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COLLECTIVE BARGAINING AGREEMENT

Between

Bergen County Board of Chosen Freeholders

THE BOARD OF CHOSEN FREEHOLDERS

OF THE COUNTY OF BERGEN

and

THE NEW JERSEY EMPLOYEES LABOR UNION, LOCAL #1

(Blue collar employees)

covering "blue-collar" employees

X for the term from January 1, 1983, through December 31, 1985

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THIS AGREEMENT is made this day of ,
1983, between the BOARD OF CHOSEN FREEHOLDERS OF THE COUNTY OF
BERGEN, hereinafter referred to as the "County", and the NEW JERSEY
EMPLOYEES LABOR UNION, LOCAL #1, hereinafter referred to as the "Union."

WHEREAS, the parties have carried on collective bargaining for
the purpose of developing a contract covering wages, hours of work
and all other conditions of employment for blue-collar employees:

NOW, THEREFORE, the parties agree as follows:

ARTICLE 1 - RECOGNITION AND DEFINITIONS:

The County hereby recognizes the Union as the exclusive repre-
sentative of the employees in the negotiating unit of all "blue-
collar" employees employed by the County of Bergen, including fore-
men and employees in the following Departments: General Services,
Sheriff's Office, County Police Department, Department of Public
Works, Mosquito Commission, Public Safety Education, County Jail,
Youth Services Department, and Animal Shelter Department, specifi-
cally employees in the titles listed on Attachment "A" including
regularly employed part-time employees, excluding all white-collar
employees, all managerial, confidential, police, and supervisory
employees within the meaning of the Act, as well as all seasonal,
temporary, and per diem employees, and all employees in the Sani-
tary Landfill Department and all employees of Bergen Pines Hospi-
tal, and specifically employees in the following titles:

10/21/83; 10/24/83

youth group worker, senior youth group worker, recovery assistant (Detox), senior recovery assistant (Detox), supervising recovery assistant, senior construction inspector, senior stock clerk, photographer, communications officer, alcoholism counselor, graduate nurse, graduate nurse narcotics, graduate nurse penal institution, supervisor of nurses, teacher, teacher juvenile facilities, recreation program administrator, and all other County employees.

ARTICLE 2 - TERM OF AGREEMENT:

This agreement shall be in force from January 1, 1983, through December 31, 1985.

ARTICLE 3 - COLLECTIVE NEGOTIATING PROCEDURE:

1. Collective negotiations with respect to rates of pay, hours of work or other conditions of employment shall be conducted by the duly authorized negotiating agent of each of the parties. Not more than five (5) representatives of each party, plus counsel and two experts, shall participate in collective negotiating meetings, except by consent of both parties.

2. Collective negotiations for the contract period beginning January 1, 1986, shall commence on or about June 1, 1985.

3. Negotiating sessions shall begin at times which will permit at least five (5) consecutive hours of negotiation and shall continue for at least such period and the Union representatives (not exceeding the number shown in Section 1) on duty

during the periods agreed upon for negotiations shall be permitted to attend that negotiating session and subsequent regularly scheduled negotiating sessions without loss of pay. No other payment will be made to Union representatives for the negotiating sessions.

ARTICLE 4 - MANAGEMENT RIGHTS:

Nothing in this contract shall abrogate the management rights of the elected or appointed officials in charge of the various departments of County government. Except as otherwise provided herein, the County retains the exclusive right to hire, direct and schedule the working force; to plan, direct and control operations; to discontinue, reorganize or combine any department with any consequent reduction or other changes in the working force observing demotional rights established by Civil Service; to hire and lay off employees in accordance with Civil Service procedures; to introduce new or improved methods or facilities regardless of whether or not the same cause a reduction in the working force, and in all respects to carry out the ordinary and customary functions of management, including the establishment of such operational rules as it shall deem advisable. Further, no management prerogative reserved solely to the discretion of the County of Bergen by the terms of this Agreement shall be made the subject of a grievance.

ARTICLE 5 - DISCRIMINATION AND COERCION:

There shall be no discrimination, interference or coercion by the County or any of its agents against the employees represented by the Union because of membership or activity in the Union. The Union, or any of its agents, shall not intimidate or coerce employees into membership. Neither the County nor the Union shall discriminate or coerce employees into membership. Neither the County nor the Union shall discriminate against any employee because of race, creed, color, age, sex or national origin.

ARTICLE 6 - SALARIES AND WAGES:

A. Effective as of the first payroll period of 1983, each employee shall receive a salary increase of 9.2% over the employee's salary as of the last payroll period of 1982, subject to the following:

i. Every employee shall receive a minimum salary increase of \$1,000.00.

B. Effective as of the first payroll period of 1984, each employee shall receive a salary increase of 9.2% over the employee's salary as of the last payroll period of 1983.

C. Effective as of the first payroll period of 1985, each employee shall receive a salary increase of 7% over the employee's salary as of the last payroll period of 1984.

D. i. As to employees hired on 7/1/82 through 6/30/83, they shall receive their first salary increase of 9.2% or \$1,000.00, whichever is applicable, as of the first payroll period after completing six (6) months of employment with the County.

ii. As to employees hired on 7/1/83 through 6/30/84, they shall receive their first salary increase of 9.2% as of the first payroll period after completing six (6) months of employment with the County.

iii. As to employees hired on 7/1/84 or thereafter, they shall receive their first salary increase of 7% as of the first payroll period after completing six (6) months of employment with the County.

iv. If January 1 of any year falls within the initial six-month period of employment, the employee shall not be entitled to any increase as of January 1 of that year but shall receive the increase to which he/she would have been entitled on January 1 as of the first payroll period after the completion of the initial six (6) months of employment.

v. As to all employees referenced in sub-paragraphs i, ii, and iii, above, after receiving their first salary increase after completing six (6) months of employment with the County, they shall receive subsequent salary increases as provided in paragraphs B and C, above.

E. As to employees who received promotional appointments to titles in higher grades on 7/1/82 or thereafter, they shall receive payments as provided in Article 8, hereinafter, as of the effective date of the promotional appointment; thereafter, they shall receive salary increases as provided in paragraphs B and C, above (e.g., if an employee receives a promotion on September 1, 1983, the employee on that date shall receive an amount indicated in Article 8 and on January 1, 1984, shall receive an additional increase of 9.2%; the

employee shall be entitled to no additional increase as of March 1, 1984).

F. Juvenile Detention Officers while they are acting as shift leaders shall receive fifty (50) cents per hour above their salaries as Juvenile Detention Officers.

G. Attached as Schedule B is a schedule of minimum and maximum salaries which may be paid for each title in the grades set forth therein.

ARTICLE 7 - SHIFT DIFFERENTIAL:

1. Employees in departments with shift operations shall be paid a shift differential of thirty (30) cents per hour for the late afternoon/evening shift (up to 12 midnight) and a shift differential of forty (40) cents per hour for late evening/early morning shift (after 12 midnight), if they work either shift.

2. In the event employees eligible for shift differential are required to work overtime, their overtime shall be computed with regard to base pay and not as to combination of base pay and shift differential.

3. Employees who are classified as not eligible for overtime or compensatory time off shall not be eligible for shift differential.

ARTICLE 8 - PAYMENT ON PROMOTIONS:

If an employee is promoted or transferred to a title in a grade higher than the grade at which the employee's former title was located, the employee shall receive a salary increase in an amount equal to five (5%) per cent of the employee's salary before the promotion or transfer occurred, but, in no event, shall the increase be less than the amounts set forth in the table below. If the County wishes to grant the employee a salary increase greater than as set forth herein, the County shall notify the Union of such action prior to date of approval.

<u>GRADE</u>	<u>INCREASE</u>
X06 through X08	\$460.00
X09 through X12	\$550.00
X13 through X17	\$650.00
X18 through X20	\$850.00

ARTICLE 9 - LONGEVITY:

A. During 1983, payments shall be made to employees with unbroken, continuous long-term service to the County as follows:

1. Employees completing 72 months (6 years) of service shall receive \$200.00;

2. Employees completing 108 months (9 years) of service shall receive \$400.00;

3. Employees completing 168 months (14 years) of service shall receive \$600.00;

4. Employees completing 228 months (19 years) of service shall receive \$800.00.

B. During 1984 and 1985, payments shall be made to employees with unbroken, continuous long-term service to the County as follows:

1. Employees completing 72 months (6 years) of service shall receive \$200.00;

2. Employees completing 108 months (9 years) of service shall receive \$400.00;

3. Employees completing 168 months (14 years) of service shall receive \$800.00;

4. Employees completing 228 months (19 years) of service shall receive \$1,000.00.

C. Longevity payments shall be included as part of the base salary.

D. Part-time employees must work a minimum of twenty (20) hours per week to be eligible for longevity. They will receive that proportion of the longevity payment represented by the percentage of their hours of work compared to the standard work week.

E. Seasonal and per diem employees shall not be entitled to longevity.

ARTICLE 10 - HEALTH BENEFITS:

1. Seasonal and per diem employees shall not be entitled to these benefits.

2. Basic Medical/Hospital:

Premiums for the current State Health Benefits Plan provided during the year 1982 for County employees and their eligible dependents shall continue to be paid by the County. Employees must work at least twenty (20) hours per week to be eligible for such coverage.

3. Dental:

The County shall provide a Dental Benefits Insurance Program during the term of this Agreement sponsored by the New Jersey Dental Service Plan, Inc., being Program III-A, together with orthodontic coverage not to exceed \$800.00 per year, per case, being the same plan provided during the year 1982, with the full premium being paid by the County.

4. Disability:

The County shall provide a disability benefits insurance program during the term of this Agreement sponsored by Washington National Life Insurance Company or a company agreeable to both parties, subject to the following conditions:

A. The premium shall be paid in the following proportion: County - 5.00; employee - 3.40. Any increase in the premium over the premium paid in 1982 shall be paid 50% by the County and 50% by the employee. Employees who choose to join the Program shall

make payment through payroll deductions; it is understood and agreed that no employee shall be obliged to participate in the said Program.

B. The benefits to be provided shall be those as provided during the year 1982 and shall include benefits of 70% of the employee's weekly wage to a maximum of \$150.00 per week and there shall be a 45-day waiting period with a maximum of 52 weeks in payments and shall include disability due to pregnancy;

C. An employee who becomes eligible for disability payment and who has sick leave accumulated shall be entitled to receive the disability payment, plus that amount of sick time required to give him/her his/her normal bi-weekly pay.

5. Prescription:

The County shall provide a prescription payment benefits insurance program during the term of this Agreement, through Paid Prescriptions or through an insurance company acceptable to both the County and the Union or through a program of self-insurance, which program shall be acceptable to both the County and the Union, which plan shall provide the same or equal coverage as that provided to the employees of the Bergen Pines County Hospital and shall be subject to the following:

A. The first \$2.00 cost of the prescription shall be paid by the employee and the remainder of the cost shall be paid by the insurance company or the County;

B. Each prescription shall be for a supply of medication not to exceed thirty (30) days;

C. Full premium to be paid by the County.

6. In the event the County desires to enter into a program of self-insurance regarding coverage for the items set forth above, the parties agree to reopen negotiations solely as to this issue; provided, however, that no change in the Agreement shall be effective without the consent of both parties.

ARTICLE 11 - PERSONAL LEAVE:

1. Each employee shall be entitled to take one personal day in each year of this Agreement. Personal leave days may not be accrued. Department Heads must be notified in advance and, except in case of emergency, prior approval of the Department Head must be obtained.

2. Seasonal and per diem employees shall not be entitled to personal leave.

3. Employees must be employed for three (3) months before becoming eligible for personal leave.

ARTICLE 12 - WORK SCHEDULE, OVERTIME, COMPENSATORY TIME OFF:

1. The standard work week shall consist of forty (40) hours per week in accordance with the work schedule established by the appropriate department head, except in those cases where prior custom has established a work week of less than forty (40) hours.

2. Where a department has a shift operation, standard hours shall be established by the Department Head so as not to exceed eighty (80) hours in each two-week period.

3. The Department Head shall have the right, for the efficient operation of County affairs, and subject to prior negotiation with the Union, to make changes in starting and stopping times of the daily work schedule so long as the total work week does not exceed eighty (80) hours in each two-week pay period.

4. Overtime:

A. Employees in those titles on the attached Schedule A who are not eligible for overtime shall not be eligible for overtime during the term of this Agreement unless, on the date that overtime work is requested, such employees are receiving base salaries in an amount less than \$19,660.00 per annum during the year 1983, \$21,470.00 during the year 1984, and \$22,973.00 during the year 1985, in which case they shall be eligible for overtime if such overtime is authorized by the County Administrator or Assistant County Administrator.

B. Employees who are eligible for overtime and work such overtime shall be paid as follows:

(1) For hours worked in excess of forty (40) hours in one week, payment shall be at time and one-half.

(2) The employees standard hourly rate (annual salary divided by 2,080 annual hours of work) shall be used in computing overtime pay, except that in the case of those exceptions referred to above, the standard number of annual hours of work shall be used in computing overtime pay. In addition, those employees whose standard work week is less than forty (40) hours shall only be paid at straight time until they have worked forty (40) hours, and thereafter they shall be paid time and one-half.

(3) Part-time workers shall not be entitled to time and one-half pay unless they work more than forty (40) hours in a week.

(4) When a snow emergency is declared by the County, employees required to work overtime shall be entitled to meal money of \$1.25 per hour.

(5) When a holiday is observed during the regular bi-weekly pay period and the employee received pay for that day, those hours shall be included in the computation of overtime for that period.

(6) When an employee is called back to duty after the end of a regular tour, the employee shall be entitled to a minimum payment of four (4) hours or the actual amount of time worked, whichever is greater. This shall not apply in the case of employees required to work overtime in conjunction with a regular tour.

(7) When an employee receives sick pay or vacation pay during the regular bi-weekly pay period, those hours of sick or vacation pay shall be included in the computation of overtime for that period.

(8) When an employee, other than an employee in the exempt category, is required to work on a holiday, he shall receive time and one-half for the hours worked on the holiday plus the employee shall receive a day off for the holiday worked; or the employee shall receive standard time plus time and one-half for the hours worked. The option shall be that of the employee. This shall not apply to blue-collar institutional workers, who shall receive straight time for the hours worked on the holiday, and, in addition, such employee shall either receive an alternate day off for the holiday worked; or the employee shall receive double time for the hours worked on such holiday.

(9) Overtime must be authorized by the Department Head or his designated deputy and entered on the weekly time sheets.

(10) Overtime earned may be credited to the employee's Compensatory Time Off account to the extent permitted in the section covering Compensatory Time Off and as limited by applicable Federal and State regulations. The taking of such Compensatory Time Off may be arranged only at the discretion of the Department Head.

C. Overtime List:

Overtime shall be assigned by the Department Head on a rotating basis according to the appropriate job title for the work to be performed. An initial list shall be posted by the Department Head with employees' names arranged according to seniority in each title. Overtime shall be offered to each employee beginning with the name first appearing on the said list and continuing through the list. If an employee does not choose

to work overtime, his/her name shall be placed on the bottom of the overtime list. If an employee does not choose to be considered for any overtime, he/she shall so indicate to the Department Head in writing and thereafter overtime work shall not be offered to him/her. In the event that thereafter the employee shall desire to have his/her name again placed on the overtime list, he/she shall notify his/her Department Head and his/her name shall thereafter be restored to the bottom of the said list. In case of an emergency, the Department Head shall have the right to call in any employee to work overtime.

5. Compensatory Time Off:

Employees who work in excess of regular hours may elect to take CTO by the end of the pay period within which the extra hours were worked. If the extra hours are worked at straight time, CTO shall be taken in straight time, with the approval of the Department Head and subject to the needs of the department. If the extra time is in excess of forty (40) hours, the employee may elect to take off one and one-half (1-1/2) times the hours worked prior to the end of the pay period within which the said extra hours were worked, subject to the approval of the Department Head and the needs of the department.

ARTICLE 13 - PAY DURING ABSENCE:

1. Unscheduled Absences:

If, for any reason, an employee is unable to report for duty, he/she must notify the Department Head as soon as possible and before scheduled starting time. Irregular or poor attendance may be cause for disciplinary action. An employee absent from work without notification for five (5) consecutive working days will be considered to have resigned from the position. Such resignation is not considered to be in good standing.

2. Scheduled Absences:

When an employee is on a Leave of Absence without pay for a period in excess of three (3) consecutive months in a calendar year, the annual salary increase shall not be paid upon return to active status, but shall be delayed for a period equal to the period of unpaid leave.

3. Jury Duty:

A Leave of Absence shall be granted to an employee called for jury duty. This Leave of Absence shall not be charged against the employee's vacation or sick leave privileges. For the time served on the jury, full pay will be given according to the basic rate of pay usually received for a standard work period. Fees received as a juror, other than meal and travel allowances, shall be returned to the County.

4. Sick Leave:

a. If the employee is unable to report to work due to illness or for any other reason, it is essential that the employee's

Department Head or supervisor be notified, according to the department's procedure. Failure to give proper notification could result in disapproval of the request for sick leave or be considered as an unscheduled absence.

b. The cause for the employee's absence must be reported daily, unless adequate explanation and reason is provided to cover several days. In any sick leave of five (5) days or more, a doctor's certificate must be submitted if requested by the Department Head. The Department Head retains the right in sick leave cases under five (5) days to conduct an inquiry into the sick leave request or to require examination by a County physician if the Department Head has any questions as to the employee's condition.

c. Sick leave must be earned before it can be used. Should the employee require none or only a portion of the earned sick leave for any year, the amount not taken accumulates to the employee's credit from year to year during employment.

d. Sick leave is earned and accumulated in the following manner:

(1) One working day for each full month of service during the remaining months of the first calendar year of employment and fifteen (15) working days (1-1/4 per month) for each calendar year thereafter. If the employee begins work after the fourth day of the month, sick leave is not earned for that month.

e. Part-time employees are eligible for sick leave. The amount earned is proportional to the allowance of a full-time employee. It is determined by the number of standard hours worked in each pay period.

f. Seasonal or per diem employees are not eligible for sick leave.

g. Sick leave may be granted for:

(1) Personal illness or accidental disability by reason of which the employee is unable to perform the usual duties of the position.

(2) Serious illness of member of the employee's immediate family or household (as defined in Funeral Leave) requiring the employee's attention and care. The circumstances of the illness should be of an emergency nature where the employee is required to be in direct attendance for a period not to exceed three (3) working days.

(3) In case of extended illness, the employee may used accrued Compensatory Time Off or Vacation Leave.

h. Accumulated sick leave is forfeited upon separation from County service, except as provided for under "Terminal Leave" hereinafter.

5. Injury Leave:

a. Injury Leave, as distinguished from sick leave, shall mean paid leave given to an employee due to absence from duty caused by an accident, illness or injury which occurred while the employee was performing duties and which is compensable under the Workers Compensation statutes or any policy of Workers Compensation insurance applicable to the said employees.

b. All payments which shall be made concerning injury leave are subject to the same rules and regulations as Workers Compensation insurance and shall not be made if the accident is proved to have been due to intoxication or willfull misconduct on the part of the employee. If an employee, absent from work due to an accident, illness or injury which is covered by Workers Compensation insurance, willfully fails to fulfill all of the conditions necessary to receive compensation benefits, the employee shall not be entitled to payment of any injury leave benefits from the County until such conditions have been fulfilled.

c. After all injury leave is used, the employee may be granted additional injury leave only upon approval of the Board of Chosen Freeholders. After all injury leave is used, the employee may elect to use any sick leave, vacation or compensatory time due at the time of the injury.

d. Use of Injury Leave - Employees absent from duty due to an accident, illness or injury which is compensable under the Workers Compensation statutes or any policy of Workers Compensation insurance applicable to the said employees and who have completed three (3) months' service with the County will be compensated by the County on a bi-weekly basis at the regular base rate of pay for a period not in excess of 90 working days for each new and separate injury. Payments shall be made in either of the following ways:

i) A check issued by the County in the full sum of the employees' base salary. Upon receipt of compensation checks for temporary disability during the said 90-day period, the employees shall endorse those checks over to the County. Subject to it being permitted to do so by applicable Federal and state law or regulation, the County shall record that portion of the salary checks equal to the amount of the compensation checks covering partial disability as not being income to the employees for income tax purposes and the W-2 or similar forms sent to the employees at the conclusion of each year shall not show such payments as income.

ii) A check issued by the County in an amount equal to the difference between the employees' base salary and the amount of partial disability Workers Compensation insurance payments received by the employees during the said 90-day period.

If eligibility for such payments is contested by the County, eligibility will be based on the determination of the New Jersey Division of Workers Compensation under the terms of the New Jersey Workers Compensation Act.

e. Contested Injuries - Charges may be made against sick leave accrual, if any, in any case where the County is contesting the employee's eligibility for injury leave. In the event that the Workers Compensation Division determines in favor of the employee, sick leave so charged shall be recredited to the employee's sick leave accrual balance. In the event eligibility for payment is denied by the Workers Compensation Division, the employee shall be eligible to utilize sick leave accruals, if any, retroactive to the date of injury, and to use vacation leave.

f. Medical Proofs - In order to limit the obligation of the County for each new separate injury, the County may require the employee to furnish medical proof or submit to medical examination by the County at its expense to determine whether a subsequent injury is a new and separate injury or an aggravation of a former injury received while in the County service.

g. When an employee has suffered an injury while on duty, and is absent for five (5) days or more, it will be necessary for the employee to submit a written certification from a physician setting forth the nature of the injury and the physician's prognosis as to the length of time before the employee can return to duty.

i) Additional reports shall be filed from the physician every two weeks thereafter indicating the current status of the employee's health and the time of the employee's anticipated return to duty.

ii) In the absence of such certification, the employee shall be removed from injury leave.

6. Funeral Leave:

a. Employees shall be entitled to four (4) working days leave with pay to attend or make arrangement for the funeral of a member of their immediate family. Immediate family is defined as and limited to spouse, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandchildren or any other relative residing in the employee's household.

7. Terminal Leave:

a. Employees, upon retirement (Service Retirement, Accidental Disability Retirement, Ordinary Disability Retirement, Early Retirement and Deferred Retirement), or employees who terminate their service after reaching age 60, who are not covered by the Public Employee's Retirement System, shall be granted a terminal leave lump sum payment in accordance with Option 1 or Option 2, whichever is selected by the employee:

(1) Option 1 - One-half of the employee's earned and unused accumulated sick leave hours multiplied by the hourly rate of pay based upon the average base hourly pay received during the twelve-month period immediately prior to the effective date of retirement, provided, however, that no such lump sum payment shall exceed \$16,000.00, or whatever maximum payment shall be permitted by law.

(2) Option 2 - One day of pay, the hourly rate of pay having been computed as in Option 1 above, for each full year of service.

In addition, in the event of the death of an employee, the estate of that employee shall be eligible for terminal leave lump sum payment according to the option selected by the estate, provided that employee has been employed by the County for seven (7) consecutive years.

b. Part-time employees are eligible for this benefit providing they work a minimum of twenty (20) hours per week.

8. Leave of Absence:

a. Leave without Pay - A permanent employee, for reasons satisfactory to the County, may be granted a personal leave of

absence without pay or services credit for time absent for a period up to six (6) months. In exceptional circumstances, such leave may be extended for an additional six (6) months, provided it is considered to be in the best interest of the County.

(1) Ordinarily, a personal leave of absence or an excused absence will not be granted to an employee for the purpose of seeking or accepting employment with any other employer.

(2) Personal leaves of absence are granted with the understanding that the employee intends to return to County duty. If an employee fails to return within five (5) working days after the expiration of the leave or excused absence, the employee may be considered to have resigned and not in good standing.

(3) Employees on leave without pay for more than two weeks in any month will not receive paid health benefits, holiday pay, nor will they accrue sick and vacation time.

b. Maternity Leave - A female employee, upon her request may be granted permission to use accumulated sick leave for maternity purposes. In those instances where the employee's sick leave is limited and when requested by the employee, the County may approve a leave of absence without pay not to exceed six (6) months. Upon the employee's request, her department head shall schedule an appointment with the registered nurse in the Medical Clinic.

c. Military Duty Leave - If the employee has permanent employee status, a leave of absence without pay will be granted,

except for the first two weeks which will be with pay, if the employee is required to serve actively in any component of the Armed Forces of the United States or New Jersey. Military Duty Leave may extend to three months after the employee's release from required military service. Sufficient proof of active military duty must be presented to the department head prior to requesting such leave.

d. Military Training Leave:

(1) A full-time or part-time probationary or permanent employee, who is a member of any component of the Armed Forces of the United States or New Jersey, and who is required to undergo Military Field Training for a period of up to two (2) weeks, upon request, shall be granted leave of absence with pay to take part in such training. The employee must provide a certified copy of orders for military training to the department head prior to requesting leave for such training. Any military pay received by the employee while on military training leave may be retained by the employee and shall be in addition to the regular salary which would have been received from the County had such training not been ordered. Except for employees in section (3) below, when military training leave is granted, it shall be in addition to any vacation leave, sick leave or compensatory time off to which an employee may be entitled.

(2) A full-time or part-time provisional or unclassified employee who has been continuously employed by the County for at least one full year, at the time such military

training is to commence, shall be granted a leave of absence with pay as provided in section (1) above.

(3) A full-time or part-time, temporary, provisional or unclassified employee who has not been continuously employed by the County for at least one full year at the time military training is to commence, may only be granted a leave of absence without pay, unless said employee chooses to utilize any accrued vacation leave or compensatory time off, for the duration, or any part of, the period of military field training.

ARTICLE 14 - VACATION:

1. Vacation leave is earned and accumulated in the following manner:

a. One day per month in the first calendar year for the first eleven (11) months and four (4) days in the twelfth month, provided the initial date of hire is on or before the fourth day of the month.

b. From the beginning of the second calendar year to and including the fifth year, employees earn vacation at the rate of 1-1/4 days per month (15 days per year).

c. From the beginning of the sixth year and thereafter, employees earn vacation at the rate of 1-2/3 days per month (20 days per year).

2. Part-time employees are eligible for vacation leave. The amount earned is proportional to the allowance of a full-time employee. It is determined by the number of standard hours worked in each pay period and the employee's years of continuous service.

3. Seasonal or per diem employees are not eligible for vacation leave.

4. General:

a. When employees complete their first six (6) months of employment, they may ask to take the balance of their vacation leave for that calendar year. Beginning January 1, of each succeeding year of employment, employees may ask to use, in advance of earning, the full amount of vacation leave for that year. Any vacation time borrowed under this policy must be

earned back by the last pay period of that calendar year, otherwise any negative vacation balance will either be charged to available compensatory time off time or deducted from the employee's pay.

b. In event of termination of employment prior to repayment of advanced vacation leave, the necessary salary adjustment will be made on the employee's final paycheck.

c. Earned vacation leave for one calendar year may be carried over and used during the following calendar year only. Except upon termination of employment, the employee will not be allowed to receive pay in place of taking his/her earned vacation leave.

d. If an employee resigns with proper notice, or plans to retire, the employee may be paid for earned and unused vacation leave as of the effective date of termination. In no case may an employee be paid for more than two (2) years of unused vacation leave.

e. If an employee should die while employed, a sum of money equal to earned and unused vacation leave shall be paid to his estate.

f. The salary paid to an employee while on vacation leave will be the same amount the employee would have earned while working regular straight time hours during vacation period.

g. Employees on leaves of absence without pay for more than two (2) weeks in any month do not earn vacation leave for that month.

h. Employees on approved paid vacation leave or sick leave will continue to accrue vacation leave according to length of service and regular work schedule.

i. Seasonal and per diem employees are not eligible for vacation leave.

j. If a holiday, observed by the County, occurs during the period of the employee's vacation leave, it is not charged against the balance of the employee's vacation leave and the employee shall be entitled to an equivalent day off.

k. Every effort is made to arrange vacation schedules to meet the individual desire of all departmental employees. When there is conflict in the dates of proposed vacation schedules, preference is given to the employees with seniority. All requests for vacation leave must be approved by the employee's department head. The department head may require that vacations be scheduled in other than the summer months when the needs of the department require it.

l. Employees may receive their salary covering the period of vacation prior to commencing vacation to the extent that they have earned and accrued such vacation time and provided that at least a one-week vacation is to be taken and the employee has notified his or her department head at least thirty (30) days prior to the commencement of the vacation.

ARTICLE 15 - HOLIDAYS:

1. The County agrees to furnish the following holidays with pay to all employees covered by this Agreement:

- New Year's Day
- Martin Luther King Day
- Lincoln's Birthday
- Washington's Birthday
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Election Day
- Armistice/Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Day

2. Holiday Schedule:

<u>Holiday</u>	<u>Will be observed on</u>
Washington's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Columbus Day	Second Monday in October

3. General:

A. If a holiday falls during an employee's vacation, an additional day of vacation shall be granted. If a holiday falls on a Sunday, it will be observed on the following Monday; if a holiday falls on a Saturday, it will be observed on the preceding Friday.

B. Holidays falling within a period of paid absence will entitle the employee to pay for such holidays. Periods of paid absence are: Sick Leave, Terminal Leave, Jury Duty Leave, Compensatory Time Off, Vacation Leave, Funeral Leave.

C. Holidays falling during the unpaid leave of absence will not be credited.

D. A Department Head, for good cause, may disallow holiday pay for any employee who does not work the day before or the day following a holiday.

E. Those full-time employees not expressly exempted from overtime who work on a holiday shall receive, at the option of the employee, either: i) payment at a rate of time and one-half for all hours worked plus an additional day off for the day worked, or, ii) standard time plus time and one-half for the hours worked. Employees may request equivalent compensatory time off in lieu of pay for all hours worked on the holiday.

F. Part-time employees shall be paid for holidays at a straight time rate in an amount equal to what they would have received if the day on which the holiday fell would have been a regular working day.

G. Seasonal and per diem employees are not entitled to holidays.

ARTICLE 14 - PENSION:

The County shall continue in effect the pension plan offered to its employees in 1982, which is described, in part, as follows:

1. Membership in the contributory pension plan is compulsory for and only offered to permanent or unclassified employees of the County who earn more than \$300 a year. The payment of any retirement, death or disability benefits under the pension plan is separate and in addition to the Social Security entitlement for which the retiring member or beneficiary may qualify. Pension planning and advisory service are available in the Personnel Department. Employees are encouraged to make use of this service early in their careers.

2. Employees who are required to join the Retirement System receive free life insurance without medical examination under the Group Life Insurance Plan of the Retirement System. In addition, any employee under sixty (60) years of age, who is required to join the Retirement System, must also subscribe to the Contributory Life Insurance Plan of the Retirement System during the first year of pension membership. After one year, the employee may choose to drop the additional Contributory Life Insurance, but once it is terminated, it cannot be reinstated. The employee's rate of contribution for this additional Life insurance is $\frac{3}{4}$ of 1% of base salary.

3. The total amount of life insurance payable to the employee's estate depends upon three things: annual salary, age and pension membership status at time of death. If actively employed at the time of death, insurance coverage is 1-1/2 times

the employee's annual salary or three times if the employee has Contributory Life Insurance coverage in the final year of service. Upon retirement, life insurance coverage is continued for the retiree without cost to him, but the total amount of coverage is reduced.

ARTICLE 17 - SUSPENSION AND GRIEVANCE PROCEDURE:

1. Major Suspensions:

A. In any case where a permanent employee in the classified service, as defined in Title II of the Civil Service regulations of the State of New Jersey or where a temporary or provisional employee who has been employed by the County for at least 90 days is suspended by the County for a period of more than five (5) days at one time or receives suspensions or fines more than three (3) times or for an aggregate of more than fifteen (15) days in one calendar year or is demoted or is removed from his position, he or she shall be issued a Preliminary Notice of Disciplinary Action. The employee shall have a right to appeal for a hearing before a hearing Board of the Board of Chosen Freeholders and shall file a written notice of such appeal with the County Administrator. The hearing board shall be the standing committee which has jurisdiction over the department of the employee seeking the appeal. The hearing board shall conduct a hearing and shall make specific findings of fact and report those findings to the Board of Chosen Freeholders of Bergen County for its final consideration and determination. The procedures set forth in the Civil Service Rules for the State of New Jersey shall also be applicable to those employees who are subject to such Rules.

B. The Union shall have the right to represent any employee requesting representation, but individual employees shall have the right to elect to represent themselves.

C. The request for a hearing shall set forth in writing a statement by the employee of the facts relating to the suspension, fine, demotion or removal.

D. A County employee not in the classified service, defined in the Civil Service Rules for the State of New Jersey and not serving in a title set forth on Schedule A, attached hereto, and who was appointed by Resolution of the Board of Chosen Freeholders of Bergen County and who is serving at the pleasure of said Board is hereby excluded from the procedures set forth herein and nothing contained herein is intended to give said employee any right of a hearing or to an appeal.

2. Grievances and Minor Suspension:

A. Any grievance relating to the position, wages or working conditions of an employee, including suspension for less than five days, fines, demotions and other disciplinary actions not covered in paragraph 1 above, shall be handled in the manner set forth below and at all stages of the grievance procedure, the employee may elect to be represented by the Union or to represent himself or herself.

(1) The employee should discuss the grievance with his/her immediate supervisor. If the employee or the Union is not satisfied with the result of the discussion, the employee or the Union may file a written notice of grievance with the department head. If, for any reason, the employee does not wish to discuss the grievance with the supervisor, the employee or the Union may begin the procedure with the written notice to the department head.

(2) The department head shall make a determination on the grievance within five (5) days of the date it is received and shall advise the employee and the Union of the decision in writing.

(3) The employee or the Union may appeal the decision of the department head by appealing to the County Administrator, forwarding copies of all previous writings on the matter. The County Administrator shall determine whether a hearing is necessary on the grievance and if the Administrator finds that a hearing is needed, may either conduct the hearing or assign it to a Hearing Officer. The County Administrator shall decide the matter within ten (10) days after the final date of the hearing and shall issue a written decision to the employee and the Union.

(4) If the decision of the County Administrator is not satisfactory to the employee or the Union, the employee or the Union shall have the right to submit only such grievances which are claimed violations, misinterpretation or misapplication of the terms of this agreement and the County's policies directly affecting the employees of the Union to an arbitrator appointed by the parties from the arbitration panel maintained by the Public Employment Relations Commission of the State of New Jersey. The employee or the Union must deliver written notice of its decision to appeal to the County Administrator within ten (10) days of the receipt by the employee and the Association of the County Administrator's decision. The arbitrator shall have full power to hear the grievance and make a final decision, which decision shall neither modify, add to nor subtract from the terms of the agreement and the referenced policies.

The decision shall be rendered within thirty (30) days after completion of the hearing and shall be binding on both parties. The cost of the arbitrator and his expense shall be borne equally by both parties, unless otherwise provided by law.

ARTICLE 18 - RELEASED TIME:

In order to provide the orderly handling of grievance matters, the President, Grievance Chairperson, and the Chairperson of the Board of Directors of the Union, or their respective designees, shall be released from their County duties for reasonable periods of time for the purpose of handling such grievance matters.

ARTICLE 19 - SENIORITY RIGHTS:

1. Permanent employees shall be entitled to recognition for seniority with respect to changes in job assignment, hours or working conditions within that title only.

2. Seniority shall be based on Civil Service title seniority which shall commence with the date of certification in that title and in those instances where none of the employees involved have been certified as permanent employees by the Civil Service Commission, seniority shall be based upon length of service with the County.

3. As to any employees working at the office of the Superintendent of Elections and the Commissioner of Registration, if any such employees are subject to the provisions of this Agreement, who received their first Civil Service certifications during the year 1975, seniority rights, as among themselves, shall be based upon the length of service in the job or title, whose duties were substantially similar to the duties under the title in which such employees were certified by Civil Service. The above is subject to the rules and regulations of the Civil Service Commission.

ARTICLE 20 - SHIFT CHANGES:

Wherever possible, shift changes will be made at regularly scheduled times established by the department head, except in cases of emergency.

ARTICLE 21 - DUES AND AGENCY SHOP CHECKOFF:

Payroll deductions for dues may be made upon the submission by the Union of notification by the employee authorizing the deduction of dues from pay. The County Treasurer shall forward dues to the Union at regular intervals. Employees shall have the right to withdraw authority for deduction of dues in accordance with New Jersey State Statutes.

The County shall deduct from the pay of all County employees covered by this Agreement, who are non-members of the Union or who have not submitted to the County written notices authorizing the deduction of dues from the employees' pay, the maximum amount permitted by law in lieu of dues to the Union and shall forward that amount to the Union at regular intervals.

ARTICLE 22 - OUT OF TITLE WORK:

In the event a permanent employee is temporarily assigned by the department head to perform duties which are not set forth in the employee's job description and which are duties set forth in a higher title and the employee performs those duties during fifty per cent (50%) of his/her working time, over a period in

excess of consecutive four (4) months, the employee shall be forthwith provisionally appointed by the County to the said higher title and shall be paid accordingly, pending the results of a Civil Service promotional examination. If the employee, as a result of the promotional examination, is not eligible for permanent appointment in the said title, the employee will revert to the previous title and any increase in wages received as a result of the provisional appointment shall be terminated and the employee shall not thereafter be required to perform the duties of the said higher title.

ARTICLE 23 - PERSONNEL FILE:

All entries in an employee's personnel file shall be contained in both the County Personnel Department file and the operating department's file, if one exists. No entries, notations, documents, etc., shall be placed in a department file which are not also placed in the County Personnel file. No entries, notations, documents, etc., which reflect on the employee's ability, performance or character shall be placed in a department file or in the County Personnel file without first having been shown to the employee and the employee having been given the opportunity to place his or her initials thereon.

ARTICLE 24 - LAYOFFS:

1. In the event layoffs become necessary, the provisions of the New Jersey Department of Civil Service Administration Rules 4:1-16 to 4:1-16.6 shall be followed.

2. Notice shall be forwarded to the Union by the County Administrator of any general layoffs or of any layoffs limited to one or more departments at least forty-five (45) days before such layoffs are due to become effective. Copies of the layoff notices to individual employees shall also be forwarded to the Union.

ARTICLE 25 - USE OF PERSONAL VEHICLE:

Whenever an employee is required to use his or her own vehicle on County business, he or she shall be compensated for such usage at the rate of \$.20 per mile. In addition, employees shall be paid an additional one cent per mile for each 15-cent increase in the retail price of a gallon of gasoline over and above such price as of 1/1/83. The computation of such increase shall be based upon the average price of a gallon of gasoline sold at three retail gasoline stations in Bergen County to be agreed upon by the parties.

ARTICLE 26 - TUITION REIMBURSEMENT:

The County shall reimburse employees for the cost of tuition incurred by them for courses taken at an accredited institution of learning, provided:

a. the course is directly job-related and has received the prior approval of the employee's department head and the County Administrator, which approval shall not be unreasonably withheld.

b. the course or its equivalent is not offered by the County, at no cost to the employee;

c. the cost to the County shall not exceed \$35/credit;

d. no employee shall be entitled to reimbursement for more than six (6) credits/year;

e. the employee has successfully completed the course and proof thereof has been furnished to the County.

ARTICLE 27 - LICENSE COST REIMBURSEMENT:

A. The County shall reimburse employees for the cost of non-professional licenses required by the County, so that the employees may perform their duties as set forth in their titles or as assigned by the County, provided:

i. no employee shall be entitled to reimbursement for the cost of an ordinary motor vehicle driver's license.

B. The following are examples of licenses, the cost of which would be reimbursed by the County: articulated motor vehicle driver's license (provided the employee is assigned duties requiring such a license); Plumber Foreman License; Gold Seal, Red Seal Stationery Engineer Second Class, Blue Seal Stationery Engineer Third Class, and all licenses above the basic Black Seal License; certified pesticide applicator registration; license to operate a bus; any license, the cost of which was paid for by the County during the year 1982.

ARTICLE 28 - PHYSICAL EXAMINATIONS:

A. Each employee shall be entitled to receive a physical examination to be conducted at Bergen Pines County Hospital or another site mutually agreed upon by the County and the Union, consisting of the following: chest x-ray; SMA series of blood tests (23 in number); urine analysis; EKG; blood pressure test. In addition, female employees may have a breast examination and PAP smear test. All or any portion of the testing shall be voluntary on the part of the employee.

B. Each employee desiring a physical examination shall so indicate, in writing, to his/her department head on or before May 1 of each year; the physical examination shall be scheduled by the County on or before September 1 of each year.

C. Each employee shall cooperate with the County as to any possible reimbursement which the County may be able to secure from any insurance company affording coverage to the employee, the premiums for which insurance coverage are paid by the County.

D. Examinations shall be scheduled at the reasonable, mutual convenience of the affected parties.

E. The employee shall not be entitled to any salary or other payment, if the examination is required to be scheduled outside of the employee's normal working hours.

F. Testing by the County for employees working in the Mosquito Commission shall include testing for the presence in the

bloodstream of all chemicals used by those employees as part of their work assignments.

ARTICLE 29 - UNIFORMS:

1. The prior procedure of rental of uniforms for blue-collar employees shall cease effective January 1, 1984, and will be replaced by a uniform allowance, subject to the following:

A. Effective January 1, 1984, each employee's allowance shall be as follows:

i. For those listed as "outside" workers on Schedule C, attached: \$275.00

ii. For those listed as "inside" workers on Schedule C, attached: \$225.00

iii. For those listed in the various "mechanic" titles on Schedule A, attached: \$325.00

iv. For those listed as "blacksmith" on Schedule A, attached: \$325.00

v. For those listed in the various "food service" titles on Schedule A, attached: \$ 50.00

B. Effective January 1, 1985, each employee's allowance shall be as follows:

i. For those listed as "outside" workers on Schedule C, attached: \$175.00

ii. For those listed as "inside" workers on Schedule C, attached: \$125.00

iii. For those listed in the various "mechanic" titles on Schedule A, attached: \$225.00

iv. For those listed as "blacksmith" on Schedule A, attached: \$225.00

v. For those listed in the various "food service" titles on Schedule A, attached: \$ 25.00

C. The County shall establish such allowances as of January 1 of each year.

2. Prior to January 1 of each year, the County shall designate a vendor (subject to the relevant Statutory bidding requirements) and shall establish with such vendor an allowance for each employee in accordance with the schedule set forth in sub-paragraph (1), above. Each employee shall draw against this allowance in the selection of a uniform.

3. Each employee shall wear a uniform consisting of a shirt, pants and, where required, a jacket, except that "food service" personnel shall wear a uniform consisting of a smock or jacket. The color of the uniform for "outside" employees shall be dark blue; the color of the uniform for "inside" employees shall be khaki or a different color if mutually agreed to between the County and the Union; the color of the uniforms to be worn by the painters, cooks and "food service" personnel shall be white. A Bergen County identification patch supplied by the County shall be worn on the shirt of the uniform. The County must provide identification cards with the employee's picture thereon, which card shall be worn as part of the uniform. Failure to wear the uniform shall result in disciplinary action against the employee.

4. The County shall continue to provide rain gear and gloves to all employees for whom the County supplied such rain gear and gloves during the year 1982 and this shall not be deducted from the employee's uniform allowance.

6. As to new employees, on the 91st day of employment, the County shall provide with the vendor an allowance for the employee as set forth in sub-paragraph (1), above, but which allowance shall be equal to the 1984 allowance; on the first day of 1985, the County shall provide with the vendor the appropriate allowance as provided in paragraph (1) (B), above.

7. The maintenance of the uniform shall be the responsibility of the employee.

8. A uniform allowance shall be provided for all blue-collar County workers whether or not they were included under the uniform rental program previously in effect by the County, and specifically a uniform allowance shall be provided for Bridge Operators and for Institutional Laundry Trade Inspector Supervisors.

ARTICLE 30 - ELIMINATION OF 19-HOUR EMPLOYEES:

A. Those employees now working nineteen (19) hours per week, as of pay period 21, shall, as of the first payroll period thereafter, be assigned to work twenty (20) hours per week and their salary shall be adjusted accordingly. As of that date, they shall receive all fringe benefits as provided in this Agreement, subject to any waiting periods that may be provided in any applicable insurance policies.

B. The County shall negotiate with the Union what fringe benefits, if any, are to be received by any person subsequently employed by the County for from fifteen (15) to nineteen (19) hours per week.

ARTICLE 31 - WORK BREAK:

The County shall provide to all employees a work break of fifteen (15) minutes for each four (4) hours of work.

ARTICLE 32 - SAFETY COMMITTEE:

There is hereby created a safety committee consisting of three (3) employees of the bargaining unit who shall be selected by the Shop Steward and may include the Shop Steward and three (3) persons employed by the County who shall be selected by the County Administrator. This committee shall meet from time to time when a request for such meeting is received from three of the members. The committee shall discuss matters of safety as it pertains to County operations and procedures and shall be entitled to bring its comments and recommendations to the County for its consideration.

ARTICLE 33 - FIRST AID EQUIPMENT:

The County shall provide first aid equipment at each County work site.

ARTICLE 34 - TOOL ALLOWANCE:

All employees required by the County to supply their own tools shall be given a tool allowance of \$150.00 per year payable at the first payroll period of each year.

ARTICLE 35 - CONTINUATION OF CONTRACT PROVISIONS:


All of the provisions of this Agreement shall continue in full force and effect beyond the stated expiration date set forth herein until a successor Agreement is executed and becomes effective.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed and attested by their proper corporate officers and their corporate seal to be affixed and have hereunto set their hands and seals the day and year first above written.

BOARD OF CHOSEN FREEHOLDERS
OF THE COUNTY OF BERGEN


ATTEST:

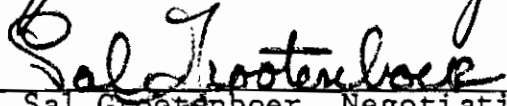
By: 

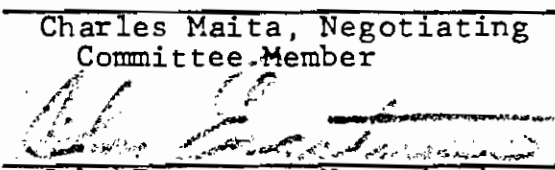

Clerk to the Board of Chosen
Freeholders of the County
of Bergen

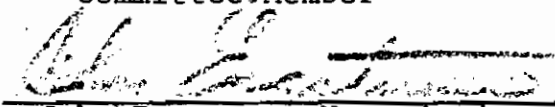
NEW JERSEY EMPLOYEES LABOR UNION,
LOCAL #1

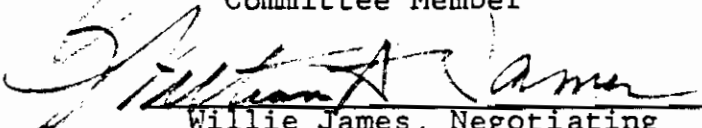
By:


Agnita Hastings, President

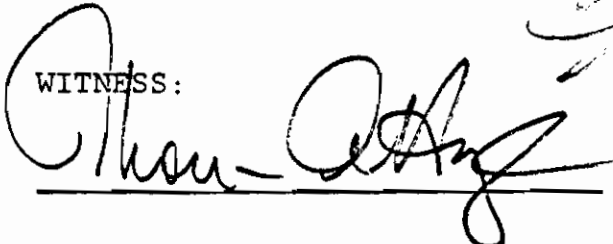

Sal Grootenboer, Negotiating
Committee Member


Charles Maita, Negotiating
Committee Member


John Engstrom, Negotiating
Committee Member


Willie James, Negotiating
Committee Member

WITNESS:





<u>TITLE</u>	<u>GRADE</u>	<u>X-1</u>
Adult Day Care Worker	11	
AGENCY AIDE	6	
ANIMAL ATTENDANT	13	
ANIMAL CONTROL OFFICER	15	
ANIMAL SERVICES DISPATCHER	13	
ARMORER	DCA* ANNUAL 398	
ASPHALT PAVER	10	
ASPHALT WORKER	10	
ASSISTANT MECHANIC FOREMAN, M/W	15	
ASSISTANT BUILDING SERVICE SUPERVISOR	15	
ASSISTANT CHIEF INSPECTOR, MOSQUITO EXTERMINATION COMMISSION	16	
ASSISTANT CHIEF STATIONARY ENGINEER	15	
ASSISTANT CONSTRUCTION INSPECTOR	14	
ASSISTANT ROAD FOREMAN, M/W	15	
ASSISTANT TRAFFIC MAINTENANCE FOREMAN, M/W	13	
AUTOMOTIVE MECHANIC	12	
AUTOMOTIVE MECHANIC FOREMAN, M/W	18	
BLACKSMITH	13	
BLACKSMITH FOREMAN, M/W	17	

*TITLES EXEMPT FROM OVERTIME AND CTO.

A-1

10/21/83
10/28/83

BOY AND FENDER REPAIRER	12
BOILER ROOM ATTENDANT	GSA# 2110
BRIDGE ATTENDANT	7
BRIDGE OPERATOR	8
BUILDING MAINTENANCE WORKER	7
BUILDING MAINTENANCE WORKER FOREMAN, M/W	16
BUILDING SERVICE SUPERVISOR	16
BUILDING SERVICE WORKER	7
BUILDING SERVICE WORKER FORELADY, M/W	10
CARPENTER, FOREMAN, M/W	16
CHAUFFEUR	12
CHIEF BRIDGE OPERATOR	14
CHIEF CHAUFFEUR	14
Chief Stationery Engineer	21*
CHILDREN'S SUPERVISOR	8
COMMUNICATIONS TECHNICIAN	15
CONSTRUCTION INSPECTOR	17
COOK	10
COOK, PENAL INSTITUTION	10

A-2

10/21/83
10/28/83

COUNTY CORRECTION OFFICER	ANS PER HR. 4.0
COUNTY PARK RANGER	7
DETENTION GUARD, CHILDREN'S SHELTER	16
DREDGE MATE	16
DREDGE MECHANIC	18
DREDGE OPERATOR	18
DUMP CARETAKER	13
ELECTRICIAN	15
ELECTRICIAN FOREMAN, M/W	16
ELEVATOR OPERATOR	7
ENGINEERING AIDE	8
EQUIPMENT OPERATOR	12
EXTRADITION CLERK & ITALIAN INTERPRETER	20*
FOOD SERVICE WORKER	7
FOOD & TRANSPORTATION COORDINATOR, HEALTH	9
FOREMAN, MOSQUITO EXTERMINATION COMMISSION, M/W	14
GARAGE ATTENDANT	8
GARDENER (HIRING RATE)	9

A-3

10/21/83

GENERAL TREE FOREMAN, M/W	17
GUARD, PUBLIC PROPERTY	15
HEAD COOK, PENAL INSTITUTION	16
HEALTH EDUCATOR, DRUG ABUSE	ANX* PER HR. 6.2
HEATING AND AIR CONDITIONING OPERATOR	15
HEAVY EQUIPMENT OPERATOR	14
HEAVY EQUIPMENT OPERATOR FOREMAN, M/W	16
HEAVY EQUIPMENT OPERATOR, MOSQUITO COMMISSION	14
HEAVY EQUIPMENT OPERATOR, SANITARY LANDFILL	15
HIGHWAY AND BRIDGE CONSTRUCTION INSPECTOR	15
INSPECTOR, MOSQUITO EXTERMINATION COMMISSION	12
INSPECTOR, ROAD OPENINGS	15
INSTITUTIONAL TRADE INSTRUCTOR (LAUNDRY)	16
INVESTIGATOR, PUBLIC WORKS	17*
Juvenile Detention Officer	16

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10/21/83
10/28/83

LABORER	8
LABORER, DREDGE OPERATIONS	10
LANDSCAPE FOREMAN, M/W	16
LAUNDRY WORKER	9
LICENSED PRACTICAL NURSE	9
MAINTENANCE REPAIRER	12
MAINTENANCE REPAIRER (CARPENTER)	13
MAINTENANCE REPAIRER (ELECTRICIAN)	13
MAINTENANCE REPAIRER FOREMAN, M/W	16
MAINTENANCE REPAIRER FOREMAN, M/W, ROADS & BRIDGES	16
MAINTENANCE REPAIRER, GENERAL FOREMAN, M/W	18
MAINTENANCE REPAIRER, (LOW PRESSURE LICENSE)	12
MAINTENANCE REPAIRER (MASON & PLASTERER)	13
MAINTENANCE REPAIRER (PLUMBER)	13
MAINTENANCE REPAIRER (REFRIG. & AIR CONDITIONING)	13
MAINTENANCE REPAIRER (ROADS & BRIDGES)	12
MAINTENANCE REPAIRER, ROOFER	13

A-5

10/21/83

MECHANIC	12
MECHANIC FOREMAN, M/W	18
MECHANICAL STORES CLERK	11
MECHANIC'S HELPER	8
MOTOR VEHICLE OPERATOR	11
MOTOR VEHICLE OPERATOR (ELDERLY & HANDICAPPED PERSONS)	11
MORGUE ATTENDANT	9
NIGHT SUPERVISOR, YOUTH AIDES	14
PAINTER	15
PAINTER FOREMAN, M/W	16
PARKING LOT ATTENDANT	8
PLUMBER	15
PLUMBER FOREMAN, M/W	16
POLICE RADIO DISPATCHER	13
PRINCIPAL ENGINEERING AIDE	18
PRINCIPAL ENGINEERING AIDE AND CONSTRUCTION INSPECTOR	19*
RECREATION AIDE, P/T	10

A-6

10/21/83

SENIOR GROUNDSKEEPER	11
SENIOR HIGHWAY & BRIDGE CONSTRUCTION INSPECTOR	16
SENIOR INSPECTOR, MOSQUITO EXTERMINATION COMMISSION	14
Senior Juvenile Detention Officer	17
SENIOR MAINTENANCE REPAIRER	14
SENIOR MAINTENANCE REPAIRER (CARPENTER)	14
SENIOR MAINTENANCE REPAIRER (ELECTRICIAN)	14
SENIOR MAINTENANCE REPAIRER (LOCKSMITH)	14
SENIOR MAINTENANCE REPAIRER (MASON & PLASTERER)	14
SENIOR MAINTENANCE REPAIRER (PAINTER)	14
SENIOR MAINTENANCE REPAIRER (REFRIG. & AIR CONDITIONING)	14
SENIOR MAINTENANCE REPAIRER (PLUMBER & STEAMFITTER)	14
SENIOR MAINTENANCE REPAIRER, ROADS & BRIDGES	14
SENIOR MECHANIC	14
SENIOR MECHANIC AND BODY AND FENDER REPAIRER	16
SENIOR MECHANIC (DIESEL)	16
SENIOR MORGUE ATTENDANT	11
SENIOR ROAD INSPECTOR	16

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10/21/83
10/28/83

SENIOR SECURITY GUARD	17
Senior Storekeeper	17
SENIOR TRAFFIC MAINTENANCE WORKER	12
SENIOR VETERINARY MEDICAL TECHNICIAN	18
SENIOR YOUTH AIDE	12
SEWER EQUIPMENT OPERATOR	12
SEWER MAINTENANCE FOREMAN, M/W	16
SIGN DESIGNER, PROCESSOR & LETTERER	13
SIGN DESIGNER, PROCESSOR & LETTERER FOREMAN, M/W	16
SIGN DESIGNER, PROCESSOR LETTERER ASSISTANT FOREMAN, M/W	14
SIGN MAKER	7
SOCIAL WORKER, DRUG ABUSE	16
STATIONARY FIREMAN, M/W	13
STOREKEEPER	15
TIRE SERVICE REPAIRER	12
TRAFFIC COUNTING MACHINE REPAIRER	12
TRAFFIC ENUMERATOR	10

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10/21/83
10/28/83

TRAFFIC MAINTENANCE FOREMAN, M/W	16
TRAFFIC MAINTENANCE SUPERVISOR	18
TRAFFIC MAINTENANCE WORKER	10
TRAFFIC SIGNAL ELECTRICIAN	16
TRAFFIC SIGNAL FOREMAN, M/W	18
TRAFFIC SIGNAL REPAIRER	13
TREE CLIMBER	13
TREE TRIMMER	11
TREE FOREMAN, M/W	16
TRUCK DRIVER	11
VETERINARY MEDICAL TECHNICIAN	17
YARD FOREMAN, M/W	15
YOUTH AIDE	10

And all other titles or future titles established by the County generally considered to be blue-collar titles.

*TITLES EXEMPT FROM OVERTIME AND CTD.

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10/21/83

10/28/83

BERGEN COUNTY
BLUE-COLLAR - MINIMUMS AND MAXIMUMS

Effective 1/1/83

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
X06	\$8,604.	ACTUAL
X07	\$8,642.	SALARY
X08	\$8,680.	
X09	\$8,807.	TO
X10	\$8,845.	HIGHEST
X11	\$9,008.	
X12	\$9,385.	PAID
X13	\$9,943.	EMPLOYEE
X14	\$10,342.	
X15	\$10,791.	IN TITLE
X16	\$11,323.	IN EACH
X17	\$11,981.	GRADE
X18	\$12,746.	
X19	\$13,012.	
X20	\$13,817.	

SCHEDULE B-1

10/21/83

BERGEN COUNTY
BLUE-COLLAR - MINIMUMS AND MAXIMUMS

Effective 1/1/84

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
X06	\$ 9,396.	ACTUAL
X07	\$ 9,437.	SALARY
X08	\$ 9,479.	
X09	\$ 9,617.	TO
X10	\$ 9,659.	HIGHEST
X11	\$ 9,837.	
X12	\$10,248.	PAID
X13	\$10,858.	EMPLOYEE
X14	\$11,293.	
X15	\$11,784.	IN TITLE
X16	\$12,365.	
X17	\$13,083.	IN EACH
X18	\$13,919.	GRADE
X19	\$14,209.	
X20	\$15,088.	

Schedule B-2

10/21/83

BERGEN COUNTY

BLUE-COLLAR - MINIMUMS AND MAXIMUMS

Effective 1/1/85

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
X06	\$10,054.	ACTUAL
X07	\$10,098.	
X08	\$10,143.	SALARY
X09	\$10,290.	TO
X10	\$10,335.	
X11	\$10,526.	HIGHEST
X12	\$10,965.	PAID
X13	\$11,618.	
X14	\$12,084.	EMPLOYEE
X15	\$12,609.	
X16	\$13,231.	IN TITLE
X17	\$13,999.	IN EACH
X18	\$14,893.	
X19	\$15,204.	GRADE
X20	\$16,144.	



SCHEDULE C

Page 1

BLUE COLLAR WORKERS

<u>TITLE</u>	<u>INSIDE</u>	<u>OUTSIDE</u>	<u>EXCEPTION</u>
ADULT DAY CARE CTR WKR	X		
AGENCY AIDE	X		
ANIMAL ATTENDANT	X		
ANIMAL ATTENDANT P.T.	X		
ANIMAL CONTROL OFFICER		X	
ANIMAL HEALTH TECHNICIAN	X		
ASPHALT RAKER		X	
ASST BLDG SVC SPVR	X		
ASST CHF STATIONARY ENGR	X		
ASST CHIEF INSPECTOR		X	
ASST MICE RPER FRM/RD BR		X	
ASST MICE RPER RD/BR		X	
ASST ROAD FOREMAN		X	
ASST TRAFFIC MICE FRMN		X	
AUTO MECHANIC			X
AUTO MECHANIC FMN			X
BLACKSMITH			X
BLACKSMITH FOREMAN			X
BLDG MICE RPR RIGGER	X		
BLDG MICE FRMN	X		
BLDG SERVICES SPVR	X		
BRIDGE ATTENDANT		X	
BRIDGE OPERATOR		X	
BUILDING MICE WORKER	X		
BUILDING MICE WORKER P.T.	X		
BUILDING SERVICE WORKER	X		
CARPENTER	X		

SCHEDULE C

Page 2

BLUE COLLAR WORKERS

<u>TITLE</u>	<u>INSIDE</u>	<u>OUTSIDE</u>	<u>EXCEPTION</u>
CHAUFFEUR	X		
CHIEF BRIDGE OPERATOR		X	
CHIEF CHAUFFEUR	X		
CHILDREN'S SPVR	X		
COMMUNICATION TECHN	X		
CONSTRUCTION INSPECTOR		X	
COOK	X		
COOK PENAL INSTITUTION	X		
DREDGE MATE		X	
DREDGE MECHANIC		X	
ELECTRICIAN	X		
ELECTRICIAN FOREMAN	X		
EQUIPMENT OPERATOR		X	
FOOD SERVICE FOREMAN			X
FOOD SERVICE WKR			X
GARAGE ATTENDANT	X		
GARDENER		X	
GENERAL TREE FRM		X	
GUARD PUBLIC PROPERTY		X	
HEAD COOK	X		
HEAD COOK PENAL INSTITUTION	X		
HEAVY EQUIP OPERATOR		X	
HWY EQUIP OPR FRM		X	
HVY EQUIP OPR MOSQ COMM		X	
HYWAY & BRIDGE CONST INSP		X	
INSP MOSQ COMM		X	

SCHEDULE C

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BLUE COLLAR WORKERS

<u>TITLE</u>	<u>INSIDE</u>	<u>OUTSIDE</u>	<u>EXCEPTION</u>
INST LAUNDRY TRADE INST	X		
JUV DETENTION OFFICER	X		
LABORER		X	
LANDSCAPE FOREMAN		X	
LAUNDRY WORKER	X		
MASON & PLASTERER	X		
MECHANIC			X
MECHANIC FOREMAN			X
MECHANICAL STORES CLERK	X		
MAJOR VEH OPR ED HNDCP		X	
MICE REPAIRER	X		
MICE REPAIRER CARP	X		
MICE REPAIRER ELEC	X		
MICE REPAIRER FOREMAN	X		
MICE REPAIRER GENL FRMN		X	
MICE REPAIRER RDS & BRIDGES		X	
MICE RPR MASON PLASTER	X		
MICE RPR PLUMBER	X		
PAINTER	X		
PAINTER FOREMAN	X		
PLUMBER	X		
PLUMBER FOREMAN	X		
POLICE RADIO DISPATCHER	X		
PRIN ENG AIDE & CONST INSP		X	
PRIN ENGINEERING AIDE		X	
RADIO DISPATCHER	X		
RADIO TECHNICIAN	X		

BLUE COLLAR WORKERS

<u>TITLE</u>	<u>INSIDE</u>	<u>OUTSIDE</u>	<u>EXCEPTION</u>
RECREATION AIDE	X		
RECREATION AIDE P.T.	X		
REFRIGERATION MECHANIC	X		
ROAD FOREMAN		X	
ROAD INSPECTOR		X	
SEWER EQUIP OPERATOR		X	
SEWER MICE FOREMAN		X	
SGN DES LET ASST FM	X		
SIGN DES PROC LETTER	X		
SIGN DES PROC LTR FMN	X		
SR BLACKSMITH	X		
SR BLDG MICE WKR	X		
SR BLDG SERV WKR	X		
SR BRIDGE OPERATOR		X	
SR COOK			X
SR ENGINEER AIDE	X		
SR GUARD JUV DET FAC	X		
SR HIGHWAY & BRIDGE INSP		X	
SR INSPECTOR MOSQ COMM		X	
SR INSP ROAD OPENING		X	
SR JUV DETENTION OFFICER	X		
SR MECHANIC	X		
SR MECHANIC DIESEL	X		
SR MICE REPAIRER	X		
SR MICE REPAIRER CARP	X		
SR MICE REPAIRER LOCKSMITH	X		
SR MICE RPRER PLUMB	X		

BLUE COLLAR WORKERS

<u>TITLE</u>	<u>INSIDE</u>	<u>OUTSIDE</u>	<u>EXCEPTION</u>
SR MICE RPRER RDS & BRDG		X	
SR MICE RPRER CARP	X		
SR TRAFFIC MICE WORKER		X	
STATIONARY FIREMAN	X		
STOREKEEPER	X		
TRAFFIC COUNT MACH RPRER		X	
TRAFFIC ENUMERATOR		X	
TRAFFIC MICE FOREMAN		X	
TRAFFIC MICE WKR		X	
TRAFFIC SIGNAL ELEC		X	
TRAFFIC SIGNAL FOREMAN		X	
TRAFFIC SIGNAL RPRER		X	
TREE CLIMBER		X	
TREE FOREMAN		X	
TRUCK DRIVER		X	
YARD FOREMAN	X		
YOUTH AIDE	X		

