

**AGREEMENT**  
**BETWEEN**  
**CITY OF ELIZABETH, NEW JERSEY**  
**AND**  
**UNION COUNCIL NO. 8 NEW JERSEY CIVIL SERVICE ASSOCIATION**  
**(CITY HALL EMPLOYEES)**

**JULY 1, 2009 THROUGH JUNE 30, 2013**

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AGREEMENT entered into this 25th day of August, 2010 by and between the CITY OF ELIZABETH, NEW JERSEY, hereinafter referred to as the "City" or "Employer", and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION, hereinafter referred to as the "Association" or "Union", is designed to promote a harmonious relationship between the City, the Association and such of the City employees as are represented by the Association.

NEW JERSEY CIVIL SERVICE ASSOCIATION

ARTICLE I

RECOGNITION

1. The City hereby recognizes Union Council No. 8, New Jersey Civil Service Association as the exclusive and sole representative for collective negotiations concerning salaries, hours and other terms and conditions of employment for all City Hall employees, but excluding all foremen and supervisors, managers and department heads.

2. Unless otherwise indicated, the terms "employee" or "employees", when used in this Agreement, refer to all persons represented by Union Council No. 8, New Jersey Civil Service Association.

## ARTICLE II

### ASSOCIATION SECURITY (MAINTENANCE OF MEMBERSHIP)

1. The Employer agrees to deduct from the salaries of employees, dues for the Association when authorized in writing to do so by each employee. Individual authorization forms shall be furnished and filed by the Association with the appropriate business office of the Employer.

2. An authorization for deduction of Association membership dues shall be terminated automatically when an employee is removed from the payroll of the City of Elizabeth. Where an employee takes a leave of absence without pay for one month or more during any payroll deduction period, there shall be no obligation on the part of the City of Elizabeth to collect funds from his/her salary during such absence. Upon his return to employment at the termination of his/her leave, the City of Elizabeth shall continue to deduct dues from his salary in accordance with the payroll deduction program agreed upon by the parties.

3. The amount of monthly Association membership dues will be certified by the President of the Association in writing to the Employer and the amount so certified will be uniform for all members of the Association.

4. The above will be in compliance with N.J.S.A. 52:14-15.9e.

5. Assignees shall have no right or interest whatsoever in any money authorized withheld until such money is actually paid over to them. The City or any of its officers and employees shall not be liable for any delay in carrying out such deductions, and upon forwarding check in payment of such deductions by mail to the assignee's last known address, the City and

its officers and employees shall be released from all liability to the employee-assignors and to the assignees under such assignments.

6. If any provision of this Article is invalid under Federal law or the laws of the State of New Jersey, said provisions shall be modified to comply with the requirements of Federal or State Law or shall be re-negotiated for the purpose of adequate replacement.



ARTICLE IIA

UNION SECURITY

1. Upon the request of the Union, the Employer shall deduct a representation fee from the wages of each employee who is not a member of the Union,

2. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the Unit.

3. The amount of said representation fee shall be certified to the Employer by the Union, which amount shall not exceed 85% of the regular membership dues, fees and assessments charged by the Union to its own members.

4. The Union agrees to indemnify and hold the Employer harmless against any liability, cause of action, or claims of loss whatsoever arising as a result of said deductions.

5. The Employer shall remit the amounts deducted to the Union monthly, on or before the 15th of the month following the month in which such deductions were made.

6. The Union shall establish and maintain at all times a demand and return system as provided N.J.S.A. 34:13A-5.5(c) and 5.6 (L. 1979, c.477), and membership in the Union shall be available to all employees in the unit on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available, the Employer shall immediately cease making such deductions.

ARTICLE III

BULLETIN BOARDS

The Association shall have the use of bulletin boards throughout City Hall. Such boards to be used solely for the purpose of exhibiting official business of the Association. All materials to be posted shall be submitted to the Business Administrator or his/her designee prior to posting.

## ARTICLE IV

### ASSOCIATION BUSINESS LEAVE

1. The Association shall advise the City in writing of the name of its representatives, the place of employment from which they are designated and the terms for which they are to serve in a representative capacity.

2. Before any representative may leave his/her area or place of employment, he/she shall be required to obtain approval in advance *from* the Business Administrator or his/her designee.

The Association shall neither solicit members, nor conduct any business on City property during City-assigned working schedules of either representative of the Association or the employee involved, except for the following:

- (a) Collective negotiations.
- (b) Time spent conferring with the City or employees on specific grievances as specified in the Grievance and Arbitration Procedures, Article V, provided that there shall be no unreasonable interference with work assignments, and in the event of a conflict, the work assignments shall have priority.

3. When an authorized representative is excused from his/her assigned duties, he/she shall:

- (a) Notify the supervisor of any City facility visited on arrival.
- (b) Notify his/her supervisor or designated representative upon return to the job.
- (c) Record his/her time out and time in with his/her supervisor upon leaving and returning to the job.

## ARTICLE V

### GRIEVANCE PROCEDURE

1. Any grievance or dispute that may arise between the parties, including the application, meaning or interpretation of this Agreement, shall be initiated in the following manner within twenty (20) working days after the aggrieved employee knew or reasonably should have discovered its occurrence or such grievance shall be deemed abandoned with all loss of retroactivity

Step 1: The grievance shall be discussed at a time and place mutually agreed upon by both parties with the employee involved and a Union representative together with the supervisor designated by the City. If no answer is given within five (5) working days by the supervisor, the grievance shall be deemed to have been denied, and the Union may proceed to Step 2.

Step 2: If the grievance is not settled through Step 1, the same shall be reduced to writing by the Union, setting forth a statement of the grievance and submitted within five (5) working days after the answer and/or denial in Step 1 to the Director or any person designated by him/her. A meeting will be held within five (5) days of the submission. The answer to such grievance shall be made in writing, with a copy to the Union, within five (5) working days of the meeting. If no answer is given within five (5) working days by the Director, the grievance shall be deemed to have been denied and the Union may proceed to Step 3.

Step 3: If the grievance is not settled at Steps 1 and 2, then the Union shall have the right to submit such grievance to the Business Administrator within five (5) working days after the answer and/or denial in Step 2. A meeting will be held within five (5) days of the submission. A written answer to said grievance shall be served upon the individual and the Union within seven (7) working days after the meeting. If no answer is given within seven (7) working days by the Business Administrator, the grievance shall be deemed to have been denied at Step 3. Grievances involving minor discipline may be processed directly to Step 3 of the grievance procedure within five (5) working days from the date of Notice of Minor Discipline.

Step 4: If the grievance is not settled through Steps 1, 2 and 3, and the grievance does not involve a matter appealable to the New Jersey Department of Personnel/Merit System Board, then the Union shall have the right to request binding arbitration of the grievance within twenty (20) working

days after the answer or denial at Step 3. If the parties are unable to agree upon an arbitrator, an arbitrator shall be selected in accordance with the rules and regulations of the New Jersey Public Employment Relations Commission. Grievances involving minor discipline may be submitted to binding arbitration to the extent permitted by law. The arbitrator shall have full power to hear the dispute and make a final determination which shall be binding on both parties and upon the grievant. The arbitrator shall have no authority to add to, subtract from or modify the language of this Agreement in any way. The cost of arbitration shall be borne by the City and the Union equally. The Business Administrator shall be given written notice on the same date the Union files for arbitration.

Any appeal from the final decision of a Step 3 grievance with respect to a major disciplinary or discharge action shall be made to the New Jersey Department of Personnel/Merit System Board in accordance with its procedures, rules and regulations, and there shall be no right to arbitration of any grievances pertaining to major discipline or discharge.

2. Any disposition of a grievance as herein defined which is accepted by the Union, or from which no appeal is taken within the time periods set forth in this grievance procedure, shall be final and conclusive and binding upon the employee, the Union and the City. If the City fails to respond to a grievance within the time limits provided, the Union may process the grievance to the next step.

3. If any grievance or dispute involving the construction of statutes, either party may proceed in court for a judicial determination of such statutory construction and shall not submit the same to arbitration.

4. The time limits provided for herein may be extended by mutual agreement of the parties which must be in writing.

ARTICLE VI

WORK WEEK

The Employer shall have the right, for the efficient operation of its facilities, to make changes in starting and stopping times of the daily work schedule and to vary the daily or weekly work schedule. However, prior to making any change, the director or directors involved shall meet with the Association to discuss the proposed changes.

ARTICLE VI

MANAGEMENT RESPONSIBILITY

1 It is recognized that the management of the City Hall, the control of its properties and the maintenance of order and efficiency are solely responsibilities of the City. Accordingly, the City retains the following rights, except as they may be abridged in this Agreement, including, but not limited to selection and direction of the force; to hire; to suspend or discharge for just cause; to assign, promote, demote or transfer; to determine the amount of overtime to be worked; to relieve employees from duty for reasons of economy as provided for in N.J.S.A. 11 A:8-1 and N.J.A.C. 4A:8-1.1 et seq., or for other legitimate reasons, not inconsistent with the terms and provision of this Agreement; to decide on the number and locations of facilities, to determine the work to be performed; amount of supervision necessary, equipment, methods, together with the selection, procurement, designing, engineering and control of equipment and materials; and to purchase services of others by contract or otherwise. It also retains the right to discontinue this service, at any time, for reasons of economy.

2. City-wide employee benefits granted during the life of this agreement will include employees covered by this contract.

## ARTICLE VIII

### ACCESS

1. A duly authorized representative of the Association, designated in writing, after reporting to the Office of the Business Administrator, or his/her designee, shall be admitted to the premises for the purpose of assisting in the adjustment of grievances and for investigation of complaints that the contract is being breached. Upon request, the Association representative shall state the purpose of his/her visit. Except in an emergency, at least four (4) hours advance notice must be given by telephone. Such visits shall not be permitted to interfere with, hamper or obstruct normal operations.

2. Facilities in City Hall shall be made available to the Association for meetings that are scheduled after working hours provided advanced permission is received from the City.



ARTICLE IX

LONGEVITY

1. All permanent employees covered by this Agreement shall be entitled to be paid longevity pay in accordance with the schedule contained in this Article. Longevity pay shall be applied on the basis of the employee's anniversary date of employment as follows -- if the employee's anniversary falls between January 1 and June 30, he/she shall be entitled to adjusted longevity pay retroactive to January 1; if the employee's anniversary date falls between July 1 and December 31, he/she shall be entitled to adjusted longevity pay retroactive to July 1. Longevity pay, in the case of salary increases, will be credited retroactively to the January 1st preceding the execution date of this contract and will accordingly be computed on the new base salary. Employees hired on or after July 1, 2001 shall not be entitled to longevity pay.

2. The scale of longevity pay shall be as follows:

4th year of employment to completion of 7 <sup>th</sup> year.....	2%
8th year of employment to completion of 11 <sup>th</sup> year.....	4%
12th year of employment to completion of 15 <sup>th</sup> year.....	6%
16th year of employment to completion of 19 <sup>th</sup> year.....	8%
19th year of employment to completion of 24 <sup>th</sup> year.....	10%
25 <sup>th</sup> year of employment and over.....	12%

ARTICLE X

SENIORITY

1. Seniority is defined to mean the accumulated length of continuous service with the City, computed from the last date of hire. An employee's length of service shall not be reduced by time lost due to authorized leave with pay for a bona fide illness or injury certified by a physician. Seniority may be lost and employment terminated if any of the following occur:

- A. Discharge
- B. Resignation
- C. Absence for five (5) consecutive days without leave or notice
- D. Absence for illness, injury or leave without pay for more than one (1) continuous year.

2. Nothing in this paragraph shall restrict the powers of the Employer or the rights of the employee as set forth in New Jersey Department of Personnel Statutes, rules and regulations.

ARTICLE XI

HOLIDAYS

1. An employee not required to work shall receive time off with straight time pay for each of the following holidays:

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

Floating holiday to be determined annually by the Business Administrator

2. If any of the holidays fall on Sunday, Monday shall be considered as the holiday. If the holiday falls on Saturday, the previous Friday shall be considered as the holiday.

3. If one of the above holidays falls within an employee's vacation period, the employee shall not be charged a vacation day for said holiday.

ARTICLE XII

PERSONAL DAYS

1. After one (1) year of service, computed from the last date of hire, full-time employees will be granted two (2) Personal Leave Days during each year of this contract for any of the following reasons:

- A. Religious observance
- B. Death of a blood relative not included in the Funeral Leave section.
- C. Personal, legal, business, household or family matters of an emergency nature, not covered elsewhere in this Agreement provided the employee states the specific reason for the request and such is approved in writing by the department head.

2. These days shall not be accumulated or cashed out.

3. Effective January 1, 2002, full-time employees may be granted up to three (3) Personal Leave Days during each year of this Agreement after one (1) year of service computed from the last date of hire, for use for any of the reasons listed in Section 1, above. These Personal Leave Days shall not be accumulated or cashed out.

ARTICLE XIII

VACATIONS

1. The employees covered by this Agreement shall be entitled to vacation leave with pay according to the following schedule:

First year -- One (1) working day per month

<u>BEGINNING</u>	<u>END</u>	
2nd year	5th year	13 working days
6th year	10th year	15 working days
11th year	15th year	18 working days
16th year	20th year	20 working days
21st year	25th year	23 working days
after 25 years		26 working days

2. Vacations shall normally begin following the regular days off of the employee.

3. When any vacation or part of it cannot be taken in the calendar year when earned because of work load in a department, the same can be taken in the following year, with the consent of the department head, but such accumulated vacations days may not be extended beyond the second year.

4. The vacation period shall be the calendar year from the 1st day of January to the 31st day of December. Vacations shall be scheduled by the Director, giving preference to employee choice according to seniority, where practicable and where consistent with continued, efficient operation.

5. Any City Hall employee covered by this Agreement, who is entitled to vacation leave at the time of retirement, shall receive the earned vacation which has not been taken prior to the date of retirement. In the event an employee is entitled to vacation leave at the time of death, the employee's estate shall receive the earned vacation pay on the same basis as an employee who is retiring.

6. Upon completion of twenty-five (25) years of continuous service, the employee shall receive five (5) extra days of vacation of that anniversary year only.

## ARTICLE XIV

### OVERTIME

1. All hours worked over forty (40) hours in the work week shall be paid at the rate of one and a half times an employee's regular rate of pay.
2. Regular rate of pay is an employee's base salary plus longevity.
3. Upon execution of this contract, employees required to work on a scheduled holiday, shall be paid time and one-half his/her regular rate of pay for all hours worked. This will be in addition to his/her regular pay.
4. Employees required to work over their required hours in a work week may elect to receive payment at the straight time or compensatory time rate for time worked up to forty (40) hours. Should an employee accrue compensatory time in lieu of payments, such compensatory time shall not exceed ninety (90) hours.

ARTICLE XV

CALL BACK

If an employee covered by this Agreement is called back to work at a time other than his/her regular working hours, he/she shall be guaranteed a minimum of three (3) hours of compensatory time, payment at straight time, or two (2) hours at time and one half, whichever applies as explained in Article XIV of this contract.



ARTICLE XVI

LEAVE WITHOUT PAY

1. The appointing authority may grant the privilege of a Leave of Absence without pay to a permanent employee for a period not to exceed six (6) months at any one time.

2. Such leaves of absence may be renewed for an additional period not to exceed six months only by formal action of the appointing authority with the approval of the governing body. No further renewal may be granted except upon the approval by the New Jersey Department of Personnel for reasons as established by Department Regulations.

3. Request for such leave shall be in writing to the appointing authority no less than two (2) weeks in advance of the date for which such leave is desired, except in the event of an emergency, stating the reason for the leave and the time requested.

ARTICLE XVII

DISCIPLINE AND DISCHARGE

1. Discipline and discharge of employees shall be as provided in New Jersey Department of Personnel statutes, rules and regulations.

2. Effective upon execution of the Agreement, records of minor and major discipline will remain on file but will not be used for the purposes of discipline after five (5) years of a clean record on the same or similar issues.

ARTICLE XVIII

INSURANCE

1. All employees covered by this Agreement and eligible members of their families shall be entitled to full coverage of Blue Cross and Blue Shield hospitalization plans, including Rider "J" of the New Jersey Blue Cross and Major Medical Insurance, the premiums of which shall be paid for the City.

2. The City acknowledges that the rules and regulations of the State Health Benefits Commission established that Chapter 88, P.L. 1974 does;

A. Apply to all eligible present and future pensioners of the Employer and their dependents.

B. Continue as long as the State is paying the costs of its eligible pensioners and their dependents in accordance with the provisions of Chapter 75, Public Laws of 1972.

C. Provide for local Employer reimbursement of Federal Medicare premiums for eligible pensioners and/or their spouses, as well as the payment of health insurance premiums required by the program, on a basis comparable to the reimbursement made by the State to its eligible pensioners and their spouses in accordance with provisions of Chapter 75, Public Laws of 1972.

D. Require the local Employer to pay the full cost of such premiums and Medicare charges.

3. The City hereby agrees to pay the premium or periodic charges for the benefits provided to all eligible retired employees and their dependents covered under the program, but not including survivors, if such employees retired from a State or locally administered retirement system effective after the date the Employer adopted the State Health benefits program on a

benefit based on 25 years or more of service credited in such retirement system, and also to reimburse retired employees for their premium charges under Part B of the Federal Medicare Program covering the retired employees and their spouses in accordance with the regulations of the State Health Benefits Commission.

4. All employees covered by this Agreement and eligible members of their families will be covered by a Prescription Drug Plan. The premiums will be paid by the City, Effective January 1, 2002, the co-payment will be increased to \$3.00 for each prescription; effective January 1, 2004, the co-payment will be increased to \$5.00 for each prescription. Effective March 1, 2006, the prescription drug plan shall be as follows: (i) Retail (Participating Pharmacies up to 30 day supply) – generic mandated unless there is no generic equivalent with generic co-pay of \$5.00 and brand name co-pay of \$5.00, provided that if the employee insists on a brand name when a generic is permissible, the employee agrees to pay the difference between the cost of the brand name and the generic cost, in addition to a \$5.00 co-pay; (ii) Mail order (Up to a 90-day supply) – mail order co-pay generic \$0.00, brand name \$ 0.00, provided that if the employee insists on a brand name when a generic is permissible, the employee agrees to pay the difference between the cost of the brand name and the generic cost, in addition to a \$5.00 co-pay. A doctor certification must be prepared stating that the generic is not acceptable. In the event a brand name is specifically prescribed, the co-pay will be at the generic co-pay rate.

5. All employees covered by this Agreement and eligible members of their families will be covered by a Dental Plan. The premiums will be paid by the City.

6. All other insurance benefits presently in effect shall be maintained throughout the period of the contract.

7. All eligible employees covered by this Agreement and eligible members of their families will be covered by a vision plan, as selected by the City, and provided that all appropriate eligibility requirements are met.

8. In the event that there are legislative changes covering health benefits during the contract period for which the City may give notice of a re-opener for health benefits, then the Union shall have the right to re-open the salary increases (percentages) for the remaining years of the contract.

ARTICLE XIX

ASSOCIATION PRIVILEGES

Copies of general orders, rules and regulations affecting wages, hours and other terms and conditions of employment covered by this Agreement shall be furnished to the Association within two (2) working days of their promulgation.

## ARTICLE XX

### RULES AND REGULATIONS

1. The City may establish and enforce binding rules and regulations in connection with its operation and maintenance of discipline, provided such rules and regulations are not in conflict with the provisions of this Agreement. Copies shall be furnished to the Association.

2. It is understood that employees shall comply with all rules and regulations made by the City from time to time. Employees shall promptly and efficiently execute the instructions and orders of the director and supervisors. If an employee or employees believes a rule, regulation, instruction or order of an officer or other supervisor is unreasonable or unjust, the employee or employees shall comply with the rule, regulation, order or instruction, but with further provision that such employee or employees may regard the rule, regulation, order or instruction as a grievance which shall be handled in accordance with the grievance procedure set forth in Article V of this contract.

3. In the event that an employee or employees shall refuse to execute promptly and efficiently any instruction or order of an officer or other supervisor, the City shall have the right, at its option, to suspend, or discharge the offending employee or employees.

ARTICLE XXI

SICK LEAVE

1. Sick leave shall be as provided for in the New Jersey Department of Personnel statutes, rules and regulations.

Attendance Incentive

Effective January 1, 2010, any Union Council No. 8 member who does not use a sick day for an entire calendar year will be given one-time payment of \$500 the February of the following calendar year. The first possible payment under this incentive will be February 2011.

Donated Sick Leave

Employees are eligible to participate in the City's Donated Sick and Vacation Leave Program, in order to donate earned sick and/or vacation time to another City of Elizabeth employee who is suffering from a catastrophic health condition or injury which compels his/her prolonged absence from work. Details about the program are available from the Personnel Division or the Department Head.

Sick Leave Buy-Out

Effective July 1, 1997, an employee who retires or is laid off from employment with the City shall be reimbursed for accumulated unused sick time at the rate of fifty (50%) percent of the employee's daily rate of pay to a maximum payment of ten thousand (\$10,000) dollars. Payment shall be made within six (6) months of the effective separation date. For employees who are laid off, there is no length of service requirements. All employees must have at least thirty (30) accumulated sick days to be eligible for reimbursement.



Effective July 1, 1997, in the event of an employee's death while actively employed, the employee's estate shall be reimbursed for accumulated unused sick time at the rate of fifty (50%) percent of the employee's daily rate of pay to a maximum payment of ten thousand (\$10,000) dollars. Payment shall be made within six (6) months of the employee's death.

ARTICLE XXII

MILITARY LEAVE

Military leave shall be as provided by applicable Federal and State Statutes and/or Department of Personnel Rules and Regulations.

## ARTICLE XXIII

### FUNERAL LEAVE

1. Leave with pay, not to exceed five (5) days, shall be granted to an employee in the event of the death of the employee's current spouse, children, step or foster children, brothers, sisters, parents of an employee, and any dependents other than those previously identified residing in the employee's household. For purposes of this provision, a "dependent" is any individual whom the employee may claim as a dependent for federal income tax purposes.
2. Leave with pay, not to extend three (3) days, shall be granted to an employee in the event of the death of the employee's current parents-in-law, current brothers-in-law, current sisters-in-law, current sons-in-law, current daughters-in-law, or grandparents, or grandchildren of employee or current spouse.
3. One (1) working day of Funeral leave shall be allowed in the event of the death of a blood-related aunt or uncle.
4. Special cases will be referred to the Director.
5. Leave with pay as provided for in this section is intended to be used for the purposes of handling necessary arrangements and attending the funeral of the deceased member of the immediate family and shall not be accumulated.

ARTICLE XXIV

MATERNITY LEAVE

1. Upon request in writing to the City, a regular, full-time employee shall be entitled to a maternity leave of absence not to exceed six (6) months. The employee may request that such leave shall be with pay to the extent of accrued sick leave; otherwise, the time on leave shall be without pay.

2. Employees on maternity leave must return to work not more than thirty (30) days after birth or termination of pregnancy, whichever occurs sooner, unless the employee submits a statement in writing from the treating physician stating the need for an extended leave and indicating the length of such extension.

3. Seniority shall be accrued while the employee is on paid leave, but shall only be retained during leave without pay.

ARTICLE XXV

EDUCATION

1. A. Employees enrolled for an associate's or a bachelor's degree program as a matriculated student in a government/employment related discipline shall be reimbursed as set forth below for the cost of tuition or part thereof at the State College rate when approved in advance, in writing by the Business Administrator. Such approval will not be unreasonably withheld.

B. Reimbursement will be as follows:

- (a) any grade of B or better - 100% of State College rate.
- (b) A grade of C - 75% of State College rate.
- (c) A grade less than a C - 0%

2. The taking of any such courses shall be on a voluntary basis only. Reimbursement shall be forfeited if the course requirements are not satisfactorily and fully completed.

## ARTICLE XXVI

### JURY DUTY

1. An employee who is called to jury duty shall immediately notify his/her supervisor.
2. An employee who is excused from jury duty service on any day shall report for work on such day.
3. An employee shall not be required to report back for work on any day he/she is in attendance at Court for jury duty service, regardless of the employee's shift.
4. The Employer retains the right to request that the employee be excused from jury duty because he/she is required on the job.

ARTICLE XXVII

BAN ON STRIKES

1. It is recognized that the need for continued and uninterrupted operation of the City's departments and agencies is of paramount importance to the Citizens of the community and that there should be no interference with such operation.

2. Adequate procedures having been provided for the equitable settlement of grievances arising out of this Agreement, the parties hereto agree that they will not engage in, encourage, sanction or suggest strikes, slowdowns, lockouts, or mass resignations, mass absenteeisms or other similar action which would include suspension of or interference with normal work performance.

3. The City shall have the right to discipline or discharge any employee encouraging, suggesting, fermenting or participating in a strike, slow down or other interference.

ARTICLE XXVIII

SAVINGS CLAUSE

In the event that any Federal or State legislation, governmental regulation or Court decision causes invalidation of any Article, said Article or portion of this Agreement shall have no force or effect. However, the invalidity of any Article or portion of this Agreement shall not affect the invalidity of the remaining Articles or portions of this Agreement. They will remain in full force and effect for the duration of this contract.



ARTICLE XXIX

DISCRIMINATION AGAINST ASSOCIATION MEMBERS

The City agrees that neither it nor any of its supervisors or representatives shall interfere with, coerce, intimidate or discriminate against any employee because of membership or activity in the Association.

ARTICLE XXX

WAGES

1. All regular, full time employees covered by this Agreement shall receive an across-the-board increase in their respective ranges as follows:

0% effective July 1, 2009

2.00% effective July 1, 2010

2.00% effective July 1, 2011

3.00% effective July 1, 2012

2. The maximum step for each title on the salary guide will be increased \$500 effective July 1, 2009. The increase of the maximum step for each title on the salary guide, however, will not increase the individual salary of any unit member who will receive a 0% increase effective July 1, 2009.

ARTICLE XXXI

TRAVEL ALLOWANCE

Effective upon the signing of this Agreement, the employees covered by said Agreement who are required to use privately-owned automobiles in the performance of their duties shall be reimbursed for such use at the current rate set forth in IRS regulations covering mileage reimbursement.

ARTICLE XXXII

CLOTHING ALLOWANCE

1. Public Safety Telecommunicators and Public Safety Telecommunicator Trainees covered by this agreement will receive \$300.00 for clothing allowance for the year 2002, and each year of the agreement.

2. Payment will be paid annually in the second pay period of April.

ARTICLE XXXIII

EMBODIMENT OF AGREEMENT

This document constitutes the sole and complete agreement between the parties and embodies all the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining. Any prior commitment or agreement between the City and the Association or any individual employee covered by this Agreement is hereby superseded.

ARTICLE XXXIV

APPROPRIATION OF FUNDS

All wages and other financial benefits accruing to employees covered by this Agreement shall be specifically subject to the appropriation of adequate and necessary funds therefore by the Elizabeth City Council in its annual municipal budget or as otherwise allowed by law.

ARTICLE XXXV

POSTING OF JOB VACANCIES

The City shall post notices of openings and promotional vacancies in bargaining unit jobs on the bulletin boards it ordinarily uses for notices to bargaining unit employees. The Union will be provided with copies of all such postings.

ARTICLE XXXVI

RESIDENCY REQUIREMENT

The residency requirement will be waived for Union Council No. 8 New Jersey Civil Service Association members after fifteen (15) years of permanent employment with the City. The City will take the necessary steps to effectuate this change.



ARTICLE XXXVII

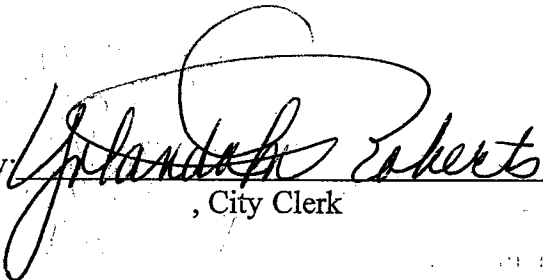
TERM OF AGREEMENT

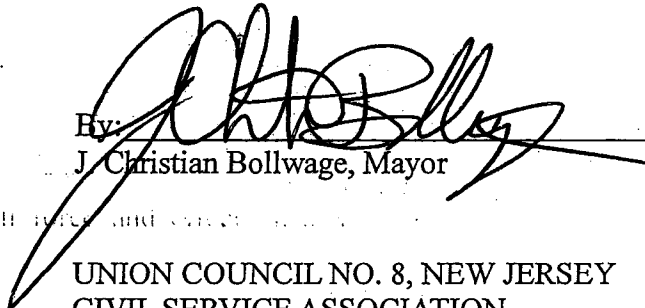
1. This Agreement shall be in full force and effect from July 1, 2009 through and including the 30th day of June, 2013. If either party wishes to terminate, amend or otherwise modify terms and conditions set forth herein at the time of expiration, it must notify either party in writing not less than sixty (60) days prior to such expiration date.

2. The Agreement shall remain in full force and effect on a day-to-day basis during collective negotiations between the parties extending beyond the date of expiration set forth herein, unless and until either party serves the other with written notice of termination, by registered mail, in which event, the Agreement shall terminate five (5) days following receipt of such notice.

ATTEST:


CITY OF ELIZABETH, NEW JERSEY


By:   
Gladys Roberts, City Clerk



By:   
J. Christian Bollwage, Mayor

ELIZABETH CITY HALL  
EMPLOYEES ASSOCIATION

UNION COUNCIL NO. 8, NEW JERSEY  
CIVIL SERVICE ASSOCIATION

By:   
Ed Lozinski, President

By:   
Ed Lozinski, President

CITY OF ELIZABETH	
APPROVED AS TO FORM	
PHYSICAL CONDITIONS	
TERMS & CONDITIONS	
DESCRIPTIVE	

CITY HALL EMPLOYEES ASSOCIATION  
4 year contract 7-01-2009 through 6-30-2013

TITLE	T/O	RANGE	STEPS	INCREMENT	MAXIMUM STEPS	MAXIMUM INCREMENT (325/375-500)	2008 previous base	7-01-2009 (0% Inc) Minimum Maximum	7-01-2010 (2.0% Inc) Minimum Maximum	7-01-2011 (2.0% Inc) Minimum Maximum	7-01-2012 (3.0% Inc) Minimum Maximum
ACCOUNT CLERK	2	17-30	3	325	1	825	32,463	31,163 32,963	31,822 33,622	32,484 34,284	33,523 35,323
ACCOUNT CLERK (FIN)	1	17-40FN	3	325	1	825	40,805	39,305 41,105	40,127 41,927	40,866 42,666	42,249 44,049
ACCOUNT CLERK/35	1	3-35AC	3	325	1	825	45,084	43,784 45,584	44,696 46,496	45,626 47,426	47,049 48,849
ACCOUNTANT	2	07-30	3	325	1	825	40,659	39,359 41,159	40,182 41,982	41,022 42,822	42,307 44,107
ADMINISTRATIVE ANALYST	1	03-30	3	325	1	825	45,084	43,784 45,584	44,696 46,496	45,626 47,426	47,049 48,849
ADMINISTRATIVE ANALYST	1	03-35	3	325	1	825	45,417	44,117 45,917	45,035 46,835	45,972 47,772	47,405 49,205
ADMINISTRATIVE ANALYST (epd) +	1	03-40AN	3	325	1	825	42,114	40,814 42,614	41,666 43,466	42,535 44,335	43,965 45,765
ADMINISTRATIVE CLERK	3	05-30	3	325	1	825	59,008	57,508 59,508	58,698 60,698	59,912 61,912	61,769 63,769
ADMINISTRATIVE CLERK BILINGUAL S/E	1	05-30	3	325	1	825	43,859	42,559 44,359	43,446 45,246	44,351 46,151	45,736 47,536
ADMINISTRATIVE CLERK/40	1	05-40AC	3	325	1	825	51,171	49,871 51,671	50,904 52,704	51,968 53,768	53,571 55,371
ADMINISTRATIVE SECRETARY (adm)	1	01-35AD	3	375	1	875	53,787	52,287 54,287	53,373 55,373	54,480 56,480	56,174 58,174
ADMINISTRATIVE SECRETARY (epd) +	1	01-35PD	3	375	1	875	56,969	55,469 57,469	56,618 58,618	57,900 59,900	59,584 61,584
ADMINISTRATIVE SECRETARY (rhrs)	1	01-35NS	3	375	1	875	53,787	52,287 54,287	53,373 55,373	54,480 56,480	56,174 58,174
ADMINISTRATIVE SECRETARY (rhrs)	1	01-35NS	3	375	1	875	46,101	44,801 46,601	45,733 47,533	46,684 48,484	48,139 49,939
ADMINISTRATIVE SECRETARY/30	1	02-30	3	325	1	825	43,253	41,953 43,753	42,828 44,628	43,721 45,521	45,087 46,887
AFFIRMATIVE ACTION OFFICER	3	06-30	3	325	1	825	38,895	38,595 40,395	39,403 41,203	40,227 42,027	41,488 43,288
AIR POLLUTION INSPECTOR	1	07-35	3	325	1	825	49,300	48,000 49,800	48,996 50,796	50,012 51,812	51,968 53,768
ANALYST GRANT APPLICATIONS	1	14-30	3	325	1	825	34,295	32,995 34,795	33,691 35,491	34,401 36,201	35,487 37,287
ASSESSING CLERK TPG	1	10-30AA	3	325	1	825	54,958	53,658 55,458	54,767 56,567	55,898 57,698	57,629 59,429
ASST ASSESSOR (e)	1	10-30AB	3	325	1	825	50,843	49,543 51,343	50,570 52,370	51,617 53,417	53,220 55,020
ASST ASSESSOR (d)	1	10-30AC	3	325	1	825	38,620	37,320 39,120	38,102 39,902	38,900 40,700	40,121 41,921
ASST ASSESSOR (c)	1	10-30AC	3	325	1	825	45,084	43,784 45,584	44,696 46,496	45,626 47,426	47,049 48,849
ASST ENGINEER	2	03-30	3	325	1	825	48,078	46,778 48,578	47,478 49,278	48,378 50,178	49,651 51,451
ASST PENSION FUND SUPERVISOR	1	02-35FS	3	325	1	825	43,659	42,359 44,159	43,446 45,246	44,351 46,151	45,736 47,536
ASST PLANNER	1	05-30	3	325	1	825	40,632	39,332 41,132	40,155 41,955	40,994 42,794	42,278 44,078
ASST PUBLIC INFORMATION OFFICER	1	04-30	3	325	1	825	44,474	43,174 44,974	44,073 45,873	44,980 46,780	48,384 49,184
ASST SECY BOARD/COMMISSION (abc)*	2	08-40WM	3	325	1	825	55,133	53,833 55,633	54,946 56,746	56,081 57,881	59,167 60,967
ASST SUPT OF WEIGHTS & MEASURES	2	08-40WM	3	325	1	825	36,085	34,785 36,585	35,517 37,317	36,263 38,063	37,405 39,205
ASST VIOLATIONS CLERK	1	05-35BPH	3	375	1	875	55,864	54,564 56,364	55,491 57,291	56,641 58,441	58,400 60,200
BUILDING INSPECTOR (H)	1	05-35BPH	3	375	1	875	51,361	49,861 51,361	50,898 52,398	51,966 53,466	53,575 55,075
BUILDING INSPECTOR (I)	1	05-35BPH	3	375	1	875	46,859	45,359 46,859	46,306 47,806	47,272 48,772	48,750 50,250
BUILDING INSPECTOR (R)	1	05-35BPH	3	375	1	875	74,536	73,236 74,536	74,737 76,037	76,268 77,568	78,610 80,410
BUILDING INSPECTOR/ZONING OFFICER	1	01-40BZO	3	325	1	825	34,806	33,506 35,306	34,212 36,012	34,932 36,732	36,034 37,834
CASHIER	3	13-30	3	325	1	825	32,261	30,961 32,761	31,616 33,416	32,284 34,084	33,307 35,107
CLERK	16	18-30	3	325	1	825	37,941	36,441 38,441	37,210 39,210	37,994 39,994	39,194 41,194
CLERK TRANSCRIBER/35 (epd) +	2	03-35	3	375	1	875	32,463	31,163 32,963	31,822 33,622	32,484 34,284	33,523 35,323
CLERK TYPIST	38	17-30	3	325	1	825	32,463	31,163 32,963	31,822 33,622	32,484 34,284	33,523 35,323
CLERK TYPIST/30 (epd) =	5	04-35	3	325	1	825	32,463	31,163 32,963	31,822 33,622	32,484 34,284	33,523 35,323
CLERK TYPIST/35	1	04-35	3	325	1	825	36,572	35,272 36,972	36,339 38,039	37,122 38,822	38,320 40,020
CLERK TYPIST/35 (epd) =	2	04-35	3	375	1	875	37,872	36,572 38,372	37,339 39,139	37,922 39,722	39,120 41,120
CLERK TYPIST/35 (epd) +	12	04-35	3	375	1	875	37,872	36,572 38,372	37,339 39,139	37,922 39,722	39,120 41,120
CLERK / TELEPHONE OPERATOR	2	15-30	3	325	1	825	33,788	32,488 34,288	33,174 34,974	33,873 35,673	34,943 36,743

**CITY HALL EMPLOYEES ASSOCIATION**  
4 year contract: 7-01-2009 through 6-30-2013

TITLE	I/O	RANGE	STEPS	INCREMENT	MAXIMUM STEPS	MAXIMUM INCREMENT	2008 previous	7-01-2009 (0% Inc)		7-01-2010 (2.0% Inc)		7-01-2011 (2.0% Inc)		7-01-2012 (3.0% Inc)	
								Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
CLERK /35 (std) =	1	18-35	3	325	1	825	37,637	36,337	37,100	38,900	37,878	39,678	39,068	40,868	
CLERK /35 (epd) +	1	18-35	3	325	1	825	37,637	36,337	37,100	38,900	37,878	39,678	39,068	40,868	
CLERK/35	5	18-35C	3	325	1	825	37,637	36,337	37,100	38,900	37,878	39,678	39,068	40,868	
CLERK/40	1	18-40C	3	325	1	825	42,624	41,224	42,084	43,884	42,862	44,662	44,052	45,852	
CLERK/40	1	18-40	3	325	1	825	43,028	41,728	42,588	44,388	43,366	45,166	44,556	46,356	
CLERK/COMMUNITY RELATIONS AIDE	1	18-40CH	3	325	1	825	61,059	59,759	60,980	62,780	62,246	64,046	64,167	65,967	
COLLECTOR DELINQUENT ACCOUNTS	1	11-30	3	325	1	825	37,958	36,658	37,427	39,227	38,212	40,012	39,412	41,212	
COMMUNITY CENTER, DIRECTOR	1	04-40CCD	3	325	1	825	38,511	37,211	37,991	39,791	38,787	40,587	40,005	41,805	
COMMUNITY RELATIONS SPECIALIST (epd)	1	01-40CRS	3	325	1	825	60,776	59,476	61,276	62,502	61,952	63,752	63,965	65,665	
COMPLAINT INVESTIGATOR	1	02-40B	3	325	1	825	50,982	49,582	50,589	52,389	51,937	53,737	53,240	55,040	
COMPUTER OPERATOR TRAINEE	1	19-40	3	325	1	825	34,790	33,490	34,196	35,996	34,916	36,716	36,017	37,817	
COST ESTIMATOR PROPERTY IMPROVEMEN	3	03-35LA	3	325	1	825	48,410	47,110	48,910	49,888	49,086	50,886	50,613	52,413	
COURT INTERPRETER	2		3	325	1	825	(1,300)	500	(1,290)	510	(1,280)	520	(1,264)	536	
DATA ENTRY MACHINE OPERATOR	1	15-30	3	325	1	825	33,788	32,488	33,174	34,974	33,873	35,673	34,943	36,743	
DATA ENTRY MACHINE OPERATOR (epd) +	7	03-35	3	375	1	875	37,941	36,441	37,210	39,210	37,994	39,994	39,194	41,194	
DATA ENTRY MACHINE OPERATOR/40	1	08-40	3	325	1	825	48,962	47,662	48,651	50,451	49,660	51,460	51,204	53,004	
DATA PROCESSING PROGRAMMER TRAINEE	1	08-40	3	325	1	825	36,846	35,546	36,293	38,093	37,055	38,855	38,221	40,021	
DATA PROCESSING PROGRAMMER (a)	2	01-40A	3	325	1	825	55,065	53,765	54,876	56,876	56,010	57,810	57,744	59,544	
DATA PROCESSING PROGRAMMER (b)	1	01-40B	3	325	1	825	53,258	51,958	53,033	54,833	54,130	55,930	55,808	57,608	
DATA PROCESSING PROGRAMMER (c)	1	01-40C	3	325	1	825	51,449	50,149	51,949	52,988	52,248	54,048	53,869	55,669	
DATA PROCESSING PROGRAMMER (d)	1	01-40D	3	325	1	825	49,843	48,543	49,346	51,146	50,389	52,189	51,934	53,734	
DATA PROCESSING PROGRAMMER (e)	1	01-40E	3	325	1	825	47,936	46,636	47,503	49,303	48,489	50,289	49,998	51,798	
DATA PROCESSING PROGRAMMER (f)	2	01-40F	3	325	1	825	46,274	44,974	45,774	47,574	46,689	48,489	47,252	49,052	
DATA PROCESSING PROGRAMMER (g)	1	01-40G	3	325	1	825	41,997	40,697	41,547	43,347	42,414	44,214	43,740	45,540	
DENTAL ASSISTANT	1	15-30	3	325	1	825	33,788	32,488	33,174	34,974	33,873	35,673	34,943	36,743	
DENTAL ASSISTANT(clerk)	1	15-30	3	325	1	825	33,788	32,488	33,174	34,974	33,873	35,673	34,943	36,743	
DEPUTY REGISTRAR OF VITAL STATISTICS	1	02-30	3	325	1	825	46,101	44,801	45,733	47,533	46,684	48,484	48,139	49,939	
DOCKET CLERK	3	11-30	3	325	1	825	37,958	36,658	37,427	39,227	38,212	40,012	39,412	41,212	
ELECTRICAL INSPECTOR	2	01-35EI	3	325	1	825	66,151	64,851	66,651	68,451	67,544	69,344	69,624	71,424	
EMPLOYEE BENEFITS CLERK TPG	1	14-30	3	325	1	825	34,295	32,995	33,691	35,491	34,401	36,201	35,487	37,287	
ENGINEERING AIDE	1	17-30	3	325	1	825	32,963	31,663	32,622	34,422	32,494	34,294	33,523	35,323	
FIELD REPRESENTATIVE DISEASE CONTROL	1	11-30	3	325	1	825	37,958	36,658	37,427	39,227	38,212	40,012	39,412	41,212	
FIELD REPRESENTATIVE HOUSING INSPECT	9	08-30	3	325	1	825	39,895	38,595	39,403	41,203	40,227	42,027	41,488	43,288	
FIELD REPRESENTATIVE HOUSING INSPECT	1	04-30	3	325	1	825	44,474	43,174	44,074	45,874	44,990	46,790	46,394	48,194	
FIELD REPRESENTATIVE HOUSING INSPECT	1	06-30	3	325	1	825	43,253	41,953	42,828	44,628	43,721	45,521	45,087	46,887	
GRADUATE NURSE PUBLIC HEALTH	1	02-35NPP	3	325	1	825	47,830	46,530	47,497	49,297	48,483	50,283	49,991	51,791	
HEALTH AIDE	6		3	325	1	825	(1,300)	500	(1,290)	510	(1,280)	520	(1,264)	536	
HOUSING INSPECTOR	2	01-30HA	3	325	1	825	34,300	33,000	33,696	35,496	34,406	36,206	35,492	37,292	
INDUSTRIAL HYGIENIST	1	01-30HI	3	325	1	825	63,381	62,081	63,681	65,159	64,662	66,159	66,656	68,156	
INVESTIGATOR COMMUNICABLE DISEASES	2	01-30H	3	325	1	825	56,685	55,385	56,529	58,329	57,686	59,486	59,481	61,281	
INVESTIGATOR CONSUMER PROTECTION	1	03-30CD	3	325	1	825	44,308	43,008	44,808	46,308	44,818	46,318	46,217	48,017	
LAND SURVEYOR	1	07-30	3	325	1	825	40,659	39,359	40,162	41,962	41,022	42,822	42,307	44,107	
LEGAL ANALYST	1	01-30	3	325	1	825	52,207	50,907	51,961	53,761	53,038	54,838	54,681	56,481	
			3	325	1	825	(1,300)	500	(1,290)	510	(1,280)	520	(1,264)	536	

**CITY HALL EMPLOYEES ASSOCIATION**  
4 year contract 7-01-2009 through 6-30-2013

TITLE	T/O	RANGE	STEPS	INCREMENT	MAXIMUM STEPS	MAXIMUM INCREMENT	2008 previous	7-01-2008 (0% Inc)		7-01-2010 (2.0% Inc)		7-01-2011 (2.0% Inc)		7-01-2012 (3.0% Inc)	
								Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
LEGAL SECRETARY	1	02-35LB	3	325	1	825	50,522	49,222	50,242	52,042	51,283	53,083	52,875	54,675	
LEGAL SECRETARY	1	02-35LA	3	325	1	825	59,247	57,947	59,142	60,942	60,361	62,161	62,226	64,026	
LICENSE INSPECTOR/35	1	08-35LC	3	325	1	825	46,922	46,922	47,896	49,696	48,890	50,690	50,411	52,211	
LICENSE INSPECTOR/40	4	08-40LC	3	325	1	825	56,133	53,833	55,633	58,746	56,081	57,881	57,817	59,617	
LOAN ADVISOR	2	03-35LA	3	325	1	825	45,084	43,784	45,584	46,496	45,628	47,428	47,049	48,849	
MAIL CLERK	1	15-30	3	325	1	825	33,786	32,486	34,286	34,974	33,873	35,673	34,943	36,743	
PARKING ENFORCEMENT OFFICER (epd) +	7	04-35	3	375	1	875	37,872	36,372	38,372	39,139	37,922	39,922	39,120	41,120	
PERSONNEL AIDE TYPG	1	03-35PA	3	325	1	825	43,719	42,419	43,303	45,103	44,205	46,005	45,585	47,385	
PLANNING AIDE	1	17-40ZB	3	325	1	825	47,830	46,530	47,497	49,297	48,483	50,283	49,991	51,791	
PLUMBING INSPECTOR	4	01-35PB	3	325	1	825	66,151	64,851	66,651	67,984	67,544	69,344	69,624	71,424	
PRINCIPAL ACCOUNT CLERK	1	11-30	3	325	1	825	37,958	36,658	38,458	39,227	38,212	40,012	39,412	41,212	
PRINCIPAL ACCOUNT CLERK (lilh)	1	07-30	3	325	1	825	40,659	39,359	41,159	40,182	41,022	42,822	42,307	44,107	
PRINCIPAL ACCOUNT CLERK/35	2	03-35PAC	3	325	1	825	44,284	42,984	44,784	45,680	44,794	46,594	46,192	47,992	
PRINCIPAL ACCOUNTANT	1	05-30	3	325	1	825	55,854	54,354	56,154	57,277	56,623	58,423	58,376	60,176	
PRINCIPAL ASSESSING CLERK TYPING	1	08-30	3	325	1	825	43,859	42,559	43,446	45,246	44,351	46,151	45,736	47,536	
PRINCIPAL CASHIER	1	08-30	3	325	1	825	39,895	38,595	39,395	41,203	40,227	42,027	41,488	43,288	
PRINCIPAL CLERK	3	11-30	3	325	1	825	37,958	36,658	38,458	39,227	38,212	40,012	39,412	41,212	
PRINCIPAL CLERK TRANSCRIBER (epd) +	1	01-35PD	3	375	1	825	53,787	52,287	54,287	55,373	54,480	56,480	56,174	58,174	
PRINCIPAL CLERK TYPIST	4	10-30	3	325	1	825	38,620	37,320	39,120	39,902	38,900	40,700	40,121	41,921	
PRINCIPAL CLERK TYPIST BILINGUAL SPN &	2	07-30	3	325	1	825	40,659	39,359	41,159	40,182	41,022	42,822	42,307	44,107	
PRINCIPAL CLERK TYPIST BILINGUAL S&E (r	1	07-30	3	325	1	825	40,659	39,359	41,159	40,182	41,022	42,822	42,307	44,107	
PRINCIPAL CLERK TYPIST/35	2	10-35PCT	3	325	1	825	45,057	43,757	45,557	46,468	45,597	47,397	47,019	48,819	
PRINCIPAL CLERK (adm)	1	07-35adm	3	325	1	825	47,435	46,135	47,935	48,894	48,072	49,872	49,588	51,388	
PRINCIPAL CLERK (b)	1	02-40	3	325	1	825	47,830	46,530	47,497	49,297	48,483	50,283	49,991	51,791	
PRINCIPAL CLERK (c)	1	07-30	3	325	1	825	40,659	39,359	41,159	40,182	41,022	42,822	42,307	44,107	
PRINCIPAL DATA ENTRY MACH OPERATOR	1	09-30	3	325	1	825	38,235	37,935	39,735	38,730	39,541	40,351	40,781	42,581	
PRINCIPAL DRAFTING TECHNICIAN	1	02-30	3	325	1	825	48,350	47,050	48,850	48,027	49,827	49,004	50,804	52,349	
PRINCIPAL DRAFTING TECHWATER SYS DI	1	10-30	3	325	1	825	38,620	37,320	39,120	39,102	38,102	40,102	40,121	41,921	
PRINCIPAL ENGINEERING AIDE	2	03-40	3	325	1	825	60,113	58,813	60,613	60,025	61,262	63,062	63,154	64,954	
PRINCIPAL ENGINEERING CLERK	1	10-30	3	325	1	825	38,620	37,320	39,120	38,102	38,902	40,700	40,121	41,921	
PRINCIPAL PAYROLL CLERK	1	09-30	3	325	1	825	39,235	37,935	39,735	38,730	39,541	40,351	40,121	41,921	
PRINCIPAL PLANNING AIDE	1	04-30	3	325	1	825	46,725	45,425	47,225	46,370	47,333	48,133	48,807	50,607	
PROGRAM MONITOR	1	02-40PPA	3	325	1	825	61,475	60,175	61,975	63,215	62,679	64,479	64,613	66,413	
PROPERTY CLERK BILINGUAL SPN & ENG (e	1	02-35SPA	3	325	1	825	45,084	43,784	45,584	46,496	45,626	47,426	47,049	48,849	
PROPERTY CLERK (epd) +	2	05-35	3	375	1	875	38,695	37,195	39,195	37,979	38,779	40,779	40,002	42,002	
PUBLIC SAFETY TELECOMMUNICATOR	37	01-35TC	3	375	1	875	37,375	35,875	37,875	36,607	38,107	39,537	38,560	40,560	
PUBLIC SAFETY TELECOMMUNICATOR TRA	10	09-35	3	375	1	875	39,867	38,367	40,367	39,174	39,997	41,997	41,257	43,257	
PUBLIC WORKS INSPECTOR	1	09-35	3	325	1	825	33,497	32,197	34,197	34,207	34,931	36,039	36,039	38,039	
PURCHASING ASSISTANT	1	09-35	3	325	1	825	52,778	51,478	53,278	52,544	53,831	55,431	55,294	57,094	
RECREATION CENTER DIRECTOR	6	09-30	3	325	1	825	42,513	41,213	43,013	42,073	43,873	44,750	44,293	46,093	
RECREATION LEADER SR CITIZENS	3	08-35	3	325	1	825	36,841	35,541	37,341	36,288	38,088	38,850	38,216	40,016	
RECREATION LEADER SR CITIZENS	1	11-30A	3	325	1	825	38,080	36,780	38,580	37,552	39,352	39,339	39,543	41,343	
RECYCLING PROGRAM AIDE	1	11-40A	3	325	1	825	50,774	49,474	51,274	50,499	52,299	51,545	53,345	54,945	
	1		3	325	1	825	(1,300)	500	(1,290)	510	(1,280)	520	(1,264)	536	

APPENDIX "A"

Base Salary

CITY HALL EMPLOYEES ASSOCIATION  
4 year contract 7-01-2009 through 6-30-2013

TITLE	I/O	RANGE	STEPS	INCREMENT	MAXIMUM STEPS	MAXIMUM INCREMENT	2008 previous	7-01-2008 (0% Inc)	7-01-2010 (2.0% Inc)	7-01-2011 (2.0% Inc)	7-01-2012 (3.0% Inc)
							Minimum Maximum	Minimum Maximum	Minimum Maximum	Minimum Maximum	Minimum Maximum
REDEVELOPMENT ASSISTANT	1		3	325	1	825	(1,300) 500	(1,290) 510	(1,280) 520	(1,264) 536	
RELOCATION ASSISTANT	2	07-30	3	325	1	825	39,359 41,159	40,182 41,982	41,022 42,822	42,307 44,107	
RELOCATION OFFICER	1	2-40RO	3	325	1	825	66,598 68,398	67,966 69,766	69,361 71,161	71,496 73,296	
REPRESENTATIVE RENT REGULATION	1	06-30	3	325	1	825	43,253 43,753	42,828 43,328	43,721 44,221	45,087 46,487	
SANITARY INSPECTOR	2	06-30	3	325	1	825	41,953 43,753	42,828 44,628	43,721 45,521	45,087 46,887	
SANITARY INSPECTOR TRAINEE	2	12-30	3	325	1	825	36,150 37,950	36,909 38,709	37,627 39,427	38,867 40,667	
SANITATION INSPECTOR	3	13-30SI	3	325	1	825	38,595 40,395	39,403 41,203	40,227 42,027	41,488 43,288	
SANITATION INSPECTOR	1	13-40	3	325	1	825	50,594 51,094	50,316 52,116	51,358 52,358	52,953 54,753	
SECRETARIAL ASSISTANT	5	06-30	3	325	1	825	41,953 43,753	42,828 44,628	43,721 45,521	45,087 46,887	
SR ACCOUNT CLERK	7	13-30	3	325	1	825	34,806 35,306	34,212 36,012	34,932 36,732	36,034 37,834	
SR ACCOUNT CLERK TPG	2	13-30	3	325	1	825	34,806 35,306	34,212 36,012	34,932 36,732	36,034 37,834	
SR ACCOUNT CLERK TPG (epd) +	1	01-35A	3	375	1	875	39,473 39,973	38,772 40,572	39,567 41,367	40,835 42,635	
SR ACCOUNTANT	2	04-30	3	325	1	825	44,474 44,974	44,073 45,873	44,990 46,790	46,394 48,194	
SR AIR POLLUTION INSPECTOR	1	02-30H	3	325	1	825	47,856 49,656	48,949 50,649	49,862 51,662	51,412 53,212	
SR ASSESSING CLERK	1	10-30	3	325	1	825	37,320 38,120	36,702 38,502	37,683 39,483	38,867 40,667	
SR ASSESSING CLERK TYPING	1	09-30	3	325	1	825	39,235 39,735	38,730 40,530	39,541 41,341	40,781 42,581	
SR ASSISTANT ASSESSOR	2	03-30	3	325	1	825	59,054 59,554	58,945 60,745	60,160 61,960	62,019 63,819	
SR BUILDING INSPECTOR	1	01-35BUI	3	375	1	875	67,167 67,667	67,020 68,820	68,400 70,200	70,512 72,312	
SR CASHIER	1	12-30	3	325	1	825	36,150 37,950	36,909 38,709	37,683 39,483	38,867 40,667	
SR CITIZEN PROGRAM AIDE	6	12-30	3	325	1	825	36,150 37,950	36,909 38,709	37,683 39,483	38,867 40,667	
SR CLERK	4	16-30	3	325	1	825	31,775 33,575	32,447 34,247	33,132 34,932	34,180 35,980	
SR CLERK TRANSCRIBER (epd) +	1	01-35	3	375	1	875	37,195 39,195	37,979 39,979	38,779 40,779	40,002 42,002	
SR CLERK TYPIST	13	16-30	3	325	1	825	31,775 33,575	32,447 34,247	33,132 34,932	34,180 35,980	
SR CLERK TYPIST BILINGUAL S&E (mc)	5	14-30	3	325	1	825	34,295 34,795	33,691 35,491	34,401 36,201	35,487 37,287	
SR CLERK TYPIST (epd) =	1	16-35	3	325	1	825	36,584 37,084	36,066 38,866	36,863 40,663	38,863 41,863	
SR CLERK TYPIST (epd) +	2	16-35	3	325	1	825	37,284 39,084	36,066 39,866	36,863 40,663	40,083 41,883	
SR CLERK TYPIST/35	1	02-35	3	325	1	825	44,084 44,584	43,066 45,866	44,596 46,396	45,988 47,788	
SR CLERK TYPIST/40	1	16-40	3	325	1	825	37,284 39,084	36,066 39,866	36,863 40,663	40,083 41,883	
SR CLERK (a)	2	13-30	3	325	1	825	42,794 44,594	43,066 45,866	44,596 46,396	45,988 47,788	
SR CLERK/35	3	12-35	3	325	1	825	33,506 35,306	34,212 36,012	34,932 36,732	36,034 37,834	
SR CLERK/40	3	12-35	3	325	1	825	37,282 39,082	36,064 39,864	36,861 40,661	40,081 41,881	
SR DATA PROCESSING PROGRAMMER	1	12-40	3	325	1	825	44,084 44,584	43,686 45,486	44,596 46,396	45,988 47,788	
SR DATA PROCESSING PROGRAMMER (is)	2	01-40EDP	3	325	1	825	57,805 58,305	57,671 59,471	58,860 60,660	60,680 62,480	
SR DATA PROCESSING PROGRAMMER (is)	1	02-40EDP	3	325	1	825	60,903 61,403	60,831 62,631	62,084 63,884	64,001 65,801	
SR DRAFTING TECHNICIAN	1	12-30	3	325	1	825	36,150 37,950	36,909 38,709	37,683 39,483	38,867 40,667	
SR ENGINEERING AIDE	1	13-30	3	325	1	825	33,506 35,306	34,212 36,012	34,932 36,732	36,034 37,834	
SR MAIL CLERK	1	07-30	3	325	1	825	39,359 41,159	40,182 41,982	41,022 42,822	42,307 44,107	
SR PERSONNEL CLERK	1		3	325	1	825	(1,300) 500	(1,290) 510	(1,280) 520	(1,264) 536	
SR PERSONNEL CLERK (epd)	1	03-35EP	3	325	1	825	38,595 40,395	39,403 41,203	40,227 42,027	41,488 43,288	
SR PLANNING AIDE	1	02-35SPA	3	325	1	825	47,830 48,330	47,497 49,297	48,463 50,263	49,991 51,791	
SR PROPERTY CLERK (epd)-	1	01-35PCS	3	375	1	875	40,223 42,223	41,067 43,067	41,928 43,928	43,246 45,246	
SR PUBLIC SAFETY TELECOMMUNICATOR	3	01-35PS	3	325	1	825	44,679 45,179	44,283 46,083	45,205 47,005	46,615 48,415	
SR PURCHASING ASSISTANT	1	02-30	3	325	1	825	48,078 49,878	49,078 50,878	50,084 51,884	51,651 53,451	
SR SANITARY INSPECTOR	2	01-30HI	3	325	1	825	63,361 63,861	63,359 65,159	64,662 66,462	66,566 68,366	
SR TELEPHONE OPERATOR	1	08-30	3	325	1	825	38,595 40,395	39,403 41,203	40,227 42,027	41,488 43,288	

**CITY HALL EMPLOYEES ASSOCIATION**

4 year contract 7-01-2009 through 6-30-2013

TITLE	T/O	RANGE	STEPS	INCREMENT	MAXIMUM STEPS	MAXIMUM INCREMENT	2008 previous	7-01-2009 (0% Inc)	7-01-2010 (2.0% Inc)	7-01-2011 (2.0% Inc)	7-01-2012 (3.0% Inc)	
							Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
SR TRANSPORTATION INSPECTOR/40	1	02-40ST	3	325	1	825	68,019	69,819	69,415	71,215	73,018	74,818
SUPERVISING ACCOUNT CLERK	4	02-30	3	325	1	825	48,350	48,650	48,027	49,827	50,549	52,349
SUPERVISING CLERK (b)	1	01-30SC	3	325	1	825	55,692	57,492	56,042	58,842	59,609	61,409
SUPERVISING CLERK (b)	1	02-30	3	325	1	825	49,227	49,727	48,922	50,722	51,488	53,288
SUPERVISOR OF ACCOUNTS	1	10-30	3	325	1	825	49,659	51,659	50,892	52,692	53,736	55,356
SUPERVISOR OF CENTRAL MAIL ROOM	1	03-30	3	325	1	825	43,784	45,584	44,696	46,496	47,426	48,849
SUPERVISOR OF DATA ENTRY MACH OPER	1	02-40A	3	325	1	825	49,287	50,087	49,289	51,089	51,874	53,674
SUPERVISOR OF DATA PROCESSING OPER	1	03-40EDP	3	325	1	825	60,971	62,771	62,226	64,026	65,466	67,266
SUPERVISOR OF SR CITIZENS ACTIVITIES	1	03-40C	3	325	1	825	70,808	72,608	72,260	74,060	76,007	77,807
TAX SEARCHER	1	08-30	3	325	1	825	38,595	40,395	38,403	40,203	41,488	43,288
TECHNICAL ASST CONTRUCTION OFFICIAL	1	12-30	3	325	1	825	38,595	40,395	39,403	41,203	42,027	43,288
TIMEKEEPER	1	01-40	3	325	1	825	52,333	54,133	53,416	55,216	56,210	58,010
TRANSPORTATION INSPECTOR	1	08-35T	3	325	1	825	63,633	65,633	65,146	66,946	68,285	70,334
VIOLATIONS CLERK	2	01-30V	3	325	1	825	46,530	48,330	47,497	49,297	49,991	51,791
ZONING OFFICER (b)	1	01-40ZA	3	325	1	825	70,809	72,609	72,281	74,081	76,008	77,808
ZONING OFFICER/85	2	01-35ZO	3	325	1	825	64,851	66,651	66,184	67,984	69,344	71,424
ZONING OFFICER/40	1	01-40ZO	3	325	1	825	64,851	66,651	66,184	67,984	69,344	71,424