

A G R E E M E N T

Between:

BOARD OF TRUSTEES OF THE  
BLOOMFIELD PUBLIC LIBRARY

And:

THE STAFF ASSOCIATION OF THE  
BLOOMFIELD PUBLIC LIBRARY

Dated:

*APRIL 25 1980*

*Amorim, X. & Howard*

By this Agreement, entered into this 22ND day of APRIL 1980, by and between:

THE BOARD OF TRUSTEES OF THE BLOOMFIELD PUBLIC LIBRARY, hereinafter referred to as "The Board", and

THE STAFF ASSOCIATION OF THE BLOOMFIELD PUBLIC LIBRARY, hereinafter referred to as "The Staff Association",

It is agreed between them as follows:

1. That the Salary Guide attached hereto, effective January 1, 1980, approved by the Board on April 22, 1980, marked "Schedule A", replaces all Salary Guides heretofore approved and adopted by the Board;
2. That the Salary Guide, Schedule A, shall be in effect for a period of one year, beginning January 1, 1980, and expiring on December 31, 1980;
3. That the Salary Guide, Schedule A, shall cover all full-time salaried employees of the Bloomfield Public Library, including those employees employed during the calendar year 1980, a step increment to be given only to those employed for one year as of January 1, 1980, and including those employed for one year as of January 1, 1980, and terminated by resignation, retirement, layoff, or death, but excepting the Director and Assistant Director, whose salaries are fixed by the Board;
4. That while the Salary Guide, Schedule A, will be in effect as of January 1, 1980, payment under that Guide will begin on or before June 1, 1980, but will be retroactive to January 1, 1980;
5. That the amount due each employee for retroactive pay will be in one lump sum on or before May 31, 1980;
6. That the Longevity Provision which is part of the Salary Guide, Schedule A, shall be incorporated into the annual salaries of employees to whom it is applicable, and shall be paid on a pro-rated basis as part of each pay period;
7. That the Board gives the Library Director discretion, based on complexity and quality of work, in the amount of increase to be given to each hourly employee in 1980;

8. That the Salary Guide attached hereto, effective January 1, 1981, approved by the Board on April 22, 1980, marked "Schedule B", will replace all Salary Guides in effect prior to January 1, 1981;

9. That the Salary Guide, Schedule B, shall be in effect for a period of one year, beginning January 1, 1981, and expiring on December 31, 1981;

10. That the Salary Guide, Schedule B, shall cover all full-time salaried employees of the Bloomfield Public Library, including those employees employed during the calendar year 1981, a step increment to be given only to those employed for one year as of January 1, 1981, and including those employed for one year as of January 1, 1981, and terminated by resignation, retirement, layoff, or death, but excepting the Director and Assistant Director, whose salaries are fixed by the Board;

11. That while the Salary Guide, Schedule B, will be in effect as of January 1, 1981, payment under that Guide will begin on or before June 1, 1981, but will be retroactive to January 1, 1981;

12. That the amount due each employee for retroactive pay will be in one lump sum on or before May 31, 1981;

13. That the Longevity Provision which is part of the Salary Guide, Schedule B, shall be incorporated into the annual salaries of the employees to whom it is applicable, and shall be paid on a pro-rated basis as part of each pay period;

14. That the Board gives the Library Director discretion, based on complexity and quality of work, in the amount of increase to be given to each hourly employee in 1981;

15. That the Board gives the Library Director discretion to waive the present work provisions when a staff member is called for jury duty;

16. That a Terminal Leave Provision is made in which any salaried employee who notifies the Director of his intention to retire, and who subsequently applies for and receives a pension immediately upon his retirement under the Public Employee's Retirement System, will receive

\$10.00 for each unused sick day up to and including 50 days, or the sum of \$500.00;

17. That this Agreement is made expressly subject to conditions of employment as set forth in the Staff Manual of the Bloomfield Public Library, effective November 6, 1974, and the Amendments thereto dated April 8, 1976 and February 22, 1977.

IN WITNESS WHEREOF, this Agreement is executed by the Officers of the parties hereto the day and year first above written.

ATTEST:

Edward Kniss  
Secretary

BOARD OF TRUSTEES OF THE  
BLOOMFIELD PUBLIC LIBRARY

Marjorie H. Reed  
President

ATTEST:

Patricia M. Lockwood  
Secretary

THE STAFF ASSOCIATION OF THE  
BLOOMFIELD PUBLIC LIBRARY

Ira Campbell  
President

SALARY GUIDE -- EFFECTIVE 1/1/80  
BLOOMFIELD PUBLIC LIBRARY  
PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Supervising Librarian</u>	<u>Senior Librarian*</u>	<u>Junior Librarian</u>	<u>Librarian Trainee</u>
1	13,186.56	12,233.76	10,923.63	9,018.01
2	13,782.06	12,710.16	11,340.48	9,375.31 ( 9 cr.)
3	14,377.56	13,186.56	11,757.33	9,732.61 (18 cr.)
4	14,973.06	13,662.96	12,174.18	10,089.91 (27 cr.)
5	15,568.56	14,139.36	12,591.03	
6	16,164.06	14,615.76	13,007.88	
7	16,759.56	15,092.16	13,424.73	
8	17,355.06	15,568.56	13,841.58	
9	17,950.56	16,044.96	14,258.43	
10	18,546.06	16,521.36	14,675.28	
	10 steps @ 595.50	10 steps @ 476.40	10 steps @ 416.85	4 steps @ 357.30
Incre- ment	595.50	476.40	416.85	357.30
Min.	13,186.56	12,233.76	10,923.63	9,018.01
Max.	18,546.06	16,521.36	14,675.28	10,089.91

Longevity Provision: \$200 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further,

an additional \$200 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,

an additional \$200 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further;

an additional \$200 following the completion of 25 calendar years of service, from the 26th through the 30th year.

\* Also Senior Librarian, Reference

SALARY GUIDE -- EFFECTIVE 1/1/80

BLOOMFIELD PUBLIC LIBRARY

NON-PROFESSIONAL POSITIONS

Steps	Admin. Secy	Lib.Ex.Art- ist & Aud. Vis. Sup.	Sup. Lib. Asst.	Prin. Lib. Asst.*	Senior Lib. Asst.**	Junior Lib. Asst.	Senior Bldg.Maint. Worker
1	11,161.85	10,209.04	9,256.22	8,660.70	8,065.20	7,112.38	8,660.70
2	11,638.25	10,685.44	9,673.07	9,047.80	8,422.50	7,410.13	9,018.00
3	12,114.65	11,161.84	10,089.92	9,434.90	8,779.80	7,707.88	9,375.30
4	12,591.05	11,638.24	10,506.77	9,822.00	9,137.10	8,005.63	9,732.60
5	13,067.45	12,114.64	10,923.62	10,209.10	9,494.40	8,303.38	10,089.90
6	13,543.85	12,591.04	11,340.47	10,596.20	9,851.70	8,601.13	10,447.20
7	14,020.25	13,067.44	11,757.32	10,983.30	10,209.00	8,898.88	10,804.50
8	14,496.65	13,543.84	12,174.17	11,370.40	10,566.30	9,196.63	11,161.80
9	14,973.05	14,020.24	12,591.02	11,757.50	10,923.60	9,494.38	11,519.10
10	15,449.45	14,496.64	13,007.87	12,144.60	11,280.90	9,792.13	11,876.40
	10 steps @ 476.40	10 steps @ 476.40	10 steps @ 416.85	10 steps @ 387.10	10 steps @ 357.30	10 steps @ 297.75	10 steps @ 357.30
Min.	11,161.85	10,209.04	9,256.22	8,660.70	8,065.20	7,112.38	8,660.70
Max.	15,449.34	14,496.64	13,007.87	12,144.60	11,280.90	9,792.13	11,876.40
Incre- ment	476.40	476.40	416.85	387.10	357.30	297.75	357.30

Longevity Provision: \$200.00 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further, an additional \$200.00 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further, an additional \$200.00 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further, an additional \$200.00 following the completion of 25 calendar years of service, from the 26th through the 30th year.

\* Also Principal Library Assistant and Telephone Operator; Principal Library Assistant, Typing; and Principal Account Clerk, Typing.

\*\* Also Senior Library Clerk-Driver

SALARY GUIDE -- EFFECTIVE 1/1/81

BLOOMFIELD PUBLIC LIBRARY

PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Supervising Librarian</u>	<u>Senior Librarian*</u>	<u>Junior Librarian</u>	<u>Librarian Trainee</u>
1	14,109.60	13,090.10	11,688.28	9,649.27
2	14,746.80	13,599.85	12,134.28	10,031.57 ( 9 cr.)
3	15,384.00	14,109.60	12,580.28	10,413.87 (18 cr.)
4	16,021.20	14,619.35	13,026.28	10,796.17 (27 cr.)
5	16,658.40	15,129.10	13,472.28	
6	17,295.60	15,638.85	13,918.28	
7	17,932.80	16,148.60	14,364.28	
8	18,570.00	16,658.35	14,810.28	
9	19,207.20	17,168.10	15,256.28	
10	19,844.40	17,677.85	15,702.28	
	10 steps @ 637.20	10 steps @ 509.75	10 steps @ 446.00	4 steps @ 382.30
Incre- ment	637.20	509.75	446.00	382.30
Min.	14,109.60	13,090.10	11,688.28	9,649.27
Max.	19,844.40	17,677.85	15,702.28	10,796.17

Longevity Provision: \$200 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further,

an additional \$200 following the completion of 15 calendar year of service, from the 16th through the 20th year; and further,

an additional \$200 following the completion of 20 calendar year of service, from the 21st through the 25th year; and further,

an additional \$200 following the completion of 25 calendar years of service, from the 26th through the 30th year.

\* Also Senior Librarian, Reference

SCHEDULE "B"

SALARY GUIDE -- EFFECTIVE 1/1/81

BLOOMFIELD PUBLIC LIBRARY

NON-PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Admin. Secy</u>	<u>Lib. Ex. Art- ist &amp; Aud. Vis. Sup.</u>	<u>Sup. Lib. Asst.</u>	<u>Prin. Lib. Asst*</u>	<u>Senior Lib. Asst**</u>	<u>Junior Lib. Asst.</u>	<u>Senior Bldg Maint Worker</u>
1	11,943.17	10,923.67	9,904.12	9,266.94	8,629.76	7,610.24	9,266.94
2	12,452.92	11,433.42	10,350.12	9,681.14	9,012.06	7,928.84	9,649.24
3	12,962.67	11,943.17	10,796.12	10,095.34	9,394.36	8,247.44	10,031.54
4	13,472.42	12,452.92	11,242.12	10,509.54	9,776.66	8,566.04	10,413.84
5	13,982.17	12,962.67	11,688.12	10,923.74	10,158.96	8,884.64	10,796.14
6	14,491.92	13,472.42	12,134.12	11,337.94	10,541.26	9,203.24	11,178.44
7	15,001.67	13,982.17	12,580.12	11,752.14	10,923.56	9,521.84	11,560.74
8	15,511.42	14,491.92	13,026.12	12,166.34	11,305.86	9,840.44	11,943.04
9	16,021.17	15,001.67	13,472.12	12,580.54	11,688.16	10,159.04	12,325.34
10	16,530.92	15,511.42	13,918.12	12,994.74	12,070.46	10,477.64	12,707.64
	10 steps @ 509.75	10 steps @ 509.75	10 steps @ 446.00	10 steps @ 414.20	10 steps @ 382.30	10 steps @ 318.60	10 steps @ 382.30
Incre- ment	509.75	509.75	446.00	414.20	382.30	318.60	382.30
Min.	11,943.17	10,923.67	9,904.12	9,266.94	8,629.76	7,610.24	9,266.94
Max.	16,530.92	15,511.42	13,918.12	12,994.74	12,070.46	10,477.64	12,707.64

Longevity Provision: \$200 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further,

an additional \$200 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,

an additional \$200 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further,\*

an additional \$200 following the completion of 25 calendar years of service, from the 26th through the 30th year.

\* Also Principal Library Assistant and Telephone Operator; Principal Library Assistant, Typing; and Principal Account Clerk, Typing.

\*\* Also Senior Library Clerk-Driver.



~~AMENDMENT~~  
to Contract

Dated: April 22, 1980

Between:

Bloomfield Association of Trustees of the  
BOARD OF TRUSTEES OF THE  
BLOOMFIELD PUBLIC LIBRARY

And:

THE STAFF ASSOCIATION OF THE  
BLOOMFIELD PUBLIC LIBRARY

Dated:

*[Handwritten Signature]*

1980

A M E N D M E N T

It is hereby agreed by The Board of Trustees of the Bloomfield Public Library and The Staff Association of the Bloomfield Public Library that the negotiated contract between them for the calendar years 1980 and 1981, which includes Salary Guides for 1980 and 1981, be amended effective August 1, 1980 to remove the title Audio-Visual Supervisor from its present range in conjunction with the title of Library Exhibit Artist, and place it in conjunction with the title Administrative Secretary in the next higher range.

IN WITNESS WHEREOF, this Amendment is executed by the Presidents and Secretaries of both parties to the Contract this 25th day of July, 1980.

ATTEST:

Edward Kriss  
Secretary

BOARD OF TRUSTEES OF THE  
BLOOMFIELD PUBLIC LIBRARY

Margaret M. Wood  
President

ATTEST:

Margaret M. Wood  
Secretary

THE STAFF ASSOCIATION OF THE  
BLOOMFIELD PUBLIC LIBRARY

Virginia E. Stone  
President

SALARY GUIDE -- EFFECTIVE 1/1/80

BLOCKFIELD PUBLIC LIBRARY

PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Supervising Librarian</u>	<u>Senior Librarian*</u>	<u>Junior Librarian</u>	<u>Librarian Trainee</u>
1	13,186.56	12,233.76	10,923.63	9,018.01
2	13,782.06	12,710.16	11,340.48	9,375.31 ( 9 cr.)
3	14,377.56	13,186.56	11,757.33	9,732.61 (18 cr.)
4	14,973.06	13,662.96	12,174.18	10,089.91 (27 cr.)
5	15,568.56	14,139.36	12,591.03	
6	16,164.06	14,615.76	13,007.88	
7	16,759.56	15,092.16	13,424.73	
8	17,355.06	15,568.56	13,841.58	
9	17,950.56	16,044.96	14,258.43	
10	18,546.06	16,521.36	14,675.28	
	10 steps @ 595.50	10 steps @ 476.40	10 steps @ 416.85	4 steps @ 357.30
Incre- ment	595.50	476.40	416.85	357.30
Min.	13,186.56	12,233.76	10,923.63	9,018.01
Max.	18,546.06	16,521.36	14,675.28	10,089.91

Longevity Provision: \$200 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further,  
an additional \$200 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,  
an additional \$200 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further;  
an additional \$200 following the completion of 25 calendar years of service, from the 26th through the 30th year.

\* Also Senior Librarian, Reference

Approved and Adopted by the Library Board of Trustees on 4-22-80.

SALARY GUIDE -- EFFECTIVE 1/1/80

BLOOMFIELD PUBLIC LIBRARY

NON-PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Adm. Sec'y &amp; Audio-Visual Supervisor</u>	<u>Library Exhibit Artist</u>	<u>Sup. Lib. Asst.</u>	<u>Prin. Lib. Asst.*</u>	<u>Senior Lib. Asst.**</u>	<u>Junior Lib. Asst.</u>	<u>Senior Bldg. Maint. Worker</u>
1	11,161.85	10,209.04	9,256.22	8,660.70	8,065.20	7,112.38	8,660.70
2	11,638.25	10,685.44	9,673.07	9,047.80	8,422.50	7,410.13	9,018.00
3	12,114.65	11,161.84	10,089.92	9,434.90	8,779.80	7,707.88	9,375.30
4	12,591.05	11,638.24	10,506.77	9,822.00	9,137.10	8,005.63	9,732.60
5	13,067.45	12,114.64	10,923.62	10,209.10	9,494.40	8,303.38	10,089.90
6	13,543.85	12,591.04	11,340.47	10,596.20	9,851.70	8,601.13	10,447.20
7	14,020.25	13,067.44	11,757.32	10,983.30	10,209.00	8,898.88	10,804.50
8	14,496.65	13,543.84	12,174.17	11,370.40	10,566.30	9,196.63	11,161.80
9	14,973.05	14,020.24	12,591.02	11,757.50	10,923.60	9,494.38	11,519.10
10	15,449.45	14,496.64	13,007.87	12,144.60	11,280.90	9,792.13	11,876.40
	10 steps @ 476.40	10 steps @ 476.40	10 steps @ 416.85	10 steps @ 387.10	10 steps @ 357.30	10 steps @ 297.75	10 steps @ 357.30
Min.	11,161.85	10,209.04	9,256.22	8,660.70	8,065.20	7,112.38	8,660.70
Max.	15,449.45	14,496.64	13,007.87	12,144.60	11,280.90	9,792.13	11,876.40
Increment	476.40	476.40	416.85	387.10	357.30	297.75	357.30

Longevity Provision: \$200.00 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further, an additional \$200.00 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further, an additional \$200.00 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further, an additional \$200.00 following the completion of 25 calendar years of service, from the 26th through the 30th year.

\* Also Principal Library Assistant and Telephone Operator; Principal Library Assistant, Typing; and Principal Account Clerk, Typing.

\*\* Also Senior Library Clerk-Driver

Approved and Adopted by the Library Board of Trustees on 4-22-80.  
Revised 8-1-80

SALARY GUIDE -- EFFECTIVE 1/1/81

BLOOMFIELD PUBLIC LIBRARY

PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Supervising Librarian</u>	<u>Senior Librarian*</u>	<u>Junior Librarian</u>	<u>Librarian Trainee</u>
1	14,109.60	13,090.10	11,688.28	9,649.27
2	14,746.80	13,599.85	12,134.28	10,031.57 ( 9 cr.)
3	15,384.00	14,109.60	12,580.28	10,413.87 (18 cr.)
4	16,021.20	14,619.35	13,026.28	10,796.17 (27 cr.)
5	16,658.40	15,129.10	13,472.28	
6	17,295.60	15,638.85	13,918.28	
7	17,932.80	16,148.60	14,364.28	
8	18,570.00	16,658.35	14,810.28	
9	19,207.20	17,168.10	15,256.28	
10	19,844.40	17,677.85	15,702.28	
	10 steps @ 637.20	10 steps @ 509.75	10 steps @ 446.00	4 steps @ 382.30
Incre- ment	637.20	509.75	446.00	382.30
Min.	14,109.60	13,090.10	11,688.28	9,649.27
Max.	19,844.40	17,677.85	15,702.28	10,796.17

Longevity Provision: \$200 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further,

an additional \$200 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,

an additional \$200 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further,

an additional \$200 following the completion of 25 calendar years of service, from the 26th through the 30th year.

\* Also Senior Librarian, Reference

Approved and Adopted by the Library Board of  
Trustees on 4-22-80.

SALARY GUIDE -- EFFECTIVE 1/1/80

BLOOMFIELD PUBLIC LIBRARY

NON-PROFESSIONAL POSITIONS

<u>Steps</u>	<u>Admin. Sec'y Audio-Visual Supervisor</u>	<u>Library Exhibit Artist</u>	<u>Sup. Lib. Asst.</u>	<u>Prin. Lib. Asst*</u>	<u>Senior Lib. Asst**</u>	<u>Junior Lib. Asst.</u>	<u>Senior Bldg Maint Worker</u>
1	11,943.17	10,923.67	9,904.12	9,266.94	8,629.76	7,610.24	9,266.94
2	12,452.92	11,433.42	10,350.12	9,681.14	9,012.06	7,928.84	9,649.24
3	12,962.67	11,943.17	10,796.12	10,095.34	9,394.36	8,247.44	10,031.54
4	13,472.42	12,452.92	11,242.12	10,509.54	9,776.66	8,566.04	10,413.84
5	13,982.17	12,962.67	11,688.12	10,923.74	10,158.96	8,884.64	10,796.14
6	14,491.92	13,472.42	12,134.12	11,337.94	10,541.26	9,203.24	11,178.44
7	15,001.67	13,982.17	12,580.12	11,752.14	10,923.56	9,521.84	11,560.74
8	15,511.42	14,491.92	13,026.12	12,166.34	11,305.86	9,840.44	11,943.04
9	16,021.17	15,001.67	13,472.12	12,580.54	11,688.16	10,159.04	12,325.34
10	16,530.92	15,511.42	13,918.12	12,994.74	12,070.46	10,477.64	12,707.64
	10 steps @ 509.75	10 steps @ 509.75	10 steps @ 446.00	10 steps @ 414.20	10 steps @ 382.30	10 steps @ 318.60	10 steps @ 382.30
Incre- ment	509.75	509.75	446.00	414.20	382.30	318.60	382.30
Min.	11,943.17	10,923.67	9,904.12	9,266.94	8,629.76	7,610.24	9,266.94
Max.	16,530.92	15,511.42	13,918.12	12,994.74	12,070.46	10,477.64	12,707.64

Longevity Provision: \$200 following the completion of 10 calendar years of service, from the 11th through the 15th year; and further,

an additional \$200 following the completion of 15 calendar years of service, from the 16th through the 20th year; and further,

an additional \$200 following the completion of 20 calendar years of service, from the 21st through the 25th year; and further,

an additional \$200 following the completion of 25 calendar years of service, from the 26th through the 30th year.

\* Also Principal Library Assistant and Telephone Operator; Principal Library Assistant, Typing; and Principal Account Clerk, Typing.

\*\* Also Senior Library Clerk-Driver.

Approved and Adopted by the Library Board of  
Trustees on 4-22-80.  
Revised 8-1-80