

278

AGREEMENT
BETWEEN
BOROUGH OF SAYREVILLE
AND
LOCAL 3527, AMERICAN FEDERATION
OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES

January 1, 2000 – December 31, 2002

TABLE OF CONTENTS

	<u>PAGE</u>
ARTICLE 1 - PREAMBLE.....	1
ARTICLE 2 - TERMS OF AGREEMENT.....	1
ARTICLE 3 - RECOGNITION.....	2
ARTICLE 4 - CHECKOFF.....	2
ARTICLE 5 - UNION STEWARDS AND OFFICERS.....	4
ARTICLE 6 - HOURS OF WORK.....	4
ARTICLE 7 - CALL IN PAY.....	9
ARTICLE 8 - DISTRIBUTION OF OVERTIME.....	9
ARTICLE 9 - SALARIES AND LONGEVITY.....	10
ARTICLE 10 - INSURANCE.....	11
ARTICLE 11 - SENIORITY.....	14
ARTICLE 12 - SENIORITY LISTS.....	16
ARTICLE 13 - HOLIDAYS.....	16
ARTICLE 14 - SAFETY AND HEALTH COMMITTEE.....	18
ARTICLE 15 - ACCESS TO PERSONNEL FILES AND BULLETIN BOARDS.....	19
ARTICLE 16 - EMPLOYEE FACILITIES.....	20
ARTICLE 17 - EMPLOYEE CLOTHING PROVISIONS.....	21
ARTICLE 18 - MILEAGE AND MEAL EXPENSE.....	22
ARTICLE 19 - VACATIONS.....	23
ARTICLE 20 - LEAVES - FINAL CLAUSE.....	25
ARTICLE 21 - JURY DUTY.....	26

TABLE OF CONTENTS (cont'd)

	<u>PAGE</u>
ARTICLE 22 - INJURY LEAVE.....	26
ARTICLE 23 - UNION LEAVE.....	26
ARTICLE 24 - BEREAVEMENT LEAVE.....	27
ARTICLE 25 - MATERNITY LEAVE.....	28
ARTICLE 26 - SICK LEAVE.....	28
ARTICLE 27 - MILITARY LEAVE.....	30
ARTICLE 28 - GRIEVANCE PROCEDURE.....	31
ARTICLE 29 - SEPARABILITY AND SAVING.....	33
ARTICLE 30 - LAYOFFS.....	33
ARTICLE 31 - FULLY BARGAINED PROVISIONS.....	34
ARTICLE 32 - MISCELLANEOUS PROVISIONS.....	34
ARTICLE 33 - NON-DISCRIMINATION.....	35
ARTICLE 34 - NO STRIKE PLEDGE.....	36
ARTICLE 35 - MANAGEMENT RIGHTS.....	36
ARTICLE 36 - TERMINAL LEAVE PAY.....	37
ARTICLE 37 - LABOR MANAGEMENT COMMITTEE.....	37
ARTICLE 38 - RULES AND REGULATIONS.....	38
SIGNED AGREEMENT.....	38
APPENDIX A.....	39
APPENDIX B.....	

ARTICLE 1

PREAMBLE

- A. This Agreement entered into by the Borough of Sayreville hereinafter referred to as the "Employer", and Local 3527, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union", has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work and other conditions of employment.
- B. Borough wide terms and conditions of employment currently in effect shall not be reduced or terminated during the period of this Agreement.

ARTICLE 2

TERMS OF AGREEMENT

- A. The term of the Agreement shall be from January 1, 2000 to December 31, 2002. Subsequent to ratification and execution of this Agreement, the Agreement shall be printed by the Borough at its expense and distributed so that there are sufficient copies for the employees in the unit.
- B. The Agreement shall reflect the date of signing with all benefits retroactive to January 1, 1997 unless otherwise specifically set forth below.

ARTICLE 3

RECOGNITION

- A. The Employer recognizes Local 3527 as the sole and exclusive bargaining agent for the purpose of establishing wages, hours, and other conditions of employment for all its employees in the classifications listed under Appendix A attached hereto and by reference made a part of the Agreement and for such additional classifications as the parties may later agree to include, excluding supervisors, confidential employees and all others. The Employer reserves the right to litigate over the inclusion of certain supervisory titles listed under Appendix A.
- B. The title "employee" shall be defined to include the plural as well as females.

ARTICLE 4

CHECKOFF

- A. The Employer agrees to deduct the Union monthly membership dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Union and the aggregate deductions of all employees shall be remitted to Council #73 AFSCME, 3635 Quakerbridge Road, Suite #1, Trenton, New Jersey 08619 together with a list of names of all employees for whom the deductions were made by the 15th day of the succeeding month after such deductions are made.
- B. 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 and any employees previously employed within the unit who does not join within ten (10) days of reentry

into employment within the unit 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% of the regular Union membership dues, fees and assessments as certified to the Employer by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the Union membership dues, fees and assessments. The Union's 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 in this provision by a successor Agreement between the Union and the Employer. For the purposes of this provision, employees on a ten-month basis or who are reappointed from year to year shall be considered to be continuous employment.

- C. The Union shall indemnify and hold the Employer harmless against any and all claims, demands, suits and other forms of liability that may arise out of, or by reason of any action taken or not taken by the Employer in conformance with this provision. The Union shall intervene in, and defend any administrative or court litigation concerning this provision. In any such litigation, the Employer shall have no obligation to defend this provision but shall cooperate with the Union in defending this provision.

ARTICLE 5

UNION STEWARDS AND OFFICERS

- A. A written list of Union Officers and Shop Stewards shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer promptly of any changes of such Union Officers or Stewards.
- B. Representatives of the Union who are not employees of the Borough shall be permitted to visit with employees during working hours upon proper notification to the Business Administrator.

ARTICLE 6

HOURS OF WORK

- A. WORK WEEK
 - 1. The work week for full-time blue collar employees shall consist of a forty (40) hour week (eight (8) hours per day) exclusive of a half hour lunch period for full-time blue collar employees.
 - 2. The work week for full-time clerical and white collar employees shall consist of a thirty-five (35) hour week (seven (7) hours per day) exclusive of a one (1) hour lunch period.
 - 3. Part-time temporary hourly employees shall be paid for the hours actually worked.
 - 4. Lunch period shall be scheduled and approved by the Department Head as not to interfere with the service of any given department. Whenever possible, existing lunch schedules will be maintained.

5. All employees shall report to work and be present at their assigned work stations at the scheduled commencement time for their respective job assignment. An employee reporting late to work, without justifiable reason, shall be subject to the following discipline.
 - a. For the first occurrence during a calendar year verbal reprimand by their Department Head
 - b. For the second occurrence during a calendar year, written reprimand by their Department Head;
 - c. For the third and all subsequent occurrences during a calendar year, reduction in pay of one-quarter hour or portion thereof that the employee is late;
 - d. If in the opinion of the Department Head, the tardiness of the employee becomes excessive, additional disciplinary actions shall be taken.
6. Employees failing to report off sick within fifteen (15) minutes prior to start of their scheduled work day without justifiable reason (emergency, hospitalization, etc.) shall forfeit their right to utilize sick leave and shall suffer a loss of the day's wages.
7. Each employee shall be entitled to one (1) fifteen (15) minute break for each one-half day period of work, morning and afternoon, provided, however, that such breaks shall be taken for the morning period no earlier than 9:30 a.m. and not later than 10:30 a.m., and the afternoon period no earlier than 2:30 p.m. and no later than 3:30 p.m. There shall be a ten (10) minute wash-up period prior to quitting time for the blue collar employees.

B. WORK SCHEDULES

1. Work schedules showing the employee's shifts, workdays, and hours of work shall be posted on all department bulletin boards at all times.
2. No work schedule shall be temporarily changed without reasonable notice to the employee (at least five (5) working days) prior to the beginning of the work week involved except in cases where an employer is being transferred or reassigned because there is no available work or the employee is not able to perform the responsibilities of the job and it is necessary to transfer the employee to another position or function.
3. Except for emergency situations, work schedules shall not be changed unless the changes are mutually agreed upon by the Union and the Employer.
4. Borough Hall may be open one night a week twice a month and will be staffed by various employees working staggered schedules.
5. Employees who are Sayreville Volunteer Fire and First Aid members shall be granted time off without loss of pay, when necessary, in accordance with N.J.S.A. 40A:9-160.1.

C. OVERTIME

1. All full and part-time white collar employees shall be paid time and one-half the employee's regular rate of pay for all hours of work beyond seven (7) consecutive hours a day and time and one-half of the employee's rate of pay for all hours worked in excess of thirtyfive (35) regular hours per week.
2. All full and part-time blue collar employees shall be paid at the rate of time and one-half the employee's regular rate of pay for all hours worked in excess

of (8) consecutive hours per day and time and one-half the employee's rate of pay for all hours worked in excess of forty (40) regular hours per week

3. At the discretion of the Department Head, employees shall have the choice of paid overtime or compensatory time at the overtime rate. Scheduling of earned compensatory time shall be subject to the approval of the Department Head.

D. SATURDAY AND SUNDAY OVERTIME

1. Employees who work on Saturday as their sixth consecutive work day shall receive payment at the rate of time and one-half. For purposes of this section, any holiday falling within the week shall be construed as a work day. For hours worked beyond their regularly scheduled work day on Saturday (7 consecutive hours for white collar employees and 8 consecutive hours for blue collar employees) employees shall receive double time.
2. Employees who work on Saturday as their sixth or Sunday as their seventh (7th) consecutive work day and take scheduled vacation or personal time during that work week will receive time and one-half for Saturday and double time for Sunday.
3. Employees who work on Saturday as their sixth (6th) consecutive work day and call-in sick during this time period may be required to present management, upon return to work, with a doctor's verification of sick time in accordance with the sick leave policy established in this contract. In the event the sick day is not granted, the employee shall be paid straight time for Saturday.

4. For all overtime, employees not regularly scheduled to work on Sunday, shall be paid double time for their normal shift (7 consecutive hours for white collar employees and 8 consecutive hours for blue collar employees), and double time and one-half for all hours beyond their normal shift on a Sunday.
5. Employees regularly scheduled to work on Sunday shall be paid at the rate of time and one-half for their normal work day (7 consecutive hours for white collar employees and 8 consecutive hours for blue collar employees) and double time in pay for all hours worked beyond Sunday shift.
6. Employees regularly scheduled to work on Sunday and take scheduled vacation or personal time during that work week will receive time and one-half in pay for their normal workday and double time in pay for all hours worked beyond their Sunday shift.
7. Employees regularly scheduled to work on Sunday and call in sick during their work week may be required to present management, upon return to work, a doctor's verification of sick time in accordance with the sick leave policy established in this contract. In the event the sick day is not granted, the employee shall be paid straight time for Sunday.

E. HOLIDAYS

Employees scheduled to work on a holiday shall be paid their regular day's pay (7 consecutive hours for white collar employees and 8 consecutive hours for blue collar employees), plus an additional rate of time and one-half for all hours worked.

F. CLOSING OF BOROUGH HALL

Should an employee report for work and subsequently the Borough decides to close Borough offices for whatever reason, such employee who reports to work shall be credited for the day's work. However, if an employee does not report for work, he will lose a day's wages. Should the Borough, for whatever reason, close Borough offices before the start of a work day, all affected employees will be credited with a day's work.

ARTICLE 7

CALL IN PAY

A. If an employee is called in for emergency work, he shall receive call-in pay as follows:

Two (2) hours of straight time pay, plus appropriate pay for time actually worked.

ARTICLE 8

DISTRIBUTION OF OVERTIME

- A. Overtime opportunities will be distributed as equally as possible among employees in the same department, or if more than one division in a department then by division, job classification, and shift. A system of distribution shall be worked out with each supervisor in charge and the President of the Union. If the agreed upon system of distribution is changed, it shall be negotiated by the parties to this collective bargaining agreement.
- B. When an employee is required to work ten (10) consecutive hours, said employee shall be entitled to one-half (1/2) hour dinner period without pay. The employee shall receive a meal ticket.

- C. In an emergency, each and every employee shall be subject to call for overtime duty and it is each employee's responsibility to cooperate and accept such overtime work, when required. Emergency is hereby defined as that period of time when the health, safety and general welfare of the public is in jeopardy. The determination as to what conditions constitutes an emergency will be at the sole discretion of the Mayor and will not be subject to the grievance procedure.
- D. In the event that a disaster or an emergency is declared by the Mayor of the Borough of Sayreville and some employees work that day or a portion thereof and were not released prior to the eight (8) hours for the regular shift for blue collar employees, seven (7) hours for the regular shift for white collar employees, and other employees of the Borough do not work that day or a portion thereof because of the declared disaster or emergency, in that event the employees who worked that day or a portion of that day will be granted compensatory time on a hour for hour basis. The compensatory time is to be taken at the discretion of the Department Head.

ARTICLE 9

SALARIES AND LONGEVITY

- A. Effective on and retroactive to January 1, 2000, all employees shall receive an across-the-board wage increase of four (4.0%) percent over their total 1999 base salary. Longevity of two (2%) effective January 1, 2001 on base salary for all employees hired on or before June 8, 1998 after obtaining five (5) years of service.
- B. Effective on and retroactive to January 1, 2001 all employees shall receive an across-the-board wage increase of four (4.0%) percent over their 2000 base salary. Longevity

of two (2%) percent effective January 1, 1998 on base salary for all employees hired on or before June 8, 1998 after obtaining five (5) years of service.

- C. Effective January 1, 2002, all employees shall receive an across-the-board wage increase of four (4.0%) percent over their total 1998 base salary. Longevity of two (2%) percent effective January 1, 2002 on base salary for all employees hired on or before June 8, 1998 after obtaining five (5) years of service.
- D. Minimum starting salaries for each position for those employees hired after the effective date of this contract together with the number of steps for each position to achieve maximum salary are set forth in Appendix B.
- E. Employees hired after January 1, 1994 will remain at Step I for one full year before proceeding to Step II on the anniversary of their date of hire.
- F. Employees hired after June 8, 1998 shall not receive longevity pursuant to this article.

ARTICLE 10

INSURANCE

- A. The Borough shall provide Blue Cross-Blue Shield Rider "J" Major Medical as set forth in the State 1420 Plan.
- B. The Borough reserves the right to change insurance carriers so long as substantially similar benefits are provided and the Borough agrees that when such change occurs for economical reasons, there will be no lapse in coverage for any employee.
- C. The Borough shall provide health insurance coverage for retired employees in accordance with N.J.S.A. 52:14-17.38. The present practice regarding insurances for

retirees shall continue during the life of this agreement. In the event the insurance for bargaining unit employees is modified, the same modification shall apply to retirees.

- D. The Borough shall contribute \$4.00 monthly for each participating employee toward the purchase of a Disability Insurance Plan which is now in effect. The balance of the cost of said plan shall be paid for by individuals electing to participate. In the event the disability insurance plan is discontinued or terminated for any reason there shall be no liability upon the Borough to contribute toward any nonexistent coverage.
- E. The Borough shall provide and pay the premiums for a dental plan, prescription plan and optical plan for each employee and his or her family. Employees hired after June 8, 1998 shall not be entitled to a dental and optical plan. The Borough shall select the plans; and administration of the plan shall be through the Borough as herein the past provided. The dental plan shall provide for coverage of up to eighty (80%) percent on certain items as more specifically set forth in the said dental plan. The prescription plan shall provide for a \$5.00 co-pay on all brand name prescriptions; a \$2.00 co-pay on all generic prescriptions; and no co-pay on all maintenance prescriptions of 90 day duration or longer purchased via mail order. Effective January 1, 1999, the prescription plan shall be changed to provide for a \$10.00 co-pay on all brand name prescriptions; a \$5.00 co-pay on all generic prescriptions; and, no co-pay on all maintenance prescriptions of 90 days duration or longer purchased via mail order as soon as the prescriptions benefit co-pay for all other borough employees is adjusted to that same level.
- F. The Borough shall be obligated to pay the premiums for the insurance plan set forth in Paragraph A of this Article for part-time permanent employees who work twenty (20)

hours or more per week provided no member of the household of said employee has the same or similar insurance coverage that includes the said employee. Effective January 1, 1998 the twenty (20) hour threshold will be increased to twenty-five (25) hours for anyone hired after January 1, 1998.

Effective January 1, 1994, no newly hired employee working less than 20 hours per week shall receive non-core health benefits set forth in paragraph E.

- G. An employee who is either seriously sick or injured and has run out of sick time as set forth in this Agreement may make a request for a leave of absence. The Borough shall continue to provide to the said employees all benefits outlined in this Article for a period not to exceed six (6) months. However, this benefit to the employees is conditioned upon he or she documenting the medical disability by a statement or an affidavit by the treating physician and may be subject to a determination made by a physician for the Borough. That examination by a physician for the Borough shall confirm that the employee is medically disabled.
- H. Beginning on January 1, 1986, the Borough shall provide to retired employees, life insurance in the amount of \$5,000.00. For an employee to be eligible for this benefit, he or she must be either age 62 with at least ten (10) years of permanent service with the Borough at retirement OR, if less than 62 years of age he/she must have at least twenty-five (25) years of permanent service with the Borough at retirement.
- I. **HEALTH AND SUBSTANCE ABUSE PROGRAM** - The Borough and the Union recognize the existence of drug and alcohol related problems in our society. In order to combat these problems locally, the parties agree to establish a mandatory health and substance abuse education program. This program shall include educational

components, counseling and rehabilitation. Further, the parties agree to work together to resolve identified problems in this area.

ARTICLE 11

SENIORITY

Employees shall accrue two (2) types of seniority: Borough and Departmental. Seniority is defined as the total length of service beginning with the original date of hire, or the date an employee begins work in a department. Any authorized leave of absence is considered to be continuous service. Under this Agreement, seniority shall govern the Borough and the Union in the following manner:

A. PROMOTIONS

No employee is required to accept a promotion which would cause him/her a loss in pay. For purposes of promotions only, seniority shall be defined as an employee's continuous length of service within present job titles within the department. Where qualifications, skills, and abilities are relatively equal, seniority shall govern promotions. Such promotions shall be subject to paragraph B of this section.

B. PROVISIONAL APPOINTMENTS

Provisional appointments within the bargaining unit shall be based upon qualifications, skills and abilities of applicants and seniority within the department or division. The director of each department may remove any such provisional appointee for unsatisfactory performance and replace the employee with the next most qualified and senior employee.

C. TEMPORARY ASSIGNMENT

Employees shall be assigned to fill higher level positions by qualifications and seniority within the department or division. In the event of emergency conditions or the unavailability of qualified manpower from such divisional or department seniority list, appointments may be made at the sole discretion of the Borough. Employees shall receive the rate of pay for their higher classification after working one (1) day in the higher classification. This language shall not be administered by the Borough in a manner intended solely to avoid paying the higher classification pay.

D. LAYOFF

All matters of demotion, layoffs and recalls shall be accomplished in accordance with New Jersey Department of Personnel Regulations.

E. SHIFTS

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, the senior employee can exercise his preference of shift over a less senior employee.

F. TRANSFERS - NON-PROMOTIONAL

Transfers of employees within the same title but from department to department will be based on seniority. The Borough shall give consideration to employees with seniority who wish to be transferred to job openings within the

same department. Involuntary transfers, or those ordered by management, shall not result in a loss of pay. Employees who opt to voluntarily transfer may suffer a loss of pay if they choose to transfer to a lower title or pay rate.

G. OVERTIME

Seniority for overtime purposes shall be based on departmental seniority.

H. VACATIONS

Vacations shall be granted on the basis of departmental seniority.

ARTICLE 12

SENIORITY LISTS

- A. The Borough shall maintain an accurate, up-to-date seniority roster by department showing each employee's date of hire, classification and pay rate and shall furnish copies of same to the Union upon reasonable request.
- B. The Borough shall promptly advise the appropriate Union representatives of any changes which necessitate amendments to the seniority list.
- C. The agreed to seniority list shall be brought up to date on July 1st and January 1st of each year and posted on bulletin boards.

ARTICLE 13

HOLIDAYS

- A. The following holidays are hereby established for the duration of this Agreement:

New Year's Day

Martin Luther King Day

Washington's Birthday

Good Friday

Memorial Day

Independence Day

Labor Day

Columbus Day

General Election Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving

Christmas

For the term of this Agreement only the Borough shall pay a stipend equal to the difference of the amount of money actually earned and the amount which would have been earned had primary election day remained a holiday, to those employees currently on the payroll who traditionally work extended hours on Primary Election Day, after the change becomes effective.

- B. In the event the Mayor and Council of the Borough of Sayreville declare an additional holiday, such holiday shall apply to the employees covered by this Agreement. Any National or State holiday which is voted upon by the appropriate Legislative authorities shall also be awarded if the Mayor and Council of the Borough of Sayreville deem it appropriate and does so by resolution.
- C. When a holiday falls on a Saturday, it shall be observed on the preceding Friday. When a holiday falls on a Sunday, it shall be observed on the following Monday.

- D. When a holiday creates a three (3) day weekend, employees of those departments required to work on any of those three days shall be paid at the rate of time and one-half. Holiday pay shall not be permitted if the employee fails to work on scheduled work days or portion thereof immediately preceding and following such holidays, unless there is a justifiable reason or a proper doctor's certificate.

ARTICLE 14

SAFETY AND HEALTH COMMITTEE

- A. The Employer shall provide a safe and healthful place of work for each employee. A Safety Committee shall be established consisting of a Safety Official and one other member designated by the Employer and six members elected by the Union. To the greatest extent possible, the eight members should represent functional areas in the Borough in which safety is of particular concern. No division or bureau should be represented by more than one Union member.
- B. The president of the Union may attend but shall have no voting power. It will be the responsibility of the Committee to investigate and correct unsafe and unhealthful conditions. The Committee shall meet monthly or as necessary to review general health and safety conditions and to make recommendations about such conditions.
- C. The Safety Committee members shall be permitted reasonable opportunity to visit work locations with the approval of a supervisor throughout the Employer's facilities

for the purpose of investigating safety and health conditions during working hours with no loss pay.

- D. Prior to 8:30 a.m. when the Safety Officer is not available, the Safety Officer's designee assigned to a particular area shall make the determination whether a piece of equipment or vehicle is dangerous and unsafe and should not be sent out or used. The determination of the safety designee shall be binding until the Safety Officer can be consulted. The Safety Officer shall make a final determination regarding the piece of equipment or vehicle after making a road test accompanied by a mechanic, if necessary.
- E. The Employer shall comply with all established Public Employee Occupational Health and Safety Administration standards and practices. Any employee, group of employees or employee representative who believes that a violation of a standard exists, or that an imminent danger exists, may request an inspection by giving notice to the applicable authority (the Safety Officer or his designee) of the violation or danger.

ARTICLE 15

ACCESS TO PERSONNEL FILES AND BULLETIN BOARDS

Employees shall have the right to inspect and review their individual personnel files.

The employer recognizes and agrees to permit this review and examination. An employee shall within five (5) working days of a written request to the employer to review his personnel file in the presence of the appropriate official. The employee shall have the right to object to in writing anything found in his personnel file. This writing shall become part of the employee's personnel file.

Employee's personnel disciplinary records to be kept by the Department Head and in the Borough Treasurer's Office shall be the same and before any disciplinary documents are placed in the record of the employee, the Union Shop Steward and the Department Head or his/her designee shall initial said documents.

Bulletin boards will be made available by the Employer at each of the work locations for the use of the Union for purpose of posting Union announcements and other Union information of a non-controversial nature.

ARTICLE 16

EMPLOYEE FACILITIES

Adequate facilities shall be provided for employees for changing of uniforms, purposes of eating of lunches and for relief in time of momentary illness incurred while at work.

ARTICLE 17

EMPLOYEE CLOTHING PROVISIONS

- A. When any class of employment requires the use of specialized equipment, such as rain gear, mechanics coveralls, and safety equipment, these shall be provided by the employer, maintained by the employer at no expense to the employee. The employee will turn in work clothes before getting new ones; provided, however, that no such rain gear, coveralls or safety equipment shall be replaced until the existing equipment has either been turned in to the Borough or certified as unusable or obsolete by the Head of the Department involved.
- B. Uniforms shall be provided, repaired or replaced by the employer. A committee consisting of two management representatives and two union representatives shall be formed to review uniform specifications and make recommendations to the Borough. An employee required to wear safety shoes as a condition of employment as designated by his/her department supervisor, or designee shall be provided safety shoes by the employer. In the event an employee does not comply with this requirement to wear safety shoes or does not have a reasonable justification for not wearing safety shoes, he/she may be subject to disciplinary action.
- All employees are required to wear uniforms provided by the employer as a condition of employment. Uniforms shall be provided by the employer. In the event an employee does not comply with this requirement to wear uniforms or does not have a reasonable justification for not wearing uniforms, he/she may be subject to disciplinary action.

- C. All blue collar employees of the Building Maintenance Department, Water and Sewer Department, Park Department and Roads and Sanitation Department, including mechanics assigned to any department, shall receive full complete uniforms from the Borough each year.
- D. Fire inspectors within the Fire Prevention Bureau shall receive the following clothing from the Borough each year:
 - 1.) Two (2) pairs of pants
 - 2.) Five (5) shirts
 - 3.) A jacket as needed provided at the discretion of the department head.

ARTICLE 18

MILEAGE AND MEAL EXPENSE

- A. Mileage allowance shall be paid at the rate of twenty-one cents (\$0.21) per mile for employees using their own automobiles on authorized Borough business.
- B. Effective June 8, 1998 a meal allowance of nine dollars (\$9.00) per meal shall be provided if an employee is required to work ten (10) consecutive hours. In the event an employee shall be required to work more than eight (8) straight hours of overtime, he/she shall be entitled to an additional meal allowance for each additional eight (8) hours of overtime worked. All court employees are entitled to a meal ticket when two (2) work schedules are in one day.
- C. All other necessary expenses borne by the employees in the course of their work, which are currently subject to reimbursement shall continue to be reimbursed.

ARTICLE 19

VACATIONS

- A. Employees hired on or before June 8, 1998 shall be granted vacation leave upon the following schedules:
- 0 through first year - One (1) day per month.
 - Beginning of the second year through the fifth year - Twelve (12) days vacation.
 - Beginning of the sixth year through the tenth year - Three (3) weeks vacation.
 - Beginning of the eleventh year through the fifteenth year - Four (4) weeks vacation.
 - Beginning of the sixteenth year and over - Five (5) weeks vacation plus one (1) additional day for each year over twenty-five (25) years to a total of six (6) weeks.
- For purposes of vacation schedules, length of service will begin with the first day of employment for provisional employees, and with the first day of employment for provisional employees who are subsequently certified as permanent employees by the New Jersey Department of Personnel.
- B. Employees hired after June 8, 1998 shall be granted vacation leave upon the following schedules:
- 0 through first year – one (1) day per month.
 - Beginning of the second year through the fifth year - twelve (12) days vacation.
 - Beginning of the sixth year through the fifteenth year – three (3) weeks vacation.
 - Beginning of the sixteenth year and over – four (4) weeks vacation.
- C. The vacation period is equivalent to the calendar year.

- D. Any employee attaining an anniversary date which would increase his or her vacation schedule for a particular calendar year shall receive the vacation and shall be taken during that calendar year.
- E. The employer and the Union agree that employees shall submit requests for vacation periods no later than April 15 of each year with first and second choices. The first choice requested shall be on the basis of seniority and the needs of the Borough. It shall be assumed that an employee will remain in the service of the Borough for the full calendar year and is entitled to use all vacation time for that year when requested, as permitted by the vacation schedule. Should any employee leave before the calendar year is completed, he/she must repay any vacation time already used but not earned on a pro rata basis.
- F. 1. Employees from the date of hire to ten (10) years of service with the Borough shall be permitted to accumulate or carry over up to one (1) week's vacation.
2. Employees having more than ten (10) years of service with the Borough shall be permitted to accumulate or carry over up to two (2) weeks vacation.
3. No employee shall be permitted to have accumulated or carry over of more than two (2) weeks at one time.
- G. An employee of the Borough of Sayreville shall have, if a holiday falls in an employee's scheduled vacation, the option to take the Friday before or the Monday after his or her vacation or to be paid for the said holiday at straight time.
- H. An employee may use two (2) weeks vacation as fractured days at the request of the employee with a minimum of two (2) weeks notice given to the Borough and with approval of his/her Department Head.

- I. In the event there is termination of employment, the vacation leave due the employee shall be prorated for the year. Except in the case of the death of the employee or if the employee retires after May 30 of the calendar year, then the employee or his estate shall be entitled to the full year vacation leave. An employee injured or on extended sick leave shall not be entitled to his vacation period unless he works ninety (90) days in any calendar year.
- J. For purposes of this section, periods of employment before and after a suspension or leave without pay shall be considered continuous service. However, the period of time on suspension or leave without pay, except for military leave, shall not be included in calculating years of continuous service.
- K. All permanent part-time employees working fifteen (15) or more hours per week, upon completion of training, if applicable, and probationary period, shall be eligible for vacation leave on a pro-rata hourly basis, subject to the conditions of this agreement.

ARTICLE 20

LEAVES - FINAL CLAUSE

Employees returning from authorized leave of absence as set forth in this contract will be restored to their original classification at the then appropriate rate of pay, with seniority calculated in accordance with New Jersey Department of Personnel rules and regulations or other employee rights, privileges or benefits.

ARTICLE 21

JURY DUTY

JURY DUTY LEAVE

Should an employee be obligated to serve as a juror, he/she shall receive full pay from the Borough for all time spent on jury duty. Any remuneration received by the employee from the Court shall not be deducted from the pay above.

Employees subpoena by Court for job related matters will not lose a day's pay or any leave time.

ARTICLE 22

INJURY LEAVE

The present practice regarding job related injury or illness shall continue. In addition, the employer shall defend any action brought against the employee on account of any act or omission in the scope of his employment and shall indemnify and hold harmless the employee for all expenses and damages in connection with such action.

ARTICLE 23

UNION LEAVE

- A. The President, Vice-President, and/or Shop Steward of the Union, or Delegate will be *granted time off without loss of pay for the purpose of attending Union business* provided that the total amount of such time off without loss of pay during the period of this Agreement shall not exceed twenty-four (24) working days. The employee must notify the Employer of said leave at least five (5) days prior to the said leave.

- B. Less than five (5) days notice will be approved only in the case where the presence of the Union president is deemed necessary by the Borough. Leave under this section shall be limited to not more than four (4) employees at any one time.

ARTICLE 24

BEREAVEMENT LEAVE

- A. All employees shall receive three (3) days leave with pay from the date of death up to and including the day after the funeral, in the event of a death in their immediate family. In addition, employees may use sick leave to a limit of three (3) days or personal days for bereavement for a period of up to five (5) days after such a funeral in the immediate family.
- B. Immediate family, for the purpose of this Article, shall be defined as spouse, child, stepchild, parent, brother, sister, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparents or other members of the employee's immediate household.
- C. All employees shall receive one day leave with pay in the event of a death of an aunt, uncle, niece or nephew of the employee. However, said day shall not be taken after the day of the funeral.
- D. In the event the employee is on vacation leave and a death occurs to a member of the employee's family as set forth in subparagraph B or C above, then the vacation leave terminates and bereavement leave applies as outlined above. The original vacation period will not be extended by virtue of the bereavement leave unless the employee's

Department Head approves. The remaining portion of the employee's vacation leave will be rescheduled with the approval of the Department Head.

ARTICLE 25

MATERNITY LEAVE

- A. An employee who requests leave with or without pay for reason of disability due to pregnancy shall be granted leave under the same terms and conditions as those applicable to such employees for sick leave or leave without pay. The Borough may request acceptable medical evidence that the employee is unable to perform her work because of disability due to pregnancy.
- B. Any employee may use accrued sick and vacation leave for pregnancy - disability purposes but shall not be required to exhaust accrued leave before taking a leave without pay.

ARTICLE 26

SICK LEAVE

- A. Sick leave may be used by an employee for personal illness, an illness in his immediate family which requires his attendance upon the ill person, quarantine restrictions, pregnancy or disabling injuries.
- B. Sick leave shall be accumulated in accordance with the following schedule:
 - During the first year of employment - One (1) day per month of employment.
 - From the beginning of the second year of employment and thereafter - sixteen (16) days per year.
 - The said sixteen (16) days per year shall be credited at the commencement of each year and may be accumulated from year to year.

- C. Absence for more than three (3) consecutive days shall require a certificate from the employee's doctor in order to be charged to sick leave.
- D. Any use of sick time that is less than one-half (1/2) of a day shall not be charged to sick leave but that time must be made up within two (2) weeks.
- E. Regardless of the amount of paid sick leave to which an employee may be entitled, where the nature of his/her non-occupational related illness or injury requires an extended period of absence, he/she may be granted a leave of absence without pay for a period of up to six (6) months, as needed, and may be extended as required upon the advice of a physician for additional periods thereafter, subject to the employer's approval.
- F. Up to four (4) days of sick leave may be utilized by an employee in any one (1) year for personal business, provided that such days may not be taken consecutively. No reason need be stated, other than that day is being used for personal business. If personal days are to be taken consecutively, then a justifiable reason must be stated. Personal days may not be taken either on the day before or the day after the employee's vacation or holiday except for a justifiable reason with documentation.
- G. Any sick leave day taken on the day immediately preceding or the day immediately following an employee's vacation or holiday shall be credited only upon the presentation of a medical certificate as to the employee's illness.
- H. Part-time and full-time temporary employees are not eligible for sick or personal leave. All permanent part-time employees working fifteen or more hours per week,

upon completion of training; if applicable, and probationary period, shall be entitled to sick leave on a pro-rata hourly basis, subject to the conditions of this agreement.

- I. All employees may purchase all unused sick leave over an accumulated thirty (30) days at the rate of \$35.00 per day, for a maximum purchase of sixteen (16) days of the current year. The employee must notify the Borough of the purchase by January 15th of the following year. The Borough must pay the employee's sick time by February 15th of the same year of notification.
- J. At separation, all employees in good standing with five (5) or more years of service with the Borough would be entitled to 25% of accumulated sick leave at their current rate of pay. All employees with ten (10) years or more of service at the time of separation, would be compensated at the rate of 50% of accumulated sick time at their current rate of pay with a maximum payment of \$10,000.00. The maximum number of calculated sick days that can be sold back at the current rate of pay is 125 days. The number of days over 125 could be sold back at \$35.00 a day in those cases where the maximum of \$10,000.00 has not been reached.

ARTICLE 27

MILITARY LEAVE

Employees will be granted military leave in accordance with New Jersey Department of Personnel regulation 4A:6-1-11.

ARTICLE 28

GRIEVANCE PROCEDURE

- A. Any grievance is a dispute which may arise between the parties concerning application, meaning or interpretation of this Agreement shall be settled in the following manner:

STEP 1. The Union Steward, with or without the aggrieved employee, shall take up the grievance or dispute with the employee's immediate supervisor within five (5) working days of the date of the occurrence of the grievance. The supervisor shall attempt to adjust the matter and shall respond to the steward within five (5) working days. If the grievance or dispute is not taken up in accordance with this provision within five (5) working days of its occurrence or within five (5) working days upon learning of the existence of the alleged grievance or dispute, it shall be deemed abandoned.

STEP 2. Within five (5) working days of the oral or written answer from the immediate Supervisor, if the grievance is not resolved, the employee shall file a written grievance to the Department Head or Director. The Department Head or Director will arrange a meeting with the employee and the Local Union Steward not later than five (5) working days to attempt to resolve the grievance. The Department Head or Director shall give a written answer to the employee and Steward not later than five (5) working days.

STEP 3. If the grievance still remains not settled, it shall be presented, in writing, within seven (7) days to the Business Administrator. The Business Administrator, or

his/her designee, will hold a hearing within ten (10) days of receipt of presentation of the grievance to him. The Business Administrator, or his/her designee, shall respond in writing within five (5) days. If the grievance is not presented in writing, in accordance with this provision within seven (7) days, it shall be deemed abandoned. The employee may be represented by a steward, the local Union President or his designee, and a representative of AFSCME Council 73. Time lost from work to process grievance, and such discussion or meeting by the grievant, steward and local President or his designee will result in no loss of pay.

STEP 4. If the grievance still remains not settled, it shall be presented to the Mayor and Council at one of their business or executive sessions, in writing, within ten (10) days after the response from the Business Administrator. The Mayor and the Council agree to meet with all concerned parties within seven (7) working days from the date of receipt of the request.

STEP 5. ARBITRATION: If the grievance is still unsettled, the Borough or the Union may within ten (10) working days after the reply of the Mayor and Council is due by written notice to the other, request binding arbitration. In the case of disciplinary action against an employee resulting in a suspension of five (5) days or less, the ~~employee may utilize the grievance and arbitration process.~~ In all cases resulting in a suspension of more than five (5) days, the employee's remedy shall be an appeal to the New Jersey Department of Personnel. A list of arbitrators shall be furnished to the Borough and the Union. If the Borough and the Union cannot mutually arrive at a satisfactory arbitrator within thirty (30) working days after receipt of the list from the

Public Employment Relations Commission, the arbitrator shall be selected in accordance with the procedures of P.E.R.C. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement, such rules and regulations as may be in effect by the New Jersey Department of Personnel which might be pertinent and render his award in writing which shall be final and binding. The arbitrator's decision cannot add to, subtract from, or modify this contract. The cost of the arbitrator's fee shall be shared by the Borough and the Union. Time extensions may be mutually agreed to by the Borough and the Union.

ARTICLE 29

SEPARABILITY AND SAVING

It is understood and agreed that if any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction such decision of the court shall apply only to the specific portion of the Agreement affected by such decision, whereupon, the parties agree immediately to negotiate a substitute for the invalidated portion thereof.

ARTICLE 30

LAYOFFS

The employer agrees that in the event of employee layoffs for a bona fide economy reasons with good faith demonstrated on the part of the employer to the Union, shall be on the basis of seniority within the Department, beginning with temporary help, then provisional employees and last, permanent employees, according to procedures specified in New Jersey Department of Personnel rules. In no instance shall permanent employees be laid off and part-time employees retained. In all cases, the employer shall provide proper

written notice to employees to be laid off, forty-five (45) days in advance as required by New Jersey Department of Personnel rules.

ARTICLE 31

FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement of the parties on all bargainable issues which were or could have been the subject of negotiations. During the terms of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement, except as to salary for any new titles added to the bargaining unit.

ARTICLE 32

MISCELLANEOUS PROVISIONS

- A. The employer shall provide at its expense, training programs for employees during working hours which shall adequately maintain skills for such employees with regard to their jobs and shall adequately allow employees to maintain licenses which may be required in connection with their jobs.
- B. The Borough shall continue the automatic payroll deduction and direct deposit for an employee's savings plan.

ARTICLE 33

NON-DISCRIMINATION

- A. There shall be no discrimination by the Borough or the Union against an employee on account of race, color, creed, sex, age, national origin, religion, political affiliation or sexual preference.
- B. There shall be no discrimination interference, restraint, or coercion by the Borough or any of its representatives against any of the employees covered by this Agreement because of their membership or non-membership in the Union or because of any lawful activities by such employee on behalf of the Union. The Union, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employee covered under this Agreement who are not members of the Union and shall not solicit membership in the Union or the payments of dues during working time.
- C. Any employee who believes that he or she has been discriminated against in any manner shall have the right to file a grievance directly with the Borough Administrator or Affirmative Action Officer, or to file a grievance in accordance with the grievance procedure set forth in Article 28 of the collective bargaining agreement. This decision shall be at the sole discretion of the employee.

ARTICLE 34

NO STRIKE PLEDGE

- A. The Union covenants and agrees that during the terms of this Agreement neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike, work stoppage or walkout designed to interfere with the normal operation of the Borough. The Union agrees that such action would constitute material breach of this Agreement.
- B. The Borough shall not cause, authorize or support any lockout.

ARTICLE 35

MANAGEMENT RIGHTS

- A. The Borough hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities, conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States.
- B. Nothing contained herein shall be construed to deny or restrict the Borough of its power, rights, authority, duties and responsibilities under N.J.S.A. 40 and N.J.S.A. 11 or any other national, state, county or local laws or ordinances.

ARTICLE 36

TERMINAL LEAVE PAY

- A. Employees shall receive one (1) month's wages for every five (5) years of service with the Borough as terminal leave pay upon retirement in accordance with Public Employees Retirement System. A lump sum payment of terminal leave shall be made to the Employee by March 1 of that year that he or she intends to retire, otherwise the Borough shall have the option to pay the terminal leave in a lump sum or in stages over a six month period. All new employees hired after December 31, 1990 shall not receive terminal leave pay.
- B. If employment is terminated for a medical disability in the fifth year or thereafter of employment, the employee is entitled to the appropriate terminal leave provided the medical disability is approved by the New Jersey Public Pension System or P.E.R.C. Terminal leave that is due an employee shall be paid to the beneficiary upon the death of the employee.

ARTICLE 37

LABOR MANAGEMENT COMMITTEE

- A. It is agreed that representatives of the Employer and representatives of the Union will meet from time to time upon request of either party to discuss matters of general interest or concern, matters which are not necessarily a grievance. To this end, the Employer and the Union shall jointly maintain and support a Labor-Management Committee.

- B. The Labor-Management Committee shall consider and recommend to the Administration changes in the working conditions.
- C. The Labor Management Committee shall consist of six (6) members. The Union representatives shall be the three (3) ranking officers of the Union, the Administration shall designate three (3) members. An agenda must be submitted by the party requesting the meeting at least five (5) working days prior to said meeting. The parties will endeavor to meet on a quarterly basis or as needed.

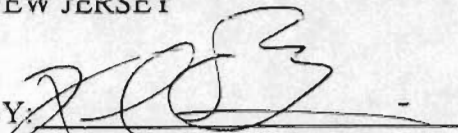
ARTICLE 38

RULES AND REGULATIONS

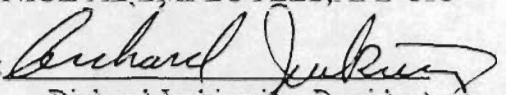
New rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are instituted. Copies of all new or modified rules shall be distributed to all employees covered by this Agreement, and to the Union. Any changes in work rules and regulations shall be in accordance with the State of New Jersey statutes.

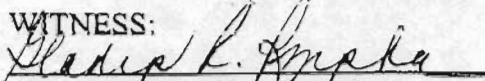
IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals at Sayreville, New Jersey on the date and year first above written.

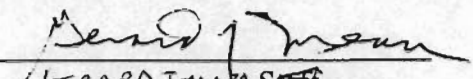
BOROUGH OF SAYREVILLE
MIDDLESEX COUNTY,
NEW JERSEY

BY: 
Kennedy O'Brien, Mayor

SAYREVILLE LOCAL 3527
AMERICAN FEDERATION OF
STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO

BY: 
Richard Jurkiewicz, President

WITNESS:

Gladys Rzepka, Borough Clerk


GERARD TENEKA
~~REP~~ AFSCME Council 73
Executive Director

APPENDIX A

ACCOUNT CLERK

ADMINISTRATIVE CLERK

AGENCY AID - LIBRARY

AGENCY AIDE-BLDGS & GROUND

ASSESSING CLERK

ASSIGNMENT CLERK

ASSISTANT SECRETARY,BOARD/COMMISSION

BUILDING INSPECTOR - ICS

BUILDING INSPECTOR - HHS

BUILDING INSPECTOR - RCS

BUILDING MAINTENANCE WORKER

BUILDING SUB CODE OFFICIAL - HHS

CASHIER

CLERK

CLERK - P/T

CLERK STENOGRAPHER

CLERK TRANSCRIBER

CLERK TYPIST I

CLERK TYPIST II

CODE ENFORCEMENT OFFICER - ZONING OFFICER

COMPUTER OPERATOR

DATA ENTRY MACHINE OPERATOR

ELECTRICAL INSPECTOR - HHS

ELECTRICAL INSPECTOR - ICS

ELECTRICAL SUB CODE OFFICIAL - HHS

ELECTRICIAN

ELECTRICIAN P/T

EQUIPMENT OPERATOR

FIRE INSPECTOR

FIRE INSPECTOR - HHS

FIRE INSPECTOR - ICS

FIRE PREVENTION SPECIALIST

FIRE PREVENTION SPECIALIST (HOURLY)

FIRE SUB CODE OFFICIAL - HHS

HEAVY EQUIPMENT OPERATOR

LABORER

LIBRARIAN

LIBRARY ASSISTANT P/T (LESS THEN 20 HOURS)

LIBRARY ASST

LIBRARY ASS'T-TYPING

LIBRARY ASS'T-TYPING P/T

MAINTENANCE REPAIRER

MAINTENANCE REPAIRER - ELECTRIC,HEATING & AIR CONDITIONING

MAINT. REPAIRER/RECREATION & PARKS MAINT WORKER

MECHANIC

MECHANIC'S HELPER

MECHANIC/WELDER

MESSENGER

OMNIBUS OPERATOR

PAINTER

PARK ATTENDANT

PAYROLL CLERK

PERSONNEL CLERK TYPIST

PLUMBING INSPECTOR - HHS

PLUMBING INSPECTOR - ICS

PLUMBING SUB CODE OFFICIAL - HHS

POLICE RECORDS CLERK - TYPING

PRINCIPAL ACCOUNT CLERK-TYPING

PRINCIPAL CLERK

PRINCIPAL CLERK STENOGRAPHER

PRINCIPAL CLERK TYPIST

PRINCIPAL PAYROLL CLERK

PRINCIPAL PAYROLL CLERK-TYPING

PRINCIPAL PERSONNEL CLERK

PRINCIPAL TIMEKEEPER

PRINCIPAL TIMEKEEPER - TYPING

PUBLIC HEALTH NURSE

PUMP STATION ATTENDANT

PUMPING STATION OPERATOR

PUMPING STATION REPAIRER

RECREATION MAINT. WORKER/PARKS MAINT. WORKER

RECREATION PROGRAM COORDINATOR

ROAD REPAIRER

SANITATION DRIVER

SANITATION WORKER

SCHOOL TRAFFIC GUARD

SCHOOL TRAFFIC GUARD-ADDITIONAL PER HOUR

SENIOR ACCOUNT CLERK

SENIOR ACCOUNT CLERK-TYPING

SENIOR ASSESSING CLERK

SENIOR BUILDING MAINTENANCE WORKER

SENIOR CASHIER

SENIOR CLERK

SENIOR CLERK STENOGRAPHER

SENIOR CLERK TRANSCRIBER

SENIOR CLERK TYPIST

SENIOR EMPLOYEE BENEFITS CLERK

SENIOR EQUIPMENT OPERATOR - ROADS

SENIOR LIBRARIAN

SENIOR LIBRARIAN ASS'T-TYPING

SENIOR MAINTENANCE REPAIRER

SENIOR MAINTENANCE REPAIRER - ELECTRICIAN

SENIOR PAYROLL CLERK

SENIOR POLICE RECORDS CLERK-TYPING

SENIOR RECREATION AIDE

SENIOR RECREATION & PARKS MAINTENANCE WORKER

SENIOR SEWER MAINTENANCE WORKER

SENIOR SEWER MAINTENANCE WORKER 2

SENIOR SEWER REPAIRER

SENIOR TRAFFIC MAINTENANCE WORKER

SENIOR WATER METER & WATER REPAIRER

SENIOR WATER REPAIRER

SENIOR WATER TREATMENT PLANT OPERATOR LICENSED

SENIOR WATER TREATMENT PLANT REPAIRER

SEWER EQUIPMENT OPERATOR - SEWAGE

SEWER MAINTENANCE WORKER

SEWER REPAIRER

SEWER REPAIRER / WATER REPAIRER

SEWER / WATER / WATER METER REPAIRER

SUPERVISING ASSESSING CLERK

SUPERVISING LIBRARY ASST-TYPING

TAX SEARCH OFFICER

TECHNICAL ASSISTANT - OFFICE OF CONSTRUCTION OFFICIAL

TRAFFIC MAINTENANCE WORKER

TRUCK DRIVER

TRUCK DRIVER - HEAVY

VIOLATION CLERK

WATER METER READER

WATER METER READER / WATER REPAIRER

WATER METER READER / WATER REPAIRER II

WATER METER & WATER REPAIRER

WATER REPAIRER

WATER TREATMENT PLANT OPERATOR

WATER TREATMENT PLANT OPERATOR - ASST

WATER TREATMENT PLANT OPERATOR LICENSED

WATER TREATMENT PLANT OPERATOR LICENSED - ASST

WATER TREATMENT PLANT REPAIRER

ZONING OFFICER

APPENDIX B

2000

TITLE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
	A	B	1	2	3	4	5	6	7	8
ACCOUNT CLERK	21976	23132	24350	28972	30294	31613	32273	33158	33646	34124
ADMINISTRATIVE CLERK	30547	32155	33847	34365	35287	36216	37142	38064	40390	41600
ASSESSING CLERK	21976	23132	24350	28972	30294	31613	32273	33158	33646	34124
ASSIGNMENT CLERK	21103	22213	23382	27875	29195	30515	30733	30952	31175	31562
ASSISTANT SECRETARY, BOARD/COMMISSION	2563	2698	2839	3356	3501	3632	3664	3693	3723	3754
CASHIER	21976	23132	24350	28972	30294	31613	32273	33158	33646	34124
CLERK	21103	22213	23382	27875	29195	30515	30733	30952	31175	31562
CLERK STENOGRAPHER	22327	23502	24738	29415	30734	32054	32713	33373	34033	34692
CLERK TRANSCRIBER	21976	23132	24350	28972	30294	31613	32273	33158	33646	36768
CLERK TYPIST I	24610	25904	27269	32287	33608	34926	35402	35854	36315	36768
CLERK TYPIST II	21976	23132	24350	28972	30294	31613	32273	33158	33646	34124
COMPUTER OPERATOR	25645	26995	28416	33590	34911	36229	36672	37113	37824	38928
DATA ENTRY MACHINE OPERATOR	23898	25157	26480	31393	32713	34033	34692	35353	36011	36768
FIRE PREVENTION SPECIALIST	23825	25079	26398	31299	32619	33936	34317	34692	35068	35447
LIBRARY ASST	23550	24788	26093	30952	32273	33592	34252	35186	35672	36142
LIBRARY ASST-TYPING	23550	24788	26093	30952	32273	33592	34252	35186	35672	36142
LIBRARY ASST-TYPING P/T	13129	13820	14548	17183	17840	18503	18726	18966	19209	19444
LIBRARIAN	26390	27778	29241	34526	35845	37164	37494	37824	38158	38483
MESSENGER	1957	2060	2169	2290	2410	2532	2652	2772	2892	3013
PAYROLL CLERK	23015	24227	25502	30126	31448	32765	33427	34312	36111	37475
PERSONNEL CLERK TYPIST	26185	27563	29014	34270	35588	36906	37212	37516	37818	38127
POLICE RECORDS CLERK - TYPING	21976	23132	24350	28972	30294	31613	32273	33158	33646	36768
PRINCIPAL ACCOUNT CLERK-TYPING	26435	27825	29288	34582	35902	37220	37550	37881	38210	38687
PRINCIPAL CLERK	25500	26842	28255	33408	34770	36041	36346	36649	36952	37262
PRINCIPAL CLERK STENOGRAPHER	26870	28285	29773	35132	36451	37774	38481	39198	39910	40624
PRINCIPAL CLERK TYPIST	26185	27563	29014	34270	35588	36906	37212	37516	37818	38127
PRINCIPAL PAYROLL CLERK	25500	26842	28255	31480	32748	34016	35283	36553	37821	38629
PRINCIPAL PAYROLL CLERK-TYPING	26519	27916	29384	34692	36011	37331	37775	38210	38650	39240
PRINCIPAL PERSONNEL CLERK	27733	29192	30728	32307	33885	35462	37041	38619	40197	41308
PRINCIPAL TIMEKEEPER	26171	27549	28998	34252	35570	36892	37113	37331	37550	37782
PRINCIPAL TIMEKEEPER - TYPING	26185	27563	29014	34270	35588	36906	37212	37516	37818	38127
RECREATION PROGRAM COORDINATOR	24610	25904	27269	32287	33608	34926	35402	35854	36315	36768
SCHOOL TRAFFIC GUARD	3602	3791	3990	4607	4680	4751	4826	4899	4973	5044
SCHOOL TRAFFIC GUARD-ADDITIONAL PER HOUR	5.92	5.97	6.13	6.72	6.88	7.01	7.18	7.31	7.46	7.61
SENIOR ACCOUNT CLERK	23724	24974	26288	31174	32493	33811	34471	35357	35843	36322
SENIOR ACCOUNT CLERK-TYPING	23898	25157	26480	31393	32713	34033	34692	35353	36011	36768
SENIOR ASSESSING CLERK	23898	25157	26480	31393	32713	34033	34692	35353	36011	36768
SENIOR CASHIER	23783	25035	26353	31247	32567	33885	34545	35280	35881	36471
SENIOR CLERK	22676	23870	25126	29855	31175	32495	33043	33592	34144	34692
SENIOR CLERK STENOGRAPHER	24074	25341	26674	31614	32934	34252	34913	35573	36194	36804
SENIOR CLERK TRANSCRIBER	23898	25157	26480	31393	32713	34033	34692	35353	36011	36768
SENIOR CLERK TYPIST	23898	25157	26480	31393	32713	34033	34692	35353	36011	36768
SENIOR EMPLOYEE BENEFITS CLERK	23724	24974	26288	31174	32493	33811	34471	35131	35791	36322
SENIOR LIBRARIAN	29989	31567	33229	39058	40378	41696	41947	42199	42449	42947
SENIOR LIBRARIAN ASST-TYPING	23790	25041	26359	31255	32575	33895	34557	35487	35972	36442
SENIOR PAYROLL CLERK	24761	26066	27436	30522	31777	33032	34287	35543	36796	38050
SENIOR POLICE RECORDS CLERK TYPING	24295	25562	26909	21981	23200	24517	25272	25742	26201	26863
SENIOR RECREATION AIDE	10978	11556	12165	14437	15056	15675	16297	16916	17538	18155
SUPERVISING ASSESSING CLERK	26519	27916	29384	34692	36011	37331	37775	38210	38650	39095
SUPERVISING LIBRARY ASST-TYPING	25997	27366	28806	34034	35353	36672	37331	37992	38650	39399
TAX SEARCH OFFICER	521	548	577	634	721	807	893	981	1066	1205
VIOLATION CLERK	21976	23132	24350	28972	30294	31613	32273	33158	33646	36804

APPENDIX B

2000

TITLE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
	A	B	1	2	3	4	5	6	7	8
HOURLY										
AGENCY AID - LIBRARY	6.51	6.85	7.22	9.00	9.80	10.58	11.35	12.14	12.94	13.74
AGENCY AIDE-BLDGS & GROUND	9.98	10.51	11.07	13.35	14.14	14.94	15.74	16.53	17.31	18.11
BUILDING MAINTENANCE WORKER	12.58	13.25	13.95	16.93	18.05	19.13	19.36	19.59	19.79	20.04
BUILDING INSPECTOR - HHS	12.99	13.67	14.39	16.75	17.94	19.16	20.36	21.57	22.78	23.98
BUILDING INSPECTOR - ICS	12.17	12.80	13.48	15.81	16.94	18.23	19.46	20.68	21.95	23.17
BUILDING INSPECTOR - RCS	11.35	11.94	12.56	14.86	15.94	18.21	18.55	19.77	21.13	22.37
CLERK - P/T	11.59	12.20	12.84	15.31	16.04	16.78	16.88	17.00	17.14	17.34
CODE ENFORCEMENT OFFICER - ZONING OFFICER	13.25	13.95	14.68	17.36	18.04	18.72	19.41	20.08	20.77	21.44
BUILDING SUB CODE OFFICIAL - HHS	13.38	14.08	14.82	18.03	19.20	20.40	21.60	22.80	23.98	25.18
ELECTRICAL SUB CODE OFFICIAL - HHS	13.38	14.08	14.82	18.03	19.20	20.40	21.60	22.80	23.98	25.18
ELECTRICAL INSPECTOR - HHS	12.99	13.67	14.39	16.75	17.94	19.16	20.36	21.57	22.78	23.98
ELECTRICAL INSPECTOR - ICS	12.17	12.80	13.48	15.81	16.94	18.23	19.46	20.68	21.95	23.17
ELECTRICIAN	11.27	11.87	12.49	15.27	16.36	17.49	18.42	19.35	20.31	20.64
ELECTRICIAN P/T	8.69	9.16	9.64	11.35	11.74	12.14	12.54	12.94	13.33	13.74
EQUIPMENT OPERATOR	12.58	13.25	13.95	16.62	17.42	18.21	19.02	19.79	20.54	20.79
FIRE INSPECTOR	10.41	10.96	11.54	13.88	14.70	15.48	16.27	17.08	17.87	18.67
FIRE INSPECTOR - HHS	12.99	13.67	14.39	16.75	17.94	19.16	20.36	21.57	22.78	23.98
FIRE INSPECTOR - ICS	12.17	12.80	13.48	15.81	16.94	18.23	19.46	20.68	21.95	23.17
FIRE PREVENTION SPECIALIST	13.09	13.78	14.51	17.20	17.92	18.65	18.86	19.06	19.27	19.48
FIRE SUB CODE OFFICIAL - HHS	13.38	14.08	14.82	18.03	19.20	20.40	21.60	22.80	23.98	25.18
HEAVY EQUIPMENT OPERATOR	12.72	13.40	14.09	16.81	17.58	18.39	19.16	19.97	20.74	21.53
LABORER	11.36	11.96	12.58	15.40	16.50	17.59	18.06	18.46	19.35	20.31
LIBRARY ASSISTANT P/T (LESS THEN 20 HOURS)	7.72	8.12	8.56	10.13	10.51	10.90	11.29	11.69	12.10	12.49
MAINTENANCE REPAIRER	11.27	11.87	12.49	15.27	16.36	17.49	18.42	19.35	20.31	20.54
MAINTENANCE REPAIRER - ELECTRIC, HEATING & AIR CONDITIC	11.98	12.62	13.28	16.19	17.27	18.40	18.86	19.65	20.09	20.54
MAINT. REPAIRER/RECREATION & PARKS MAINT WORKER	11.27	11.87	12.49	15.27	16.36	17.49	18.42	19.35	20.31	20.54
MECHANIC	14.00	14.73	15.50	18.71	19.79	20.90	21.35	21.76	22.21	22.66
MECHANIC'S HELPER	11.36	11.96	12.58	15.40	16.50	17.59	18.06	18.46	19.35	20.31
MECHANIC/WELDER	14.00	14.73	15.50	18.71	19.79	20.90	21.35	21.76	22.21	22.66
OMNIBUS OPERATOR	10.47	11.02	11.61	14.29	15.40	16.50	16.72	16.94	17.24	17.59
PAINTER	9.60	10.11	10.64	13.18	14.28	15.38	16.50	17.59	18.80	20.31
PARK ATTENDANT	5.88	6.19	6.51	7.80	8.20	8.58	9.00	9.41	9.80	10.19
PLUMBING INSPECTOR - HHS	12.99	13.67	14.39	16.75	17.94	19.16	20.36	21.57	22.78	23.98
PLUMBING INSPECTOR - ICS	12.17	12.80	13.48	15.81	16.94	18.23	19.46	20.68	21.95	23.17
PLUMBING SUB CODE OFFICIAL - HHS	13.38	14.08	14.82	18.03	19.20	20.40	21.60	22.80	23.98	25.18
PUBLIC HEALTH NURSE	13.04	13.74	14.46	17.21	18.00	18.78	19.59	20.37	21.17	21.95
PUMP STATION ATTENDANT	15.14	15.94	16.79	17.87	18.36	18.87	19.54	20.47	20.55	20.79
PUMPING STATION OPERATOR	11.79	12.42	13.08	15.95	17.06	18.16	19.86	20.11	20.33	20.61
PUMPING STATION REPAIRER	15.39	16.20	17.06	18.16	18.65	19.30	19.75	20.31	20.57	21.14
RECREATION MAINT. WORKER/PARKS MAINT. WORKER	11.79	12.42	13.08	15.95	17.06	18.16	18.65	19.30	19.75	20.31
ROAD REPAIRER	11.79	12.42	13.08	15.95	17.06	18.16	18.65	19.30	19.75	20.31
SANITATION DRIVER	12.38	13.02	13.72	16.65	17.76	18.86	19.65	20.09	20.54	20.79
SANITATION WORKER	11.98	12.62	13.28	16.19	17.27	18.40	18.86	19.65	20.09	20.54
SENIOR BUILDING MAINTENANCE WORKER	12.53	13.19	13.87	16.86	17.94	19.06	19.36	19.71	20.03	20.50
SENIOR EQUIPMENT OPERATOR - ROADS	13.20	13.88	14.62	17.69	18.78	19.86	20.11	20.33	20.57	20.79
SENIOR MAINTENANCE REPAIRER	13.36	14.07	14.81	17.92	19.03	20.11	20.33	20.57	20.80	20.98
SENIOR RECREATION & PARKS MAINTENANCE WORKER	12.53	13.19	13.87	16.86	17.94	19.06	19.36	19.71	20.03	20.50
SENIOR SEWER MAINTENANCE WORKER	12.53	13.19	13.87	16.86	17.94	19.06	19.36	19.71	20.03	20.50
SENIOR SEWER MAINTENANCE WORKER 2	14.39	15.14	15.94	18.64	19.27	19.99	20.66	21.34	22.03	22.71
SENIOR SEWER REPAIRER	11.98	12.62	13.28	16.19	17.27	18.40	18.86	19.49	19.97	20.54
SENIOR TRAFFIC MAINTENANCE WORKER	12.53	13.19	13.87	16.86	17.94	19.06	19.36	19.71	20.03	20.50
SENIOR MAINTENANCE REPAIRER - ELECTRICIAN	13.42	14.12	14.86	18.00	19.14	20.25	20.49	20.75	21.00	21.37
SENIOR WATER METER & WATER REPAIRER	14.31	15.06	15.86	19.08	20.19	21.31	21.52	21.70	21.95	23.10
SENIOR WATER REPAIRER	13.70	14.41	15.16	18.35	19.43	20.54	20.71	20.95	21.18	21.40
SENIOR WATER TREATMENT PLANT REPAIRER	14.31	15.06	15.86	19.08	20.19	21.31	21.52	21.70	21.95	23.10
SENIOR WATER TREATMENT PLANT OPERATOR LICENSED	14.71	15.49	16.29	19.60	20.71	21.79	22.02	22.25	22.47	22.69

APPENDIX B

2000

TITLE	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
	A	B	1	2	3	4	5	6	7	8
SEWER EQUIPMENT OPERATOR - SEWAGE	13.17	13.85	14.58	17.65	18.76	19.84	20.09	20.31	20.54	21.05
SEWER MAINTENANCE WORKER	11.36	11.96	12.58	15.40	16.50	17.59	18.06	18.46	19.35	20.31
SEWER REPAIRER	13.02	13.72	14.44	17.50	18.57	19.71	19.86	20.11	20.33	20.61
SEWER REPAIRER / WATER REPAIRER	15.80	16.63	17.50	18.58	19.00	19.35	19.93	20.57	20.80	21.03
SEWER / WATER / WATER METER REPAIRER	16.70	17.59	18.51	19.62	19.92	20.24	20.52	20.84	21.01	21.21
TECHNICAL ASSISTANT - OFFICE OF CONSTRUCTION OFFICIAL	15.46	16.29	17.15	20.20	20.94	21.64	21.82	22.00	22.15	22.33
TRAFFIC MAINTENANCE WORKER	11.98	12.62	13.28	16.19	17.27	18.40	18.86	19.49	19.97	20.54
TRUCK DRIVER	11.98	12.62	13.28	16.19	17.27	18.40	18.86	19.49	19.97	20.54
TRUCK DRIVER - HEAVY	12.38	13.02	13.72	16.65	17.76	18.86	19.49	19.97	20.54	20.79
WATER METER READER	11.79	12.42	13.08	15.95	17.06	18.16	18.70	19.82	20.09	20.31
WATER REPAIRER	15.80	16.63	17.50	18.58	19.00	19.35	19.93	20.57	20.70	20.84
WATER METER & WATER REPAIRER	13.16	13.84	14.57	17.64	18.75	19.82	20.09	20.31	20.54	20.79
WATER METER READER / WATER REPAIRER	15.80	16.63	17.50	18.58	19.00	19.35	19.93	20.57	20.70	20.83
WATER METER READER / WATER REPAIRER II	16.04	16.88	17.76	18.86	19.65	20.09	20.54	20.79	20.90	21.03
WATER TREATMENT PLANT REPAIRER	13.70	14.41	15.16	18.35	19.43	20.54	20.71	20.95	21.18	21.40
WATER TREATMENT PLANT OPERATOR LICENSED	14.13	14.88	15.66	18.89	19.98	21.08	21.31	21.54	21.76	22.02
WATER TREATMENT PLANT OPERATOR	14.03	14.78	15.55	18.75	19.85	20.95	21.18	21.41	21.66	21.86
WATER TREATMENT PLANT OPERATOR LICENSED - ASST	15.64	16.46	17.34	18.24	19.13	20.04	20.95	21.25	21.57	21.79
WATER TREATMENT PLANT OPERATOR - ASST	15.53	16.34	17.20	18.10	18.99	19.88	20.78	21.03	21.38	21.61
ZONING OFFICER	13.25	13.95	14.68	17.36	18.04	18.72	19.41	20.08	20.77	21.44

APPENDIX B

2001

TITLE	2001									
	STEP A	STEP B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SALARY										
ACCOUNT CLERK	22855	24057	25324	30131	31506	32878	33564	34484	34992	35489
ADMINISTRATIVE CLERK	31769	33441	35201	35740	36698	37665	38628	39587	42006	43264
ASSESSING CLERK	22855	24057	25324	30131	31506	32878	33564	34484	34992	35489
ASSIGNMENT CLERK	21947	23102	24317	28990	30363	31736	31962	32190	32422	32824
ASSISTANT SECRETARY, BOARD/COMMISSION	2666	2806	2953	3490	3641	3777	3811	3841	3872	3904
CASHIER	22855	24057	25324	30131	31506	32878	33564	34484	34992	35489
CLERK	21947	23102	24317	28990	30363	31736	31962	32190	32422	32824
CLERK STENOGRAPHER	23220	24442	25728	30592	31963	33336	34022	34708	35394	36080
CLERK TRANSCRIBER	22855	24057	25324	30131	31506	32878	33564	34484	34992	38239
CLERK TYPIST I	25594	26940	28360	33578	34952	36323	36818	37288	37768	38239
CLERK TYPIST II	22855	24057	25324	30131	31506	32878	33564	34484	34992	35489
COMPUTER OPERATOR	26671	28075	29553	34934	36307	37678	38139	38598	39337	40485
DATA ENTRY MACHINE OPERATOR	24854	26163	27539	32649	34022	35394	36080	36767	37451	38239
FIRE PREVENTION SPECIALIST	24778	26082	27454	32551	33924	35293	35690	36080	36471	36865
LIBRARY ASS'T	24492	25780	27137	32190	33564	34936	35622	36593	37099	37588
LIBRARY ASS'T-TYPING	24492	25780	27137	32190	33564	34936	35622	36593	37099	37588
LIBRARY ASS'T-TYPING P/T	13654	14373	15130	17870	18554	19243	19475	19725	19977	20222
LIBRARIAN	27446	28889	30411	35907	37279	38651	38994	39337	39684	40022
MESSENGER	2035	2142	2256	2382	2506	2633	2758	2883	3008	3134
PAYROLL CLERK	23936	25196	26522	31331	32706	34076	34764	35684	37555	38974
PERSONNEL CLERK TYPIST	27232	28666	30175	35641	37012	38382	38700	39017	39331	39652
POLICE RECORDS CLERK - TYPING	22855	24057	25324	30131	31506	32878	33564	34484	34992	38239
PRINCIPAL ACCOUNT CLERK-TYPING	27492	28938	30460	35965	37338	38709	39052	39396	39738	40234
PRINCIPAL CLERK	26520	27916	29385	34744	36161	37483	37800	38115	38430	38752
PRINCIPAL CLERK STENOGRAPHER	27945	29416	30964	36537	37909	39285	40020	40766	41506	42249
PRINCIPAL CLERK TYPIST	27232	28666	30175	35641	37012	38382	38700	39017	39331	39652
PRINCIPAL PAYROLL CLERK	26520	27916	29385	32739	34058	35377	36694	38015	39334	40174
PRINCIPAL PAYROLL CLERK-TYPING	27580	29033	30559	36080	37451	38824	39286	39738	40196	40810
PRINCIPAL PERSONNEL CLERK	28842	30360	31957	33599	35240	36880	38523	40164	41805	42960
PRINCIPAL TIMEKEEPER	27218	28651	30158	35622	36993	38368	38598	38824	39052	39293
PRINCIPAL TIMEKEEPER - TYPING	27232	28666	30175	35641	37012	38382	38700	39017	39331	39652
RECREATION PROGRAM COORDINATOR	25594	26940	28360	33578	34952	36323	36818	37288	37768	38239
SCHOOL TRAFFIC GUARD	3746	3943	4150	4791	4867	4941	5019	5095	5172	5246
SCHOOL TRAFFIC GUARD-ADDITIONAL PER HOUR	6.16	6.21	6.38	6.99	7.16	7.29	7.47	7.6	7.76	7.91
SENIOR ACCOUNT CLERK	24673	25973	27340	32421	33793	35163	35850	36771	37277	37775
SENIOR ACCOUNT CLERK-TYPING	24854	26163	27539	32649	34022	35394	36080	36767	37451	38239
SENIOR ASSESSING CLERK	24854	26163	27539	32649	34022	35394	36080	36767	37451	38239
SENIOR CASHIER	24734	26036	27407	32497	33870	35240	35927	36691	37316	37930
SENIOR CLERK	23583	24825	26131	31049	32422	33795	34365	34936	35510	36080
SENIOR CLERK STENOGRAPHER	25037	26355	27741	32879	34251	35622	36310	36996	37642	38276
SENIOR CLERK TRANSCRIBER	24854	26163	27539	32649	34022	35394	36080	36767	37451	38239
SENIOR CLERK TYPIST	24854	26163	27539	32649	34022	35394	36080	36767	37451	38239
SENIOR EMPLOYEE BENEFITS CLERK	24673	25973	27340	32421	33793	35163	35850	36536	37223	37775
SENIOR LIBRARIAN	31189	32830	34558	40620	41993	43364	43625	43887	44147	44665
SENIOR LIBRARIAN ASS'T-TYPING	24742	26043	27413	32505	33878	35251	35939	36906	37411	37900
SENIOR PAYROLL CLERK	25751	27109	28533	31743	33048	34353	35658	36965	38268	39572
SENIOR POLICE RECORDS CLERK-TYPING	25256	26584	27984	33156	34528	35898	36787	37173	37753	38338
SENIOR RECREATION AIDE	11417	12018	12652	15014	15658	16302	16949	17593	18240	18881
SUPERVISING ASSESSING CLERK	27580	29033	30559	36080	37451	38824	39286	39738	40196	40659
SUPERVISING LIBRARY ASS'T-TYPING	27037	28461	29958	35395	36767	38139	38824	39512	40196	40975
TAX SEARCH OFFICER	542	570	600	659	750	839	929	1020	1109	1253
VIOLATION CLERK	22855	24057	25324	30131	31506	32878	33564	34484	34992	38276

APPENDIX B

2001

TITLE	STEP A	STEP B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
HOURLY										
AGENCY AID - LIBRARY	6.77	7.12	7.51	9.36	10.19	11.00	11.80	12.63	13.46	14.29
AGENCY AIDE-BLDGS & GROUND	10.38	10.93	11.51	13.88	14.71	15.54	16.37	17.19	18.00	18.83
BUILDING MAINTENANCE WORKER	13.08	13.78	14.51	17.61	18.77	19.90	20.13	20.37	20.58	20.84
BUILDING INSPECTOR - HHS	13.51	14.22	14.97	17.42	18.66	19.93	21.17	22.43	23.69	24.94
BUILDING INSPECTOR - ICS	12.66	13.31	14.02	16.44	17.62	18.96	20.24	21.51	22.83	24.10
BUILDING INSPECTOR - RCS	11.80	12.42	13.06	15.45	16.58	18.94	19.29	20.56	21.98	23.26
CLERK - P/T	12.05	12.69	13.35	15.92	16.68	17.45	17.56	17.68	17.83	18.03
CODE ENFORCEMENT OFFICER - ZONING OFFICER	13.78	14.51	15.27	18.05	18.76	19.47	20.19	20.88	21.60	22.30
BUILDING SUB CODE OFFICIAL - HHS	13.92	14.64	15.41	18.75	19.97	21.22	22.46	23.71	24.94	26.19
ELECTRICAL SUB CODE OFFICIAL - HHS	13.92	14.64	15.41	18.75	19.97	21.22	22.46	23.71	24.94	26.19
ELECTRICAL INSPECTOR - HHS	13.51	14.22	14.97	17.42	18.66	19.93	21.17	22.43	23.69	24.94
ELECTRICAL INSPECTOR - ICS	12.66	13.31	14.02	16.44	17.62	18.96	20.24	21.51	22.83	24.10
ELECTRICIAN	11.72	12.34	12.99	15.88	17.01	18.19	19.16	20.12	21.12	21.47
ELECTRICIAN P/T	9.04	9.53	10.03	11.80	12.21	12.63	13.04	13.46	13.86	14.29
EQUIPMENT OPERATOR	13.08	13.78	14.51	17.28	18.12	18.94	19.78	20.58	21.36	21.62
FIRE INSPECTOR	10.83	11.40	12.00	14.44	15.29	16.10	16.92	17.76	18.58	19.42
FIRE INSPECTOR - HHS	13.51	14.22	14.97	17.42	18.66	19.93	21.17	22.43	23.69	24.94
FIRE INSPECTOR - ICS	12.66	13.31	14.02	16.44	17.62	18.96	20.24	21.51	22.83	24.10
FIRE PREVENTION SPECIALIST	13.61	14.33	15.09	17.89	18.64	19.40	19.61	19.82	20.04	20.26
FIRE SUB CODE OFFICIAL - HHS	13.92	14.64	15.41	18.75	19.97	21.22	22.46	23.71	24.94	26.19
HEAVY EQUIPMENT OPERATOR	13.23	13.94	14.65	17.48	18.28	19.13	19.93	20.77	21.57	22.39
LABORER	11.81	12.44	13.08	16.02	17.16	18.29	18.78	19.20	20.12	21.12
LIBRARY ASSISTANT P/T (LESS THEN 20 HOURS)	8.03	8.44	8.90	10.54	10.93	11.34	11.74	12.16	12.58	12.99
MAINTENANCE REPAIRER	11.72	12.34	12.99	15.88	17.01	18.19	19.16	20.12	21.12	21.36
MAINTENANCE REPAIRER - ELECTRIC, HEATING & AIR CONDITIC	12.46	13.12	13.81	16.84	17.96	19.14	19.61	20.44	20.89	21.36
MAINT. REPAIRER/RECREATION & PARKS MAINT WORKER	11.72	12.34	12.99	15.88	17.01	18.19	19.16	20.12	21.12	21.36
MECHANIC	14.56	15.32	16.12	19.46	20.58	21.74	22.20	22.63	23.10	23.57
MECHANIC'S HELPER	11.81	12.44	13.08	16.02	17.16	18.29	18.78	19.20	20.12	21.12
MECHANIC/WELDER	14.56	15.32	16.12	19.46	20.58	21.74	22.20	22.63	23.10	23.57
OMNIBUS OPERATOR	10.89	11.46	12.07	14.86	16.02	17.16	17.39	17.62	17.93	18.29
PAINTER	9.98	10.51	11.07	13.71	14.85	16.00	17.16	18.29	19.55	21.12
PARK ATTENDANT	6.12	6.44	6.77	8.11	8.53	8.92	9.36	9.79	10.19	10.60
PLUMBING INSPECTOR - HHS	13.51	14.22	14.97	17.42	18.66	19.93	21.17	22.43	23.69	24.94
PLUMBING INSPECTOR - ICS	12.66	13.31	14.02	16.44	17.62	18.96	20.24	21.51	22.83	24.10
PLUMBING SUB CODE OFFICIAL - HHS	13.92	14.64	15.41	18.75	19.97	21.22	22.46	23.71	24.94	26.19
PUBLIC HEALTH NURSE	13.56	14.29	15.04	17.90	18.72	19.53	20.37	21.18	22.02	22.83
PUMP STATION ATTENDANT	15.75	16.58	17.46	18.58	19.09	19.62	20.32	21.29	21.37	21.62
PUMPING STATION OPERATOR	12.26	12.92	13.60	16.59	17.74	18.89	20.65	20.91	21.14	21.43
PUMPING STATION REPAIRER	16.01	16.85	17.74	18.89	19.40	20.07	20.54	21.12	21.39	21.99
RECREATION MAINT. WORKER/PARKS MAINT. WORKER	12.26	12.92	13.60	16.59	17.74	18.89	19.40	20.07	20.54	21.12
ROAD REPAIRER	12.26	12.92	13.60	16.59	17.74	18.89	19.40	20.07	20.54	21.12
SANITATION DRIVER	12.88	13.54	14.27	17.32	18.47	19.61	20.44	20.89	21.36	21.62
SANITATION WORKER	12.46	13.12	13.81	16.84	17.96	19.14	19.61	20.44	20.89	21.36
SENIOR BUILDING MAINTENANCE WORKER	13.03	13.72	14.42	17.53	18.66	19.82	20.13	20.50	20.83	21.32
SENIOR EQUIPMENT OPERATOR - ROADS	13.73	14.44	15.20	18.40	19.53	20.65	20.91	21.14	21.39	21.62
SENIOR MAINTENANCE REPAIRER	13.89	14.63	15.40	18.64	19.79	20.91	21.14	21.39	21.63	21.82
SENIOR RECREATION & PARKS MAINTENANCE WORKER	13.03	13.72	14.42	17.53	18.66	19.82	20.13	20.50	20.83	21.32
SENIOR SEWER MAINTENANCE WORKER	13.03	13.72	14.42	17.53	18.66	19.82	20.13	20.50	20.83	21.32
SENIOR SEWER MAINTENANCE WORKER 2	14.97	15.75	16.58	19.39	20.04	20.79	21.49	22.19	22.91	23.62
SENIOR SEWER REPAIRER	12.46	13.12	13.81	16.84	17.96	19.14	19.61	20.27	20.77	21.36
SENIOR TRAFFIC MAINTENANCE WORKER	13.03	13.72	14.42	17.53	18.66	19.82	20.13	20.50	20.83	21.32
SENIOR MAINTENANCE REPAIRER - ELECTRICIAN	13.96	14.68	15.45	18.72	19.91	21.06	21.31	21.58	21.84	22.22
SENIOR WATER METER & WATER REPAIRER	14.88	15.66	16.49	19.84	21.00	22.16	22.38	22.57	22.83	24.02
SENIOR WATER REPAIRER	14.25	14.99	15.77	19.08	20.21	21.36	21.54	21.79	22.03	22.26
SENIOR WATER TREATMENT PLANT REPAIRER	14.88	15.66	16.49	19.84	21.00	22.16	22.38	22.57	22.83	24.02
SENIOR WATER TREATMENT PLANT OPERATOR LICENSED	15.30	16.11	16.94	20.38	21.54	22.66	22.90	23.14	23.37	23.60

APPENDIX B

TITLE	2001									
	STEP A	STEP B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SEWER EQUIPMENT OPERATOR - SEWAGE	13.70	14.40	15.16	18.36	19.51	20.63	20.89	21.12	21.36	21.89
SEWER MAINTENANCE WORKER	11.81	12.44	13.08	16.02	17.16	18.29	18.78	19.20	20.12	21.12
SEWER REPAIRER	13.54	14.27	15.02	18.20	19.31	20.50	20.65	20.91	21.14	21.43
SEWER REPAIRER / WATER REPAIRER	16.43	17.30	18.20	19.32	19.76	20.12	20.73	21.39	21.63	21.87
SEWER / WATER / WATER METER REPAIRER	17.37	18.29	19.25	20.40	20.72	21.05	21.34	21.67	21.85	22.06
TECHNICAL ASSISTANT - OFFICE OF CONSTRUCTION OFFICIAL	16.08	16.94	17.84	21.01	21.78	22.51	22.69	22.88	23.04	23.22
TRAFFIC MAINTENANCE WORKER	12.46	13.12	13.81	16.84	17.96	19.14	19.61	20.27	20.77	21.36
TRUCK DRIVER	12.46	13.12	13.81	16.84	17.96	19.14	19.61	20.27	20.77	21.36
TRUCK DRIVER - HEAVY	12.88	13.54	14.27	17.32	18.47	19.61	20.27	20.77	21.36	21.62
WATER METER READER	12.26	12.92	13.60	16.59	17.74	18.89	19.45	20.61	20.89	21.12
WATER REPAIRER	16.43	17.30	18.20	19.32	19.76	20.12	20.73	21.39	21.53	21.67
WATER METER & WATER REPAIRER	13.69	14.39	15.15	18.35	19.50	20.61	20.89	21.12	21.36	21.62
WATER METER READER / WATER REPAIRER	16.43	17.30	18.20	19.32	19.76	20.12	20.73	21.39	21.53	21.66
WATER METER READER / WATER REPAIRER II	16.68	17.56	18.47	19.61	20.44	20.89	21.36	21.62	21.74	21.87
WATER TREATMENT PLANT REPAIRER	14.25	14.99	15.77	19.08	20.21	21.36	21.54	21.79	22.03	22.26
WATER TREATMENT PLANT OPERATOR LICENSED	14.70	15.48	16.29	19.65	20.78	21.92	22.16	22.40	22.63	22.90
WATER TREATMENT PLANT OPERATOR	14.59	15.37	16.17	19.50	20.64	21.79	22.03	22.27	22.53	22.73
WATER TREATMENT PLANT OPERATOR LICENSED - ASST	16.27	17.12	18.03	18.97	19.90	20.84	21.79	22.10	22.43	22.66
WATER TREATMENT PLANT OPERATOR - ASST	16.15	16.99	17.89	18.82	19.75	20.68	21.61	21.87	22.24	22.47
ZONING OFFICER	13.78	14.51	15.27	18.05	18.76	19.47	20.19	20.88	21.60	22.30

APPENDIX B

2002

TITLE	STEP A	STEP B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SALARY										
ACCOUNT CLERK	23769	25019	26337	31336	32766	34193	34907	35863	36392	36909
ADMINISTRATIVE CLERK	33040	34779	36609	37170	38166	39172	40173	41170	43686	44995
ASSESSING CLERK	23769	25019	26337	31336	32766	34193	34907	35863	36392	36909
ASSIGNMENT CLERK	22825	24026	25290	30150	31578	33005	33240	33478	33719	34137
ASSISTANT SECRETARY,BOARD/COMMISSION	2773	2918	3071	3630	3787	3928	3963	3995	4027	4060
CASHIER	23769	25019	26337	31336	32766	34193	34907	35863	36392	36909
CLERK	22825	24026	25290	30150	31578	33005	33240	33478	33719	34137
CLERK STENOGRAPHER	24149	25420	26757	31816	33242	34669	35383	36096	36810	37523
CLERK TRANSCRIBER	23769	25019	26337	31336	32766	34193	34907	35863	36392	39769
CLERK TYPIST I	26618	28018	29494	34921	36350	37776	38291	38780	39279	39769
CLERK TYPIST II	23769	25019	26337	31336	32766	34193	34907	35863	36392	36909
COMPUTER OPERATOR	27738	29198	30735	36331	37759	39185	39665	40142	40910	42104
DATA ENTRY MACHINE OPERATOR	25848	27210	28641	33955	35383	36810	37523	38238	38949	39769
FIRE PREVENTION SPECIALIST	25769	27125	28552	33853	35281	36705	37118	37523	37930	38340
LIBRARY ASS'T	25472	26811	28222	33478	34907	36333	37047	38057	38583	39092
LIBRARY ASS'T-TYPING	25472	26811	28222	33478	34907	36333	37047	38057	38583	39092
LIBRARY ASS'T-TYPING P/T	14200	14948	15735	18585	19296	20013	20254	20514	20776	21031
LIBRARIAN	28544	30045	31627	37343	38770	40197	40554	40910	41271	41623
MESSENGER	2116	2228	2346	2477	2606	2738	2868	2998	3128	3259
PAYROLL CLERK	24893	26204	27583	32584	34014	35439	36155	37111	39057	40533
PERSONNEL CLERK TYPIST	28321	29813	31382	37067	38492	39917	40248	40578	40904	41238
POLICE RECORDS CLERK - TYPING	23769	25019	26337	31336	32766	34193	34907	35863	36392	39769
PRINCIPAL ACCOUNT CLERK-TYPING	28592	30096	31678	37404	38832	40257	40614	40972	41328	41843
PRINCIPAL CLERK	27581	29033	30560	36134	37607	38982	39312	39640	39967	40302
PRINCIPAL CLERK STENOGRAPHER	29063	30593	32203	37998	39425	40856	41621	42397	43166	43939
PRINCIPAL CLERK TYPIST	28321	29813	31382	37067	38492	39917	40248	40578	40904	41238
PRINCIPAL PAYROLL CLERK	27581	29033	30560	34049	35420	36792	38162	39536	40907	41781
PRINCIPAL PAYROLL CLERK-TYPING	28683	30194	31781	37523	38949	40377	40857	41328	41804	42442
PRINCIPAL PERSONNEL CLERK	29996	31574	33235	34943	36650	38355	40064	41771	43477	44678
PRINCIPAL TIMEKEEPER	28307	29797	31364	37047	38473	39903	40142	40377	40614	40865
PRINCIPAL TIMEKEEPER - TYPING	28321	29813	31382	37067	38492	39917	40248	40578	40904	41238
RECREATION PROGRAM COORDINATOR	26618	28018	29494	34921	36350	37776	38291	38780	39279	39769
SCHOOL TRAFFIC GUARD	3896	4101	4316	4983	5062	5139	5220	5299	5379	5456
SCHOOL TRAFFIC GUARD-ADDITIONAL PER HOUR	6.41	6.46	6.64	7.27	7.45	7.58	7.77	7.9	8.07	8.23
SENIOR ACCOUNT CLERK	25660	27012	28434	33718	35145	36570	37284	38242	38768	39286
SENIOR ACCOUNT CLERK-TYPING	25848	27210	28641	33955	35383	36810	37523	38238	38949	39769
SENIOR ASSESSING CLERK	25848	27210	28641	33955	35383	36810	37523	38238	38949	39769
SENIOR CASHIER	25723	27077	28503	33797	35225	36650	37364	38159	38809	39447
SENIOR CLERK	24526	25818	27176	32291	33719	35147	35740	36333	36930	37523
SENIOR CLERK STENOGRAPHER	26038	27409	28851	34194	35621	37047	37762	38476	39148	39807
SENIOR CLERK TRANSCRIBER	25848	27210	28641	33955	35383	36810	37523	38238	38949	39769
SENIOR CLERK TYPIST	25848	27210	28641	33955	35383	36810	37523	38238	38949	39769
SENIOR EMPLOYEE BENEFITS CLERK	25660	27012	28434	33718	35145	36570	37284	37997	38712	39286
SENIOR LIBRARIAN	32437	34143	35940	42245	43673	45099	45370	45642	45913	46452
SENIOR LIBRARIAN ASS'T-TYPING	25732	27085	28510	33805	35233	36661	37377	38382	38907	39416
SENIOR PAYROLL CLERK	26781	28193	29674	33013	34370	35727	37084	38444	39799	41155
SENIOR POLICE RECORDS CLERK-TYPING	26266	27647	29103	34482	35909	37334	38258	38660	39263	39872
SENIOR RECREATION AIDE	11874	12499	13158	15615	16284	16954	17627	18297	18970	19636
SUPERVISING ASSESSING CLERK	28683	30194	31781	37523	38949	40377	40857	41328	41804	42285
SUPERVISING LIBRARY ASS'T-TYPING	28118	29599	31156	36811	38238	39665	40377	41092	41804	42614
TAX SEARCH OFFICER	564	593	624	685	780	873	966	1061	1153	1303
VIOLATION CLERK	23769	25019	26337	31336	32766	34193	34907	35863	36392	39807

APPENDIX B

2002

TITLE	STEP A	STEP B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
HOURLY										
AGENCY AID - LIBRARY	7.04	7.40	7.81	9.73	10.60	11.44	12.27	13.14	14.00	14.86
AGENCY AIDE-BLDGS & GROUND	10.80	11.37	11.97	14.44	15.30	16.16	17.02	17.88	18.72	19.58
BUILDING MAINTENANCE WORKER	13.60	14.33	15.09	18.31	19.52	20.70	20.94	21.18	21.40	21.67
BUILDING INSPECTOR - HHS	14.05	14.79	15.57	18.12	19.41	20.73	22.02	23.33	24.64	25.94
BUILDING INSPECTOR - ICS	13.17	13.84	14.58	17.10	18.32	19.72	21.05	22.37	23.74	25.06
BUILDING INSPECTOR - RCS	12.27	12.92	13.58	16.07	17.24	19.70	20.06	21.38	22.86	24.19
CLERK - P/T	12.53	13.20	13.88	16.56	17.35	18.15	18.26	18.39	18.54	18.75
CODE ENFORCEMENT OFFICER - ZONING OFFICER	14.33	15.09	15.88	18.77	19.51	20.25	21.00	21.72	22.46	23.19
BUILDING SUB CODE OFFICIAL - HHS	14.48	15.23	16.03	19.50	20.77	22.07	23.36	24.66	25.94	27.24
ELECTRICAL SUB CODE OFFICIAL - HHS	14.48	15.23	16.03	19.50	20.77	22.07	23.36	24.66	25.94	27.24
ELECTRICAL INSPECTOR - HHS	14.05	14.79	15.57	18.12	19.41	20.73	22.02	23.33	24.64	25.94
ELECTRICAL INSPECTOR - ICS	13.17	13.84	14.58	17.10	18.32	19.72	21.05	22.37	23.74	25.06
ELECTRICIAN	12.19	12.83	13.51	16.52	17.69	18.92	19.93	20.92	21.96	22.33
ELECTRICIAN P/T	9.40	9.91	10.43	12.27	12.70	13.14	13.56	14.00	14.41	14.86
EQUIPMENT OPERATOR	13.60	14.33	15.09	17.97	18.84	19.70	20.57	21.40	22.21	22.48
FIRE INSPECTOR	11.26	11.86	12.48	15.02	15.90	16.74	17.60	18.47	19.32	20.20
FIRE INSPECTOR - HHS	14.05	14.79	15.57	18.12	19.41	20.73	22.02	23.33	24.64	25.94
FIRE INSPECTOR - ICS	13.17	13.84	14.58	17.10	18.32	19.72	21.05	22.37	23.74	25.06
FIRE PREVENTION SPECIALIST	14.15	14.90	15.69	18.61	19.39	20.18	20.39	20.61	20.84	21.07
FIRE SUB CODE OFFICIAL - HHS	14.48	15.23	16.03	19.50	20.77	22.07	23.36	24.66	25.94	27.24
HEAVY EQUIPMENT OPERATOR	13.76	14.50	15.24	18.18	19.01	19.90	20.73	21.60	22.43	23.29
LABORER	12.28	12.94	13.60	16.66	17.85	19.02	19.53	19.97	20.92	21.96
LIBRARY ASSISTANT P/T (LESS THEN 20 HOURS)	8.35	8.78	9.26	10.96	11.37	11.79	12.21	12.65	13.08	13.51
MAINTENANCE REPAIRER	12.19	12.83	13.51	16.52	17.69	18.92	19.93	20.92	21.96	22.21
MAINTENANCE REPAIRER - ELECTRIC, HEATING & AIR CONDITIC	12.96	13.64	14.36	17.51	18.68	19.91	20.39	21.26	21.73	22.21
MAINT. REPAIRER/RECREATION & PARKS MAINT WORKER	12.19	12.83	13.51	16.52	17.69	18.92	19.93	20.92	21.96	22.21
MECHANIC	15.14	15.93	16.76	20.24	21.40	22.61	23.09	23.54	24.02	24.51
MECHANIC'S HELPER	12.28	12.94	13.60	16.66	17.85	19.02	19.53	19.97	20.92	21.96
MECHANIC/WELDER	15.14	15.93	16.76	20.24	21.40	22.61	23.09	23.54	24.02	24.51
OMNIBUS OPERATOR	11.33	11.92	12.55	15.45	16.66	17.85	18.09	18.32	18.65	19.02
PAINTER	10.38	10.93	11.51	14.26	15.44	16.64	17.85	19.02	20.33	21.96
PARK ATTENDANT	6.36	6.70	7.04	8.43	8.87	9.28	9.73	10.18	10.60	11.02
PLUMBING INSPECTOR - HHS	14.05	14.79	15.57	18.12	19.41	20.73	22.02	23.33	24.64	25.94
PLUMBING INSPECTOR - ICS	13.17	13.84	14.58	17.10	18.32	19.72	21.05	22.37	23.74	25.06
PLUMBING SUB CODE OFFICIAL - HHS	14.48	15.23	16.03	19.50	20.77	22.07	23.36	24.66	25.94	27.24
PUBLIC HEALTH NURSE	14.10	14.86	15.64	18.62	19.47	20.31	21.18	22.03	22.90	23.74
PUMP STATION ATTENDANT	16.38	17.24	18.16	19.32	19.85	20.40	21.13	22.14	22.22	22.48
PUMPING STATION OPERATOR	12.75	13.44	14.14	17.25	18.45	19.65	21.48	21.75	21.99	22.29
PUMPING STATION REPAIRER	16.65	17.52	18.45	19.65	20.18	20.87	21.36	21.96	22.25	22.87
RECREATION MAINT. WORKER/PARKS MAINT. WORKER	12.75	13.44	14.14	17.25	18.45	19.65	20.18	20.87	21.36	21.96
ROAD REPAIRER	12.75	13.44	14.14	17.25	18.45	19.65	20.18	20.87	21.36	21.96
SANITATION DRIVER	13.40	14.08	14.84	18.01	19.21	20.39	21.26	21.73	22.21	22.48
SANITATION WORKER	12.96	13.64	14.36	17.51	18.68	19.91	20.39	21.26	21.73	22.21
SENIOR BUILDING MAINTENANCE WORKER	13.55	14.27	15.00	18.23	19.41	20.61	20.94	21.32	21.66	22.17
SENIOR EQUIPMENT OPERATOR - ROADS	14.28	15.02	15.81	19.14	20.31	21.48	21.75	21.99	22.25	22.48
SENIOR MAINTENANCE REPAIRER	14.45	15.22	16.02	19.39	20.58	21.75	21.99	22.25	22.50	22.69
SENIOR RECREATION & PARKS MAINTENANCE WORKER	13.55	14.27	15.00	18.23	19.41	20.61	20.94	21.32	21.66	22.17
SENIOR SEWER MAINTENANCE WORKER	13.55	14.27	15.00	18.23	19.41	20.61	20.94	21.32	21.66	22.17
SENIOR SEWER MAINTENANCE WORKER 2	15.57	16.38	17.24	20.17	20.84	21.62	22.35	23.08	23.83	24.56
SENIOR SEWER REPAIRER	12.96	13.64	14.36	17.51	18.68	19.91	20.39	21.08	21.60	22.21
SENIOR TRAFFIC MAINTENANCE WORKER	13.55	14.27	15.00	18.23	19.41	20.61	20.94	21.32	21.66	22.17
SENIOR MAINTENANCE REPAIRER - ELECTRICIAN	14.52	15.27	16.07	19.47	20.71	21.90	22.16	22.44	22.71	23.11
SENIOR WATER METER & WATER REPAIRER	15.48	16.29	17.15	20.63	21.84	23.05	23.28	23.47	23.74	24.98
SENIOR WATER REPAIRER	14.82	15.59	16.40	19.84	21.02	22.21	22.40	22.66	22.91	23.15
SENIOR WATER TREATMENT PLANT REPAIRER	15.48	16.29	17.15	20.63	21.84	23.05	23.28	23.47	23.74	24.98
SENIOR WATER TREATMENT PLANT OPERATOR LICENSED	15.91	16.75	17.62	21.20	22.40	23.57	23.82	24.07	24.30	24.54

APPENDIX B

2002

TITLE	2002									
	STEP A	STEP B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SEWER EQUIPMENT OPERATOR - SEWAGE	14.25	14.98	15.77	19.09	20.29	21.46	21.73	21.96	22.21	22.77
SEWER MAINTENANCE WORKER	12.28	12.94	13.60	16.66	17.85	19.02	19.53	19.97	20.92	21.96
SEWER REPAIRER	14.08	14.84	15.62	18.93	20.08	21.32	21.48	21.75	21.99	22.29
SEWER REPAIRER / WATER REPAIRER	17.09	17.99	18.93	20.09	20.55	20.92	21.56	22.25	22.50	22.74
SEWER / WATER / WATER METER REPAIRER	18.06	19.02	20.02	21.22	21.55	21.89	22.19	22.54	22.72	22.94
TECHNICAL ASSISTANT - OFFICE OF CONSTRUCTION OFFICIAL	16.72	17.62	18.55	21.85	22.65	23.41	23.60	23.80	23.96	24.15
TRAFFIC MAINTENANCE WORKER	12.96	13.64	14.36	17.51	18.68	19.91	20.39	21.08	21.60	22.21
TRUCK DRIVER	12.96	13.64	14.36	17.51	18.68	19.91	20.39	21.08	21.60	22.21
TRUCK DRIVER - HEAVY	13.40	14.08	14.84	18.01	19.21	20.39	21.08	21.60	22.21	22.48
WATER METER READER	12.75	13.44	14.14	17.25	18.45	19.65	20.23	21.43	21.73	21.96
WATER REPAIRER	17.09	17.99	18.93	20.09	20.55	20.92	21.56	22.25	22.39	22.54
WATER METER & WATER REPAIRER	14.24	14.97	15.76	19.08	20.28	21.43	21.73	21.96	22.21	22.48
WATER METER READER / WATER REPAIRER	17.09	17.99	18.93	20.09	20.55	20.92	21.56	22.25	22.39	22.53
WATER METER READER / WATER REPAIRER II	17.35	18.26	19.21	20.39	21.26	21.73	22.21	22.48	22.61	22.74
WATER TREATMENT PLANT REPAIRER	14.82	15.59	16.40	19.84	21.02	22.21	22.40	22.66	22.91	23.15
WATER TREATMENT PLANT OPERATOR LICENSED	15.29	16.10	16.94	20.44	21.61	22.80	23.05	23.30	23.54	23.82
WATER TREATMENT PLANT OPERATOR	15.17	15.98	16.82	20.28	21.47	22.66	22.91	23.16	23.43	23.64
WATER TREATMENT PLANT OPERATOR LICENSED - ASST	16.92	17.80	18.75	19.73	20.70	21.67	22.66	22.98	23.33	23.57
WATER TREATMENT PLANT OPERATOR - ASST	16.80	17.67	18.61	19.57	20.54	21.51	22.47	22.74	23.13	23.37
ZONING OFFICER	14.33	15.09	15.88	18.77	19.51	20.25	21.00	21.72	22.46	23.19

MEMORANDUM OF AGREEMENT

The Borough of Sayreville and Local 3527, American Federation of State, County and Municipal Employees hereby agree to the following amendments to the Collective Bargaining Agreement between the parties with a term from January 1, 2000 through December 31, 2002.

It is agreed that the terms set forth below will modify the sections of the Collective Bargaining Agreement cited for the positions of Water Treatment Plant Operator: 1st Shift; Water Treatment Plant Operator: 2nd Shift; Water Treatment Plant Operator: 3rd Shift; Water Treatment Plant Operator: Licensed 1st Shift; Water Treatment Plant Operator: Licensed 2nd Shift; Water Treatment Plant Operator: Licensed 3rd Shift; Senior Water Treatment Plant Operator: 1st Shift; Senior Water Treatment Plant Operator: 2nd Shift; and Senior Water Treatment Plant Operator: 3rd Shift.

For purposes of this agreement only, each of the above noted positions will be included under the generic term "Water Treatment Plant Operator".

Article 6

Hours of Work

A. Work Week

The normal workweek for all Water Treatment Plant Operators begins with the A.M. shift on Monday and ends with the P.M. shift on Sunday. The number of hours worked within the workweek for the Water Treatment Plant Operators will be predicated on the work schedule

LAW OFFICES

APRUZZESE, McDERMOTT,
MASTRO & MURPHY

A PROFESSIONAL CORPORATION
25 INDEPENDENCE BOULEVARD

P.O. BOX 112
LIBERTY CORNER, N.J. 07938
(908) 590-1726

for each operator. A normal workday for each Water Treatment Plant Operator shall be 12 hours.

B. Work Schedule

1. The work schedule for Water Treatment Plant Operators shall consist of four (4) consecutive days of work followed by four (4) consecutive days off. It is understood that some workweeks will be less than forty (40) hours and compensation shall be paid accordingly. The workweeks consisting of more than forty (40) hours will be compensated in accordance with the overtime provisions of this agreement.

C. Overtime

2. Water Treatment Plant operators will be entitled to time and one-half (1 ½) the employee's rate of pay for all hours worked in excess of forty (40) regular hours per week and for all hours worked in excess of twelve hours per day.

D. Saturday and Sunday Overtime.

The provisions set forth in paragraphs 1-7 of Section D do not apply to the Water Treatment Plant Operators. Water Treatment Plant Operators called into work on Sunday shall receive double-time for the first 12 hours and double time and one-half for all hours in excess of 12 hours.

Law Offices

APPROVED: MCDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
115 INDEPENDENCE BOULEVARD
PO. BOX 112
LIBERTY CORNER, N.J. 07038
(908) 282-1770

Water Treatment Plant Operators regularly scheduled to work on Sunday shall be paid time and one-half for all hours in excess of their normal shift.

E. Holidays.

Water Treatment Plant Operators scheduled to work on a holiday shall be paid their regular day's pay (12 hours) plus an additional rate of time and one-half (1 ½) for all hours worked.

Water Treatment Plant Operators not scheduled to work on a holiday shall be paid their regular hourly rate for eight (8) hours for the holiday.

Article 8

Distribution of Overtime

B. When a Water Treatment Plant Operator is required to work fourteen (14) consecutive hours, said employee shall be entitled to one-half hour dinner period without pay. The employee shall receive a meal ticket.

Article 18

Mileage and Meal Allowance

B. Water Treatment Plant Operators shall be entitled to a meal allowance of Nine Dollars (\$9.00) if the employee is required to work fourteen (14) consecutive hours.

Article 19

Vacations

A. Water Treatment Plant Operators hired on or before June 8, 1998 shall be granted vacation leave based on the following schedules:

O through first year – Eight (8) hours per month.

Beginning of the second year through the fifth year – Ninety-six (96) hours vacation.

Beginning of the sixth year through the tenth year – One-hundred twenty (120) hours vacation.

Beginning of the eleventh year through the fifteenth year – One-hundred sixty (160) hours vacation.

Beginning of the sixteenth year and over – Two hundred hours vacation plus eight additional hours for each year over twenty-five years to a total of Two hundred forty (240) hours.

B. Employees hired after June 8, 1999 shall be granted vacation leave upon the following schedule:

O through first year – Eight (8) hours per month.

Beginning of the second year through the fifth year – Ninety-six (96) hours vacation.

Beginning of the sixth year through the fifteenth year – One-hundred twenty (120) hours vacation.

Beginning of the sixteenth year and over – One hundred sixty (160) hours vacation.

- F. 1. Employees from the date of hire to ten (10) years of service with the Borough shall be permitted to accumulate or carry over up to forty (40) hours vacation.
- 2. Employees having more than ten (10) years of service with the Borough shall be permitted to accumulate or carry over up to eighty (80) hours vacation.
- 3. No employee shall be permitted to have accumulated or carry over of more than eighty (80) hours at one time.

H. A Water Treatment Plant Operator may use eighty hours vacation as fractured days at the request of the employee with a minimum of two (2) weeks notice given to the Borough and with approval of his/her Department head.

Article 24

Bereavement Leave

For purposes of this Article only, one "day" shall equal one twelve (12) hour day for Water Treatment Plant Operators.

Article 26

Sick Leave

B Sick leave for Water Treatment Plant Operators shall be accumulated with the following schedule:

During the first year of employment – Eight (8) hours per month of employment.

From the beginning of the second year of employment and thereafter – one hundred twenty-eight (128) hours per year.

The said one hundred twenty-eight (128) hours per year shall be credited at the commencement of each year and may be accumulated from year to year.

F. Up to three days (thirty-six hours) of sick leave may be utilized by a Water Treatment Plant Operator in any one (1) year for personal business, provided that such days may not be taken consecutively. All other provisions in this sections shall remain the same.

LAW OFFICES

APRUZZESE, McDERMOTT,

MASTRO & MURPHY

A PROFESSIONAL CORPORATION

25 INDEPENDENCE BOULEVARD

P.O. BOX 112

LIBERTY CORNER, N.J. 07938

(908) 590-1770

I. All Water Treatment Plant Operators may purchase all unused sick leave over an accumulated two hundred forty (240) hours at the rate of \$4.38 per hour for a maximum purchase of 128 hours of the current year.

J. The maximum number of calculated sick leave hours that can be sold back at the current rate of pay is One thousand (1,000) hours. The number of hours over one thousand (1,000) could be sold back at \$4.38 per hour in those cases where the maximum of ten thousand dollars (\$10,000) has not been reached.

Appendix A

The titles of Senior Water Treatment Plant Operator: Licensed 1st Shift; Senior Water Treatment Plant Operator: Licensed 2nd Shift; Senior Water Treatment Plant Operator: Licensed 3rd Shift; Water Treatment Plant Operator: 1st Shift; Water Treatment Plant Operator: 2nd Shift; Water Treatment Plant Operator: 3rd Shift; Water Treatment Plant Operator: Licensed 1st Shift, Water Treatment Plant Operator: Licensed 2nd Shift and Water Treatment Plant Operator: Licensed 3rd Shift are hereby eliminated. The new titles for the positions in the Water Treatment Plant are as follows:

Water Treatment Plant Operator Licensed.

Water Treatment Plant Operator.

Water Treatment Plant Operator Licensed Assistant

Water Treatment Plant Operator Assistant.

Senior Water Treatment Plant Operator Licensed

LAW OFFICES

APRUZZESE, McDERMOTT

MASTRO & MURPHY

A PROFESSIONAL CORPORATION

25 INDEPENDENCE BOULEVARD

P.O. Box 112

LIBERTY CORNER, N.J. 07938

(908) 580-1776

Appendix B

The salaries for the new titles of Senior Water Treatment Plant Operator Licensed, Water Treatment Plant Operator Licensed, Water Treatment Plant Operator, Water Treatment Plant Operator Licensed Assistant and Water Treatment Plant Operator Assistant for the years 2000, 2001, and 2002 are as follows:

HOURLY RATE 2000

<u>TITLE</u>	A	B	1	2	3	4	5	6	7	8
WATER TREATMENT PLANT OPERATOR LICENSED	14.13	14.88	15.66	18.89	19.98	21.08	21.31	21.54	21.76	22.02
WATER TREATMENT PLANT OPERATOR	14.03	14.78	15.55	18.75	19.85	20.95	21.18	21.41	21.66	21.86
WATER TREATMENT PLANT OPERATOR LICENSED - ASST	15.64	16.46	17.34	18.24	19.13	20.04	20.95	21.25	21.57	21.79
WATER TREATMENT PLANT OPERATOR - ASST	15.53	16.34	17.20	18.10	18.99	19.88	20.78	21.03	21.38	21.61
SENIOR WATER TREATMENT PLANT OPERATOR LICENSED	14.71	15.49	16.29	19.60	20.71	21.79	22.02	22.25	22.47	22.69

HOURLY RATE 2001

<u>TITLE</u>	A	B	1	2	3	4	5	6	7	8
WATER TREATMENT PLANT OPERATOR LICENSED	14.70	15.48	16.29	19.65	20.78	21.92	22.16	22.40	22.63	22.90
WATER TREATMENT PLANT OPERATOR	14.59	15.37	16.17	19.50	20.64	21.79	22.03	22.27	22.53	22.73
WATER TREATMENT PLANT OPERATOR LICENSED - ASST	16.27	17.12	18.03	18.97	19.90	20.84	21.79	22.10	22.43	22.66
WATER TREATMENT PLANT OPERATOR - ASST	16.15	16.99	17.89	18.82	19.75	20.68	21.61	21.87	22.24	22.47
SENIOR WATER TREATMENT PLANT OPERATOR LICENSED	15.30	16.11	16.94	20.38	21.54	22.66	22.90	23.14	23.37	23.60

HOURLY RATE 2002

<u>TITLE</u>	A	B	1	2	3	4	5	6	7	8
WATER TREATMENT PLANT OPERATOR LICENSED	15.29	16.10	16.94	20.44	21.61	22.80	23.05	23.30	23.54	23.82
WATER TREATMENT PLANT OPERATOR	15.17	15.98	16.82	20.28	21.47	22.66	22.91	23.16	23.43	23.64
WATER TREATMENT PLANT OPERATOR LICENSED - ASST	16.92	17.80	18.75	19.73	20.70	21.67	22.66	22.98	23.33	23.57
WATER TREATMENT PLANT OPERATOR - ASST	16.80	17.67	18.61	19.57	20.54	21.51	22.47	22.74	23.13	23.37
SENIOR WATER TREATMENT PLANT OPERATOR LICENSED	15.91	16.75	17.62	21.20	22.40	23.57	23.82	24.07	24.30	24.54

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands

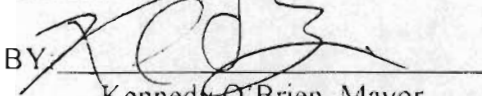
and seals at Sayreville, New Jersey on this 6th day of April 2001.

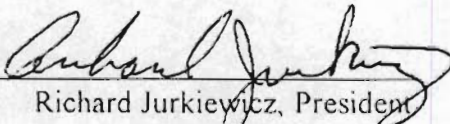
BOROUGH OF SAYREVILLE
MIDDLESEX COUNTY,
OF
NEW JERSEY

SAYREVILLE LOCAL 3527
AMERICAN FEDERATION

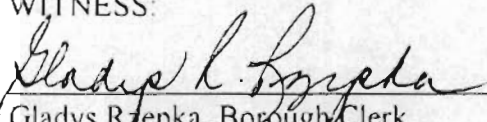
STATE, COUNTY AND
MUNICIPAL

EMPLOYEES AFL-CIO

BY: 
Kennedy O'Brien, Mayor

BY: 
Richard Jurkiewicz, President

WITNESS:


Gladys Rzepka, Borough Clerk

LAW OFFICES

APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
27 INDEPENDENCE BOULEVARD
P.O. BOX 112
LIBERTY CORNER, N.J. 07938
(908) 560-1770