

Contract no. 811

AGREEMENT

between

THE TOWNSHIP OF CHATHAM

and

CHATHAM TOWNSHIP PUBLIC WORKS EMPLOYEES ASSOCIATION

January 1, 1991 thru December 31, 1992



TOWNSHIP OF CHATHAM

Municipal Building
68 Meyersville Road
Chatham, New Jersey 07928
635-4600

Please reply to:

Public Works Manager
& Recycling Coordinator
405 Southern Boulevard
377-5114

PUBLIC WORKS DEPARTMENT

MINIMAL AND MAXIMUM SALARY SCALE SYSTEM RULES AND REGULATIONS 1991

SCHEDULE A - 1991

1. With the approval of the Township Committee the following minimum and maximum wage scale system is established for the Public Works Department with a starting and/or probation wage rate for each labor pay grade with automatic increment steps.
2. All are based on recommendation by the Public Works Manager and approval by the Administrator and Township Committee.
3. Employee may be placed at any step in the labor grade for which he is qualified.
4. The Public Works Manager shall determine all demotions, promotions to other labor grades, based on job performance and qualifications within each division.
5. Should any opening occur in any division, and no employee is qualified, it will be necessary to go outside the Department to fill the position at a wage scale determined by new employee's qualifications. All transfers of employees from one division to another will be determined by the Public Works Manager based on the needs of the department.
6. Each pay increase to be effective as of the first of the year and not on the completion of employees probation period or anniversary date.
7. Future consideration may be given to this wage scale as specialized knowledge and equipment are obtained due to the growth of each division within the department.

MINIMAL AND MAXIMUM
SALARY SCALE SYSTEM
RULES AND REGULATIONS - 1991
SCHEDULE A- 1991

PAGE 2

- Est. 1973
Rev. 1974
Rev. 1975 - Note: All steps and promotions frozen at 1974 level.
Rev. 1976
Rev. 1977
Rev. 1978
Rev. 1979
Rev. 1980 - Building Maintenance Position Effective: 7/8/80
Rev. 1981
Rev. 7/81 - Building Maintenance Manager changed to Public Works
Serviceman Senior Grade I: and Building & Machinery
Foreman.
Rev. 1982 - Chief Operator - W.P.C. ('84 Manager) Eliminated from
scale system.
Rev. 1983
Rev. 1984 - W.P.C. Title changes and Laboratory Technician added.
Rev. 1985 - Senior Performance Award and Performance Incentive.
Award Added.
Rev. 1986
Rev. 1987
Rev. 1988 - Senior Performance Award became part of the base salary
for Road and Shop Division and then eliminated. A Merit
Bonus Award is established for all divisions, Public
Works Senior Grade I eliminated, established Assistant
Foreman Position, with W.P.C. Chief Operator at same
pay as Foreman.
Rev. 10/88 - Shop Foreman appointed to Management Position.
Rev. 1989
Rev. 10/89 - Chief Operator W.P.C. appointed to Management with the
retirement of Manager W.P.C.
Rev. 1990 - Eliminated the Merit Bonus Award of \$2,500.00. After
5.9% increase over 1989 salaries the fund is added
to and becomes base salary of all employees of the
Building and Machinery, Utility and Water Pollution
Control Division.
Established Water Pollution Control Senior Laboratory
Technician, Water Pollution Control Assistant Chief
Operator.
Rev 1991 - All Division salary scales were made equal, plus a 6%
across the board increase was given to all employees,
the Step System within each labor grade is automatically
given until the employee reaches the top step. W.P.C.
Laboratory Supervisor position has been established.

PREAMBLE

This Agreement entered into this ____ day of _____, 1991, by and between the Township of Chatham, County of Morris, a municipal corporation of the State of New Jersey, hereinafter called the "Township", and The Chatham Township Public Works Employees Association, appointed representative of the Public Works employees of the Township of Chatham, hereinafter called the "Association", represents the complete and final understanding on all bargainable issues between the Township and the Association.

ARTICLE I

RECOGNITION AND DEFINITIONS

1. The Township hereby recognizes the Association as the exclusive representative for collective negotiations on all matters pertaining to wages, hours and other terms and conditions of employment as set forth herein in this Agreement for all employees of the Chatham Township Department of Public Works, except employees working as managerial executives, clerical employees and confidential employees.

2. For purposes of this Agreement, the following terms shall be defined as follows:

(a) "Employees" shall be defined to include all bargaining unit members, the plural as well the singular.

Positions covered by the Agreement are:

Foreman -	All Divisions
Assistant Foreman-	All Divisions
Water Pollution Control Assistant Chief Operator	
Public Works	
Shop Mechanics -	Grades I, II and III
Serviceman -	Grades I, II and III

Department.

2. An employee shall have the right to inspect and obtain copies of documents from his personal history files maintained at the Department of Public Works in the Township Hall at any reasonable time upon reasonable notice to the custodian thereof. Whenever in the opinion of the Manager derogatory material is placed in an employee's personnel history file, the Manager agrees to notify the employee in writing of that action. The contents of an employee's personal history shall not be made public unless required in a disciplinary proceeding or by court order or subpoena process in a judicial proceeding. The employee shall have the right to file a rebuttal to all such derogatory material. All materials placed in the file shall remain unless removed by the mutual consent of the Manager and the employee.

ARTICLE III

AGENCY SHOP

1. Pursuant to the provisions of Chapter 477, P.L. 1979, any permanent employee of the Department, as of the effective date of this Agreement, who does not join the Association within thirty (30) days of permanent employment, as well as any new permanent employee who does not join the Association within thirty (30) days of permanent employment, or any previous permanent employee who does not join the Association within ten (10) days of re-entry into employment, shall, as a condition of employment, pay a representation fee to the Association by automatic payroll deduction. The representation fee for services rendered by the majority representative shall be in an amount up to eighty-five (85%) percent of the regular membership dues, initiation fees and

is engaged and subject to the necessity of maintaining his schedule and not disrupting the schedule or manpower of any other member of the bargaining unit who may be involved in the grievance.

3. Any settlement of a grievance by the Steward or alternate(s) and the Supervisor of an employee involved in a dispute shall be reviewable by the Township and the Association at the request of either, and no such settlement shall establish a precedent or conflict in any manner with the provisions of this Agreement.

ARTICLE V

PROBATIONARY EMPLOYEES

1. New employees covered under this Agreement shall be considered as being on trial or probation for at least the first six (6) months of employment and shall be so advised when their appointments are made. An evaluation of the employee(s) shall be sent to the Township Committee Chairman of Personnel or other designated representative at least ten (10) working days prior to the end of the probation period for review and placed in the personnel file for approval for permanent employment. During the probationary period, an employee may be discharged for any cause whatsoever and shall have no recourse to the grievance procedure contained in this Agreement.

2. Probationary employees covered under this Agreement shall not be entitled to sick leave, personal days off, vacation benefits or uniforms until they become full members of the Department of Public Works, unless approved by the Manager or his designee.

However, probationary employees shall be permitted to use one sick day during the probationary period which, if used, shall be deducted from the sick days an employee receives upon being permanently appointed. Once an employee has attained permanent status, he shall be entitled to all available benefits under this Agreement. For purposes of determining eligibility, the first day of employment shall be used.

ARTICLE VI

GRIEVANCE PROCEDURE

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment under this Agreement or working conditions. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Department.

2. The term "grievance" as used herein means any controversy arising over the interpretation, application of, or violation of any of the provisions of this Agreement or working conditions, and may be raised by any individual, the Association on behalf of and at the request of an individual, or group of individuals, or the Township.

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

STEP ONE: Should any grievance arise between the Township and an employee, the parties will make an earnest effort to

resolve and settle their differences within five (5) calendar days between the aggrieved employee and his immediate superior. Failure to act within the said five (5) calendar days shall be deemed to constitute an abandonment of the grievance. The immediate superior shall render a decision within ten (10) calendar days after receipt of the grievance.

STEP TWO: If the grievance cannot be satisfactorily resolved within five (5) calendar days by the immediate superior of the employee, the grievance shall be reduced to writing, stating the nature of the grievance, and submitted to the Assistant Manager of the Department, or his designee, within five (5) calendar days.

STEP THREE: In the event the grievance has not been resolved through Step Two, then within five (5) calendar days following the receipt of said grievance, the Assistant Manager of the Department, or his designee, shall render a decision in writing.

STEP FOUR: In the event the grievance has not been settled through Step Three, then within five (5) calendar days following the determination of the Assistant Manager of the Department or his designee, the matter may be submitted, in writing, to the Manager. The Manager, or his designee, shall render a decision in writing within five (5) calendar days after the grievance was first presented to him.

STEP FIVE: If the aggrieved wishes to appeal the decision of the Manager, or his designee, the grievance shall be presented in writing to the Township Governing Body or delegated representative, within five (5) calendar days from the date of

the decision of the Manager or his designee. The Township Committee, or its designated representative, shall provide a decision in writing within fourteen (14) calendar days of the receipt of the written grievance.

STEP SIX. Arbitration

1. If the grievance is not settled through Steps One, Two, Three, Four or Five, either party may refer the matter to the New Jersey Public Employment Relations Commission within fifteen (15) calendar days after the determination by the Township Committee, or its designated representative. An arbitrator shall be selected pursuant to the rules of the New Jersey Public Employment Relations Commission.

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

3. The cost for the services of the arbitrator shall be borne equally between the Township and the Association. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.

4. The arbitrator shall only be permitted to hear one (1) grievance on only one (1) issue per arbitration. No multiple grievance arbitrations will be permitted unless by written consent of the Township and the Association prior to the commencement of the arbitration.

5. The aggrieved employee shall be entitled to be represented by a representative of the Association in Step Two through Six of the above grievance procedure. Either the Township or the Employee may waive, in writing, any one of the grievance steps, but consent by the other party must be obtained in order for said waiver to become binding.

6. The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, the grievance shall be deemed to have been waived. If any grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed, then the disposition of the grievance at the prior step shall be deemed to be conclusive. However, if the grievance is not processed due to the failure of the Township or its designee to render a decision within the time limit specified, the grievance will be deemed to have been concluded in favor of the employee. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits provided for processing the grievance at any step in the grievance procedure.

ARTICLE VII

DISCIPLINARY ACTION

1. The Township shall not discipline any employee covered under this Agreement without just cause.

2. All disciplinary action taken by the employer will take one or more of the following formats:

- (a) Informal, private, or oral reprimand by the immediate foreman, Water Pollution Control Chief Operator, Supervisor, Assistant Manager, Manager,

- or his designee, whomever shall be appropriate;
- (b) A written memorandum by the Assistant Manager or Manager or their designee;
 - (c) A confidential letter of admonition from the Township Committee, copies to the Manager of Public Works;
 - (d) Suspension from duty without pay by action of the Manager or his designee;
 - (e) Transfer or demotion by action of the Township Committee or its designee. Demotion shall include, but not limited to, reduction in grade and/or loss of pay;
 - (f) Dismissal from service by action of the Township Committee or its designee.

3. Nothing shall require the Township to take disciplinary actions in the order they appear in this Article, so long as the action taken is related to the severity of the offense determined to have occurred.

ARTICLE VIII

PROMOTIONS, TRANSFERS AND JOB VACANCIES

1. The Township shall maintain the evaluation procedure by which written evaluations of an employee's job performance may provide criteria for promotions and transfers. The Manager shall be responsible for evaluating all employees covered by this Agreement.

2. (a) If new jobs are created or permanent vacancies occur for a higher rated position, the Township shall determine the qualifications for such

position and shall determine which, if any, of the applications for said position meet the qualifications. The most senior of those who are determined to be qualified shall be the successful bidder.

- (b) The Township agrees to post a notice of any new job or vacancy, as defined above, on the bulletin for a period of three (3) working days. Such notices shall contain a description of the job, the rate, and when the job shall be available. Employees who are interested, in order to be eligible, must sign the notice. An employee who fails to sign the notice shall not be eligible for the vacancy or position in question.
- (c) If a bidder is a successful applicant, said employee will be notified by a notice placed on the bulletin board within five (5) working days after the expiration of the three (3) working day requirement as set forth under subsection (b) of this section.
- (d) Any employee who is so selected to fill such job(s) shall be granted a training period up to forty-five (45) calendar days. If it shall be determined by the Township during the training period that the employee is unqualified to perform duties to which he is promoted or transferred, the Township shall place the employee in his former position or in a position equivalent thereto. The promoted/

transferred employee shall receive the rate for the job in question as of the day that person begins the training period. If removed from that position, during or at the end of the training period, the employee in question shall receive the rate at the position to which the employee is assigned following his removal.

- (e) Any employee selected and fulfilling said job vacancy shall serve in the new position a period of not less than six (6) months before said employee may apply for any other transfer or change in job position, unless such request is approved by the Manager and at the sole discretion of the Manager.

ARTICLE IX

HOURS OF WORK AND OVERTIME

1. The work week shall be forty (40) hours with five (5) consecutive eight (8) hour days, Monday through Friday. Ordinarily, the work day shall commence at 8:00 a.m. and terminate at 4:00 p.m. and shall include a one-half (1/2) hour paid meal period. However, it is understood by the parties that the hours of work and the work week shall be flexible at the discretion of the Manager when necessary to meet the needs of the Township.

2. (a) Any employee who is required to work in excess of his normal eight (8) hour work day shall be paid at the rate of one and one-half (1-1/2) times his straight time rate for each overtime hour or part thereof.

(b) Any employee who is required to work on Saturdays or Sundays shall be paid at the rate of one and one-half (1-1/2) times

his straight time rate for each hour or part thereof on such days.

(c) Any employee who is called in to work on Thanksgiving Day, the day after Thanksgiving, Christmas Day or New Year's Day shall be paid at double his regular straight time rate.

(d) Any employee who is scheduled to work on any other holiday not listed in 2(c) above shall be paid at the rate of one and one-half (1-1/2) times his straight time rate. Such payment is to be in addition to regular holiday pay for such pay.

3. (a) Any employee who is called to work during hours other than at a time which he would normally be scheduled to work shall be compensated for a minimum of two (2) hours at the rate of one and one-half (1-1/2) times his straight time rate. The Manager, in his discretion, shall be permitted to keep the employee working for the minimum of two (2) hours should he be called back to work.

In addition to the other obligations expressed in this Agreement, employees recognize that a condition of employment is the obligation to respond to emergency situations, including ice and snow, on a year-round basis.

(b) In the event such call out is due to an ice or snow storm (or in the anticipation of such a storm), regardless of the day of the week, the employee shall be compensated for a minimum of four (4) hours at the rate of one and one-half (1-1/2) times his straight time rate. The Township shall have the right to require the employee to work for not less than four (4) hours in the event of such call out. In addition, the Township shall be responsible for providing such employee with food during an unplanned meal period.

(c) Between December 15th and the following March 15th, there shall be a nucleus of fifteen (15) employees, as outlined on Page 20 of this Agreement, who shall be available at all times for ice and snow control. However, the parties to this agreement acknowledge it is the obligation of all members of the bargaining unit to be available for emergency duty, including ice and snow control. The members of this nucleus and other first call volunteer lists set out in this subsection will be finalized by the Manager or his designee by December 1st of each year. The Water Pollution Control Laboratory Supervisor position shall not be included in the nucleus of fifteen (15) employees.

If there is an insufficient number of employees on these volunteer lists for service as members of the nucleus, the Manager or his designee shall appoint additional members of the Department in inverse order of Department seniority. In the event that more than fifteen (15) members of the Department volunteer for service as members of the nucleus, the Manager or his designee shall designate the members of the nucleus in the order of Department seniority. Each employee shall be responsible for telephoning the Department or the Township Police Department Command Desk (if the Department phone is unattended) to inform the Department as to where he may be reached if he is not at home, the length of time it would take him to report from that point, and when, if at all, he will be returning home. This provision includes not only members of the nucleus, but those who will be on the relief shifts. Also, each employee shall keep himself aware of weather conditions so as to be available for emergency call-in for ice and snow control work.

- (1) In regard to sanding and salting of roads with the necessity of one (1) to two (2) trucks in operation for such purpose, a list of at least four (4) members of the Department will be given first choice to earn overtime pay in this situation. This list will include the Road Division Foreman and/or the Manager's designee (if two (2) trucks are necessary for such operation). If the requirement of at least four (4) men cannot be met from this volunteer list, then the list of fifteen (15) will be used to complete the requirements. This list of fifteen (15) employees will encompass twelve (12) men to drive trucks, one (1) Road Foreman and/or the Manager's designee, and one (1) to two (2) shop members in order to service and maintain the vehicles during such procedures.

- (2) In the event that sanding and salting of roads involves all trucks under the operation of the Department, the list of fifteen (15), as designated above, will be given the first call. This list will include the Road Division Foreman and/or the Manager's designee and one (1) appropriately skilled person who must be available for duty in the shop.

- (3) When a snowfall requires plowing, as determined by the Manager or his designee, all trucks in the Public Works operation will be made operational as reasonably as possible. All members of the bargaining unit must be available for duty, with the list of fifteen (15) to be

used for first call. Between December 15th and March 15th, no more than two (2) employees per day may be permitted to take vacation or personal time, and such vacation time shall be no longer than five (5) consecutive days maximum. Permission to take vacation during this period of year should be granted in the order that requests are received rather than upon the basis of seniority. Since employees are required to be available for ice and snow control at any time between December 15th and the following March 15th, an employee who is permitted to take a Saturday or Sunday as a vacation day under this provision must do so by utilizing a vacation day for each Saturday or Sunday. However, an employee may be permitted to swap ice and snow control standby duty with a qualified replacement employee, subject to the replacement employee being approved by the Manager or his designee, and avoid using a vacation day.

4. Each employee in the Water Pollution Control Division who is placed on "standby" status will receive five hundred (\$500.00) dollars per year. Payment of regular standby monies will be made in two (2) equal installments on approximately June 15th and December 15th of each year or the nearest payday. An employee in the Water Pollution Control Division shall be subject to disciplinary action if he has been placed on "standby" status, and without just cause, is not available for work when called.

Employees eligible for the \$500.00 standby pay shall receive, pro rated, all or that portion of any \$500.00 which would have gone to any eligible position vacancy which remained vacant for more

than three months cumulatively during the calendar year.

5. No employee's work day or work week shall be altered or reduced as a result of his having worked overtime.

6. There shall be no pyramiding of overtime hours. To the extent practical, overtime shall be equally distributed among all employees of the Department.

7. Employees shall be provided with two (2) coffee breaks daily: fifteen (15) minutes in the morning and ten (10) minutes in the afternoon.

8. All regularly scheduled overtime shall be assigned on a quarterly basis. All employees shall have an opportunity to volunteer for such assignments. Fourteen (14) days before the beginning of the new quarter, a list shall be posted for five (5) working days seeking volunteers. In the event there is an excess of volunteers, the assignment shall be by seniority. In the event there are not a sufficient number of volunteers, the Township shall have the right to appoint employees to these assignments by means of inverse seniority.

ARTICLE X

VACATIONS

1. The employees covered by this Agreement shall earn and be entitled to vacation of the following basis:

- (a) one (1) week (five workdays) if employed on or before April 1. If employed after April 1, no vacation days.
- (b) Two (2) weeks (ten workdays) upon completion of one (1) year and through the fifth (5th) year of consecutive service.

- (c) Three (3) weeks (fifteen workdays) upon completion of the fifth (5th) year and through the tenth (10th) year of consecutive service.
- (d) Three (3) weeks plus one (1) day (sixteen work-days) upon completion of the eleventh (11th) year of consecutive service.
- (e) Three (3) weeks plus two (2) days (seventeen workdays) upon completion of the twelfth (12th) year of consecutive service.
- (f) Three weeks plus three (3) days (eighteen workdays) upon completion of the thirteenth (13th) year of consecutive service.
- (g) Three (3) weeks plus four (4) days (nineteen workdays) upon completion of the fourteenth (14th) year of consecutive service.
- (h) Four (4) weeks (twenty workdays) upon completion of the fifteenth (15th) year of consecutive service.

2. Any employee who resigns or is terminated from his position of employment with the Township shall receive accrued vacation on a prorated basis. The aforementioned employee must work for more than half the month in order to receive credit for that month for purposes of calculating the prorated vacation benefits due.

3. Vacation selection shall be made by seniority, and in the event of a scheduling conflict, preference shall be given to those employees who are senior. Any employee who does not pick his vacation on or before the date set by the Township for vacation selection shall forfeit his seniority preferential choice.

4. If an official holiday falls during an employee's vacation period, an additional day of vacation will be granted in lieu of the holiday.

5. All vacations must be taken during the current year and may not be accumulated. However, if an employee is unable to utilize his full vacation entitlement because of the needs of the Department, the employee shall be permitted to carry over such unused vacation time into the following year.

6. Temporary employees are not entitled to vacation benefits. Temporary employees are defined as, but not limited to, employees who are hired for a specific period of time which is not permanent in nature. Part-time employees will receive vacation benefits on a prorated basis determined by a formula based on the hours worked.

7. In order that employees may receive the most benefit from their vacations, not more than five (5) days of their vacation should be taken at one (1) or two (2) day intervals.

8. All vacations must be scheduled and approved by the Manager or his designee. It is his responsibility to schedule individual vacation so that the activities of the Township Public Works Department may be carried without interruption or inconvenience. Employees shall be given first preference in assignment of vacation in terms of seniority. If an employee shall not select his vacation by the time in which all vacation selections must be made to the Manager or his designee, he will forfeit his seniority choice and will be given vacation days thereafter in accordance with the needs of the Township.

9. Pay in lieu of vacation will not be granted by the Township, except as follows: all earned vacation credits which are

not used due to retirement, termination due to disability retirement, or death, shall be paid to the employee on his retirement or termination due to disability, or to his next-of-kin upon the death of the employee.

ARTICLE XI

HOLIDAYS

1. The following official holidays with pay shall be observed by the Township during the term of this Agreement:

New Year's 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 Day
Christmas Day

2. If a holiday falls on Sunday, it shall be observed on the following Monday. In the event that a holiday falls on a Saturday, it shall be observed on the Friday preceding the holiday.

3. All employees agree to shift observation of any of the above holidays to any other day to which they and other Township Employees have agreed by a total majority vote.

ARTICLE XII

LEAVES AND TIME OFF

1. Military Leave

(a) Any employee who is a member of the organized military or the reserve component of any armed force of the national government shall be entitled to a leave of absence from his respective duty

without loss of pay or time on all days in which he shall be engaged in field training, subject to making proper application to the Manager or his designee.

- (b) Paid military leave shall not affect an employee's vacation.
- (c) Any employee called to active duty or drafted into the armed forces of the United States shall be granted an indefinite leave of absence without pay. The employee's seniority and longevity shall continue for the full period of his military service. Upon separation from service, such employee must be reinstated without loss of seniority or longevity, provided that he has separated from service under honorable conditions, and he reports for duty with the Chatham Township Department of Public Works no later than ninety (90) days following his date of separation.

2. Bereavement Leave

- (a) In the event of death in the employee's immediate family, the employee shall be granted time off without loss of pay for no more than four (4) consecutive work days, one (1) day being the day of the funeral. The term "immediate family" includes wife, husband, son, daughter, father, mother, brother, sister, mother-in-law, father-in-law, grandfather, grandmother, sister-in-law, brother-in-law, and or a relative who is regularly living

in the employee's household.

- (b) Notwithstanding the content of the foregoing subparagraph, the Manager, in his sole discretion, may grant special consideration in those situations which are not covered by the above circumstances including situations where it is absolutely necessary that the days not be used consecutively.
- (c) Reasonable verification of the event may be required by the Township.
- (d) Such bereavement leave is not in addition to any holiday, day off, vacation leave or compensatory time off falling within the time of the bereavement.
- (e) An employee may make a request of the Manager or his designee for time off to attend a funeral separate and distinct from bereavement leave. Such request, if granted by the Manager or his designee, shall be charged, at the option of the employee, either as a personal day or against accumulated compensatory time off.

3. Any employee who is called to appear before a court in connection with his duty, or is called to serve on a jury, shall be entitled to receive his regular pay for the period of time in which he is officially before the court, even for the purposes of obtaining excuse. Employees shall not volunteer for jury duty. The parties recognize that a person summoned to jury duty must appear in court and can only be excused by the court.

4. An employee may be granted a leave of absence without pay for a specific purpose when approved by the Township Committee. An application for leave without pay must be submitted to the Manager, in writing, thirty (30) days in advance of its effective date. The application must state the reason for request for such leave and must contain the statement that the employee is not withdrawing his retirement fund contribution and that he intends to return to duty upon the completion of the leave.

5. Each employee shall be entitled to two (2) personal days leave per year. An employee shall request a personal day forty-eight (48) hours in advance of said day off. The request may be denied by the Manager when it is necessary to meet the needs of the Township. Unless an employee has requested personal day leave during the year and the request was denied to him, he shall not be compensated because such days were not taken, since personal days are not accumulative. Personal days will not be given for situations which are, but not limited to:

- (a) The extension of a vacation leave;
- (b) The extension of a holiday;
- (c) The extension of sick leave beyond the normal entitlement;
- (d) To work another job.

The forty-eight (48) hour advance request requirement shall be waived when a request for a personal day arises from an emergency condition or an emergency situation which would make such advance request impossible or impractical, provided, however, that the Township reserves the right to request that an employee supply proof or documentation of the emergency condition or emergency

situation. For purposes of this Section, an emergency condition or emergency situation is one in which the employee could not have reasonably anticipated and/or requires personal action or attention by the employee that cannot be postponed for at least forty-eight (48) hours and that cannot be reasonably accomplished during non-working hours.

Personal day requests shall be in writing and must contain the reasons for such leave. Temporary employees and part-time employees are not eligible for this benefit.

ARTICLE XIII

HEALTH BENEFITS PROGRAM

1. The Township shall provide to each member covered under this agreement full coverage as is currently in existence. Coverage shall be extended to the entire family of the employee, including spouse, and all unmarried or unemancipated children, whether naturally born or adopted, and any step-children who have not yet attained the age of twenty-three (23) years and are actually members of the employee's immediate household.

2. Employees covered under this Agreement who have had twenty-five (25) years or more vested in P.E.R.S., upon their retirement from the Township's employ, shall be entitled to have the Township pay the premium charges for themselves and their dependents in regard to insurance coverage. Also, employees who retire on disability retirement are eligible for such even if they do not meet the twenty-five (25) year requirement. In addition, the Township shall be responsible for the payment of Medicare charges for such retirees and their spouses who are covered. The Township will bear the full expense of such insurance premiums and Medicare

charges in accordance with Chapter 88, P.L. 1974, as amended by Chapter 436, P.L. 1981.

3. The Township reserves the right to change insurance carriers and/or to self-insure so long as comparable benefits are provided. If the Township should change insurance carriers, advance notice will be given to employees of the bargaining unit.

4. Effective upon the execution of this Agreement, the Township's Family Dental Plan, shall be implemented. The Township shall have the right, after consultation with the Association, to change carriers providing it obtains substantially similar coverage. The parties further agree that the benefit shall not be extended to retirees. The cost of the benefits shall be divided so that the Township pays seventy-five (75%) percent and the employee pays twenty-five (25%) percent.

5. If a drug prescription or eyeglass plan is provided to any other Township employee, that plan which provides the greatest benefits for any group of employees shall automatically and immediately be provided members of this bargaining unit without the necessity of further negotiations.

ARTICLE XIV

ABSENCES

1. Sick leave shall be defined as absence of an employee from post or duty because of illness, accident or exposure to contagious disease.

2. Regular, permanent salaried employees of the Township covered by this Agreement who are employed as of June 15, 1991 shall be entitled to the following periods of sick leave at full pay:

0 to 1 year of continuous service - five (5) workdays
1 to 2 years of continuous service - ten (10) workdays
2 to 5 years of continuous service - twenty (20) workdays
5 to 10 years of continuous service - sixty (60) workdays
10 to 20 years of continuous service - one hundred twenty
(120) workdays

Over 20 years of continuous service - one hundred twenty (120) workdays, subject to reduced pay to be determined by the Township Committee.

3. Employees who are hired after June 15, 1991 shall receive sick leave in accordance with the following schedule:

First Year - 1 sick day per month to a maximum of 10
Second Year and Thereafter - 12 Sick Days

In the event an employee has been absent on sick leave for more than four (4) continuous months in any given calendar year, the employee must return to full duty for a continuous period of not less than sixty (60) working days before such employee is eligible to obtain the above-mentioned annual sick leave allotment.

The Township may require proof of illness of an employee on sick leave, where such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action. In addition, in cases where an illness is of recurring or chronic nature, causing recurring absences of one (1) day or less, the Township reserves the right to require competent medical evidence to be submitted prior to the reinstatement of said employee and also reserves the right to have the employee examined by the Township physician before returning to duty.

In all case of reported illness or disability, the Township reserves the right to end the employee to the Township physician to investigate the report or to send to the Township physician for examination. In all cases where the Township sends

an employee to the Township physician for examination, the Township will pay all costs.

4. When an absence due to illness does not exceed two (2) consecutive work days, normally the employee's statement of the cause will be accepted without a supporting statement by the attending physician. The Township reserves the right to have the employee examined by the Township physician before returning to duty. Any absence in excess of two (2) consecutive work days may, in the discretion of the Manager or his designee, on a case by case basis, require a written statement from the attending physician. The Township also reserves the right to require the employee to be examined by the Township physician and certified as fit for duty before returning to duty.

5. (a) Employees who were employed as of June 15, 1991 shall be permitted to accumulate unused sick leave to a maximum of two hundred twenty-five (225) work days to be used in the event of a non-occupational, long term illness or disability. No accumulation of sick leave above the two hundred twenty-five (225) work days will be permitted for the use of non-occupational, long term illness or disability.

(b) Employees who are hired after June 15, 1991 shall be permitted to accumulate unused sick leave without limitation, such leave to be used for any purpose otherwise provided in this Agreement.

6. (a) Employees who were employed as of June 15, 1991 and retire after completing twenty-five (25) or more years of service shall be entitled to payment for unused, accumulated sick days up to a maximum of three thousand five hundred (\$3,500.00).

(b) Employees who were employed after June 15, 1991 and retire after completing twenty-five (25) or more years of service shall be entitled to payment for fifty percent (50%) of unused, accumulated sick days up to a maximum of seven thousand five hundred (\$7,500.00).

7. Payments which an employee receives under the provisions of Workers Compensation or temporary disability laws shall either be remitted to the Township or used as an offset to full salary payments.

8. Except as otherwise provided by law, any permanent member of the Township of Chatham Department of Public Works who shall be absent from duty without just cause or leave of absence for a continuous period of five (5) days shall cease to be member of the Department.

9. Members and employees unable to report for duty because of sickness or injury shall notify the Manager or his designee in person or by telephone at or before 8:00 a.m., unless the circumstances of his illness or injury prevent him from doing so. If unable to report, a relative or other responsible person shall notify the Department with all pertinent facts.

10. Employees, when sick or injured, shall be responsible for notifying the Department as to their place of confinement or of any subsequent change in their place of confinement. If an employee is unable to report such confinement or change, a relative or other responsible person shall notify the Department of all pertinent facts.

11. Employees who are absent in an unauthorized manner may be subject to disciplinary action being preferred against them. An

to "bump" less senior employees in a lower labor grade in which the laid off employee has previously worked, so that the less senior employee in the department shall be the first laid off. Recall from layoff shall be in the inverse order of layoff.

3. The Township shall not hire any additional permanent employee while there are permanent members on layoff status who are entitled to recall until it shall first offer such position to the laid off employee. Should the laid off employee refuse such position, the Township may then seek additional employees.

4.(a) An employee who is on layoff status shall be responsible for keeping the Township advised of his latest home address. The Township's recall responsibility shall be considered satisfied when it notifies an employee who is on layoff status of recall, by certified or registered mail, sent to his last known home address. The laid off employee must then notify the Township within ten (10) days of receipt of such correspondence of his intention and desire to return to work. Should the employee fail to do so, he may be considered as having waived his right of recall. An employee may also be considered as having waived his right of recall if no signature appears on the return receipt card, or no notification is garnered from the post office that the employee in question lives at his last known home address. The Township may, within ten (10) days of notification by the post office of such, consider the employee to have waived his right of recall.

- (b) An employee shall lose his right of recall, irrespective of sub-paragraph (a) above, when he has been on layoff for a continuous period exceeding two (2) years.

ARTICLE XVI

SPECIAL SCHOOLING AND LICENSES

In the event that the Township requires any employee of the Public Works Department to attend special schooling or secure necessary licenses, including the articulated motor vehicle license, all costs will be paid by the Township and attendance shall be at no loss of pay. However, if the special schooling or necessary licenses are required to obtain a job or acquire qualifications for a new job title, the Township will not be required to pay the costs for such schooling or licensing, but attendance shall be at no loss of pay.

ARTICLE XVII

MANAGEMENT RIGHTS

1. Except as modified by the provisions of the Agreement, the Township reserves unto itself sole jurisdiction and authority over matters of policy and the rights in accordance with, but not limited to, the laws of the United States and the State of New Jersey to do at least the following:

- a. To direct employees of the Township;
- b. To hire, assign, promote, transfer and retain employees covered by this Agreement;
- c. To demote, discharge and take disciplinary action for just cause against employees covered by this Agreement;
- d. To make work assignments, work and shift schedules, including overtime assignments;

- e. To relieve employees from duties because of lack of work or other legitimate reasons;
- f. To maintain the efficiency of the Township's operation entrusted to it;
- g. To determine the methods, means and personnel by which such operations are to be conducted;
- h. To take any other lawful action in respect to its employees.

2. The exercise of the foregoing shall be limited only by the specific and express terms of this Agreement, and then only to the extent that such specific and express terms thereof are in conformance with the Constitution and Laws of the State of New Jersey and of the United States.

3. Nothing contained herein shall be construed to deny or restrict the Township of its rights, responsibilities, and authority, under any other national, state, county or local laws or ordinances.

ARTICLE XVIII

MISCELLANEOUS PROVISIONS

1. The Township shall provide insurance covering loss of personal tools in the shop area, where the loss is occasioned by theft, fire or other catastrophic occurrence.

2. The Township shall provide a bulletin board at a suitable location for posting of notices by the Association. Said bulletin board shall be used by the Association for the posting of notices directly related to Association business and/or social activities in which the Association is involved. Said bulletin board shall not be used for the posting of any notices which are political in

nature nor critical of the Township, the Manager, or any member of his staff.

3. Whenever an employee is laid off, the Association shall be notified at the same time as the affected employee.

4. The Township will provide one hundred (100%) percent compensation for eyeglasses or any prosthetic devices which are lost or damaged during work hours, provided that proper safety precautions are instituted by the employee.

5. The Township shall compensate employees covered by this Agreement for personal items lost or damaged during working hours up to a maximum compensation of seventy-five (\$75.00) dollars. This includes items such as watches, rings and religious items, providing that proper safety precautions were taken. This provision does not cover necklaces.

ARTICLE XIX

SALARY

1. Pursuant to Schedule A attached (which is incorporated herein by reference) the Township does hereby consent to an overall wage increase as follows:

Effective January 1, 1991 - six - (6.0%) percent.

Effective January 1, 1992 - five and three-quarters - (5.75%) percent.

2. The Employees who are designated to serve in the position of Acting Assistant Foreman on a temporary basis will receive twelve and one-half (\$12.50) dollars per day for each day or part thereof that they serve in said position. The designation of such will usually be made prior to the beginning of the work day. However, special situations which require the designation of an

Acting Assistant Foreman during the work day will be made by the Manager or his designee during that work day.

3. The position of full-time Assistant Foreman and Water Pollution Control Assistant Chief Operator shall be created with an annual salary as set forth in Schedule A attached, and assigned to those Divisions deemed necessary by the Manager.

4. SALARY SCALE SYSTEM RULES AND REGULATIONS

(a) The Manager shall determine all demotions, promotions, and step deductions based upon, but not limited to, the recommendations of the employee's immediate supervisor and the following evaluation criteria:

- (1) employees skills;
- (2) employees work performance;
- (3) employees work attitude.

The Manager shall also take into consideration the recommendations of other management employees.

(b) When promoted from one labor grade to another, the employee will be placed in the step above his present salary.

(c) The parties agree that any foreman or assistant foreman who might be demoted, except for disciplinary reasons, shall retain the higher salary as a "red circled" rate, meaning that that rate shall remain in effect until the rate of the new lower grade rises to the higher level.

ARTICLE XX

LONGEVITY

1. The following longevity schedule will be in effect for all employees covered by this Agreement:

After four (4) consecutive years of service	\$ 400.00
After eight (8) consecutive years of service	800.00
After twelve (12) consecutive years of service	1,200.00
After sixteen (16) consecutive years of service	1,600.00

2. Longevity payments shall be included with the base salary payments, and in no instance shall payments be made less frequently than monthly.

ARTICLE XXI

MAINTENANCE OF WORK OPERATIONS

1. The Association hereby covenants and agrees that for the duration of this Agreement, neither the Association nor any person acting on its behalf or cause, shall authorize or support any strike (i.e., the concerted failure to report for duty or willful absence of any employee from his position, or stoppage of work, or absence in whole or in part, from the full, , faithful and proper performance of the employee's duties of employment) work stoppage, slow-down, walk-out, or other illegal job action against the Township. The Association agrees that such action will constitute a material breach of this Agreement.

2. In the event of a strike, slow-down, walkout or job action, it is covenanted and agreed that participation in all such activities by any Association member shall entitle the Township to invoke any of the following alternatives:

- (a) Withdrawal of Association recognition.
- (b) Withdrawal of dues deduction privileges (if previously granted).
- (c) Such activities shall be deemed grounds for termination of employment of such employee(s).

3. The Association agrees it will make every reasonable effort to prevent its members from participating in any strike, work stoppage, slow-down, or any other activity aforementioned or supporting any such activity by any other employee or group of employees of the Township and that the Association will publicly disavow each action and order all such members who participate in such activities to cease and desist from same immediately and return to work, and take such other steps as may be necessary under the circumstances to bring about compliance with the Association.

4. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach of the Association or its members.

ARTICLE XXII

FULLY BARGAINED AGREEMENT

1. This Agreement represents and incorporates the complete and final understanding and settlement between the parties on all bargainable issues which were or could have the subject of negotiations.

2. During the duration of this Agreement, neither party will be required to negotiate with respect to any matter not covered by this Agreement, unless one party requests the negotiation of such in writing and the other party agrees to such in writing. This does to bind either party to coming to a mutual agreement on the matter(s) in question.

ARTICLE XXIII

SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect for the duration of the Agreement.

ARTICLE XXIV

UNIFORMS

1. At the time of permanent appointment of employment with the Township, the Township shall provide, at its own expense, to each employee the following uniforms: five (5) shirts; five (5) pairs of pants; one (1) lightweight jacket for Spring and Fall; one (1) heavyweight jacket for Winter and one (1) sweat jacket. In addition to the foregoing, each employee will be provided with two (2) pairs of safety shoes and five (5) orange tee shirts.

2. The Township will replace items of clothing due to wear and tear upon proof of such wear and tear to the Manager or his designee. Items which are lost and must be worn for the safe performance of a job by the employees covered under this Agreement are to be replaced at the expense of the employee.

3. The employer shall be liable for clothing replacement as described in paragraph 2. immediately preceding to each employee for an amount up to but not exceeding \$325.00 per calendar year. Employees shall receive new items of clothing on an as-needed basis as determined by the employee and the Manager or his designee.

4. Work gloves, foul weather gear and other safety equipment will be provided by the Department as necessary.

5. Uniforms of employees who are assigned to the shop and Water Pollution Control divisions will be laundered by the Township at the Township's expense. Other employees shall be responsible for maintaining their uniforms at their own expense.

ARTICLE XXV

OFF-DUTY EMPLOYMENT

1. An employee shall be entitled to engage in any lawful activity and obtain any lawful work while off-duty.

2. It is understood that the employee will consider their position with the Township as their primary employment. Any off-duty employment or activity must not interfere with the employee's efficiency in his position with the Township.

3. No employee who engages in any off-duty employment during his off-duty hours shall be permitted to wear his department uniform, in the regular performance of such duty.

4. Failure to comply with the above sections may be the basis for disciplinary action.

ARTICLE XXVI

DURATION OF AGREEMENT

This Agreement shall remain in full force and effect for the period of January 1, 1991 through December 31, 1992. This Agreement contains the entire understanding of the parties and for all purposes shall be deemed the full and final settlement of all bargainable issues between the employee and the employer. All the provisions of this Agreement shall continue in full force and effect beyond the stated expiration date set forth herein until a

successor Agreement has been executed and becomes effective.

In the event the parties are unable to reach satisfactory resolution of issues which are the subject of negotiations for any successor Agreement, the unresolved issues will be submitted to compulsory interest arbitration with the decision of the Arbitrator being final and binding on the parties. Selection of the Arbitrator will be made in accordance with the rules and regulations established for compulsory binding interest arbitration for uniform services under the Public Employment Relations Commission.

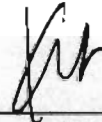
IN WITNESS WHEREOF, the parties hereto have caused this to be signed and attested by the proper corporate officers and its corporate seal affixed and have hereunto set their hands and seals on this _____ day of _____, 1991.

TOWNSHIP OF CHATHAM
COUNTY OF MORRIS

Attest:

Clerk

Mayor

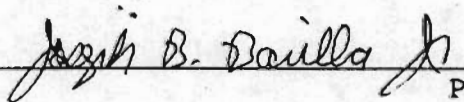


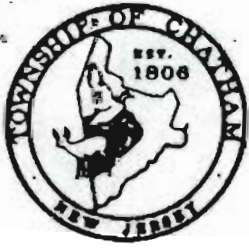
CHATHAM TOWNSHIP PUBLIC WORKS
EMPLOYEES ASSOCIATION

Attest:

Secretary

President





TOWNSHIP OF CHATHAM

Municipal Building
68 Meyersville Road
Chatham, New Jersey 07928
635-4600

Please reply to:

Public Works Manager
& Recycling Coordinator
405 Southern Boulevard
377-5114

PUBLIC WORKS DEPARTMENT

SALARY SCALE SYSTEM RULES AND REGULATIONS 1991

SCHEDULE A - 1991

1. With the approval of the Township Committee the following minimum and maximum wage scale system is established for the Public Works Department with a starting and/or probation wage rate for each labor pay grade with automatic increment steps.
2. All are based on recommendation by the Public Works Manager and approval by the Administrator and Township Committee.
3. Employee may be placed at any step in the labor grade for which he is qualified.
4. The Public Works Manager shall determine all demotions, promotions to other labor grades, based on job performance and qualifications within each division.
5. Should any opening occur in any division, and no employee is qualified, it will be necessary to go outside the Department to fill the position at a wage scale determined by new employee's qualifications. All transfers of employees from one division to another will be determined by the Public Works Manager based on the needs of the department.
6. Each pay increase to be effective as of the first of the year and not on the completion of employees probation period or anniversary date.
7. Future consideration may be given to this wage scale as specialized knowledge and equipment are obtained due to the growth of each division within the department.

SALARY SCALE SYSTEM
RULES AND REGULATIONS - 1991
SCHEDULE A- 1991

PAGE 2

- Est. 1973
Rev. 1974
Rev. 1975 - Note: All steps and promotions frozen at 1974 level.
Rev. 1976
Rev. 1977
Rev. 1978
Rev. 1979
Rev. 1980 - Building Maintenance Position Effective: 7/8/80
Rev. 1981
Rev. 7/81 - Building Maintenance Manager changed to Public Works
Serviceman Senior Grade I: and Building & Machinery
Foreman.
Rev. 1982 - Chief Operator - W.P.C. ('84 Manager) Eliminated from
scale system.
Rev. 1983
Rev. 1984 - W.P.C. Title changes and Laboratory Technician added.
Rev. 1985 - Senior Performance Award and Performance Incentive.
Award Added.
Rev. 1986
Rev. 1987
Rev. 1988 - Senior Performance Award became part of the base salary
for Road and Shop Division and then eliminated. A Merit
Bonus Award is established for all divisions, Public
Works Senior Grade I eliminated, established Assistant
Foreman Position, with W.P.C. Chief Operator at same
pay as Foreman.
Rev. 10/88 - Shop Foreman appointed to Management Position.
Rev. 1989
Rev. 10/89 - Chief Operator W.P.C. appointed to Management with the
retirement of Manager W.P.C.
Rev. 1990 - Eliminated the Merit Bonus Award of \$2,500.00. After
5.9% increase over 1989 salaries the fund is added
to and becomes base salary of all employees of the
Building and Machinery, Utility and Water Pollution
Control Division.
Established Water Pollution Control Senior Laboratory
Technician, Water Pollution Control Assistant Chief
Operator.
Rev 1991 - All Division salary scales were made equal, plus a 6%
across the board increase was given to all employees,
the Step System within each labor grade is automatically
given until the employee reaches the top step. W.P.C.
Laboratory Supervisor position has been established.

1992 - 5.75% INCREASE

SCHEDULE A - 1991

TOWNSHIP OF CHATHAM
DEPARTMENT OF PUBLIC WORKS
SALARY SCALE SYSTEM

PUBLIC WORKS SERVICEMAN GRADE III
WATER POLLUTION CONTROL OPERATOR III
PUBLIC WORKS SHOP MECHANIC GRADE III

STARTING SALARY-----	\$22,330.00
STEP I-----	\$23,730.00
STEP II-----	\$25,130.00
STEP III-----	\$26,531.00

PUBLIC WORKS SERVICEMAN GRADE II
WATER POLLUTION CONTROL OPERATOR II
WATER POLLUTION CONTROL LABORATORY TECHNICIAN
PUBLIC WORKS SHOP MECHANIC GRADE II

PROBATION PERIOD-----	\$26,906.00
STEP I-----	\$28,548.00
STEP II-----	\$30,190.00
STEP III-----	\$31,832.00

PUBLIC WORKS SERVICEMAN GRADE I
WATER POLLUTION CONTROL LABORATORY SUPERVISOR
PUBLIC WORKS MECHANIC GRADE I

PROBATION PERIOD-----	\$32,083.00
STEP I-----	\$33,701.00
STEP II-----	\$35,318.00
STEP III-----	\$36,936.00

PUBLIC WORKS ASSISTANT FOREMAN
WATER POLLUTION CONTROL ASSISTANT CHIEF OPERATOR

PROBATION PERIOD-----	\$37,649.00
ADVANCED STEP-----	\$38,670.00

FOREMAN

PROBATION PERIOD-----	\$41,650.00
ADVANCED STEP-----	\$43,314.00



TOWNSHIP OF CHATHAM

Municipal Building
58 Meyersville Road
Chatham, New Jersey 07928
635-4800

Please reply to:

**Public Works Manager
& Recycling Coordinator**
405 Southern Boulevard
377-5114

PUBLIC WORKS DEPARTMENT

SALARY SCALE SYSTEM RULES AND REGULATIONS 1992

SCHEDULE A - 1992

1. With the approval of the Township Committee the following minimum and maximum wage scale system is established for the Public Works Department with a starting and/or probation wage rate for each labor pay grade with automatic increment steps.
2. All are based on recommendation by the Public Works Manager and approval by the Administrator and Township Committee.
3. Employee may be placed at any step in the labor grade for which he is qualified.
4. The Public Works Manager shall determine all demotions, promotions to other labor grades, based on job performance and qualifications within each division.
5. Should any opening occur in any division, and no employee is qualified, it will be necessary to go outside the Department to fill the position at a wage scale determined by new employee's qualifications. All transfers of employees from one division to another will be determined by the Public Works Manager based on the needs of the department.
6. Each pay increase to be effective as of the first of the year and not on the completion of employees probation period or anniversary date.
7. Future consideration may be given to this wage scale as specialized knowledge and equipment are obtained due to the growth of each division within the department.

SALARY SCALE (SYSTEM
RULES AND REGULATIONS - 1992
SCHEDULE A- 1992

PAGE 2

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across the board increase was given to all employees,
the Step System within each labor grade is automatically
given until the employee reaches the top step. W.P.C.
Laboratory Supervisor position has been established.
Rev 1991 - All salary scales increased 5.75%

SCHEDULE A - 1992

TOWNSHIP OF CHATHAM
DEPARTMENT OF PUBLIC WORKS
SALARY SCALE SYSTEM

PUBLIC WORKS SERVICEMAN GRADE III
WATER POLLUTION CONTROL OPERATOR III
PUBLIC WORKS SHOP MECHANIC GRADE III

STARTING SALARY-----	\$23,614.00
STEP I-----	\$25,094.00
STEP II-----	\$26,575.00
STEP III-----	\$28,057.00

PUBLIC WORKS SERVICEMAN GRADE II
WATER POLLUTION CONTROL OPERATOR II
WATER POLLUTION CONTROL LABORATORY TECHNICIAN
PUBLIC WORKS SHOP MECHANIC GRADE II

PROBATION PERIOD-----	\$29,124.00
STEP I-----	\$30,190.00
STEP II-----	\$31,926.00
STEP III-----	\$33,662.00

PUBLIC WORKS SERVICEMAN GRADE I
WATER POLLUTION CONTROL LABORATORY SUPERVISOR
PUBLIC WORKS MECHANIC GRADE I

PROBATION PERIOD-----	\$34,618.00
STEP I-----	\$35,639.00
STEP II-----	\$37,349.00
STEP III-----	\$39,060.00

PUBLIC WORKS ASSISTANT FOREMAN
WATER POLLUTION CONTROL ASSISTANT CHIEF OPERATOR

PROBATION PERIOD-----	\$39,814.00
ADVANCED STEP-----	\$40,894.00

FOREMAN

PROBATION PERIOD-----	\$44,045.00
ADVANCED STEP-----	\$45,805.00