONAL INJURY LEAVE - Any employee who is disabled because of occupational injury or illness shall be covered by the provisions of the County's adaptation of the New Jersey Workers' Compensation Law from the day after the date of injury or illness and shall be eligible for a leave of absence for the entire period of disability. This adaptation shall be 70% of the employee's wage, with no maximum salary cap.

Employees on an authorized leave of absence shall be paid temporary workers' compensation benefits for the period of their disability commencing the day after the date of the injury or illness. Said employees shall also receive sick and vacation credits



during the period of their disability. Personal leave credits shall not accrue during this period of disability.

Employees returning from authorized leave of absence as set forth above shall be restored to their original job classification and shift, at the then appropriate rate of pay, with no loss of seniority or other employee rights and privileges.

9.4 **Sick Leave** - All full-time permanent, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay.

- a. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, maternity, accident, or exposure to contagious disease. Sick leave may also be utilized for short periods for the attendance by the employee upon a member of the immediate family who is seriously ill. Sick leave may be taken in hourly units.
- b. The minimum sick leave with pay shall accrue to any full-time permanent employee on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter, said fifteen (15) days to be credited effective January 1 of each succeeding year.
- c. The minimum sick leave with pay shall accrue to any full-time temporary, full-time provisional, or full-time OTES employee at the rate of one working day per month as earned.
- d. If an employee does not utilize any of his/her allotted 15 days of sick leave time for the entire calendar year, that employee shall be entitled to a \$300.00 bonus payment payable by March 1 of the following year. An employee utilizing five days or less of their allocated 15 days in the year shall receive a \$200.00 bonus payable by March 1 of the following year. This bonus does not apply to part-time employees and an individual must have worked the entire year to be eligible. This sick leave reduction incentive applies for each year of this contract.
- e. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

- f. An employee shall not be reimbursed for accrued sick leave at the time of termination of his employment excepting as provided under Article entitled, "Insurance and Retirement Benefits."
- g. If an employee is absent for reasons that entitle him to sick leave, the employee's supervisor shall be notified promptly as of the employee's usual reporting time, except in those situations where notice must be made prior to the employee's starting time in compliance with specific department regulations.
  - (1) Failure to so notify his supervisor shall be cause for denial of the use of sick leave for that absence.
  - (2) Absence without proper notice for five (5) consecutive days shall constitute a resignation not in good standing.
- h.
  - (1) The Employer may require proof of illness of an employee on sick leave, whenever such requirements appear reasonable. Abuse of sick leave shall be cause for disciplinary action.
  - (2) Where proof of illness is required, a review shall be conducted after three months of the imposition. If adequate improvement is demonstrated, the imposition is discontinued.
  - (3) In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.
  - (4) The Employer may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined by the County Physician or by a physician designated by the County Physician. Such examination shall establish whether the employee is capable of performing his normal duties without limitations and that his return will not jeopardize the health of the other employees.
- i. Part-time permanent employees will earn sick time on the basis of one day earned for every 20 full days worked.
- j. Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to sick leave.

- k. Sick leave credits shall continue to accrue while an employee is on leave with pay and authorized leave of absence due to work-related injury or illness. Credits shall not accrue while an employee is on any leave without pay except active military leave.

9.5 **SICK LEAVE BUY BACK** - Full time employees having accumulated ten (10) or more of their fifteen (15) sick days for that year, will have the option of being paid five (5) days wages in lieu of carrying over five (5) of their sick days.

Any employee wishing to exercise the sick leave pay option must exercise this option by December 1 of the year in which the requirements have been met. An employee shall make this request in writing to the Chief, Division of Employee Relations. Any decision to exercise this option subsequent to December 1 of the year in which the requirements have been met shall not be considered.

9.6 **Personal Leave** - All employees covered by the provisions of this Agreement shall be entitled to three (3) days per year leave of absence with pay for personal business which may be taken in hourly units. The Employer reserves the right to deny requests for personal days as conditions warrant, but authorization shall not be unreasonably withheld. Personal days shall not be taken in conjunction with vacation leave and shall not accrue during the period of time that an employee is on authorized leave of absence for a work-related injury or illness. Part-time employees shall not receive personal leave.

9.7 **Jury Duty** - All employees covered by the terms of this Agreement shall be granted a leave of absence with pay when required to serve on jury duty. Employees granted this leave of absence shall be required to return or reimburse the Employer for any jury fees or compensation received by them for serving on jury duty.

In the event that an employee serving on jury duty is given advance notice that he is not to report for jury duty on any specific day, said employee shall report for work at his normal starting time. Should an employee serving on jury duty be released from jury duty prior to 12:00 noon on any specific day, he shall be required to report to work for the remainder of his shift.

In the event that an employee serving on jury duty is released after 12:00 noon, said employee shall not be required to report to work for the remainder of his shift.

For the purposes of this Article, any employee who is called upon to serve jury duty shall have his work schedule adjusted, if necessary, to place him on the normal (daytime) shift for the period of time he is required to serve jury duty.

10. **ABSENCE WITHOUT LEAVE**

10.1 Any unauthorized absence of an employee from duty shall be an absence without leave and is cause for disciplinary action.

10.2 Leave granted for a particular reason and used for a purpose other than that for which such leave was granted, shall be unauthorized absence and may be cause for disciplinary action.

11. **NON-PAID LEAVES OF ABSENCE**

11.1 A permanent employee shall be entitled to a leave of absence without pay to accept a permanent appointment with another governmental agency in New Jersey for a period not to exceed six (6) months.

11.2 The Employer will grant leaves of absence to two (2) employees, not more than one from any division, to accept full-time Union employment. Sixty (60) days notice in writing shall be given to the Employer by any employee requesting such leave.

11.3 All other leaves of absence without pay shall be at the discretion of the Employer.

11.4 Employees returning from authorized leaves of absence as set forth in the paragraph(s) above will be restored to their original classifications and salaries which they were earning at the time leave was granted. Said employees will suffer no loss of seniority or other employee rights, privileges, or benefits, provided, however, that sick leave, vacation leave, and longevity credits shall not accrue.

12. **CHILD CARE/MATERNITY**

12.1 A permanent female employee covered by the terms of this Agreement shall be entitled to a leave of absence without pay for maternity purposes. Said leave shall be granted for a three-month period upon written certification of the employee's physician that she is unable to work due to her pregnancy and/or childbirth and may be extended for additional three month periods. This certification is subject to approval by the County Physician. Further, all employees shall be required to be examined by the County Physician and certified by him/her as fit to return to work prior to their return to work.

12.2 Notwithstanding the provisions of Article 9.4 (Sick Leave With Pay) and Article 12.1 (Maternity Leave without pay), a permanent female employee covered by the terms of this Agreement shall be entitled to a leave of absence without pay for child care purposes for a period of one year. Said leave shall commence effective upon the date of birth of the employee's child and under no circumstances shall it be extended beyond this one year period.

12.3 The County and the Union agree that the provisions of the Family Leave Act, NJSA 34:11B-1 and all Federal FMLA Laws shall be abided by during the term of this contract.

### 13. MILITARY DUTY

13.1 All employees covered by the terms of this Agreement who are ordered or required to perform active military duty shall be granted the necessary time off from work or granted a leave of absence during the period of such military duty in accordance with applicable Federal and State statutory authority. This statutory authority shall be dispositive as to whether or not said time off on leave of absence shall be paid or unpaid.

### 14. SENIORITY

14.1 Seniority is defined as an employee's total continuous length of service with the County beginning with his initial date of hire. Any authorized leave of absence is considered to be continuous service.

14.2 Seniority shall be given preference in promotions, demotions, layoffs, recall, vacation scheduling, and work shifts as defined in Paragraph 14.3 below.

Where ability to perform work and physical fitness are considerations in application of the above paragraph, determinations shall be made by the Employer.

14.3 Where more than one work shift per day within a given classification is in effect, employees within such classification will be given preference of shifts on a seniority basis only when vacancies occur or changes in the number of employees per shift are being made. Where such vacancy occurs, or where there is a change in the number of employees per shift, a senior employee will not be permitted or required to wait longer than one (1) year to exercise his preference of shift over a less senior employee.

14.4 The Employer shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification, and pay rate and shall furnish copies of same to the Union upon request.

14.5 The Employer shall promptly advise the appropriate Union representative of any changes which necessitate amendments to the seniority list.

14.6 Senior employees who may meet the minimum qualifications for temporary or provisional appointments to fill a lateral or higher title shall be given preference over less senior employees or outside applicants. The only exception would be if the County shows a valid reason before appointing a less senior employee. This is subject to the grievance procedure. For purposes of temporary or provisional appointments to higher titles, seniority will be determined by the time served in a title.

## 15. HOLIDAYS

15.1 The following days are recognized paid holidays whether or not worked:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Presidents' Day	General Election Day
Good Friday	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Day After Thanksgiving
	Christmas Day

15.2 For all employees not working a continuous operations schedule, holidays enumerated in the paragraph 15.1 above which fall on a Saturday shall be observed on the preceding Friday; holidays which fall on a Sunday shall be observed on the following Monday; holidays which fall within an employee's vacation period shall not be charged as vacation days.

15.3 For all employees working a continuous operations schedule, holidays enumerated in the paragraph 15.1 above which fall on a Saturday or Sunday shall be observed on the Saturday or Sunday. This Saturday or Sunday observance shall be utilized as the date for overtime and holiday pay calculations. Holidays which fall within an employee's vacation period shall not be charged as vacation days.

15.4 In order to be eligible for holiday pay, an employee must be on the active payroll of the Employer and must have worked his full regularly scheduled work day before and after the holiday, unless such absence is authorized with pay or ordered.

15.5 Part-time permanent employees with a set schedule are entitled to paid holidays where the holiday occurs on a scheduled work day. Those without such a schedule are not entitled to paid holidays. Part-time permanent employees in a continuous operation with a set schedule who work on a holiday shall be compensated at the rate of time and one-half (1 ½) for the hours actually worked.

15.6 Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to holiday pay.

## 16 PERFORMANCE ASSESSMENT REVIEW

16.1 The County will maintain a performance assessment review system for all employees covered by this contract. The system will include a formal process whereby the employee and his designated supervisor(s) mutually formulate performance and improvement goals and work standards appropriate to the job performed, which shall be a basis for measuring the employee's performance during an annual rating period.

16.2 At least every six (6) months, the employee and the supervisor(s) shall meet in connection with performance evaluation and improvement goals and work standards in order to set up criteria which shall be the basis for the annual evaluation. It shall be the responsibility of the supervisor to set up this conference at a mutually convenient time.

16.3 The employee shall evaluate his/her performance and the Supervisor shall evaluate the employee's performance, independent of each other, every twelve (12) months. The employee and supervisor shall exchange and discuss their evaluations at the annual conference which shall be scheduled by the supervisor at a mutually convenient time. The evaluations shall be based on the criteria relating to the improvement goals and work standards discussed between the employee and the supervisor at the six-month conference held earlier and referenced in paragraph 16.2 above.

16.4 The performance assessment review will not be tied to any monetary clauses.

16.5 A copy of all annual evaluations shall be transmitted to the County's Office of Personnel.

## 17. GRIEVANCE PROCEDURE

17.1 A grievance is defined as:

- a. A claimed breach, misinterpretation, or improper application of the terms of this Agreement; or
- b. A claimed violation, misinterpretation, or misapplication of rules and regulations, existing policy or orders, applicable to the division or department which employs the grievant affecting the terms and conditions of employment.

A claimed grievance shall be discussed between the employee, the supervisor, the union representative and division head and, if unresolved after discussion, shall be resolved in the following manner:

Step One: The Union steward or employee, or both, shall take up the grievance with the employee's department head within ten (10) days of its occurrence. It shall be stated in writing and signed by the grievant. No later than five (5) days after receipt of grievance, the department head shall meet with the grievant to discuss grievance. The department head shall render a decision in writing within five (5) days after the meeting.

Step Two: If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing to the Chief, Division of Employee Relations within five (5) days from receipt of the response from the department head. No later than five (5) days after receipt of grievance, the Chief, Division of Employee Relations shall meet with the grievant to discuss the grievance. The Chief, Division of Employee Relations shall give an answer in writing no later than five (5) days after the meeting.

Step Three: If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing to the County Administrator within in ten (10) days from receipt of the response from the Chief, Division of Employee Relations. No later than ten (10) days after receipt of the grievance, the County Administrator shall meet with the grievant to discuss the grievance. The County Administrator shall give an answer in writing no later than ten (10) days after the meeting. Written reprimands are grievable only to step 3 of the grievance process.

Step Four: If the grievance is still unsettled, the Union may within thirty (30) days after the reply of the County Administrator, by written notice to the County Administrator, request the Public Employment Relations Commission to supply the parties with a panel of arbitrators. The arbitrator shall be selected by the parties in accordance with the rules



promulgated by the Public Employment Relations Commission. The decision of the arbitrator shall be final and binding on all parties; it being expressly understood that such binding arbitration is limited exclusively to disputes involving the application, meaning, or interpretation of this Agreement.

17.2 Expenses for the arbitrator's services and the proceeding shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceeding, it may cause such a record to be made, providing it pays for the record.

17.3 The Union will notify the Employer in writing of the names of its employees who are designated by the Union to represent employees under the grievance procedure. An employee so designated by the Union will be permitted to confer with other Union representatives, employees, and employment representatives regarding matters of employee representation, during working hours and without loss of pay provided, however, all said employees shall secure the permission of their immediate superior, which permission shall not be unreasonably withheld.

17.4 Representatives of the Union, who are not employees previously accredited to the Employer in writing by the Union, shall be permitted to come on the premises of the employer for the purpose of investigating and discussing grievances, so long as such right is reasonably exercised and there is no undue interference with work progress, provided, however, they first obtain permission to do so from the employee's department director or his designated representative, permission for which shall not be unreasonable withheld.

## 18. DISCIPLINE/DISCHARGE

18.1 It is expressly understood that the employer shall have the right to discipline or discharge any employee; however, the Employer agrees that it shall not discipline or discharge any employee covered by the terms of the Agreement without just cause.

18.2 In any instance where an employee is subject to disciplinary action which would result in lost time, such disciplinary action shall not be implemented for at least three (3) working days subsequent to the day when the incident occurred. During these three (3) days, the Employer and employee shall confer in an attempt to resolve the matter. Such procedure is not applicable in circumstances where the employee has been charged as follows:

- a. Incapacity due to mental or physical disability.
- b. Intoxication or suspicion of substance abuse while on duty.
- c. Disorderly or immoral conduct.
- d. Where violence and/or the health and safety of other employees or Employer may be involved.
- e. Serious neglect of duty.

18.3 In any disciplinary action against an employee, said employee shall be entitled to written notice of the charges and specifications and a hearing. Further, the charged employee shall have the right to Union representation at the disciplinary hearing.

18.4 Minor disciplinary hearings shall be scheduled within 90 days of the notification of disciplinary charges from the supervisor to employee unless a delay is mutually agreed to by the parties.

18.5 The parties agree that the hearing provided for in this Article shall be conducted in accordance with the following guidelines:

- a. All hearings shall be conducted in an informal manner, without reference to formal rules of evidence, but subject to the following principles:
  - 1. The hearing officer shall admit all testimony having reasonable probative value, but may exclude immaterial, irrelevant, or unduly cumulative testimony.
  - 2. Direct and cross-examination witnesses shall be allowed. Either party may request that witnesses be sequestered. The hearing officer may determine that witnesses be sequestered without a request from either party.
  - 3. The petitioning employee shall not be required to testify, but if he/she does testify voluntarily, he/she may be cross-examined upon any matter relating to the hearing.

4. Whenever written eyewitness accounts of incidents are used as evidence in cases involving removal or suspension, the person who prepared and/or signed such document shall be available for cross-examination unless such appearance presents undue hardship. Hearing shall be scheduled in keeping with this provision.
  5. The decision shall include:
    - (a) A short statement of the nature of the proceedings;
    - (b) Discussion of testimony or evidence;
    - (c) Specific finding of fact;
    - (d) Conclusion and decision based on findings of fact and applicable laws and rules.
  6. A copy of the Hearing Officers decision shall be transmitted to all parties.
- b. The Provisions of this Section (18.4) are not grievable, however, instances of non-adherence to the above guidelines when reported by the Union to the County Administrator shall be investigated and corrected.

18.6 Any employee who is disciplined or discharged shall have the right to appeal this disciplinary action. It is expressly understood that an employee shall be entitled to one avenue of appeal and further, that these appeals shall be handled in accordance with the following procedure:

- a. A permanent employee against whom disciplinary action has been taken which resulted in a suspension or fine of more than five days at one time; suspensions or fines more than three times or for an aggregate of more than fifteen days in one calendar year; demotion, discharge or resignation not in good standing shall be required to exercise his statutory right of appeal to the Merit System

Board and shall be precluded from having the Union move his appeal to binding arbitration.

- b. The Union, in behalf of a permanent employee against whom disciplinary action has been taken which does not result in a penalty enumerated in paragraph 18.4(a) above, shall have the right to appeal this disciplinary action to binding arbitration in accordance with Step IV of the Grievance Procedure.

18.7 The County agrees to provide a copy of any incident report or written reprimand that is to be included in an employee's personnel record to the affected employee. Further, said employee shall have the right to respond in writing to the incident report or written reprimand, a copy of said written response to be placed in the employee's personnel record file.

18.8 The County and the Union agree that letters of reprimand for disciplinary purposes will not be used against the employee's disciplinary record after one year from the date of the letter of reprimand. However, the document will remain in the employee's file for legal purposes.

## 19. **SAFETY AND HEALTH**

19.1 The Employer shall at all times maintain safe and healthful working conditions and will provide employees with wearing apparel, tools, or devices deemed necessary in order to ensure their safety and health. When such materials are issued, they shall be used. Failure to utilize said safety materials when issued shall be cause for disciplinary action.

19.2 The Employer and the Union shall each designate a safety committee member and two alternates. It shall be the joint responsibility of the members or their alternates to investigate and correct unsafe and unhealthful conditions. The members or their alternates shall meet periodically as necessary to review conditions in general and to make recommendations to either or both parties when appropriate. The safety committee member representing the Union or one of his alternates, with the approval of the Employer, shall be permitted reasonable opportunity to visit work locations throughout the Employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

20. **EQUAL TREATMENT**

20.1 The Employer agrees that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, marital status, religion, political affiliation, Union membership, Union activities and/or any disability as defined under the Federal 1990 Americans with Disability Act (ADA) legislation.

20.2 The Employer and the Union agree not to interfere with the right of employees to become or not to become members of the Union and further that there shall be no discrimination or coercion against any employee because of Union membership or non-membership.

21. **WORK RULES**

21.1 The Employer may, after negotiation with the Union, establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced. Such work rules shall be subject to the grievance procedure.

22. **ANNUAL VACATION LEAVE**

22.1 All full-time permanent employees shall be entitled to vacation leave based on their years of continuous services. Periods on a leave of absence without pay except military leave shall be deducted from an employee's total continuous service for purposes of determining the earned service credit for vacation leave. Vacation requests shall not be unreasonably denied. Vacation leave may be taken in hourly units.

22.2 Annual Vacation leave with pay for all full-time permanent employees shall be distributed as follows:

- a. One (1) working day of vacation for each month of service during the remainder of the calendar year following the date of appointment.
- b. After one (1) year and to completion of five (5) years, twelve (12) working days.
- c. From beginning of sixth year to completion of tenth year, fifteen (15) working days.
- d. From beginning of eleventh year to completion of fifteenth year, twenty (20) working days.

- e. Completion of fifteenth year, twenty-five (25) working days.
- f. From the beginning of the twentieth year, thirty (30) working days.

22.3 After the first full year of service, vacation days shall be distributed on January 1. If an employee terminates after taking vacation in advance of it being earned, the County has the right by law to hold back pay equal to the amount due.

22.4 Annual vacation leave with pay for all full-time temporary and full-time provisional employees shall be earned at the rate of one (1) day per month.

22.5 The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the payday immediately preceding his vacation period.

22.6 An employee who is called back to work while on authorized vacation shall be paid one day's pay in addition to regular day's pay and shall not lose vacation day or days.

22.7 Vacation allowance must be taken during the current calendar year unless the Employer determines that it cannot be taken because of the pressure of work. Any vacation allowance so denied may be carried over into the next succeeding year. A maximum of fifteen (15) vacation days, at the option of the employee, may be carried over from one calendar year into the succeeding year, not to exceed a total of thirty (30) vacation days.

22.8 A permanent employee who returns from military service is entitled to full vacation allowance for the calendar year of return and for the year preceding, providing the latter can be taken during the year of return.

22.9 An employee covered by this Agreement who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year prorated upon the number of months worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.

Whenever an employee covered by this Agreement dies, having to his/her 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 at the time of death.

22.10 Part-time permanent employees will earn vacation on the basis of one day for every 20 full days worked. Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to vacation leave.

22.11 Vacation leave credits shall continue to accrue while an employee is on leave with pay. Vacation credits shall not accrue while an employee is on leave without pay except military leave.

### 23. SHIFT PAY

23.1 Employees working on shifts of which the majority of working hours fall between 4:00 p.m. and 12:00 midnight shall receive in addition to their regular pay an additional and ninety (90) cents per hour.. Said differential shall be paid for all hours worked on that shift.

23.2 Employees working on shifts of which the majority of working hours fall between 12:00 midnight and 8:00 a.m. shall receive in addition to their regular pay an additional and ninety-five (95) cents per hour. Said differential shall be paid for all hours worked on that shift.

23.3 The shift differential will be paid every pay period, not once per month.

### 24. LONGEVITY

24.1 Every full-time employee of the County of Mercer shall be paid longevity payments on a prorated basis with each salary check during the calendar year, and such longevity payment shall be considered in the total with the salary for pension purposes.

Employees having completed five (5) years of continuous full-time service will have added to their gross per annum pay an additional \$300 commencing with the first pay of the first full pay period following said anniversary of hire, and for the completion of each additional five (5) years of continuous service calculated in the same manner using employees' anniversary dates, shall have added to their gross per annum pay additional monies as cited in 24.2.

24.2 The longevity payment schedule is as follows:

5 year	\$ 300
10 year	\$ 900
15 year	\$1350
20 year	\$1850
25 year	\$2300
30 year	\$2700
35 year	\$3100
40 year	\$3500
45 year	\$3900

Such additional longevity payments shall be paid notwithstanding the maximum salary provided for such employment.

25. **WORK UNIFORMS**

**(Blue Collar)**

25.1 Effective January 1, 2004 work uniforms will be supplied by the Employer to all full-time employees as set forth below:

a. **Outside Departments** - Highway, Motor Pool, Mosquito Control, Airport, and Park Commission will receive the following:

(1) **Initial Issue:**

Two (2) winter uniforms (2 trousers, 2 shirts)  
Three (3) summer uniforms (3 trousers, 3 shirts)  
Two (2) three-quarter length lightweight jackets  
One (1) three-quarter length jacket with hood  
One (1) pair of safety shoes  
One (1) pair of slush boots

(2) **Annual Replacement Issue**

One (1) winter uniform (1 trouser, 1 shirt)  
One (1) summer uniform (1 trouser, 1 shirt)

(3) Safety shoes, boots and jackets will be replaced as needed upon authorization by the division director.



- (4) Outside departments have the option to receive five (5) orange T-shirts in place of one each winter and summer shirt.

b. **Inside Departments** - Personnel working at the Administration Building, Courthouse, Correction Center, Library, and TRADE in the following job classifications: Carpenter, Gardener, Laborer, Maintenance Repairman, Painter, Plumber, Senior Building Maintenance Worker, Senior Building Service Worker, Senior Maintenance Repairman, Stationary Engineer, Boiler Operator, Print Shop, Security Guards, and Truck Driver will receive the following:

(1) **Initial Issue:**

- Two (2) winter uniforms (2 trousers, 2 shirts)
- Two (2) summer uniforms (2 trousers, 2 shirts)
- One (1) three-quarter length jacket with hood
- One (1) three-quarter length lightweight jacket
- One (1) pair of safety shoes

(2) **Annual Replacement Issue:**

- One (1) winter uniform (1 trouser, 1 shirt)
- One (1) summer uniform (1 trouser, 1 shirt)

(3) Safety shoes and jacket will be replaced as needed upon authorization by the division director.

- c. All TRADE drivers will receive a rain coat.
- d. Protective clothing for Central Maintenance working in sewerage plant. Gloves, boots and coveralls.
- e. Central Maintenance Electricians will receive high voltage gloves and boots for use at airport.

25.2 Laundry services will be provided by the Employer for Automotive Mechanics on coveralls provided by the Employer.

25.3 In all cases where uniforms and an allowance are provided, said uniforms shall be worn. Failure to wear said uniforms when issued shall be cause for disciplinary action.

25.4 Effective January 1, 2014 the County provide designated uniforms to the remainder of the Blue Collar AFSCME employees. Following ratification of this Agreement, the parties will meet to discuss the uniforms to be provided to employees pursuant to this paragraph.

a. Effective January 1, 2005, employees will be allowed to wear Bermuda type, blue, hemmed denim shorts. Employees that work in safety sensitive positions are prohibited from wearing shorts. Employees must have proper clothing with them at all times because job duties may change during the course of the day. The County retains the right to require long pants for County sponsored events.

b. Uniforms shall be as follows:

6. **DOT & I & Central Maintenance employees:**

Blue Denim Jeans

Blue Denim Jean Shorts (Bermuda style and hemmed)

Blue Golf or Tee Shirt

7. **Park Commission Employees:**

Blue Denim Jeans

Blue Denim Jean Shorts (Bermuda style and hemmed)

Blue Golf or Tee Shirt

25.5 The County will continue to provide safety shoes for all departments.

c. Sewage Plant employees shall receive gloves, boots and coveralls.

d. Central Maintenance Electricians shall receive high voltage gloves and boots for use at Airport.

e. Trade Drivers shall receive a rain coat.

f. Laundry services will be provided by the Employer for Automotive Mechanics on coveralls provided by the Employer.

g. The County shall provide a patch to all employees to wear on uniform shirt.

h. The County will replace all items listed in 25.5 as needed upon authorization by the Department Head.

26. **CLOTHING MAINTENANCE ALLOWANCE**  
(Blue Collar)

26.1 The Employer agrees to pay each full-time employee covered by this Agreement an annual clothing maintenance allowance of \$375.00 by December of each year of the contract to be used by the employee for the maintenance of his uniform.

26.2 The allowance referred to in Paragraph 26.1 above shall be earned on a monthly basis provided the employee works a minimum of one (1) day in any calendar month.

26.3 New Employees, retired employees, deceased employees, or employees on an authorized leave of absence excepting educational leaves of absence or those leaves of absence provided for in Paragraph 11.1 shall be paid a prorated share of the annual clothing maintenance allowance for each calendar month in which the employee works at least one (1) day, paid annually by December 15.

26.4 Employees who voluntarily terminate their employment with the County of Mercer, excepting as provided in Paragraph 26.3 above, or whose employment is terminated for cause shall not be entitled to payment of the annual clothing maintenance allowance or any prorated portion thereof.

26.5 The annual clothing maintenance allowance shall only be applicable to those employees who are uniformed.

27. **CLASSIFICATIONS AND JOB DESCRIPTIONS**

27.1 The classifications for employees covered by this Agreement are attached hereto as Appendix A and by reference are made part of this Agreement.

27.2 If during the term of this Agreement the Employer determines that new job descriptions and/or classifications be established or that changes be made in existing job descriptions and/or classifications, the parties agree that they will consult with a view toward arriving at a mutually acceptable determination, including the rate of pay thereof, prior to such changes being made effective. Should the parties fail to agree, the matter will be referred to the grievance procedure commencing with Step Two of this Agreement.

28 **STRIKES AND LOCKOUTS**

28.1 In addition to any other restriction under the law, the Union and its members will not cause a strike or work stoppage on any kind, nor will any employee take part in a

strike, intentionally slow down the rate of work, or in any manner cause interference with or stoppage of the Employer's work.

28.2 The Employer shall follow the grievance procedure for which provision is made herein, and the Employer shall not cause any lockout.

29. **GENERAL PROVISIONS**

29.1 The Employer agrees to make available one (1) locked, glass-enclosed bulletin board at each of the following locations:

Courthouse  
Administration Building  
Mercer County Garage

The said bulletin board shall be used for posting of the following notes: Union meetings, Union elections, Union election returns, Union appointments to office, and Union recreational or social affairs. Such notices shall first be approved by the Department Director.

29.2 The County agrees to provide a mileage reimbursement allowance of 31 cents per mile to all white collar employees covered by this Agreement who are required to use their own private vehicles in connection with the performance of their duties as employees of the County of Mercer.

29.3 The provisions of this Agreement shall only apply to those employees in the unit who are on the County payroll and actively at work on or after the date of the execution of this Agreement and those former employees whose employment was terminated by death or retirement prior to the date of the execution of this Agreement.

29.4 The County agrees to post a notice regarding any promotional job vacancy. Said notice shall be posted for ten business days. It shall be first posted in the department, division or office where the vacancy exists. Any employee who is interested in this posted job vacancy shall be required to make his/her interest known, in writing, to their supervisor.

29.5 If the County offices are officially closed, employees in this bargaining unit shall be granted a compensatory day off if working. The County Executive or his designee will determine if County offices are closed.

30. **SEPARABILITY AND SAVINGS**

30.1 If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority or court of competent jurisdiction to be unlawful, unenforceable, or not in accordance with applicable statutes and/or court rules, all other

provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

Upon request of either party, the parties agree to meet immediately and renegotiate any provision so affected.

### 31. TERMINATION

31.1 Subject to the terms of this Agreement and the grievance procedure, the Employer has the right and responsibility to direct the affairs of the County including the right to plan, control, and direct the operation of the equipment and work forces, to relieve employees due to lack of work, and to contract for and subcontract out services except that the employer agrees there will be no subcontracting of work which can be done by the regular work forces.

31.2 This Agreement shall be effective as of the first day of January, 2012, and shall remain in full force and effect until the 31st day of December, 2016. It shall be renewed from year to year thereafter unless either party shall give written notice of its desire to modify the Agreement. Such notice shall be by certified mail by August 18 of any succeeding year.

In the event that such notice is given, negotiations shall begin no later than 120 days prior to the anniversary date; this Agreement shall remain in full force and be effective during the period of negotiations.

## **ADDENDUM I - PARK COMMISSION**

### **SCHEDULE I**

1. The work week shall consist of five consecutive days, Monday through Friday. Employees working overtime on Saturday shall be paid time and one-half and double time for Sunday. All work on weekends shall be considered overtime.

(a) If the weekend work or any other overtime is other than normal Park commission duties, eg: County declared State of Emergency, etc., overtime will be paid in accordance with section 5 of the main contract.

2. All work performed outside of the Monday to Friday work schedule shall be overtime. Anything under 8 hours overtime on a given day (Monday to Friday) will be paid at a rate of time and one half. All work performed 8 hours or over shall be compensated by Compensatory Time at a rate of time and one half to be utilized at the discretion of the employee with the permission of the supervisor.

3. Holidays will be covered by 5.1c and 5.2c.

4. During peak seasons, Golf Course starting times shall be 6:00 a.m. Monday to Friday and 5:00 a.m. weekends; at the Park 7:00 a.m. Monday to Friday and 6:00 a.m. on weekends. Golf course hours of work shall reflect course openings during peak seasons – Monday to Friday: 5:30am to 1:30 pm; 6 am to 2 pm; and 6:30 am to 2:30 pm; weekends – 5 am Golf Course and 6 am at the Park.

5. Anything not addressed specifically in this addendum shall be covered by the main contract.

6. In the event the employer determines at the end of the "94" season the Monday to Friday scheduling referred to as Schedule I is not cost effective, the employer shall have the option of switching to the continuous operation or Recreation schedule outlined in Schedule II.

7. When in effect, Schedule I does not pertain to the continuous operation schedule utilized at the Skating Rink, in the event that operation should once again revert to Park Commission Employees. The schedule for these facilities is annexed as Schedule III.

### **SCHEDULE II**

1. All work performed between December 1st and March 31st shall consist of five consecutive days Monday through Friday, except for those employees assigned to the Skating Rink. From April to October 30th all work performed shall be in a continuous operation including Saturday and Sunday with no more than ten working days in a two week pay period. Employees scheduled to work Saturday and Sunday will have a choice of days off during the following week.

2. Golf course hours of work between April 1st and October shall be - Monday to Friday: 5:30 am to 1:30 pm; 6 am to 2:30 pm; weekends – 6 am. In addition, hours of work for employees working at Mercer County Park shall include 7 am to 3 pm.

3. Between December 1st and March 31st, employees at the golf course and the park shall work from 7:00 a.m. to 3 p.m.. When and if Daylight Savings Time comes into play, new times shall be negotiated between the Employer and the Union.

4. On Holidays, the Golf courses must schedule one half of the employees assigned to each course. The Mercer County Park must schedule one fourth of the total employees assigned to the Park.

### **SCHEDULE III**

#### **Skating Rink**

1. Employees shall work a continuous operation twenty-four hours per day divided into 3 shifts: 7:00 to 3:00; 3:00 to 11:00; and 11:00 to 7:00.

2. Work schedules shall be seven days on and two days off; seven days on and four days off. No employee shall work more than 10 days in a pay period. Exceptions must be with the consent of the employee involved.

### **ADDENDUM II - LIBRARY**

1. Effective January 1, 2004, the County and the Union agree to move Library title from the Clerical & Technical unit as follows: Library Assistant to range W01 from current range T01, Senior Library Assistant to range W03 from current range T03, Principal Library Clerk to range W05 from current T05.

2. The work week shall be defined as a continuous operation. The regular hours of work for the Mercer County Library System are 9:00 AM to 5:00 PM, 9:30 AM to 5:30 PM, or 1:00 PM to 9:00 PM.

3. All work performed by all members in unit on Saturdays shall be granted an additional day off on an hour for hour basis during the regular work week.

4. All work performed by all members in unit on Sundays shall be paid at the rate of time and one half the employees regular rate of pay for all hours worked.

5. If the nature of the work becomes mandatory involving Saturday and Sunday scheduling, management shall insure that employees will have their schedules arranged, in a manner which will insure on a rotated basis that all members in unit shall have an equal share of Saturdays and Sundays off, distributed evenly through the year.

6. Anything not specifically addressed in this addendum shall be covered by the main contract.

**APPENDIX A**  
**(Blue Collar)**

<u>TITLE</u>	<u>SALARY RANGE CODE</u>	<u>HOURS OF WORK</u>
(Asphalt) Heavy Equipment Operator	B18	37½
Asphalt Raker	B07	37½
Assistant Sewage Plant Operator	B10	37½
Baker	B05	40
Barber	B05	40
Boiler Operator	B08	40
Boiler Operator/Maintenance Repairer	B09	40
Bridge Construction Worker	B11	37½
Bridge Repairer	B11	37½
Building Maintenance Worker	B04	37½
Building Service Worker	B04	37½
Butcher	B05	40
Carpenter	B11	37½
Cemetery Caretaker	B02	37½
Chief Mechanical Repairman	B12	37½
Clerk Driver	B03	37½
Clubhouse Attendant	B02	37½
Cook	B05	40
Electrician	B11	37½
Electrician (Central Maintenance)	B17	37½
Electronics Repairer	B09	37½
Equipment Operator	B09	37½
Equipment Operator (Roads)	B09	37½
Equipment Operator (Shade Tree)	B09	37½
Equipment Operator (Sweeper)	B09	37½
Food Service Worker	B03	37½
Garage Attendant	B02	37½
Gardener	B03	37½
Head Farmer	B11	37½
Head Mechanic (Parks)	B19	37½
Heating & AC Mechanic	B11	37½
Heavy Equipment Operator	B11	37½
Heavy Equipment Operator (Mosquito Control)	B11	37½
Hospital Attendant	B03	40
Hospital Attendant PT	B21	
Irrigation Specialist	B11	37½
Inspector (Mosquito Exterminator)	B10	37½
Inspector Trainee (Mosquito Exterminator)	B06	37½
Laborer I	B05 (W/ 10 yrs.of service)	37½
Laborer II	B05	37½
Laborer Heavy	B07	37½
Laundry Worker	B03	37½
Library Clerk Driver	B02	37½
Library Clerk Driver (Bilingual Spanish/ Eng)	B02	37½



Mail Clerk	B04	37½
Maintenance Repairer	B07	37½
Maintenance Repairer (Carpenter)	B07	37½
Maintenance Repairer (Plumber)	B07	37½
Maintenance Repairer (Welder)	B11	37½
Maintenance Repairer LPL	B07	37½
Mason	B10	37½
Master Carpenter (Parks)	B18	37½
Master Electrician - Parks	B12	37½
Master Mechanic	B18	37½
Mechanic	B11	37½
Mechanic Diesel	B11	37½
Mechanic's Helper	B05	37½
Mechanical Repairman	B09	37½
Motor Vehicle Operator Elderly/Handicapped	B24	37½
Omnibus Operator	B02	40
Offset Machine Operator	B04	37½
Painter	B09	37½
Parking Attendant PT	B12	
Parking Lot Attendant	B02	37½
Park Maintenance Man	B07	37½
Physical Therapy Aide	B04	40
Plumber	B11	37½
Plumber and Steam fitter	B11	37½
Plumber and Steam fitter (HPL)	B11	37½
Principal Offset Machine Operator	B11	37½
Printing Machine Operator 2	B05	37½
Printing Machine Operator 3	B11	37½
Radio Dispatcher	B05	37½
Recreation Aide	B03	40
Recreation Therapy Aide	B04	40
Road Inspector	B10	37½
Seamstress	B04	40
Security Guard	B02	37½
Senior Automotive Mechanic	B11	37½
Senior Bridge Repairer	B17	37½
Senior Building Maintenance Worker	B05	37½
Senior Building Maintenance Worker PT	B23	
Senior Building Service Worker	B05	37½
Senior Carpenter	B17	37½
Senior Cemetery Caretaker	B04	37½
Senior Cook	B07	40
Senior Cook - Butcher	B07	40
Senior Electrician	B17	37½
Senior Food Service Worker	B03	40
Senior Hospital Attendant	B04	40
Senior Inspector Mosquito Exterminator	B17	37½

Senior Laundry Worker	B03	40
Senior Library Clerk Driver	B04	37½
Senior Linen Room Attendant	B02	40
Senior Maintenance Repairer	B08	37½
Senior Maintenance Repairer LPL	B09	37½
Senior Maintenance Repairer (H&AC)	B08	37½
Senior Mason	B11	37½
Senior Mechanic	B17	37½
Senior Mechanical Repairman	B10	37½
Senior Offset Machine Operator	B05	37½
Senior Painter	B11	37½
Senior Park Maintenance Worker	B08	37½
Senior Plumber	B17	37½
Senior Radio Dispatcher	B07	37½
Senior Recreation Therapy Aide	B06	40
Senior Road Inspector	B11	37½
Senior Seamstress	B05	40
Senior Welder	B17	37½
Senior Traffic Signal Electrician	B17	37½
Senior Tree Climber	B11	37½
Sign Designer, Letterer, & Processor	B06	37½
Standby – MV Operator	B16	
Stationary Engineer	B09	40
Stock Clerk	B08	37½
Storekeeper	B08	37½
Storekeeper - Automotive	B08	37½
Supervising Maintenance Repairer	B18	37½
Traffic Maintenance Worker	B08	37½
Traffic Signal Electrician	B09	37½
Trainee Weights & Measurers	B07	35
Tree Climber	B09	37½
Tree Trimmer	B04	37½
Truck Driver	B07	37½
Ward Clerk	B04	40
Ward Clerk (Typing)	B04	40
Welder	B10	37½
Wetland Specialist	B18	37½

(WHITE COLLAR)

4-H Program Assistant	W04	35
Account Clerk (Typing)	W04	35
Account Clerk	W04	35
Administrative Clerk	W13	35
Administrative Clerk (Bilingual Spanish/Eng)	W13	35
Administrative Secretary	W12	35
Admitting Officer (Typing)	W09	35
Assessing Clerk	W02	35
Assistant Payroll Supervisor	W12	35
Assistant Pension Fund Supervisor	W12	35
Bookkeeping Machine Operator	W02	35
Bookkeeping Machine Operator (Typing)	W02	35
Cashier (Typing)	W04	35
Clerk	W02	35
Clerk Stenographer	W03	35
Clerk Transcriber	W03	35
Clerk Typist	W02	35
Clerk Typist (Bilingual)	W03	35
Communications Officer	W09	40
Community Relations Aide	W07	35
Community Service Aide	W07	35
Communication System Tech 1	W18	35
Data Control Clerk	W04	35
Data Entry Machine Operator	W05	35
Disposition Clerk	W05	35
Docket Clerk	W03	35
Docket Clerk (Typing)	W03	35
Elections Clerk	W03	35
Employee Benefits Clerk Typist	W07	35
Execution Clerk	W05	35
Field Representative - Sr. Citizens Program	W09	35
Head Clerk	W11	35
Head Clerk (Stenographer)	W11	35
Head Elections Clerk	W11	35
Index Clerk	W03	35
Index Machine Operator	W03	35
Index Machine Operator (Typing)	W03	35
Investigator Consumer Protection	W06	35
Investigator Property & Resources (Adjustor)	W09	35
Legal Stenographer	W05	35
Library Assistant	W02	35
Library Assistant Typing	W02	35
Library Assistant Typing PT	W22	
Medical Records Clerk	W05	35
Medical Stenographer	W06	35

Medical Technician	W06	35
Microfilm Operator	W03	35
Microfilm System Supervisor	W08	35
Network Administrator I	W27	35
Passport Clerk	W03	35
Payroll Clerk	W05	35
Payroll Supervisor	W12	35
Payroll Supervisor - Finance	W18	35
Pension Fund Supervisor	W18	35
Personnel Clerk	W05	35
Personnel Technician	W11	35
Principal Account Clerk	W07	35
Principal Account Clerk (Stenographer)	W08	35
Principal Account Clerk (Typing)	W07	35
Principal Bookkeeping Machine Operator	W06	35
Principal Cashier	W10	35
Principal Clerk	W07	35
Principal Clerk (Bilingual)	W09	35
Principal Clerk Stenographer	W08	35
Principal Clerk Transcriber	W08	35
Principal Clerk Typist	W07	35
Principal Clerk Typist Bilingual	W09	35
Principal Data Control Clerk	W07	35
Principal Data Entry Mach Operator	W11	35
Principal Docket Clerk	W08	35
Principal Docket Clerk (Typing)	W08	35
Principal Employee Benefits, Clerk Typist	W13	35
Principal Index Clerk	W06	35
Principal Index Clerk (Typing)	W06	35
Principal Legal Stenographer	W11	35
Principal Library Assistant	W06	35
Principal Library Assistant Typing	W06	35
Principal Medical Records Clerk	W11	35
Principal Microfilm Operator	W08	35
Principal Payroll Clerk	W12	35
Principal Payroll Clerk - Corrections	W12	35
Principal Personnel Clerk	W13	35
Principal Personnel Technician	W18	35
Principal Purchasing Assistant	W13	35
Principal Systems Analyst	W21	35
Principal Timekeeper	W07	35
Principal Word Processing Operator	W11	35
Probate Assistant	W05	35
Probate Clerk	W05	35
Probate Clerk (Typing)	W05	35
Receptionist	W02	35
Receptionist (Typist)	W02	35

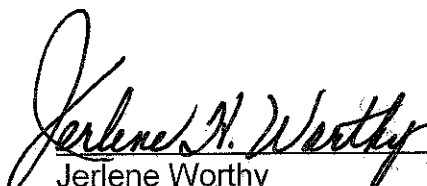
Records Retrieval Operator	W01	35
Recreation Program Specialist	W25	35
Recreation Therapist	W26	35
Secretarial Assistant	W11	35
Secretarial Assistant Bilingual	W11	35
Secretarial Assistant (Typing)	W11	35
Secretarial Assistant (Stenographer)	W11	35
Senior Account Clerk	W05	35
Senior Account Clerk (Typing)	W05	35
Senior Bookkeeping Machine Operator	W04	35
Senior Cashier	W08	35
Senior Cashier (Typing)	W08	35
Senior Clerk	W04	35
Senior Clerk Stenographer	W06	35
Senior Clerk Transcriber	W06	35
Senior Clerk Typist	W04	35
Senior Clerk Typist Bilingual	W04	35
Senior Data Entry Machine Operator	W05	35
Senior Data Processing Programmer	W12	35
Senior Docket Clerk	W05	35
Senior Docket Clerk (Typing)	W05	35
Senior Election Clerk	W05	35
Senior Employee Benefits, Clerk Typing	W11	35
Senior Index Clerk	W04	35
Senior Index Machine Operator	W05	35
Senior Investigator - Consumer Protection	W10	35
Senior Legal Stenographer	W08	35
Senior Library Assistant	W04	35
Senior Library Assistant PT	W17	
Senior Library Assistant Typing	W04	35
Senior Medical Records Clerk	W08	35
Senior Microfilm Operator	W06	35
Senior Passport Clerk	W05	35
Senior Passport Clerk (Typing)	W05	35
Senior Personnel Clerk	W10	35
Senior Personnel Technician	W21	35
Senior Probate Clerk	W07	35
Senior Probate Clerk (Typing)	W07	35
Senior Systems Analyst	W18	35
Senior Technician, MIS	W12	35
Senior Telephone Operator	W05	35
Senior Terminal Operator	W05	35
Senior Word Processing Operator	W07	35
Standby – Library Assistant	W14	
Storekeeper and Laundry Supervisor	W11	35
Supervising Account Clerk	W12	35
Supervising Account Clerk Typing-Corrections	W12	35

Supervising Bookkeeping Machine Operator	W12	35
Supervising Cashier	W12	35
Supervising Clerk	W12	35
Supervising Clerk Stenographer	W12	35
Supervising Clerk Transcriber	W13	35
Supervising Clerk Typist	W12	35
Supervising Clerk Typist Bilingual	W12	35
Supervising Docket Clerk (Typing)	W11	35
Supervising Election Clerk	W11	35
Supervising Personnel Clerk	W18	35
Supervisor of Accounts	W18	35
Supervisor of Data Entry Machine Operator	W18	35
Supervisor of Hospital Stores	W12	35
Supervising Index Clerk	W11	35
Systems Analyst	W12	35
Systems Analyst PT	W19	
Telephone Operator	W02	35
Telephone Operator - Receptionist	W02	35
Vault Clerk	W02	35
Word Processing Operator	W05	35

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their proper officers and attested to on the May 30, 2014

ATTEST:

COUNTY OF MERCER

  
\_\_\_\_\_  
Jerlene Worthy  
Clerk Board of Freeholders

  
\_\_\_\_\_  
Brian M. Hughes  
County Executive

ATTEST:

AFSCME Local 2287

  
\_\_\_\_\_  
Alan Longstreet, President  
AFSCME Local 2287

  
\_\_\_\_\_  
Frank Herrick  
Council Representative  
AFSCME Council 73

**APPENDIX B**  
**JANUARY 2012 BLUE COLLAR SCHEDULE (0%)**

	1	2	3	4	5	6	7	8
B01	29,142	30,360	31,578	32,794	34,012	35,228	36,445	38,545
B02	30,369	31,635	32,900	34,167	35,430	36,697	37,960	40,150
B03	31,218	32,517	33,819	35,120	36,418	37,718	39,019	41,355
B04	31,649	32,968	34,289	35,609	36,928	38,247	39,565	42,501
B05	32,615	33,979	35,341	36,703	38,064	39,427	40,790	43,143
B06	35,849	37,343	38,834	40,325	41,816	43,309	44,800	47,388
B07	38,028	39,616	41,200	42,788	44,372	45,960	47,547	50,286
B08	38,979	40,606	42,231	43,858	45,484	47,109	48,737	51,539
B09	40,733	42,439	44,148	45,855	47,561	49,269	50,976	53,921
B10	43,116	44,915	46,713	48,512	50,310	52,110	53,908	57,014
B11	44,467	46,321	48,175	50,025	51,879	53,731	55,586	58,785
B12	15.5741	16.2232	16.8716	17.5213	18.1691	18.8188	19.4666	20.5899
B13	14.6007	15.2092	15.8171	16.4262	17.0335	17.6427	18.2499	19.3030
B14	14.9449	15.5694	16.1940	16.8173	17.4418	18.0658	18.6897	19.7666
B15	16.0092	16.6755	17.3432	18.0101	18.6758	19.3427	20.0097	21.2079
B16	16.2304	16.9067	17.5843	18.2612	18.9374	19.6136	20.2899	21.7954
B17	46,563	48,419	50,271	52,123	53,975	55,828	57,682	60,882
B18	49,663	51,566	53,465	55,364	57,262	59,162	61,062	64,341
B19	52,842	54,792	56,739	58,686	60,630	62,578	64,526	67,887
B20	18.3843	19.1500	19.9150	20.6793	21.4443	22.2100	22.9743	24.3016
B21	15.0086	15.6333	16.2592	16.8845	17.5085	18.1338	18.7591	19.8824
B22	19.5017	20.3157	21.1284	21.9424	22.7551	23.5691	24.3831	25.7879
B23	16.7259	17.4253	18.1234	18.8221	19.5202	20.2190	20.9178	22.1245
B24	32,968	34,557	36,146	37,735	39,324	40,913	42,500	44,090
B25	16.9069	17.7217	18.5365	19.3513	20.1661	20.9808	21.7951	22.6104



**APPENDIX B**  
**JANUARY 2013 BLUE COLLAR SCHEDULE (0% - Except max .5%)**

	1	2	3	4	5	6	7	8
B01	29,142	30,360	31,578	32,794	34,012	35,228	36,445	38,738
B02	30,369	31,635	32,900	34,167	35,430	36,697	37,960	40,351
B03	31,218	32,517	33,819	35,120	36,418	37,718	39,019	41,562
B04	31,649	32,968	34,289	35,609	36,928	38,247	39,565	42,713
B05	32,615	33,979	35,341	36,703	38,064	39,427	40,790	43,359
B06	35,849	37,343	38,834	40,325	41,816	43,309	44,800	47,625
B07	38,028	39,616	41,200	42,788	44,372	45,960	47,547	50,538
B08	38,979	40,606	42,231	43,858	45,484	47,109	48,737	51,797
B09	40,733	42,439	44,148	45,855	47,561	49,269	50,976	54,190
B10	43,116	44,915	46,713	48,512	50,310	52,110	53,908	57,299
B11	44,467	46,321	48,175	50,025	51,879	53,731	55,586	59,079
B12	15.5741	16.2232	16.8716	17.5213	18.1691	18.8188	19.4666	20.6929
B13	14.6007	15.2092	15.8171	16.4262	17.0335	17.6427	18.2499	19.3996
B14	14.9449	15.5694	16.1940	16.8173	17.4418	18.0658	18.6897	19.8655
B15	16.0092	16.6755	17.3432	18.0101	18.6758	19.3427	20.0097	21.3139
B16	16.2304	16.9067	17.5843	18.2612	18.9374	19.6136	20.2899	21.9043
B17	46,563	48,419	50,271	52,123	53,975	55,828	57,682	61,187
B18	49,663	51,566	53,465	55,364	57,262	59,162	61,062	64,663
B19	52,842	54,792	56,739	58,686	60,630	62,578	64,526	68,226
B20	18.3843	19.1500	19.9150	20.6793	21.4443	22.2100	22.9743	24.4231
B21	15.0086	15.6333	16.2592	16.8845	17.5085	18.1338	18.7591	19.9818
B22	19.5017	20.3157	21.1284	21.9424	22.7551	23.5691	24.3831	25.9168
B23	16.7259	17.4253	18.1234	18.8221	19.5202	20.2190	20.9178	22.2352
B24	32,968	34,557	36,146	37,735	39,324	40,913	42,500	44,311
B25	16.9069	17.7217	18.5365	19.3513	20.1661	20.9808	21.7951	22.7235

**APPENDIX B**  
**JANUARY 2014 BLUE COLLAR SCHEDULE (1.65%)**

	1	2	3	4	5	6	7	8
B01	29,623	30,861	32,099	33,335	34,573	35,810	37,046	39,377
B02	30,871	32,157	33,442	34,730	36,014	37,302	38,586	41,017
B03	31,733	33,054	34,377	35,699	37,019	38,341	39,663	42,248
B04	32,172	33,512	34,855	36,197	37,537	38,878	40,218	43,418
B05	33,154	34,540	35,924	37,309	38,693	40,078	41,463	44,074
B06	36,441	37,959	39,475	40,990	42,506	44,024	45,539	48,411
B07	38,656	40,269	41,880	43,494	45,105	46,718	48,332	51,372
B08	39,622	41,276	42,928	44,582	46,235	47,886	49,541	52,652
B09	41,405	43,139	44,876	46,612	48,346	50,082	51,817	55,085
B10	43,827	45,656	47,483	49,312	51,140	52,970	54,797	58,245
B11	45,200	47,086	48,970	50,851	52,735	54,618	56,503	60,053
B12	15.8310	16.4908	17.1500	17.8104	18.4689	19.1293	19.7878	21.0343
B13	14.8416	15.4602	16.0781	16.6973	17.3146	17.9338	18.5511	19.7197
B14	15.1914	15.8263	16.4612	17.0948	17.7296	18.3639	18.9981	20.1932
B15	16.2734	16.9507	17.6293	18.3073	18.9839	19.6619	20.3399	21.6656
B16	16.4982	17.1856	17.8744	18.5625	19.2499	19.9373	20.6247	22.2658
B17	47,331	49,218	51,100	52,983	54,866	56,750	58,634	62,196
B18	50,483	52,417	54,347	56,277	58,207	60,138	62,070	65,729
B19	53,714	55,696	57,675	59,654	61,631	63,611	65,591	69,352
B20	18.6877	19.4660	20.2436	21.0205	21.7982	22.5764	23.3534	24.8261
B21	15.2563	15.8913	16.5275	17.1631	17.7974	18.4330	19.0686	20.3115
B22	19.8235	20.6509	21.4770	22.3044	23.1305	23.9580	24.7854	26.3445
B23	17.0018	17.7128	18.4224	19.1327	19.8423	20.5526	21.2629	22.6020
B24	33,512	35,127	36,743	38,358	39,973	41,588	43,202	45,042
B25	17.1858	18.0141	18.8423	19.6706	20.4988	21.3270	22.1547	23.0984

**APPENDIX B**  
**JANUARY 2015 BLUE COLLAR SCHEDULE (1.75%)**

	1	2	3	4	5	6	7	8
B01	30,142	31,401	32,661	33,918	35,178	36,436	37,695	40,066
B02	31,411	32,720	34,028	35,338	36,645	37,955	39,261	41,735
B03	32,288	33,632	34,979	36,324	37,666	39,012	40,357	42,987
B04	32,735	34,098	35,465	36,830	38,194	39,558	40,922	44,178
B05	33,734	35,144	36,552	37,962	39,370	40,779	42,188	44,845
B06	37,079	38,623	40,166	41,707	43,250	44,794	46,336	49,258
B07	39,332	40,974	42,613	44,255	45,894	47,536	49,177	52,271
B08	40,315	41,999	43,679	45,362	47,044	48,725	50,408	53,573
B09	42,129	43,894	45,661	47,427	49,192	50,958	52,724	56,049
B10	44,594	46,455	48,314	50,175	52,035	53,897	55,756	59,264
B11	45,991	47,910	49,827	51,741	53,658	55,573	57,492	61,104
B12	16.1081	16.7794	17.4501	18.1221	18.7921	19.4641	20.1341	21.4024
B13	15.1013	15.7307	16.3595	16.9895	17.6176	18.2476	18.8757	20.0647
B14	15.4573	16.1033	16.7493	17.3939	18.0399	18.6852	19.3305	20.5466
B15	16.5582	17.2473	17.9378	18.6277	19.3161	20.0060	20.6958	22.0447
B16	16.7870	17.4864	18.1872	18.8873	19.5867	20.2862	20.9856	22.6554
B17	48,159	50,079	51,995	53,910	55,826	57,743	59,660	63,285
B18	51,366	53,334	55,298	57,262	59,225	61,191	63,156	66,880
B19	54,654	56,671	58,685	60,698	62,709	64,724	66,739	70,565
B20	19.0147	19.8066	20.5979	21.3884	22.1796	22.9715	23.7621	25.2606
B21	15.5233	16.1694	16.8167	17.4634	18.1089	18.7556	19.4023	20.6669
B22	20.1704	21.0123	21.8529	22.6948	23.5353	24.3772	25.2192	26.8055
B23	17.2994	18.0228	18.7448	19.4675	20.1896	20.9123	21.6350	22.9976
B24	34,099	35,742	37,386	39,029	40,672	42,315	43,958	45,830
B25	17.4866	18.3293	19.1721	20.0148	20.8575	21.7003	22.5424	23.5027

**APPENDIX B**  
**JANUARY 2016 BLUE COLLAR SCHEDULE (1.75%)**

	1	2	3	4	5	6	7	8
B01	30,669	31,951	33,233	34,512	35,793	37,074	38,354	40,767
B02	31,960	33,292	34,623	35,957	37,286	38,619	39,949	42,465
B03	32,853	34,221	35,591	36,960	38,326	39,694	41,063	43,740
B04	33,307	34,695	36,086	37,475	38,863	40,250	41,638	44,951
B05	34,324	35,759	37,192	38,626	40,059	41,493	42,927	45,630
B06	37,728	39,299	40,869	42,437	44,007	45,578	47,147	50,120
B07	40,021	41,691	43,359	45,029	46,697	48,367	50,038	53,185
B08	41,021	42,734	44,443	46,156	47,867	49,577	51,290	54,510
B09	42,867	44,662	46,461	48,257	50,053	51,850	53,647	57,029
B10	45,375	47,268	49,160	51,053	52,945	54,840	56,732	60,301
B11	46,796	48,748	50,699	52,646	54,597	56,546	58,498	62,174
B12	16.3900	17.0731	17.7555	18.4393	19.1209	19.8047	20.4864	21.7769
B13	15.3656	16.0060	16.6457	17.2868	17.9259	18.5669	19.2060	20.4159
B14	15.7278	16.3851	17.0424	17.6983	18.3556	19.0122	19.6688	20.9062
B15	16.8479	17.5491	18.2517	18.9537	19.6542	20.3561	21.0580	22.4305
B16	17.0807	17.7924	18.5055	19.2178	19.9295	20.6412	21.3528	23.0519
B17	49,002	50,955	52,905	54,854	56,803	58,753	60,704	64,392
B18	52,265	54,267	56,266	58,264	60,262	62,261	64,261	68,050
B19	55,610	57,663	59,712	61,760	63,807	65,857	67,907	71,800
B20	19.3475	20.1532	20.9583	21.7627	22.5678	23.3735	24.1779	25.7026
B21	15.7949	16.4523	17.1110	17.7691	18.4258	19.0838	19.7419	21.0286
B22	20.5234	21.3800	22.2353	23.0919	23.9472	24.8038	25.6605	27.2746
B23	17.6021	18.3382	19.0729	19.8082	20.5429	21.2783	22.0136	23.4000
B24	34,696	36,368	38,040	39,712	41,384	43,056	44,727	46,632
B25	17.7926	18.6501	19.5076	20.3650	21.2225	22.0800	22.9369	23.9139

**APPENDIX B**  
**JANUARY 2012 WHITE COLLAR SCHEDULE (0%)**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
W01	27,544	28,691	29,839	30,988	32,136	33,284	34,432	36,421		
W02	28,819	30,024	31,225	32,427	33,631	34,833	36,035	38,117		
W03	30,183	31,443	32,700	33,958	35,219	36,476	37,734	39,913		
W04	31,602	32,922	34,237	35,556	36,874	38,192	39,508	41,791		
W05	34,634	36,077	37,521	38,964	40,408	41,852	43,295	45,790		
W06	36,235	37,744	39,253	40,762	42,272	43,782	45,291	47,892		
W07	37,920	39,498	41,076	42,653	44,231	45,809	47,387	50,113		
W08	39,695	41,348	43,001	44,654	46,308	47,960	49,614	52,479		
W09	40,853	42,554	44,253	45,951	47,651	49,350	51,051	53,993		
W10	41,564	43,294	45,026	46,757	48,487	50,219	51,950	54,936		
W11	43,514	45,325	47,138	48,951	50,765	52,576	54,388	57,525		
W12	45,586	47,483	49,383	51,283	53,182	55,082	56,980	60,256		
W13	47,862	49,852	51,841	53,833	55,823	57,811	59,673	63,252		
W14	15.1339	15.7645	16.3952	17.0266	17.6572	18.2878	18.9185	20.0115		
W15	23.9088	24.9038	25.9001	26.8964	27.8926	28.8882	29.8837	31.6074		
W16	19.0299	19.8226	20.6161	21.4088	22.2023	22.9958	23.7885	25.1596		
W17	17.3638	18.0889	18.8117	19.5361	20.2604	20.9848	21.7076	22.9620		
W18	49,261	51,249	53,240	55,231	57,221	59,209	61,201	64,650		
W19	25.0475	26.0898	27.1337	28.1776	29.2208	30.2647	31.3078	33.1075		
W20	52,431	54,468	56,508	58,587	59,264	62,626	64,668	68,203		
W21	55,678	57,768	59,856	61,989	62,683	66,128	68,221	71,845		
W22	15.8344	16.4965	17.1564	17.8170	18.4783	19.1389	19.7995	20.9433		
W23	16.5841	17.2762	17.9668	18.6581	19.3509	20.0415	20.7328	21.9304		
W24	20.8354	21.7022	22.5694	23.4359	24.3028	25.1696	26.0368	27.5347		
W25	33,203	35,047	36,892	38,737	40,582	42,425	44,271	46,115	47,960	51,812
W26	35,250	37,052	38,853	40,655	42,456	44,257	46,060	47,860	49,662	53,540
W27	78,120	80,048	81,976	83,907	85,835	87,763	89,810	91,622	93,550	99,329
W28	44,587	47,046	49,506	51,966	54,426	56,886	59,347	61,806	64,265	69,416
W30	24,235	24,799	25,359	25,920	26,482	27,043	27,605	28,166	28,729	30,470
W31	26,295	27,069	27,843	28,618	29,392	30,166	30,941	31,715	32,490	34,605
W32	30,474	31,180	31,886	32,591	33,298	34,004	34,710	35,414	36,120	38,311
W33	13.3160	13.6257	13.9335	14.2420	14.5505	14.8589	15.1674	15.4759	15.7850	16.7416
W34	14.4481	14.8733	15.2985	15.7244	16.1496	16.5749	17.0007	17.4260	17.8518	19.0139
W35	50,113	52,182	54,251	56,320	58,389	60,458	62,527	64,596		

**APPENDIX B**  
**JANUARY 2013 WHITE COLLAR SCHEDULE (0% all step - except max .5%)**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
W01	27,544	28,691	29,839	30,988	32,136	33,284	34,432	36,603		
W02	28,819	30,024	31,225	32,427	33,631	34,833	36,035	38,307		
W03	30,183	31,443	32,700	33,958	35,219	36,476	37,734	40,113		
W04	31,602	32,922	34,237	35,556	36,874	38,192	39,508	42,000		
W05	34,634	36,077	37,521	38,964	40,408	41,852	43,295	46,019		
W06	36,235	37,744	39,253	40,762	42,272	43,782	45,291	48,131		
W07	37,920	39,498	41,076	42,653	44,231	45,809	47,387	50,364		
W08	39,695	41,348	43,001	44,654	46,308	47,960	49,614	52,741		
W09	40,853	42,554	44,253	45,951	47,651	49,350	51,051	54,263		
W10	41,564	43,294	45,026	46,757	48,487	50,219	51,950	55,211		
W11	43,514	45,325	47,138	48,951	50,765	52,576	54,388	57,813		
W12	45,586	47,483	49,383	51,283	53,182	55,082	56,980	60,557		
W13	47,862	49,852	51,841	53,833	55,823	57,811	59,673	63,568		
W14	15.1339	15.7645	16.3952	17.0266	17.6572	18.2878	18.9185	20.1116		
W15	23.9088	24.9038	25.9001	26.8964	27.8926	28.8882	29.8837	31.7654		
W16	19.0299	19.8226	20.6161	21.4088	22.2023	22.9958	23.7885	25.2854		
W17	17.3638	18.0889	18.8117	19.5361	20.2604	20.9848	21.7076	23.0768		
W18	49,261	51,249	53,240	55,231	57,221	59,209	61,201	64,973		
W19	25.0475	26.0898	27.1337	28.1776	29.2208	30.2647	31.3078	33.2731		
W20	52,431	54,468	56,508	58,587	59,264	62,626	64,668	68,544		
W21	55,678	57,768	59,856	61,989	62,683	66,128	68,221	72,204		
W22	15.8344	16.4965	17.1564	17.8170	18.4783	19.1389	19.7995	21.0480		
W23	16.5841	17.2762	17.9668	18.6581	19.3509	20.0415	20.7328	22.0400		
W24	20.8354	21.7022	22.5694	23.4359	24.3028	25.1696	26.0368	27.6724		
W25	33,203	35,047	36,892	38,737	40,582	42,425	44,271	46,115	47,960	52,072
W26	35,250	37,052	38,853	40,655	42,456	44,257	46,060	47,860	49,662	53,808
W27	78,120	80,048	81,976	83,907	85,835	87,763	89,810	91,622	93,550	99,826
W28	44,587	47,046	49,506	51,966	54,426	56,886	59,347	61,806	64,265	69,763
W30	24,235	24,799	25,359	25,920	26,482	27,043	27,605	28,166	28,729	30,622
W31	26,295	27,069	27,843	28,618	29,392	30,166	30,941	31,715	32,490	34,778
W32	30,474	31,180	31,886	32,591	33,298	34,004	34,710	35,414	36,120	38,503
W33	13.3160	13.6257	13.9335	14.2420	14.5505	14.8589	15.1674	15.4759	15.7850	16.8253
W34	14.4481	14.8733	15.2985	15.7244	16.1496	16.5749	17.0007	17.4260	17.8518	19.1090
W35	50,113	52,182	54,251	56,320	58,389	60,458	62,527	64,919		

**APPENDIX B**  
**JANUARY 2014 WHITE COLLAR SCHEDULE (1.65%)**

	1	2	3	4	5	6	7	8	9	10
W01	27,998	29,165	30,332	31,500	32,666	33,833	35,000	37,207		
W02	29,294	30,519	31,740	32,962	34,185	35,408	36,630	38,939		
W03	30,681	31,961	33,239	34,518	35,800	37,077	38,356	40,775		
W04	32,124	33,465	34,802	36,142	37,482	38,822	40,160	42,693		
W05	35,206	36,672	38,140	39,607	41,075	42,543	44,009	46,779		
W06	36,833	38,366	39,901	41,434	42,969	44,504	46,039	48,925		
W07	38,546	40,150	41,754	43,357	44,961	46,565	48,169	51,195		
W08	40,350	42,030	43,711	45,391	47,072	48,752	50,433	53,611		
W09	41,527	43,256	44,983	46,709	48,437	50,164	51,894	55,158		
W10	42,250	44,008	45,769	47,528	49,287	51,048	52,807	56,122		
W11	44,232	46,073	47,916	49,759	51,602	53,444	55,286	58,767		
W12	46,339	48,267	50,198	52,129	54,059	55,991	57,920	61,556		
W13	48,652	50,674	52,696	54,722	56,744	58,764	60,658	64,617		
W14	15.3836	16.0246	16.6657	17.3075	17.9485	18.5896	19.2306	20.4434		
W15	24.3033	25.3147	26.3274	27.3402	28.3529	29.3648	30.3767	32.2895		
W16	19.3439	20.1497	20.9562	21.7620	22.5686	23.3752	24.1810	25.7026		
W17	17.6503	18.3874	19.1221	19.8584	20.5947	21.3310	22.0658	23.4575		
W18	50,074	52,095	54,118	56,142	58,165	60,186	62,211	66,045		
W19	25.4607	26.5203	27.5814	28.6426	29.7029	30.7640	31.8244	33.8221		
W20	53,296	55,367	57,441	59,554	60,242	63,659	65,735	69,675		
W21	56,596	58,721	60,844	63,012	63,717	67,220	69,346	73,395		
W22	16.0957	16.7687	17.4395	18.1110	18.7832	19.4547	20.1262	21.3953		
W23	16.8578	17.5613	18.2632	18.9659	19.6702	20.3722	21.0749	22.4037		
W24	21.1791	22.0603	22.9418	23.8226	24.7038	25.5849	26.4664	28.1290		
W25	33,751	35,626	37,501	39,377	41,252	43,125	45,001	46,876	48,751	52,931
W26	35,831	37,663	39,494	41,325	43,156	44,988	46,820	48,650	50,482	54,695
W27	79,409	81,369	83,329	85,292	87,251	89,211	91,292	93,133	95,094	101,473
W28	45,323	47,822	50,323	52,823	55,324	57,825	60,326	62,826	65,325	70,914
W30	24,635	25,208	25,777	26,348	26,919	27,489	28,060	28,631	29,203	31,127
W31	26,729	27,516	28,303	29,091	29,877	30,664	31,452	32,239	33,026	35,352
W32	30,977	31,694	32,412	33,129	33,848	34,565	35,283	35,999	36,716	39,138
W33	13.5357	13.8505	14.1634	14.4770	14.7906	15.1041	15.4177	15.7312	16.0454	17.1029
W34	14.6865	15.1187	15.5510	15.9838	16.4161	16.8484	17.2812	17.7135	18.1464	19.4243
W35	50,940	53,043	55,146	57,249	59,352	61,456	63,559	65,990		

**APPENDIX B**  
**JANUARY 2015 WHITE COLLAR SCHEDULE (1.75%)**

	1	2	3	4	5	6	7	8	9	10
W01	28,488	29,675	30,862	32,051	33,238	34,425	35,612	37,858		
W02	29,807	31,053	32,295	33,539	34,784	36,027	37,271	39,621		
W03	31,218	32,521	33,821	35,122	36,426	37,726	39,028	41,488		
W04	32,686	34,051	35,411	36,775	38,138	39,502	40,863	43,440		
W05	35,822	37,314	38,808	40,300	41,794	43,287	44,780	47,597		
W06	37,478	39,038	40,599	42,160	43,721	45,283	46,844	49,782		
W07	39,221	40,852	42,485	44,116	45,748	47,379	49,012	52,091		
W08	41,056	42,765	44,476	46,185	47,896	49,605	51,315	54,549		
W09	42,254	44,013	45,770	47,527	49,285	51,042	52,802	56,123		
W10	42,989	44,778	46,570	48,360	50,150	51,941	53,731	57,104		
W11	45,006	46,879	48,754	50,630	52,505	54,379	56,253	59,795		
W12	47,149	49,112	51,077	53,042	55,005	56,970	58,934	62,633		
W13	49,503	51,561	53,619	55,679	57,737	59,793	61,719	65,748		
W14	15.6528	16.3051	16.9573	17.6104	18.2626	18.9149	19.5672	20.8012		
W15	24.7286	25.7577	26.7882	27.8186	28.8491	29.8787	30.9083	32.8546		
W16	19.6824	20.5023	21.3230	22.1429	22.9636	23.7843	24.6042	26.1524		
W17	17.9592	18.7091	19.4567	20.2059	20.9551	21.7043	22.4519	23.8681		
W18	50,950	53,007	55,065	57,125	59,183	61,239	63,300	67,201		
W19	25.9063	26.9844	28.0641	29.1438	30.2227	31.3024	32.3813	34.4140		
W20	54,228	56,336	58,446	60,596	61,296	64,773	66,886	70,894		
W21	57,587	59,748	61,909	64,115	64,832	68,396	70,560	74,680		
W22	16.3774	17.0622	17.7446	18.4279	19.1119	19.7952	20.4784	21.7697		
W23	17.1528	17.8686	18.5828	19.2978	20.0145	20.7287	21.4437	22.7957		
W24	21.5498	22.4464	23.3433	24.2395	25.1361	26.0326	26.9296	28.6212		
W25	34,341	36,249	38,157	40,066	41,973	43,880	45,789	47,697	49,604	53,857
W26	36,458	38,323	40,186	42,049	43,912	45,775	47,639	49,501	51,365	55,653
W27	80,799	82,793	84,787	86,784	88,778	90,773	92,890	94,763	96,758	103,249
W28	46,116	48,659	51,203	53,748	56,292	58,837	61,382	63,925	66,469	72,155
W30	25,066	25,649	26,229	26,809	27,390	27,971	28,551	29,132	29,714	31,672
W31	27,197	27,998	28,798	29,600	30,400	31,201	32,002	32,803	33,604	35,971
W32	31,519	32,249	32,979	33,709	34,440	35,170	35,900	36,629	37,359	39,823
W33	13.7726	14.0929	14.4113	14.7303	15.0494	15.3684	15.6875	16.0065	16.3262	17.4022
W34	14.9435	15.3833	15.8231	16.2636	16.7034	17.1432	17.5837	18.0235	18.4639	19.7642
W35	51,831	53,971	56,111	58,251	60,391	62,531	64,671	67,145		



**APPENDIX B**  
**JANUARY 2016 WHITE COLLAR SCHEDULE (1.75%)**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
W01	28,987	30,195	31,402	32,612	33,820	35,028	36,235	38,521		
W02	30,328	31,597	32,860	34,126	35,392	36,658	37,923	40,314		
W03	31,764	33,090	34,413	35,737	37,064	38,386	39,711	42,214		
W04	33,258	34,647	36,031	37,418	38,806	40,193	41,578	44,200		
W05	36,449	37,967	39,487	41,005	42,525	44,045	45,563	48,430		
W06	38,133	39,721	41,310	42,897	44,486	46,075	47,664	50,653		
W07	39,907	41,567	43,228	44,888	46,548	48,209	49,870	53,002		
W08	41,775	43,514	45,254	46,993	48,734	50,473	52,213	55,504		
W09	42,993	44,783	46,571	48,359	50,148	51,935	53,726	57,105		
W10	43,741	45,562	47,385	49,206	51,027	52,850	54,672	58,103		
W11	45,794	47,699	49,608	51,516	53,424	55,331	57,238	60,842		
W12	47,975	49,971	51,971	53,970	55,968	57,967	59,965	63,730		
W13	50,370	52,463	54,557	56,654	58,747	60,839	62,800	66,898		
W14	15.9267	16.5904	17.2541	17.9186	18.5822	19.2459	19.9096	21.1652		
W15	25.1614	26.2085	27.2570	28.3054	29.3539	30.4016	31.4492	33.4296		
W16	20.0268	20.8611	21.6961	22.5304	23.3654	24.2005	25.0347	26.6101		
W17	18.2734	19.0366	19.7972	20.5595	21.3218	22.0841	22.8448	24.2857		
W18	51,841	53,934	56,029	58,125	60,219	62,310	64,408	68,377		
W19	26.3597	27.4566	28.5552	29.6538	30.7516	31.8502	32.9480	35.0162		
W20	55,177	57,322	59,469	61,656	62,369	65,907	68,056	72,134		
W21	58,594	60,794	62,992	65,237	65,967	69,593	71,795	75,987		
W22	16.6640	17.3608	18.0552	18.7504	19.4464	20.1416	20.8368	22.1507		
W23	17.4529	18.1813	18.9080	19.6356	20.3647	21.0915	21.8190	23.1947		
W24	21.9269	22.8392	23.7518	24.6637	25.5760	26.4882	27.4009	29.1221		
W25	34,942	36,883	38,825	40,767	42,708	44,648	46,590	48,531	50,472	54,799
W26	37,096	38,993	40,889	42,785	44,680	46,576	48,473	50,367	52,264	56,627
W27	82,213	84,241	86,271	88,303	90,332	92,361	94,515	96,422	98,451	105,056
W28	46,923	49,511	52,100	54,688	57,277	59,866	62,456	65,044	67,632	73,418
W30	25,505	26,098	26,688	27,278	27,869	28,460	29,051	29,642	30,234	32,226
W31	27,673	28,488	29,302	30,118	30,932	31,747	32,562	33,377	34,192	36,600
W32	32,071	32,813	33,556	34,299	35,043	35,786	36,528	37,270	38,012	40,520
W33	14.0136	14.3395	14.6635	14.9881	15.3127	15.6374	15.9620	16.2866	16.6119	17.7068
W34	15.2050	15.6525	16.1000	16.5482	16.9957	17.4432	17.8914	18.3389	18.7871	20.1101
W35	52,738	54,916	57,093	59,271	61,448	63,625	65,803	68,320		