

1174

AGREEMENT made this 22nd day of October, 1990, by and between the Township of Branchburg in the County of Somerset, a municipal corporation of the State of New Jersey, hereinafter referred to as the "Township" and the Salaried Employees of North America Division of the United Steelworkers of America, AFL-CIO-CLC, on behalf of Local Union #7393, hereinafter referred to as the "Union".

Whereas, the Township and the Union recognize that it will be to the benefit of both to promote mutual understanding and foster a harmonious relationship between the parties; and

Whereas, it is the mutual desire of the parties to adopt an agreement consistent with the accords reached between the parties, which accords have been duly accepted by the Township and the Union;

NOW, THEREFORE, it is agreed as follows:

I. RECOGNITION.

A. The Township recognizes the Union as the sole and exclusive bargaining agent with respect to terms and conditions of employment for clerks, administrative clerks, violations clerks, court clerks, engineering assistants, engineering aides, secretary/records clerks, except confidential employees. This recognition is pursuant to and in compliance with the New Jersey Employer-Employee Relations Act, NJS 34:13A-1 et seq.

B. Authorized Representatives of the International Union shall be permitted to visit the facilities or operations of the Township during working hours. The Representatives will make advance arrangements with the Administrator and will be accompanied by the Administrator or by a Department Head assigned by the Administrator. No meetings or telephone calls with members will take place during working hours.

II. DEFINITIONS. As used in this Agreement, the following terms have the following meanings:

"Full-time member" -- a regular, full-time active employee of the Township who is a member of the group represented by the Union.

"Part-time member" -- a regular active employee of the Township who is a member of the group represented by the Union and who is scheduled to work less than twenty-five (25) hours per week.

"Member" -- unless limited specifically or by context, either a full-time or a part-time member.

"Administrator" -- the Township Administrator, Assistant Administrator, or other person designated by the Township Committee.

Department Head -- the head of a Department or other person designated by the Township Committee.

III. MEMBERS' RIGHTS.

A. The Township recognizes that every member shall have the right to freely organize, join, and support the Union for the purpose of engaging in collective negotiations.

B. No member shall be disciplined, reprimanded, reduced in rank, or have an increment withheld without just cause.

C. Nothing contained herein shall be construed to deny or restrict to any member such rights as the member may have under New Jersey statutes, regulations, or the State Constitution, as well as the United States Constitution or laws of the United States.

D. The Shop Steward shall be notified of new employees covered by this Agreement, including job title and salary.

IV. MANAGEMENT RIGHTS.

A. Except as expressly modified by specific provisions of this Agreement, the Township reserves and retains sole and exclusive authority to manage the operation of the Township.

B. The Township Committee shall promulgate personnel policies, practices, and regulations not inconsistent with this Agreement. The administration of the personnel policies, practices, and regulations for the Township of Branchburg shall be the responsibility of the Township Committee.

C. The Township Committee may delegate the supervision and administration of the personnel policies, practices, and regulations to the Administrator. It shall be the Administrator's duty to inform each Department Head of infractions of the personnel policies, practices, and

regulations by members within the Department Head's supervision. The Department Head shall report all infractions of the personnel policies, practices, and regulations to the Administrator. The Township Committee reserves the right to interpret the personnel policies, practices, and regulations and the right to modify or discontinue any or all of them.

D. Any amendment to the personnel policies, practices, and regulations shall be distributed to all members.

E. A personnel file will be maintained by the Administrator. Each Department Head shall update information for each member in the Department. Personnel files shall be kept in a locked, insulated file cabinet and filed in two groups, Active and Inactive (current employees and past employees). The Township Committee and the Administrator shall have access to all personnel files. A Department Head may, in the presence of the Administrator, have access to the records of members in the Department. Any member may, in the presence of the Administrator, examine his or her personnel file at reasonable times. No material may be inserted in a member's personnel file until the member is given reasonable opportunity to review the material and to comment in writing. The member's comments shall be included in the personnel file. Under no circumstances may any personnel file be removed from the Municipal Building.

V. EMPLOYMENT PRACTICES

A. The Township Committee must approve any new position and authorize the hiring of each employee. Prospective employees must pass such medical examination and further investigation as deemed necessary by the Township Committee, both to be conducted at Township expense. The Township may also, after supplying written reasons to the member, require any member to undergo medical examination during employment at Township expense.

B. The Township Committee may hire part-time employees in any job category. The days of the week and the hours within each day that the part-time employee is scheduled to work shall be set out in a hiring resolution and may be changed from time to time by further resolution of the Township Committee.

C. New members and members transferred to new positions shall be on probation for a period of six (6) months and until granted permanent status by the Township Committee. It shall be the responsibility of the Department Head to submit a written report with recommendations to the Administrator at least two (2) weeks prior to the expiration of the probationary period. A copy of the written report shall be given to the member for review and comment. The Administrator shall transmit the written report, and the member's comments if any, to the

Township Committee for review. The review date shall be held no later than the first Township Committee meeting after the expiration of the six (6) month period.

D. Whenever a vacancy or new position occurs in the bargaining unit, the Township shall post a notice of such opening on the Bulletin Boards. The notice shall state the job classification and rate range of the job that is open for bidding. The notice shall remain for seven (7) calendar days dating from the date of posting. When a job is posted, employees may apply ("bid") for the opening in the same manner as new employees.

E. The date on which a member starts work for the Township of Branchburg (even though probationary) shall govern in determining vacation and sick leave benefits.

F. A member who bids for and is transferred to a new position shall have the right, within four (4) weeks after beginning the new position, to reinstatement to his or her former position without loss of seniority.

G. The Township and the Union shall form a joint committee, consisting of two persons appointed by each, for the purpose of establishing job descriptions and salary classifications for all positions in the bargaining unit. Upon the establishment of job descriptions and salary classifications, they shall be attached to and become part of this Agreement. The salaries of existing members shall be neither decreased nor increased by the establishment of salary

classifications. Until job descriptions and salary classifications are established, the Township shall set the salary of each new member at the time of hiring, but no new member shall be paid less than the minimum salary paid to any existing member nor more than the maximum salary paid to any existing member.

H. The Township will provide members who work in Engineering and whose work requires field inspections with suitable work shoes. The Township will designate a supplier. The Township will make available to the same members suitable coveralls to help protect their clothing during inspections.

VI. TIME, ATTENDANCE AND PERFORMANCE

A. Each Department Head shall advise the Administrator of the absence of a member in his or her Department, and of the reason for the absence (such as vacation, illness, personal or other reason) on the date of the absence, and this shall become a part of the member's personnel file.

B. Each member shall notify his or her Department Head without delay if he or she will be absent from work. If the Department Head cannot be promptly reached, the Administrator shall be notified.

C. Hours for all Departments shall be posted.

D. Members are expected to be on time. Recurring or chronic tardiness shall be reported by the Department Head to the Administrator and recorded in the member's personnel file.

E. It is the responsibility of each Department Head to secure satisfactory performance from those members under his or her supervision.

F. Each Department Head will regulate the lunch period of members in the Department so that each Department is open at all times during the lunch period. Each full-time member is entitled to a one (1) hour unpaid lunch period.

VII. COMPENSATION

A. Standard hours. The regular work hours shall be thirty-seven and one-half (37 1/2) per week, not including the unpaid lunch period.

B. Part-Time Members. Part-time members shall be paid at the same rates, on a *pro rata* basis, as full-time members in the same job category.

C. Base Salary. The base annual salary for members covered by this Agreement shall be increased by fifteen hundred dollars (\$1500.00) each for the calendar year beginning January 1, 1989; six percent (6%) for the calendar year beginning January 1, 1990; and five percent (5%) for the calendar year beginning January 1, 1991, as set forth on Exhibit "A".

D. Overtime.

1. Overtime work shall be kept to a minimum. All overtime shall be authorized in advance by the Administrator.

2. Work exceeding the member's regular work hours but less than eight (8) hours in any scheduled work day or forty (40) hours in any work week shall be compensated at the member's regular hourly rate. Board, Commission and Court clerks' regular hours include the first night meeting in each month.

3. Work exceeding eight (8) hours in any scheduled work day or forty (40) hours in any work week is overtime work and shall be compensated at one and one-half (1 1/2) times the member's hourly rate. In the case of Sundays (provided the member has worked a full week immediately preceding the Sunday), the member shall be compensated at double the hourly rate. In the case of holidays (provided the member has worked a full week immediately preceding the holiday), the member shall be paid two and one-half (2 1/2) times the hourly rate. No overtime compensation shall be applied or authorized if one or more unpaid days have been taken during the week immediately preceding the Saturday, Sunday, or holiday in question.

4. Overtime records shall be turned in by members to their Department Head on the next working day. Payment for overtime work will be made at the end of the next full work period.

E. Injured Members. Any member suffering from an injury arising out of and in the course of employment who is required to discontinue work as a result of the injury will be paid from the time of the injury to the end of the work day on the day of such injury.

VIII. HOLIDAYS

A. The following days will be considered as official holidays:

New Year's Day

Martin Luther King Day

Lincoln's Birthday

Washington's Birthday

Good Friday

Memorial Day

July 4

Labor Day

General Election Day

Veterans' Day

Thanksgiving Day

Friday following Thanksgiving

Afternoon (starting at noon) of December 24 if it falls on a workday

Christmas Day

Afternoon (starting at noon) of December 31 if it falls on a workday

B. When an official holiday falls on a Sunday, the following Monday shall be observed as that holiday. When an official holiday falls on a Saturday, the preceding Friday will be observed as that holiday.

C. If a holiday falls on a part-time member's regularly scheduled work day, the member shall received regular pay for the holiday. If a holiday falls on a day that a part-time member is not regularly scheduled to work, then the member shall not be paid for the holiday.

IX. VACATIONS

A. Members shall receive the following annual vacation with pay:

1. During the first calendar year of employment, (even if employment starts on the first working day of the year), if six (6) months of continuous employment are completed: One (1) week;
2. During the first four (4) full calendar years: Two (2) weeks;
3. During the fifth (5th) through tenth (10th) full calendar years: Three (3) weeks;
4. For members hired before the date of this Agreement, during the calendar years following the tenth (10th) full calendar year: Three (3) weeks plus one (1) day for each calendar year after completion of the tenth (10th) calendar year, up to a maximum of six (6) weeks of annual vacation;
5. For members hired after the date of this Agreement, during the calendar years following the tenth (10th) full calendar year: Three (3)

weeks plus one (1) day for each calendar year after completion of the tenth (10th) calendar year, up to a maximum of four (4) weeks of annual vacation.

B. Holiday During Vacation. If a Holiday falls within the vacation period of a member who is regularly scheduled to work on every working day, the Holiday shall not be considered as part of the vacation or charged to that member's vacation allowance.

C. Prior to April 1, each member shall file with the Department Head, and each Department Head shall file with the Administrator, a vacation schedule. Each Department may reasonably limit the number of employees on vacation at a time, and the number of employees on disability may be considered as one factor in setting a limit. In the event of a conflict of vacation dates of key employees in one or more Departments that cannot be satisfactorily resolved, the Township Committee may request a review of the schedule(s) for the Department(s) affected, and its decision shall be final. In the event of conflict, seniority shall take precedence.

D. Each member shall make a request for time off, including vacation time, personal time or any combination thereof to the Department Head not less than one (1) day in advance if the time off requested is less than three (3) days, not less than two (2) weeks in advance if the time off requested is three (3), four (4), or five (5) working days and not less

than four (4) weeks in advance if the time off requested is in excess of five (5) working days. Time off shall be scheduled by the Department Head in accordance with the needs of the Department.

E. Members are urged to take vacation in periods of at least one (1) week but not more than two (2) weeks. Under unusual circumstances, with recommendation of the Department Head, the Administrator or Township Committee may authorize vacation periods of less than one (1) day or more than two (2) consecutive weeks. Under no circumstances shall full-time members take vacation days in less than one-half (1/2) day increments. Under no circumstances shall part-time members take vacation days in increments less than one regularly scheduled work day.

F. Unless authorized by the Township Committee, extra compensation will not be allowed in lieu of unused vacation time. It is the desire of the Township that each member take advantage of vacations for health, rest, and relaxation.

G. Members may receive vacation pay on the day prior to their vacation as long as a request for advance vacation pay has been received by the Treasurer's office at least one (1) week in advance.

H. Vacations shall be completed within the calendar year and may not be accumulated unless approved by the Department Head and Township Committee. Such approval will not be unreasonably withheld. If the Township requires a member to

cancel a vacation after November 1, the member shall be entitled to carry the vacation until March 31 of the following year. All vacations shall accrue as of initial employment dates and that date shall govern the anniversary year for granting of vacations.

I. Vacation pay for part-time members shall be based on the average number of hours that the part-time member is regularly scheduled to work.

X. SICK LEAVE

A. Sick leave for illness of members shall be granted as follows:

1. One (1) sick day with pay for each month worked. Unused sick days may be accumulated to a maximum of thirty-six (36) days. All sick leave accumulated prior to this Agreement shall be carried over. Any day or days taken off for other than work-related injury will be deducted from the cumulative leave.

2. When a full-time member is receiving Disability Insurance payment, the Township will pay the member only the difference between the Disability Insurance payment and the member's regular salary.

3. Sick time allowance is granted only for a member's sickness or injury not related to work. Work related sickness or injury and time during

which a member is receiving Disability Insurance payment will not be deducted from sick days.

4. Compensable illness or injury: Full-time members will be paid the difference between compensation payment and full salary for twenty (20) working days for each full year worked, cumulative from year to year up to a maximum of sixty (60) days. Additional pay beyond this period may be permitted only upon the recommendation of the Department Head and approval of the Township Committee.

B. The following are allowable as sick days:

1. Absence of a member from duty because of personal illness or injury if the member is unable to perform the usual duties of his or her position.

2. Exposure to contagious disease when the member is placed under quarantine by a duly constituted health authority.

C. Upon recommendation of the Department Head, the Administrator may require a member on sick leave to provide a physician's statement either during sick leave or after returning to work. If the request is made after the member has returned to work, or if the member has not been under the care of a physician, the member may have the statement prepared by the Township Physician at Township expense. The Administrator

may require a member who has been on sick leave for more than five (5) days to report to the Township Physician for examination and report to the Township Committee.

D. Part-time members shall be paid only on those sick days during which they are regularly scheduled to work. Part-time members shall receive and shall be entitled to accumulate only a *pro-rata* number of sick days (rounded to the nearest half day) based on their regularly scheduled weekly work hours compared to thirty seven and one-half hours.

XI. LEAVE FOR DEATH IN IMMEDIATE FAMILY

Leave with pay, not to exceed three (3) consecutive calendar days, shall be granted to any member in the event of a death in the immediate family. Such leave shall be in addition to vacation leave and sick leave. For purposes of death leave, the term "immediate family" shall include only the member's spouse, child, parent, brother, or sister, or his or her spouse's parent, brother, or sister. It shall also include any person who was a permanent resident in the member's household. Leave for the day of the funeral, if a scheduled working day, shall be granted for the death of a member's grandparent or grandchild.

XII. PERSONAL LEAVE

A. Upon the approval of the Department Head and Administrator, which approval will not be unreasonably withheld, a member may be granted up to three (3) personal leave days with pay each calendar year for the transaction of urgent or personal

business. Personal leave days with pay may not be accumulated beyond one (1) year. Personal leave days shall not be taken in conjunction with or as part of vacation days. Under no circumstances shall personal leave be taken in less than one-half (1/2) day increments. Personal business shall be defined as attendance to legal matters, doctors' and dentists' appointments, and similar circumstances and personal emergencies.

B. Part-time members are presumed to be able to schedule their personal obligations on non-work days except for urgent matters which cannot be scheduled by the member. Part-time members shall receive only a *pro-rata* number of personal days (rounded to the nearest half day) based on their regularly scheduled weekly work hours compared to thirty seven and one-half hours.

XIII. LEAVE OF ABSENCE

A. A leave of absence without pay may be requested by a member who shall submit all facts bearing on the request in writing to the Department Head. The Department Head will make recommendations in writing to the Township Committee, which will consider the request and grant or reject the requested leave of absence.

B. Upon promptly providing a copy of the member's military orders in advance, a member shall be granted temporary leave of absence for active duty Reserve training in the

military service, not exceed fifteen (15) days in any fiscal year. During such leave, the member shall receive the difference between the member's regular salary and Governmental pay.

C. Any member serving on jury duty is expected to report for work any time not required to be in attendance as a juror. Compensation paid for jury service up to five dollars (\$5.00) per day may be retained by the member. Compensation in excess of five dollars (\$5.00) per day shall be paid over to the Township.

XIV. INSURANCE; HEALTH BENEFITS; PENSIONS

A. Insurance. The Township shall provide the following insurance or its reasonable equivalent:

1. Blue Cross "500" Series (full-time members only; family coverage).
2. Provident Mutual Major Medical Insurance, Policy #20668LDXZ (full-time members only; family coverage).
3. Insurance Company of North America long-term disability insurance, Policy #GL9772 (full-time members only; individual member's coverage only).
4. The existing Blue Cross dental program (full-time members only; individual member's coverage only).
5. Errors and omission insurance as provided under Ideal Mutual Policy #1104.

B. The Township may at its option at any time substitute for the Blue Cross "500" Series and the Provident Mutual Major Medical Insurance the New Jersey State Health Benefits Program, or its reasonable equivalent.

C. Pension Plan. The Township is presently participating in the New Jersey Public Employees Retirement System (P. E. R. S.), and will continue to do so. The Township shall make such contributions to the Plan for each member as the Plan requires.

D. Retired Members. The Township will provide individual coverage under the Township's health insurance coverages, as they may exist from time to time in the future, for full-time members who have retired after completing twenty-five (25) or more years of service with the Township.

XV. MISCELLANEOUS

A. It is understood that members will consider their positions with the Township as their primary jobs. Any outside employment must not interfere with a member's efficiency or constitute any conflict of interest. Members shall perform no private work in their fields within the Township or with any person or business doing business with the Township.

B. Members are urged to seek ways and means of effective work improvement and to make suggestions to their Department Head for doing a better and more efficient job.

C. Members shall not accept gifts or articles of value in appreciation when carrying out performance of duties.

D. Conditions or situations not required by law to be collectively bargained and not specifically covered by this Agreement shall be referred to the Administrator for recommendation to and decision by the Township Committee.

E. The Administrator, with the approval of the Mayor, may declare general time off for members under unusual or extreme circumstances that would affect the well-being of members. Such time off is with pay and is applicable only to those members working at the time the decision is made.

F. A member absent for more than three (3) days without notice to the Department Head or the Administrator may be considered to have resigned without notice and no longer in the employ of the Township.

G. All unauthorized and unreported absences shall be considered absent without leave and deduction of pay shall be made for such absences.

XVI. RESIGNATION, SUSPENSION OR DISMISSAL

A. Resignation. Any member who intends to resign shall submit to his or her Department Head written notice of resignation at least two (2) weeks prior to the effective date of resignation unless a shorter period of time is agreed upon by the Administrator. Any member giving required notice shall be paid for accrued unused vacation days. Any member failing to give such notice shall forfeit accrued benefits.

B. Suspension. The Department Head or Administrator may suspend a member for cause without pay for a period up to five (5) working days. Whenever a member is suspended, a written report shall be submitted by the Department Head and Administrator to the Township Committee. If requested, the Township Committee shall conduct a hearing within fifteen (15) working days, and shall render a written decision within ten (10) working days thereafter. Written notice shall immediately be given to all affected parties.

C. Dismissal. A member may be discharged or suspended from the service of the Township by the Administrator or the Township Committee. The causes sufficient for removal from the service shall include, but are not limited to, the following:

1. Neglect of duty, including using Township time for other than official Township business;
2. Absence for any reason not authorized by this Agreement, or failure to promptly notify the Department Head or Administrator of the reason for any absence;
3. Failure to report after authorized leave has expired or after such leave has been disapproved or revoked;
4. Incompetency, inefficiency, or incapacity due to mental or physical disability;

5. Insubordination or serious breach of discipline;
6. Intoxication while on duty;
7. Conviction of a criminal act;
8. Conduct unbecoming a public employee;
9. Dishonesty;
10. Excessive absenteeism or tardiness.

If any member is charged with any of these offenses, a written report shall be submitted by the Department Head or Administrator to the Township Committee. The Township Committee shall, within fifteen (15) working days, conduct a hearing and shall render a written decision within ten (10) working days. Written notice shall immediately be given to all affected parties.

XVII. GRIEVANCE PROCEDURES

A. It is the intent of the Township of Branchburg to administer fairly the daily operation of the Municipal Offices with due regard to members, the public, and the taxpayers. Should the rights of a member in his or her opinion be infringed upon, it is the right and prerogative of the member to appeal to his or her superiors for a review of his or her complaint.

B. All grievances shall first be presented verbally to the Department Head. It is the Department Head's responsibility to arrange a mutually satisfactory settlement as quickly as possible.

C. If, within five (5) working days, the grievance is not mutually resolved between the member and the Department Head, the Department Head or member may appeal to the Administrator. All appeals shall be presented in writing to the Administrator stating the facts and nature of the complaint. The Administrator will review the facts concerning the grievance at a meeting with the member and the Department Head within five (5) working days. The Administrator shall prepare a written report with recommendations on the grievance within fifteen (15) working days thereafter.

D. Failing a solution, any affected party may, within five (5) working days, request the Township Committee to hear and decide the grievance at a hearing at which all affected parties shall be heard. The Township Committee shall conduct the hearing within ten (10) working days and shall render a written decision which shall be given to all affected parties within fifteen (15) working days. The decision of the Township Committee shall be final.

E. All papers and documents relating to a grievance and its disposition will be placed in the member's Personnel file.

XVIII. UNION BULLETIN BOARD

The Township shall provide the Union with an appropriate location for a bulletin board of reasonable size, not in excess of 2 feet (2') by 3 feet (3'). Items may be placed on or taken off the Union bulletin board only by an

authorized representative of the Union. No derogatory, defamatory, scandalous or indecent matter, nor any likeness of any Township officer or employee not a Union member, shall be placed on or remain on the Union bulletin board.

XVIV. UNION DUES

A. The Township agrees to deduct from members' salaries dues for the Union when members have voluntarily authorized the deduction. Such deductions shall be made in compliance with NJS 52:14-15.9e, as amended, shall be made weekly, and immediately delivered or forwarded to the Treasurer of the International Union at Five Gateway Center, Pittsburgh, PA 15222.

B. Whenever there is a change in the employees in the bargaining unit, the Township further agrees to forward a list of hires and terminations to the International Treasurer and the Financial Secretary of the Local Union, and that the transmittal of the said list shall be simultaneous with the transmittal of the aforementioned deductions.

XX. MEANING AND INTERPRETATION OF THIS AGREEMENT

A. This Agreement shall be interpreted under the laws of the State of New Jersey and the rules and regulations of the New Jersey Public Employment Relations Commission.

B. Nothing contained in this Agreement shall alter the authority conferred by statute, administrative regulation, ordinance or resolution upon the Township or any Township official, or in any way abridge or reduce their authority.

C. Nothing contained in this Agreement shall be construed to deny or restrict the rights which any member may have under any other applicable laws and regulations.

D. If any provision of this Agreement or the application of this Agreement to any employee or group of employees is held to be contrary to law, the validity and application of the remaining provisions or to the remaining employees shall not in any way be affected or impaired.

XXI. DURATION

The term of this Agreement shall be from January 1, 1989 through December 31, 1991. If a new agreement has not been executed by December 31, 1991, then this Agreement shall continue in full force and effect until a successor agreement is executed.

ATTEST:

Sharon L. Brienza
Sharon L. Brienza, Clerk

ATTEST:

Richard R. Slawek

Township of Branchburg

By: Bruce J. Orr
Bruce J. Orr, Mayor

United Steelworkers of
America, Local No. 7393

By: Andrew J. Charnick

EXHIBIT "A"

EMPLOYEE	1989		EFFECTIVE	1990		EFFECTIVE	1991 SALARY	
	SALARY	(+\$1,500)		SALARY	(+ 6%)		(+ 5%)	EFFECTIVE 1/1/91
	\$			\$		\$		\$
G. PALERMITI	16,500		6/06/89 - DOH	17,490		1/01/90	18,365	
(*) C. CURCIO	7.36/Hr.		1/01/89	7.80/Hr.		1/01/90	8.19/Hr.	
M. PAUSTIAN	16,500		1/01/89	17,490		1/01/90	18,365	
N. STEVENS	16,500		2/06/89 - DOH	17,490		1/01/90	18,365	
(*) S. INGOGLIA	8.36/Hr.		1/01/89	8.86/Hr.		1/01/90	9.30/Hr.	
(*) N. RICHARDS	8.47/Hr.		8/14/89 - DOH	8.98/Hr.		1/01/90	9.43/Hr.	
M. TESTORI	16,794		5/22/89 - DOH	17,802		1/01/90	18,692	
J. MIKESH	16,500		6/05/89	17,490		1/01/90	18,365	
B. PATTERSON	16,500		8/07/89 - DOH	17,490		1/01/90	18,365	
R. FARRELLY	--		--	17,490		8/27/90 - DOH	18,365	
J. MUSHLIT	18,482		1/01/89	19,591		1/01/90	20,571	
J. MULLER	18,053		1/01/89	19,136		1/01/90	20,093	
C. HAAS	17,464		1/01/89	18,512		1/01/90	19,438	
S. SULLIVAN	18,803		2/14/89 - DOH	19,931		1/01/90	20,928	
C. GABRIEL	20,142		10/16/89 - DOH	21,351		1/01/90	22,419	
L. CHADWICK	20,500		1/01/89	21,730		1/01/90	22,817	
C. ROLL	--		--	21,730		4/16/90 - DOH	22,817	
L. HURLEY	21,750		1/01/89	23,055		1/01/90	24,208	
A. SUTTON	22,250		1/01/89	23,585		1/01/90	24,764	
E. HORAS	22,250		1/01/89	23,585		1/01/90	24,764	
R. SRAMEK	31,864		1/01/89	33,776		1/01/90	35,465	

Branch Burg

KEY:

(*) - Part Time
DOH - Date of Hire

MGC